



# SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

NEW ORLEANS, LOUISIANA

**The Semi-Annual Meeting of the Local Unions was held in  
New Orleans, Louisiana from April 7, 2025 through April 9, 2025.**

In attendance were all members of the National Executive Board, all NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from the 36 NPMHU Local Unions.





National President **Paul Hogrogian**



National Secretary-Treasurer **Kevin Tabarus**



National CAD Representative **Eugene Horton**



National CAD Manager **Teresa Harmon**

**D**uring his welcoming remarks, National President Hogrogian acknowledged re-elected Local Presidents Felandria Jackson (Local 305), Jim Haggarty (Local 307) and Bob Griffith (Local 330). In addition, National President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the November 2024 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 1 of fiscal year (FY) 2025 (October 1, 2024 through December 31, 2024).

The USPS had a net profit of \$144 million and an operational profit of \$968 million for the quarter. The USPS reported that total mail volume was up 1.8% (542 million pieces) compared to the same quarter of last fiscal year.

First-class mail volume declined 3.9% (down 464 million pieces). For the quarter, marketing mail increased 0.7% (1.1 billion pieces). Transportation expenses decreased by \$326 million. Package/parcel volume decreased 0.9% (down 19 million pieces).

National President Hogrogian next discussed the make-up of the USPS Board of Governors ("BOG") which consists of the Postmaster General (PMG), Deputy Postmaster General (DPMG) and nine (9) Presidentially appointed Postal Governors who are subject to Senate confirmation. The current sitting Governors include Amber McReynolds (Chair), Derek Kan (Vice Chair), Roman Martinez, Ron Stroman, and Daniel Tangherlini. There are four (4) vacant seats on the BOG which will be filled by President Trump. The Senate Committee on Homeland Security and Governmental Affairs will then hold confirmation hearings.

National President Hogrogian reviewed actions taken by the Trump Administration affecting the USPS including the circumstances surrounding the resignation of Postmaster General DeJoy.

National President Hogrogian next discussed the Voluntary Early Retirement (VER) and One Time Retirement Incentive.

National President Hogrogian reviewed the USPS Delivering For America (DFA) Ten-Year Plan, which sets forth a series of strategies by which USPS management (former PMG DeJoy) hopes to improve service and ensure financial stability. Acting PMG Tulino plans to continue the DFA plan. The major points of the 10-year plan include: (1) postal reform (*passed*); (2) a commitment to 6/7 day delivery (*achieved with Postal Reform*); (3) rate flexibility (*Two times a year — implemented*); (4) Package growth (*new Ground Advantage*); (5) service standard modifications (*implemented include new 4 & 5-day delivery standards*); (6) increased use of ground transportation versus air transport (*implemented*);

(7) consolidating and standardizing mail processing operations in select installations (*On-going — network redesign*); and (8) stabilizing the non-career workforce while retaining employee benefits (*collective bargaining & MOUs*). The Ten-Year Plan also includes the PMG's goal to reduce the Postal Service deficit by \$150 to \$160 billion over 10 years (*from March 2021*); Medicare integration (*from Postal Reform*); savings \$40 to \$50 billion; increase revenue by \$60 to \$70 billion; rate flexibility, increase in parcel business, cost reductions in transportation with the utilization of trucks over planes, optimize network & routes, infrastructure (network redesign), and labor costs.

National President Hogrogian addressed closings and consolidations, including the creation of Regional Processing and Distribution Centers (RPDCs), which will process Originating Letters/Flats, all parcels, STC, THS, LPCs, SDCs, RTHs; the creation of Local Distribution Centers (LPCs), which will process Destinating Letters/Flats, Transfer Hubs, SDCs. RPDCs will affect up to 60 metropolitan areas.

