

THE UNION'S FINANCES REMAIN STRONG

Kevin P. Tabarus, National Secretary-Treasurer



The financial state of the National Union continues to remain strong. As predicted, we incurred a large amount of Convention expenses in 2024. We were able to cover these costs without tapping into our financial reserves.

Our membership remains similar to last year for both Regular and Associate Members. We need to improve these numbers in 2025. We are working to increase our Regular Membership through our revamped organizing campaign. Our Associate Membership is comprised of Postal Employees that are not in the Mail Handler bargaining unit and Federal Employees that are enrolled in the Mail Handlers Benefit Plan (MHBP). We are confident that our Associate Membership will increase during Open Season.

2025 will be another expensive (and busy) year for the National Postal Mail Handlers Union. We will begin getting ready for our National Agreement negotiations.

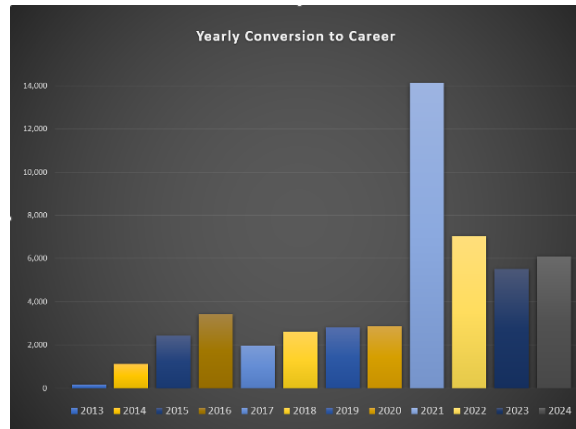
In February, the Field Negotiating Committee will meet for a week to review each and every contract proposal submitted (Deadline January 31, 2025) by the membership. Our contract negotiations will start in June, prior to the expiration of our current National Agreement on September 20, 2025.

If the National Mail Handlers Union and the US Postal Service reach a tentative agreement, the membership will vote on the contract ratification. Each regular member will receive a ballot to vote to accept or not accept the tentative agreement. Should the NPMHU not be able to reach a tentative agreement with the Postal Service, the terms of the new 2025 National Agreement shall be sent to Interest Arbitration.

On March 4-5, 2025, the National Union shall conduct a Financial Management Seminar for our Local Unions. Financial standards and practices shall be reviewed and discussed. This updated training program shall also address financial record reporting. The intent is to ensure compliance with all rules and regulations for Local Unions. Both the National and Local Unions need to ensure that we have and

maintain a financially strong labor union. Strong unions are better positioned to provide top notch representation, protecting the rights, terms, and conditions of our membership. In addition, the National Union will hold the 2025 Legislative Conference in Washington, DC May 13-14, 2025.

The NPMHU has been very successful with Mail Handler Assistant (MHA) conversions to career. There have been over 50,000 total MHA conversions to career since 2013 — as of Pay Period 24 of 2024, there have been 50,130 MHAs converted to Career positions. Of those conversions, 47,674 occurred as a result of the Residual Vacancy MOU, which was negotiated in 2015.



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I wish to thank all my Brother and Sister Delegates for contributing to the success of the 2024 NPMHU National Convention, held in Las Vegas, Nevada. I am extremely humbled and honored to have been elected by acclamation, to serve and represent you as your National Secretary-Treasurer for the next four (4) years. This is definitely the hardest position I have ever held in my Union career. I do enjoy what I do. There are new challenges all the time, and I am never bored. I promise to always commit to giving you more than 100%. I am lucky and grateful to work with an excellent team of top-notch people at the National Office. Thank you all!!!

I also want to wish everyone Happy Holidays and a Healthy New Year to you and your family from your Union family. Be safe.

Fraternally,

Kevin P. Tabarus
National Secretary-Treasurer