

NPMHU REMAINS VIGILANT

Kevin P. Tabarus, National Secretary-Treasurer



The National Postal Mail Handlers Union is always prepared. Our organization does not sit back and wait for things to happen. We always remain steps ahead and prepared for our future. This commitment applies to all aspects of what could affect the Mail Handler craft, good or bad.

No matter the issue, whether it is a **legislative or political** issue imposed by the administration in Washington, DC or an operational issue implemented by postal management, we remain committed to ensuring protections for the Mail Handler craft and our customers that use our US Mail. We have direct contact with many union labor friendly members of Congress who ask for our input on many pending and future issues.

The number of Mail Handlers has been increasing. This is even with declining mail volumes. Since the COVID-19 Pandemic, the number of Mail Handlers has increased by 13,000. That is an increase of over 31%. *(For comparison, the APWU lost over 9,000 over the same period.)* One of the main reasons for the increased amount of Mail Handlers is that we have gained Mail Handler positions in Regional Processing Distribution Centers (RPDCs), Sorting & Delivery Centers (SDCs), Regional Transfer Hubs (RTHs), etc. **We are gaining more and more Mail Handler jobs!** We have been successful in our efforts to have craft jurisdictional assignments awarded to the Mail Handler craft over the APWU on new Mail Processing Equipment.

Our excellent Contract Administration Department does much more than just process grievances. They prepare to fight hard for Mail Handler jobs on new machinery. They attend every one of the US Postal Services' **Mechanical and Technology meetings**. They are also out in the field, making site visits for all new machinery. They, too, are prepared for our future.

The **National Executive Board** (NEB) is also prepared. The NEB consists of the National President, National Secretary-Treasurer, and the five (5) Regional Vice Presidents. The National Executive Board is responsible for governing this Union, upholding its laws and policies and advancing its interests. Every aspect of this Union is discussed by the NEB. They meet on a quarterly basis. Some of the topics for the NEB meetings are:

- reviewing finances (expenses and income),
- membership trends for Local Unions on regular (Mail Handlers) members and associate members,
- addressing Local Union appeals,
- meeting and training program planning,
- litigation,
- national grievances,
- USPS Network Redesign - both the status and proposed future changes,
- NPMHU National Women's Committee,
- Mail Handlers Benefit Plan,

- legislative and political issues,
- and much more

The **Committee On The Future** (COTF) meets each year and is also prepared. It is comprised of the National Executive Board, General Counsel (our union attorney), the Manager of Contract Administration (Teresa Harmon), Legislative & Political Director (Katie Maddocks), Executive Director of MHBP (Nina Gallaresi), and several Local Presidents. The Local Presidents are from all regions of the country and represent large, medium and small sized local unions. Reports are provided by the National President, National-Secretary-Treasurer, General Counsel, Legislative & Political Director, Executive Director of MHBP and NPMHU Women's Committee Chairperson (June Harris). The COTF is an important resource for addressing, debating, and developing solutions to the future issues that are on the horizon that will impact our members.

There are two **Semi-Annual Meetings of Local Unions** (SAMLUs) a year. All Local Unions are invited to attend. At these meetings, the National Officers meet with representatives of the Local Unions. The number of representatives to represent the Local Union(s) at these meetings, and the selection of such individuals, are determined by the respective Local Union President(s). The agenda for the SAMLUs include the following, in addition to the agenda items submitted by the Local Unions: (1) The National Executive Board provides the attendees with its full financial report,

outlining the current financial status of the National organization. (2) A report from the Contract Administration Department. (3) Discussions pertaining to any issue of legislation; safety, legal or educational activities; or any other issues or activities affecting the membership of this organization.

The information provided by the local unions is invaluable in the Union's efforts to develop and meet its contractual and other organizational goals at the SAMLUs.

This Union convenes a **Mail Handler National Convention** every four years, between the first day of August and the last day of September during each leap year. This National Convention is the highest decision-making body of this Union. The exact date of such Mail Handler National Convention is determined by the National Executive Board. The location of the next Mail Handler National Convention is determined by the delegates at each National Convention.

The next Mail Handler National Convention is scheduled to be held in Detroit, Michigan, starting on August 7, 2028. Even though it is over two years away, we are getting prepared to welcome delegates from each Local Union to the "Motor City" in Detroit. Delegates will be "**Driving The Future**" for all Mail Handlers for the next four years.

Each Local Union shall be entitled to send as many delegates to the Mail Handler National Convention as it is entitled to votes. However, a Local Union may send fewer delegates to a National Convention than it is entitled to votes, and those such delegates shall be authorized to cast the entire number of votes to which their Local Union is entitled (weighted voting). All Local Union Presidents shall be delegates of their Local Union to any National Convention which may take place during their term of office.

The Local Union Council (consisting of the Local Executive Board and

Branch Presidents) shall consider and vote upon the number of delegates to be elected to represent their local union at the National Postal Mail Handlers Union National Convention, pursuant to the National Postal Mail Handlers Union Constitution.

The National President leads the National Convention arrangements, and on behalf of the National Executive Board, prepares a report to the delegates on the activities and accomplishments of this Union between National Conventions. The National President has the authority to establish such committees in advance of a National Convention.

We are prepared for Contract Negotiations. As of this writing, the National Postal Mail Handlers Union has declared an Impasse with the USPS over the Negotiation of the 2025 National Agreement.

We are prepared to obtain the best possible National Agreement for our membership.

Committees include, but are not limited to, an Arrangements Committee, a Credentials Committee, a Committee to Elect the Election Committee, a Rules Committee, a Constitution Committee, a Legislative/Political Committee, and a Resolutions Committee.

The National Convention has the authority to act upon the business of this Union, including the enactment of amendments to the National and Local Constitution.

The National Secretary-Treasurer submits a financial report to the Mail Handler National Convention, detailing receipts and disbursements of the national union and its assets and liabilities.

National Officer Primary elections are held at the convention. Candidates

for National Union office shall be nominated at the National Convention. Elections are conducted among all regular members in good standing through a secret ballot election. Ballots are printed and mailed to members' last-known home addresses.

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before negotiations officially began in June 2025. Now, negotiations have reached an impasse, but we are prepared. The NPMHU and USPS shall follow the dispute resolution process. The next step in this process is mediation. Should an agreement not be reached, then onto national arbitration. We were prepared from the beginning to arbitrate the 2025 National Agreement if needed. **We still remain prepared.**

Fraternally,



Kevin P. Tabarus
National Secretary-Treasurer