The USPS is proposing consolidations in metropolitan areas that will impact Regional Processing and Distribution Centers (RPDCs) and Local Processing Centers (LPCs). The Postal Service identified the first round of sites to be impacted including: Sandston (Richmond) VA, Atlanta GA, Chicago (Forest Park) IL, North Houston TX, Charlotte NC, Indianapolis IN, Jacksonville FL, Portland OR, Boise ID, Phoenix AZ, Dallas TX, Greensboro NC (on hold), Royal Palm FL (on hold), Oklahoma City OK (on hold), Santa Clarita CA (on hold). Also mentioned but not on any recent reports are Nashville TN, San Antonio TX, and Los Angeles CA. The Postal Service has also noted that there are additional tentative sites. All of these plans are very fluid and subject to change. We anticipate that there is likely to be extensive excessing (estimated 50% to 75% in LDCs).

Mail Processing Facility Reviews (MPFR) PO-408: There have been approximately 60 MPFRs, with sham public hearings. The NPMHU's goal is to ensure excessing is kept to an absolute minimum. Unofficially, 36 out of 60 sites have Local mail staying Local.

Regional Transfer Hubs (RTHs) will act as a transfer point for other RPDCs.

Dedicated facilities are in: Denver (Subcontracted), Dallas, Arizona, Kansas City, and St. Louis. Shared facilities are in: Atlanta RPDC, New Jersey NDC, West Valley, Memphis MPA, Denver (Subcontracted), Salt Lake City (inactive), San Francisco NDC, Indianapolis RPDC, Charlotte, Pennwood/Pittsburgh, Los Angeles NDC, Des Moines, Seminole (Orlando), Jacksonville, and Chicago (April).

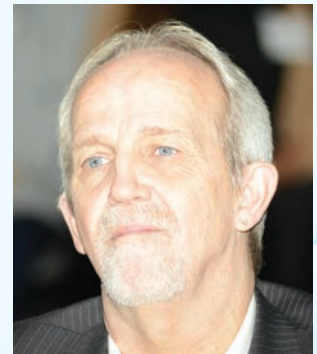
National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (SDCs) and function 4 delivery and parcel sorting operations. There



National CAD Representative **Tom Ruther**



Local 330 President  
**Bob Griffith**



Local 328 President  
**Todd Larson**



MHBP Executive Director **Nina Gallauresi**



Local 318 President  
**Nick Mosezar**



Local 317 President  
**Charles Harris**





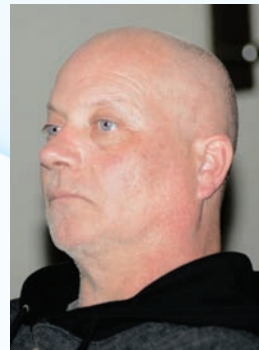
Bargaining strategy



Bargaining strategy



Bargaining strategy



Local 327 President  
**Steve Buksch**



Local 298 President  
**Justin Kreikemeier**



Local 299 President  
**Keala Parker**



Local 300 President  
**Yvette Johnson**



Local 302 President  
**Tony Coleman**



Local 303 President  
**Juan Torres**



Account Manager, Aetna  
**Schann Holladay**



could be between 400–600 SDCs, (98 SDCs active as of now) with plans for 148 SDCs to be active by November. Some SDCs are to be located within RPDCs or LPCs. Some SDCs will be located within transfer hubs in Athens GA, Columbus GA, Macon GA, South Atlanta GA, Salem OR, Medford OR, Bend OR, Richmond VA, Charlottesville VA, Hampton VA, and Norfolk VA. We foresee more Mail Handler job opportunities at the SDCs.

Parcel Support Annexes (PSAs): Some closing and some serving as transitional facilities. There are no long-term plans for these facilities to remain open. COVID-19 Test Kits were deactivated by President Trump.

National President Hogrogian assured the body that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize the negative impact to mail handlers.

National President Hogrogian also addressed the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The NPMHU has negotiated several MOUs to facilitate the return of STC operations to existing postal facilities to be staffed with Mail Handlers. The following STCs have been returned in house: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, Washington DC (Cap Metro), Springfield MA, Kansas City, Southern California, and Chicago. STCs are still outsourced in New Jersey (partial return), Seminole (Orlando), and Dallas. National President Hogrogian also noted that RTHs could, and probably will, replace STCs.

