



GO UNION GO!

June Harris, Central Region Vice President, Women's Committee Chairperson

During our numerous conversations with the NPMHU Womens' Committee, we have decided to tackle a perplexing issue regarding the membership trends of our Union. Yes, we have been assisting our pregnant and nursing mothers. We have attempted to deal with the continuing problem with sexual harassment in the workplace and the failure of management to deal with it. All of the aforementioned are important, and we will continue to address these issues. We have also committed to finding a response to our membership numbers.

We ask, do the current employees understand the importance and relevancy of a Union? Do they understand how vital it is to have membership involvement in strengthening the Union and the protections that we provide? How can we re-ignite the pas-

sion of a specific individual or facility. Some think it is to reconstruct the contract for different occasions. These are false assumptions that need to be dismantled! The Union is here to police, enforce, and monitor our

from the pioneers before us to help get our Union in a position to have weight and influence with the Postal Service.

The National Postal Mail Handlers Union (NPMHU) was established on August 7, 1912 in New Jersey as the

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sion of real involvement of our craft in the Union?

First, we need to understand the purpose of the Union. Some think that it's to accommodate the needs

National Agreement. Not for one specific person or group of people, but for everyone. The Union is the sole bargaining agent for employee benefits. This includes salary, health benefits, vacations, job selection, and safety

National Association of Postal Mail Laborers of the United States. The Union initially represented guards and messengers, in addition to mail handlers. The NPMHU has played a crucial role in advocating for better working conditions, wages, and benefits for its members over the decades. Today, the NPMHU represents more than 56,000 mail handlers employed by the United States Postal Service, continuing its mission to advance the interests of its members and their families. We are in a time where the Union must fight tooth and nail to maintain the rights and benefits that we have and to try to increase those benefits for our members moving forward.

What I have decided to look at is the percentage of Union members based on age and race. I thought that if we could be more specific, then maybe we could use the information to recruit more of our craft into the Union.

- According to the US Bureau of Labor Statistics, the unionization rate for women in 2025 was 9.6 percent, which was little changed from the prior year, and the number of women who were union members was 6.8 million. Meanwhile, the unionization rate for men increased 0.2 percentage point to 10.4 percent, and the number of men who were union members grew to 7.9 million. The gap between union membership rates for men and women has narrowed considerably since 1983, when rates for men and women were 24.7 percent and 14.6 percent, respectively.
- Among the major race and ethnicity groups, Black workers continued to have a higher union membership rate in

2025 (11.4 percent) than White (9.9 percent), Asian (8.7 percent), and Hispanic (8.9 percent) workers.

- By age, workers aged 45 to 54 had the highest union membership rate in 2025, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.7 percent.

All of these factors are important and have to be considered when recruiting new members. We can't take it for granted that they will automatically enroll. We have to be aggressively active in our recruitment efforts and remember that our youth are the future of our Union. They are important to the continuance of the Union, and its benefits to our country. We must be willing to

give an explanation as to the benefits and accomplishments of the Union. Unions protect workers' rights and advance their interests. They negotiate with employers through a process known as collective bargaining. The result is a union contract in which an employer specifies compensation, hours, benefits, job health, and safety policies. Workers achieved higher wages, reasonable hours, safer working conditions, health benefits, and retirements when they retired or were injured because of labor unions.

Know that the NPMHU is in the business of recruiting new members and is seeking new Union representatives. If you are interested or have questions, feel free to contact your Local Union Headquarters or Branch. ***THE NPMHU NEEDS YOU!!***

