

NPMHU CONVENTION POSTPONED AGAIN

Michael J. Hora, National Secretary-Treasurer



The writing is on the wall. COVID numbers are spiking and social gathering restrictions are rightfully tightening. The prospect of a widely distributed vaccine before March 2021 seems unlikely. In view of this, the NPMHU Quadrennial National Convention is once again being postponed. The National Executive Board has concluded that this is the only responsible course of action. The Mail Handlers Union continues to prioritize the safety, health and well-being of delegates, guests, family, and staff. To that end, we have negotiated the following revised arrangements for the 2020 quadrennial convention.

The convention proceedings will be reduced to a modified four-day event and will still take place at the Hyatt Regency at Colorado Convention Center in Denver, Colorado. The main delegate arrival and registration will take place on Sunday, August 7, 2022. The convention is scheduled to convene the morning of Monday, August 8, 2022, with the closing convention session to take place on Thursday, August 11, 2022. We are in the process of renegotiating and amending contracts with everyone involved and will share additional details when known.

The Constitution Committee, the Resolution Committee, and the Legislative & Political Committee meetings that were originally scheduled to meet in Washington DC in February 2021 to support the activities of the quadrennial convention are also cancelled and will be rescheduled for 2022. Notification of postponement of the

NPMHU Convention was mailed to all 340 delegates on December 11, 2020. Additional event details will be revised and announced in the coming months.

One task normally accomplished during a convention cannot be further delayed. As provided in Article XII, Section 1 of the National Constitution, ***the location of the next Mail Handler National Convention shall be determined by the delegates at each National Convention.*** Given the logistics and extended planning required to facilitate a successful convention, it is necessary to conduct the site selection process by mail expeditiously.

To that end, each delegate was provided with a uniquely numbered nomination form, which may be used to nominate one's preferred city and state to host the **2024 NPMHU Convention**. Each delegate may nominate one site; nominations must be submitted by mail and **received by January 21, 2021**. When making nominations, delegates should recognize that the site selected needs to be able to accommodate up to 500 delegates and guests, with a large meeting room or convention center, preferably in a unionized setting. The 2024 Convention will be held, absent extenuating circumstances, in August or September 2024.

Initial site selection nominations will be tabulated on or about January 22, 2021. The three cities garnering the most nominations will be presented to delegates by mail, for a final site selection vote in February 2021. The final vote determining the location of the 2024 Convention will be weighted

as if conducted on the floor of the convention. Each of the 340 delegate's weighted vote value was previously determined in accordance with Article XII, sections 2 and 5 of the Constitution and will be applied accordingly.

Rescheduling the National Convention also resets the deadline to submit proposed constitutional amendments and resolutions. As set forth in Article XII, Sections 10 and 15 of the National Union Constitution, such amendments and/or resolutions must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention.

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution and referenced on page 15 of this publication. Because the opening of the National Convention is now set for Monday, August 8, 2022, all submissions must be received at the National Office no later than Friday, June 9, 2022, which is sixty days prior to the delayed opening of the 2020 National Convention.

I would like to shift focus to the wage increase that was effective November 25, 2020 and reflected on paychecks issued December 11, 2020. This is the second of three guaranteed wage increases provided for in the 2019 National Agreement. The increase is reflected on the wage chart posted at

npmhu.org and included on page 28 of this publication.

Consistent with Article XIV, Section 3 of the NPMHU National Constitution, the National Office will be implementing a regular membership dues increase in the amount of one dollar (\$1.00) per pay period – of which the Local Union will receive eighty cents (\$.80) per pay period. Ideally, it is the union's goal to request processing of any dues increase to coincide with the wage increase.

However, the USPS advised the NPMHU that because of Information Technology problems in the Postal Data Center (PDC) in Eagan, MN, the \$1.00 per pay period dues increase originally scheduled to be implemented to coincide with the PP25-2020 wage increase will not be processed until PP03-2021 and reflected in paychecks on February 5, 2021. This delayed implementation will result in a retroactive dues adjustment of (\$4.00) to be processed on February 5, 2021. The dues amount for most members will be \$31 (thirty-one dollars) in Pay Period 03-2021 and will return to \$27 (twenty-seven dollars) in Pay Period 04-2021. The NPMHU is working with the USPS and taking steps to bring the dues adjustment process into the control of the Union (in house), but this will not be completed for several months. I thank you in advance for your patience.

Additionally, when completing PS Form 1187s between now and the implementation date of this dues increase on January 16, 2021, union representatives should enter the dues amount currently in effect (that is, \$26.00 per pay period for most Locals); do not enter the future increased amount on 1187s until after the increase is implemented in PP03-2021.

I would like to welcome the many new Mail Handler Assistants (MHAs)

who have been hired during the peak season ramp up in November and early December. Prior to the 2019 contract, the majority of new employees hired in November and December would have been casuals with no hope of career employment. The NPMHU successfully negotiated the elimination of casuals, ensuring that every single mail handler is hired under the protections of a Collective Bargaining Agreement on a path to career employment. Newly hired MHAs can sign up for health insurance during their first 60 days of employment with increased employer contributions for SelfPlus One and Self Plus Family, not to mention improved same dollar options in the Mail Handler Benefit Plan upon reappointment to a second term. In addition, the NPMHU negotiated improved reemployment rights. MHAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other MHAs with less relative seniority and ahead of other applicants who have not served as MHAs, provided that the need for hiring arises within twelve (12) months of separation.

With minimal notice, the Postal Service made the unilateral decision to conduct new employee orientations in a virtual setting. The NPMHU was offered the opportunity to make a video presentation during the 7th hour of an MHA's first day. This is far from optimal and inhibits our ability to meet with new mail handlers. The NPMHU has filed a National-level grievance challenging this action. Nonetheless, without prejudice to our position, we have also actively participated in each new employee orientation. To address this inequity, we have been provided with the opportunity to meet with each newly hired MHA within 72 hours of

arrival at their assigned postal installation. I would encourage all existing mail handlers to reach out, introduce yourself to the new MHAs, and welcome them with open arms to the United States Postal Service.

Finally, I would like to address some upcoming personnel changes. NPMHU Comptroller Mitzi Montemore and Membership Services Director Deb Meyers have announced their upcoming retirements. Mitzi will be retiring in March and Deb will retire in June. I have the greatest respect and admiration for them. They are dedicated and knowledgeable, and have been key to the success of the organization. They will be deeply missed. In addition, National CAD Representative Kevin Fletcher has also announced his retirement, effective February 2021. Kevin is a dedicated unionist that has worked to improve the rights and benefits of all mail handlers. Finally, National CAD Representative and Assistant to the National President, Bobby Blum has announced his impending retirement. Bobby has served the members of the NPMHU well, in a variety of positions at the local and national level.

It has been my distinct honor to work alongside Mitzi, Deb, Bobby and Kevin. Please join me in wishing them a long and healthy retirement. Permit me to call your attention to pages 36 and 37 of this publication for a full rundown on upcoming retirements, promotions, and appointments.

In Unity,



Michael J. Hora
National Secretary-Treasurer

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