The NPMHU has also made an agreement to bring Terminal Handling Services (THS) work back in-house. These operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites and 35 are still subcontracted.

National President Hogrogian addressed Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He reviewed a series of Memoranda of Understanding (the Residual Vacancy MOU) that created thousands of new positions and resulted in the conversion of MHAs to full-time career positions. There has been a total of 52,917 MHAs converted to career, with 50,461 of the MHAs being converted since the signing of the Residual Vacancy MOU. Also discussed was the positive impact that the new Auto-Convert language in the 2022 National Agreement is having on MHA conversions to career.

National President Hogrogian spoke about the successes of the Election Task Force during the 2020 Presidential Election and 2022 Mid Term Elections. He also noted that the USPS processed 99 million ballots in the 2024 Presidential election. Postal Mail Handlers help preserve the integrity of the election process by helping to ensure that 97.7% of ballots were delivered within 3 days and 99.6% within 5 days in 2024.



Vice President Central Region **June Harris**



Local 314 President  
**Latonia Johnson**



Local 315 President  
**Bryan Easley**



Vice President Southern Region **John (JR) Macon**



Local 321 President  
**Tony Wilson**



Local 320 President  
**Bernie Gonzalez**



Local 311 President  
**Charles Charleston**



Local 313 President  
**Maurice Torres**



Vice President Northeastern Region **Dan St. Marie**



Local 309 President  
**Lisa Pruchnicki**



Local 312 President  
**Troy Lee Davis**



Vice President Western Region **Don Sneesby**

The 2024 figures were even more impressive with 99.9% of all mailed ballots being delivered within a week. Legislative and Political Director Katie Maddocks is our representative on the National Committee. Local Election Task Forces are to be formed.

The APWU at their recent national convention, passed a resolution calling for the establishment of a committee “to review the possibility of organizing the Mail Handlers Union under the APWU.” The NPMHU will continue to strive for even more success with gaining more Mail Handler positions through the dedicated and hard work of the Contract Administration Department and the Article 12 Task Force.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler complement; regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union’s affiliated organizations; review of Cost-of-Living Allowance (COLA); and the NPMHU Revenue Sharing Program.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the “Join The Union, Join The Fight” recruitment tools available to Local Unions. The Form 1187 submission process was discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

National Secretary-Treasurer Tabarus reviewed the NPMHU (unaudited) financial statements for the fourth quarter ending December 31, 2024 and 2024 year-end review; historic year-end Net Asset review; Deficit control measures; and quarterly and annual expense and revenue analysis.

National Secretary-Treasurer Tabarus concluded his presentation with a review of the planning for the 2028 Quadrennial NPMHU Convention in Detroit, MI. He highlighted new NPMHU merchandise available for ordering on the NPMHU website and reported on scheduled NPMHU national meetings, conferences, seminars, and training programs.

The attendees then received a report on the NPMHU Women’s Committee from Committee Chair and Vice President Central Region/Local 306 President June Harris. Sister Harris introduced Women’s Committee members in attendance. Sister Harris also reported on various projects including participation on the LiUNA Women’s Committee, and representation at the 2025 Women Build Nations Conference to be held in Chicago September 2025. In addition, several NPMHU Local Unions are starting their own Local Union Women’s Committee.



General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. There is currently no litigation pending against the National Office. The remedy hearing was discussed for the Subcontracting of the Kansas City STC. The arbitration involving the Kansas City STC is the first of thirteen pending grievances. An update was provided on the pending arbitrations, including the dispute regarding NACI background checks and recent Step 4 cases that were advanced to arbitration, including one focused on staffing of the S&DCs and one protesting an MOU between the APWU and the Postal Service declaring that distribution and mail processing duties at S&DCs is Function 4 work. In addition, General Counsel Clash-Drexler also highlighted that the General Counsels from all four (4) Postal Unions are meeting frequently to respond to any issues that may arise out of the Trump administration.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. Director Maddocks informed the assembly of the recent adverse attacks on the United States Postal Service, Mail Handler jobs, and basic labor rights. But while we face these threats, there are bills in Congress that protect our work and our Union, which



