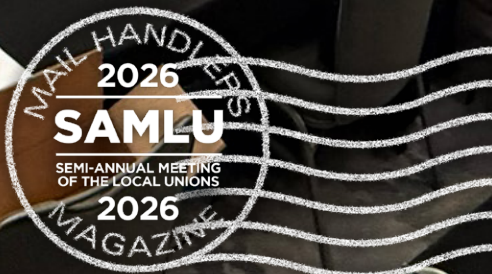


SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

CONVENES IN MINNEAPOLIS, MINNESOTA

Leaders from across the National Postal Mail Handlers Union gathered in Minneapolis, MN from August 17-19, 2026, for the Semi-Annual Meeting of the Local Unions (SAMLU).



The meeting focused on several critical issues facing the NPMHU and the Postal Service, including national contract negotiations, USPS financial challenges, network redesign initiatives, legislative developments, membership growth, and Mail Handlers Benefit Plan (MHBP) administration. Representatives from 35 out of 36 Local Unions joined members of the National Executive Board, National Office Department Heads, and Contract Administration Department representatives for three days of reports, discussion, and training.

OPENING SESSION

During his welcoming remarks, National President Hogrogian recognized newly re-elected Local Presidents Chris Bentley (Local 297), Yvette Johnson (Local 300), Charles Charleston (Local 311), and Jeff Larsen (Local 323). He also acknowledged newly appointed Local President Joshua Malloy (Local 328) and congratulated other recently elected and re-elected Local Union officers in attendance.

National President Hogrogian presented NPMHU Gold Cards to retiring Local 303 Branch Presidents Thomas Abbot, Kenny Murray, and Gary Doss in recognition of their many years of dedicated service to the membership.

Local 323 President Jeff Larsen welcomed the attendees to Minneapolis, MN.

USPS FINANCIAL OUTLOOK REMAINS A MAJOR CONCERN

A significant portion of the meeting focused on the Postal Service's financial condition and the operational challenges facing the USPS.

Reviewing third-quarter fiscal year 2026 results, National President Hogrogian reported that USPS recorded a net loss of \$2.5 billion during the quarter while posting a controllable loss of \$1 billion. Total mail volume increased by 0.4 percent, representing approximately 99 million additional pieces compared to the same quarter last year. First-Class Mail volume declined by 3.5 percent, while Marketing Mail increased by 4.3 percent. Package and parcel volume fell by 3.4 percent. Transportation expenses decreased by \$116 million.



The USPS initially reported that it would run out of money by February 2027. To provide short-term financial flexibility, the Postal Service temporarily suspended contributions to FERS. USPS is also seeking congressional action to provide further financial flexibility, including changes to how retirement and health benefit funds can be invested, recalculation of USPS contributions to CSRS, and an increase in its borrowing authority from \$15 billion to \$34 billion. Postal Unions continue to support these efforts.

POSTAL GOVERNANCE AND POLITICAL DEVELOPMENTS

The assembly received an update on the composition of the USPS Board of Governors.

The Board consists of Postmaster General David Steiner, Deputy Postmaster General Doug Tulino, and nine presidentially appointed governors subject to Senate confirmation. Current governors include Amber McReynolds, Derek Kan, Ron Stroman, and Daniel Tangherlini. Five seats remain vacant and are expected to be filled by presidential nomination and Senate confirmation. Discussions included recent and prospective nominations to the Board and their potential impact on Postal Service policy.

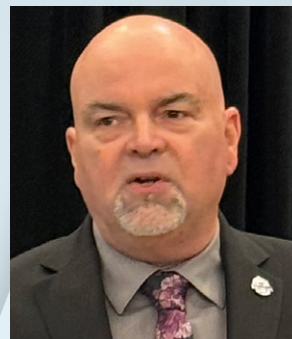
National President Hogrogian also reviewed actions taken by the current administration that could affect USPS operations and discussed the appointment of Postmaster General Steiner.



