

MEMBERSHIP IS GROWING TOO

Kevin P. Tabarus, National Secretary-Treasurer



The number of all Mail Handlers has been increasing more over the years at a record pace. Giving credit where credit is due... This is due to the hard work and dedication of this Union. We should thank the National Executive Board, the hard-working Contract Administration Department, Local Union Officers, Shop Stewards, and the Union Members that have helped the Union to accomplish this enormous increase in our numbers. More Mail Handlers, year after year!

But the increase in the size of our bargaining unit includes both Members and Non-Union Mail Handlers. Thankfully, the number of Union Members is outpacing the number of non-union Mail Handlers. We have been carefully analyzing the membership. Recognizing areas where we are doing amazing with our membership percentage and where we are lacking.

A major concern is that our “newer” Mail Handlers are not joining the Union at the same rate of Mail Handlers with more than five years on the job. Our membership percentage for Mail Handlers with an “Enter On Duty Date” from 1957 to 2021 is well over 90% Union Membership!

However, the same cannot be said for the “newer” Mail Handlers. For those Mail Handlers with an “Enter On Duty Date” from 2022 to 2026, the membership rate is only 80%. The lower membership is just not limited to pre-career MHAs. This is a major concern. The National Office has been sounding the alarm at every meeting of Local Unions.

The Union is contractually entitled to meet with all new Mail Handlers at orientation. This is when the local Union representatives get time to meet with the new Mail Handlers. This includes postal

employees that have transferred into the Mail Handler craft. Use this time to discuss with these new Mail Handlers about joining the Union and the Mail Handlers Benefit Plan (MHBP). This is also a great time to have the opportunity to discuss Union membership, benefits, working conditions, rights, and answer any questions they might have before they go out on the workroom floor.

Our analysis has shown that local management often fails to notify the Union in advance of new Mail Handlers being hired or transferred into the Mail Handler craft. Should this occur;

- The Local Union should immediately file a grievance for the contractual violation.
- In addition, the Local Union should immediately contact their Regional Director in the Contract Administration Department. The National Office will escalate this contractual violation to higher level USPS management.
- Another avenue to address management's violation is to file a charge with the National Labor Relations Board (NLRB). It is a violation of the National Labor Relations Act for local management to impede new Mail Handlers from joining the Union.

Local unions should take these actions each and every time that local management does not provide advance notice of new Mail Handlers having orientation. This goes for transfers into the Mail Handler craft too.

This trend of new Mail Handlers not joining the National Postal Mail Handlers Union must stop. **Each Local Union must be in front of every new Mail Handler at each and every orientation!**

We also acknowledge and praise the Local Unions that have amazing membership numbers! At the recent Semi-Annual Meeting of Local Unions (SAMLU) held in Minneapolis, Minnesota, the Local Unions with the highest membership percentage were applauded and honored.

Top 3 Local Unions by membership percentage;

1. Local 309 (Upstate New York) Lisa Pruchnicki Local President = 98.2%
2. Local 331 (New Mexico), David Wisneski Local President = 98.1%
3. Local 322 (Western Pennsylvania) Kelly Dickey Local President = 97.8%

Great job by all the shop stewards and officers of these Local Unions. They get the message out to their new Mail Handlers, ***“JOIN THE UNION —JOIN THE FIGHT!”***

In addition, we also recognized and applauded those most improved Local Unions. Over the past two years, here are the top 3 Local Unions with the biggest increase in membership.

1. Local 322 (Utah) Edvina Tesch Local President = 14.0% increase!!!
2. Local 327 (Montana) Alexandria Golubski Local President = 12.7% increase
3. Local 315 (Oregon) Bryan Easley Local President = 11.3% increase

Fraternally,

A stylized blue ink signature of Kevin P. Tabarus, written in a cursive, flowing style.

Kevin P. Tabarus
National Secretary-Treasurer