Local 334 President  
**Sheldon Adams**



Local 333 President  
**Monica Marshall**



Local 332 President  
**Edvina Tesch**



Local 331 President  
**Dave Wisneski**



Local 325 President  
**Dwayne Williams**



Local 324 President  
**Carmalita Mecaskey**



Local 323 President  
**Jeff Larsen**



Local 322 President  
**Kelly Dickey**





NPMHU will be promoting during the upcoming legislative conference in Washington, DC.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) and successful Open Season from Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallauresi. Updates included a review of MHBP membership, health fair attendance, and marketing plans. Representatives from the MHBP presented an overview of the Postal Service Health Benefit Program which started providing health insurance benefits to USPS employees and annuitants beginning January 1, 2025. There are six (6) MHBP Health Plans now, three in FEHB and three in PSHB. All MHBP Postal Enrollees received new MHBP enrollment cards, with a new identification number.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILS tab on the national website) and included the following topics:

- **Fifth COLA of 2022 National Agreement, one more remaining**
- **Bargaining for the 2025 National Agreement**
  - In September 2024, the National President issued a call to all Mail Handlers for proposals, deadline was 1/31/25.
  - In February 2025, the Field Negotiating Committee met to review each and every proposal.
  - The first Bargaining Session with the USPS will be on 6/25/25
    - There will be "main table" discussions and "sub-committee" discussions.
    - The 2022 National Agreement is set to expire on 9/20/25
- **MHA Peak Season Exception Period, within the same four (4) consecutive pay periods between October 1 and January 31 each fiscal year, nationwide.**
  - The Postal Service has provided notification for the 2025 fiscal year designating PP2025-24 through PP2026-01 (November 1, 2025–December 26, 2025) as the peak season exception period.
- **Article 26 Uniform Allowance Carryover**
  - Any unused portion of an eligible employee's annual allowance will be accumulated, and will be reflected at the end of each employee's anniversary year.



NPMHU Legislative and Political Director **Katie Maddocks**



Vice President Eastern Region **John Gibson**





Local 305 President  
**Felandria Jackson**



NPMHU General Counsel  
**Matt Clash-Drexler**



Local 310 President **Lisa Greer**



Local 304 President  
**Gregory Hill**



Local 307 President  
**Jim Haggarty**

- **Subcontracting Issues: SAC Vides, MTECs, Regional Transfer Hub (RTH) in Denver**
- **Implementation of 2022 National Agreement**
- **Regional Regular/Expedited Arbitration Panels, National Arbitrator Nolan, and Arbitrator Margaret Brogan to serve as arbitrator on our National RI-399 panel.**
- **Article 26; Uniform Allowance Carryover**
- **MOUs: Annual Leave Carryover & Annual Leave Exchange Option 2025**
- **Postal Policy on Accommodation of Pregnant & Nursing Workers**
- **Flexible Spending Account (FSA) new vendor for USPS. USPS claiming no rollover of funds to new vendor. Updates to be provided when the USPS responds to the Union.**

National CAD Representative Tom Ruth led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. The CAD department is actively involved with discussions on new RTH, RPC, and LPC facilities. CAD Representative Ruth also provided updates on the RI-399 NDRC meetings, including discussion on new sorting machinery — MaRS, PILS, MEWS, MIMS, and RIS (Robotic Induction System) for the APBS. Representative Ruth stated that all LDRCs should still be meeting monthly. CAD Representative Ruth gave a detailed description on the status of SDCs, noting that a new complete inventory should be done asap. He reminded the assembly that we must show more than four (4) hours of Mail Handler work and that we have been successful at getting the Postal Service to create a Mail Handler only SDC operation number.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

On Day 3, the Field Negotiating Committee met. The focus of the meeting was on the NPMHU's Bargaining Strategy and proposals for the 2025 National Agreement.

After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.