PRESIDENT PAUL HOGROGIAN
ADDRESSES THE SAMLU



NATIONAL PRESIDENT
PAUL HOGROGIAN



NATIONAL SECRETARY-TREASURER
KEVIN TABARUS



CAD DIRECTOR
EILEEN MILLS



CAD DIRECTOR
MAX REHBEIN



CAD DIRECTOR
NICK LEHTO



CAD DIRECTOR
PATRICK DONOVAN



CAD MANAGER
TERESA HARMON



CAD REPRESENTATIVE
EUGENE HORTON



LEGISLATIVE AND POLITICAL DIRECTOR
KATIE MADDOCKS



VICE PRESIDENT CENTRAL REGION
JUNE HARRIS



VICE PRESIDENT EASTERN REGION
JOHN GIBSON



VICE PRESIDENT NORTHEASTERN REGION
DAN ST. MARIE

NETWORK REDESIGN AND OPERATIONAL CHANGES

Much of the operational discussion centered on the continuing USPS network redesign plan.

Attendees received updates on the development of Regional Processing and Distribution Centers (RPDCs), Local Distribution Centers (LDCs), Regional Transfer Hubs (RTHs), and Sorting and Delivery Centers (S&DCs). Approximately 60 metropolitan areas are expected to have RPDCs as part of the evolving network structure.

National President Hogrogian emphasized that the redesign remains fluid and continues to evolve. Discussions also covered Mail Processing Facility Reviews (MPFRs), including concerns regarding the public-review process. Approximately 60 MPFRs have been conducted to date, with many resulting in local mail remaining within local facilities. Those reviews are currently on hold.

Additional discussion focused on the Postal Service's efforts to expand its S&DC operations. Approximately 160 S&DCs were operating as of April 2026, with long-term expectations ranging from 300 to 400 facilities nationwide. National President Hogrogian stressed that the NPMHU will continue to aggressively push for work in the S&DCs to be awarded to the Mail Handler craft. In addition, he reiterated that the NPMHU will oppose unnecessary consolidations and will work aggressively to minimize adverse effects on Mail Handlers.



SAMLU ATTENDEES



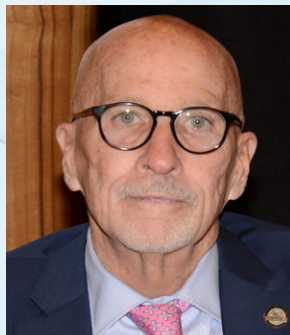
VICE PRESIDENT SOUTHERN REGION
JOHN (JR) MACON



VICE PRESIDENT WESTERN REGION
DON SNEESBY



MHBP DIRECTOR
NINA GALLAURESI



ASSISTANT TO THE NATIONAL OFFICERS
NEIL RYAN

SUBCONTRACTING CEASES — PROTECTING MAIL HANDLER WORK

Updates were also provided regarding the union's longstanding efforts to preserve Mail Handler craft work.

The NPMHU has successfully negotiated agreements to bring all Surface Transfer Center (STC) operations back in-house and has reached agreement on a global STC Memorandum of Understanding with USPS. As network changes continue, Regional Transfer Hubs may ultimately replace current STC operations.

Similarly, agreements have been reached to insource Terminal Handling Services (THS) operations. Approximately 60 THS locations exist nationwide, and about 40 of those operations remain subcontracted.

MAIL HANDLER CRAFT CONTINUES TO GROW

National President Hogrogian highlighted significant growth within the Mail Handler craft over the past several years.

Since 2013, 62,070 Mail Handler Assistants have been converted to career status. Over 59,000 of those conversions have occurred as a result of the Residual Vacancy Memorandum of Understanding. During the past 12 months alone, the craft increased by approximately 3,608 Mail Handlers, representing 9 percent growth. Since 2020, the number of Mail Handlers has grown by 13,408



ACCOUNT MANAGER AETNA
SCHANN HOLLADAY



GENERAL COUNSEL
MATT CLASH-DREXLER



LOCAL 299 PRESIDENT
KEALA PARKER



LOCAL 300 PRESIDENT
YVETTE JOHNSON



LOCAL 302 PRESIDENT
ANTHONY COLEMAN



LOCAL 303 PRESIDENT
JUAN TORRES



LOCAL 305 PRESIDENT
FELANDRIA JACKSON



LOCAL 306 PRESIDENT
GREGORY NEWSOME



NPMHU WOMEN'S COMMITTEE MEETING

representing 31.4 percent growth, while the clerk craft has declined by more than 10,000 employees representing a 7 percent decrease.

NATIONAL AGREEMENT NEGOTIATIONS

The NPMHU introduced 68 proposals during bargaining, while USPS submitted 11 proposals. Key union priorities include addressing the two-tier pay structure, proportional cost-of-living adjustments, increasing MHA compensation, and securing wage increases for Mail Handlers.

The 2022 National Agreement expired on September 20, 2025. Following unsuccessful negotiations, the NPMHU declared impasse and invoked the interest arbitration process. The last National Agreement determined through arbitration occurred in 2013 and resulted in the Fishgold Award, which established MHAs and proportional COLA provisions for Table 2 employees.

FINANCIAL AND MEMBERSHIP REPORT

National Secretary-Treasurer Tabarus presented a comprehensive report covering membership trends, revenue projections, per capita analysis, financial performance, the Revenue Sharing Program, and the NPMHU Mobile App.

He also reviewed the union's ongoing membership recruitment efforts through the "Join The Union, Join The



Fight” campaign. Specific attention was given to Form 1187 processing procedures, common submission errors, and grievance strategies when HRSSC fails to process forms within required timelines.

The top three (3) Local Unions, with the highest regular membership percentage, were awarded trophies for their outstanding commitment to recruiting and retaining members. The winners were Local 309 with a 98.2 membership percentage, followed closely by Local 331 at 98.1 membership percentage and Local 322 at 97.8 membership percentage.

National Secretary-Treasurer Tabarus also reviewed the union’s unaudited financial statements through June 30, 2026, along with revenue and expense trends, financial controls, and long-range planning efforts. He concluded with updates regarding the 2026 LIUNA Convention, plans for the 2028 NPMHU National Convention in Detroit, and upcoming conferences, meetings, and training programs.

WOMEN’S COMMITTEE REPORT

Central Region Vice President, and Women’s Committee Chair June Harris provided an update on the continuing growth and accomplishments of the National NPMHU Women’s Committee.

Topics included harassment concerns, the need for additional lactation stations, participation with the LIUNA



LOCAL 307 PRESIDENT
URSULA PATTERSON



LOCAL 309 PRESIDENT
LISA PRUCHNICKI



LOCAL 310 PRESIDENT
LISA GREER



LOCAL 311 PRESIDENT
CHARLES CHARLESTON

Women's Committee, and workplace issues affecting newly hired employees. Sister Harris praised the growing number of Local Women's Committees throughout the country and discussed NPMHU participation in the 2026 Women Build Nations Conference scheduled for October. She also recognized the tenth anniversary of the National NPMHU Women's Committee and celebrated a decade of achievements. The NPMHU Women's Committee met on Tuesday after the SAMLU General Session.

LEGAL AND LEGISLATIVE UPDATES

General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. The General Counsel provided insight on negotiations for the 2025 National Agreement, detailing the Interest Arbitration processes and procedures. RI-399 arbitrations on the SDUS/SIPS machine(s) were just heard. The HOPs RI-399 Arbitration will be held at the end of September. He also discussed the process for the STC settlement. Finally, he addressed the recent memo from USPS HQ Labor Relations regarding their internal guidelines for grievance settlements.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. Director Maddocks provided the assembly with a summary of the recent USPS financial report and the recent USPS Office of Inspector General (OIG) "Options for Addressing the U.S. Postal Service's Financial Gap." In addition, she described the recent attacks on the United States Postal Service, Mail Handler jobs, Vote by Mail, USPS Board of Governor nominees, and basic labor rights. Director Maddocks concluded her presentation with a detailed discussion of the 2026 Mid-Term elections.

MAIL HANDLERS BENEFIT PLAN

Day Two featured a comprehensive presentation regarding the Mail Handlers Benefit Plan (MHBP).

Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallaresi reviewed Open Season



LOCAL 312 PRESIDENT
TROY DAVIS



LOCAL 313 PRESIDENT
MAURICE TORRES



LOCAL 314 PRESIDENT
LATONIA BRYANT



LOCAL 315 PRESIDENT
BRYAN EASLEY



LOCAL 317 PRESIDENT
CHARLES HARRIS



LOCAL 318 PRESIDENT
NICK MOSEZAR





LOCAL 320 PRESIDENT
BERNIE GONZALEZ



LOCAL 321 PRESIDENT
TONY WILSON



LOCAL 322 PRESIDENT
KELLY DICKEY



LOCAL 323 PRESIDENT
JEFF LARSEN



LOCAL 324 PRESIDENT
CARMALITA MECASKEY



LOCAL 325 PRESIDENT
DWAYNE WILLIAMS

results, enrollment trends, member retention, marketing initiatives, and planning efforts for future Federal Employees Health Benefits and Postal Service Health Benefits programs. Attendees also received information regarding the 2026 Open Season Seminar in San Diego and preparations for 2027.

CONTRACT ADMINISTRATION DEPARTMENT UPDATES

Contract Administration Department Manager Teresa Harmon reviewed major developments since the previous meeting, including a MOU on bidding related to expired National Agreement, peak-season MHA exception period, second payment of the retirement incentive (August 28, 2026), subcontracting issues, Relief Supervisor positions, retirement processing changes, and Contract Administration Department possible vacancies.

National CAD Representative Eugene Horton provided updates on the MAPS program, Article 12 Task Force activities, RPDC implementation, clerk excessing into the Mail Handler craft, RI-399 discussions, and installation of new sorting equipment. Brother Horton also reminded Local representatives of the importance of continued Local Dispute Resolution Committee meetings and maintenance of installation inventories.

Northeast Regional Director Patrick Donovan concluded the session with a report on the USPS efforts to have an electronic grievance system and an electronic submission process for submitting union requests for information. Both are in planning stages.

LOCAL UNION DISCUSSION AND CLOSING BUSINESS

As is customary for SAMLU meetings, Local Union Presidents submitted agenda items in advance for discussion. Many of those issues were addressed during departmental reports and further explored during the round robin discussion period. Additional concerns raised by Local representatives generated extensive dialogue among attendees. Following completion of official business, the meeting was adjourned.



LOCAL 323 UNION REPRESENTATIVES



LOCAL 327 PRESIDENT
ALEXANDRIA GOLUBSKI



LOCAL 330 PRESIDENT
BOB GRIFFITH



LOCAL 331 PRESIDENT
DAVE WISNESKI



LOCAL 332 PRESIDENT
EDVINA TESCH



LOCAL 333 PRESIDENT
MONICA MARSHALL



LOCAL 334 PRESIDENT
SHELDON ADAMS

LM-2/LM-3 TRAINING WORKSHOP

On the final day, Secretary-Treasurer Tabarus conducted an LM-2/LM-3 workshop for Local Union officers. The session focused on reporting requirements, common filing issues, financial recordkeeping practices, and implementation of new Department of Labor reporting rules. While all Local Unions submitted required reports on time, the workshop addressed opportunities for improving accuracy and compliance. Participants also reviewed upcoming changes to revised LM reporting forms that will apply beginning with NPMHU fiscal year 2027 filings.

LOOKING AHEAD

The three-day meeting provided Local Union leaders with critical updates on collective bargaining, USPS finances, operational restructuring, legislative developments, benefits administration, membership growth, and financial stewardship. As the Union continues navigating significant changes within the Postal Service and the broader labor environment, the discussions at the SAMLU reinforced the NPMHU's commitment to protecting jobs, strengthening membership, and advancing the interests of Mail Handlers nationwide.

