



THANK YOU FOR THE PRIVILEGE

Michael J. Hora, National Secretary-Treasurer



Working for the National Postal Mail Handlers Union has been the most exciting experience of my life. I cannot imagine doing anything more rewarding or more meaningful. It has been my honor to serve the members of this fine organization for the past 23 years. I am truly grateful for the opportunity and confidence shown in me. After much reflection, I have decided to retire effective June 9, 2023. There is some irony in the timing of this decision in that LIUNA's General President Terry O'Sullivan and General Secretary-Treasurer Armand E. Sabitoni are also retiring. The NPMHU is thankful for the support and partnership we receive from Terry, Armand and the Laborers'

International Union. And we look forward to working with LIUNA General President Brent Booker.

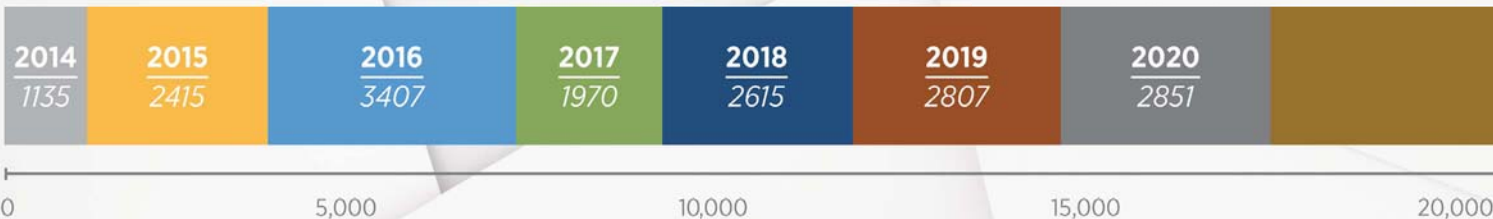
I leave knowing that the National Postal Mail Handlers Union is in good hands. President Hogrogian is a relentless and dedicated leader that will continue to guide the organization through good times and bad. I have the

utmost appreciation for his leadership and tenacity. We could not have a better National President. However, no single person is responsible for the successes of the NPMHU. Paul is backed by a top-notch Executive Board and staff. Regional Vice Presidents Lawrence Sapp, John Gibson, June Harris, Don Sneesby, and David Wilkin are true unionists. They are great people, smart, dedicated and always working for the betterment of our mail handlers. It has been my honor to work with this exceptional group of union leaders. With this line-up, you are in good hands.

I offer my congratulations to Brother Kevin Tabarus on his appointment by the Board to assume the position of National Secretary-Treasurer on June



MAIL HANDLER CONVERSIONS TO FULLTIME CAREER



10, 2023. Kevin is a seasoned union veteran who has served the NPMHU in numerous positions at both the Local and National Union level including Branch President of the NY PMPC/NY L&DC, Local 300 Treasurer and Local President. Kevin has worked on several Field Negotiating Committees in preparation for national bargaining with the USPS. Brother Tabarus is a trainer in our recurring Financial Standards & Practices seminar and is well known to NPMHU representatives. Kevin and I have worked tirelessly over the past many weeks to ensure that he is prepared and hits the ground running on June 10. I am certain that President Hogrogian and Secretary-Treasurer Tabarus, along with the other members of the National Executive Board, will continue to guide the organization through forthcoming challenges while defending and advancing the rights, benefits, and wages of all Mail Handlers.

As for me, my service to the NPMHU began in 1995 when Denver International Airport opened. My Stapleton Airmail Center bid was abolished in error. While processing my grievance, Local



321 President David Ross and then Recording-Secretary Don Gonzales convinced me to become a union steward, and I agreed. I am grateful for their encouragement, guidance, and friendship. I came from a small facility that had about 50 mail handlers. Never in a million years did I imagine that I would be retiring as National Secretary-Treasurer 28 years later. This was not possible without the support of so many.

I owe much gratitude to my predecessors, Secretary Treasurers Tim Dwyer and Mark Gardner and National President John Hegarty. In June of 2011, President Hegarty offered me a National CAD position and I turned it down. A week later, I came to my senses. I called President Hegarty and asked if the offer was still available. Thankfully, it was. Shortly thereafter, I relocated to Washington DC in time for the kick-off to national negotiations.

My relocation to Washington DC was not without incident. My wife and I were greeted by a magnitude 5.8 earthquake. Four days later—Hurricane Irene

hit the mid-Atlantic region, and for the hat trick, a neighbor smashed into our car pushing it through the garage door into our newly rented townhouse.

While in Washington DC, I was honored to serve as a National CAD representative, Executive Director of MHBP®, and Assistant to the National Secretary-Treasurer under Mark Gardner and Tim Dwyer. I am thankful for their tutelage.

I want to recognize and thank a few people in the National Office that have supported me throughout my time in DC beginning with two Comptrollers, Mitzi Montemore (retired) and Keanna Whitlock. As treasurer, I work closely with our accounting team and praise their dedication and attention to detail. I cannot begin to count the number of audit queries, LM2s, or tax and pension related filings that have passed through the department and across my desk over the years. Additionally, I could not imagine time in Washington DC without Rachelle Clark. Rachelle manages our membership services

2021
14129

2022
7029

2023
2123

25,000

30,000

35,000

40,000



department with grace and professionalism, despite the logistical and technological challenges of coordination between the USPS, Aetna, and numerous vendors. As for the Assistant to the National Officers Neil Ryan and Project Coordinator and IT Manager Noah Giebel, what can I say? They do it all. They do anything asked of them and more. They solve problems before they get to my desk, and they put out fires before there's smoke. Both Neil and Noah are a huge asset to the NPMHU, and I will be forever grateful for their assistance and friendship.

While in Washington, I was tasked with hiring a few people, one being Nina Gallaresi. She replaced me as Executive Director of our union sponsored health plan, MHBP®. I cannot begin to express how much Nina has improved MHBP since joining us in 2017. It was good to get someone in the job that understood the AAAHC accreditation process and complexities of managing a federal health plan. Nina brought this skillset and more.

I owe a debt of gratitude to newly named General Council Matt Clash-Drexler (a.k.a. Mad Dog), Senior Council Bruce Lerner (The Notorious B.I.G.) and Jen Cromwell. I love these people and greatly appreciate their guidance over the years. It is a privilege to have them on our team.

I cannot say enough about our Contract Administration Department Manager, Teresa Harmon. She and the entire CAD staff are exceptional union representatives. They work tirelessly for the betterment of all mail handlers. They got your back!

Lastly, a word about our Legislative and Political Director Katie Maddocks. We share a common wall in the National Office, so I get to hear Katie laugh... A LOT. She is a great addition to the NPMHU team. I know that when Katie walks the halls on Capitol Hill, she is respected. Members of Congress know the Mail Handlers Union and they know our issues.

Lastly, a nod to my family and loving wife Carol. During my career, I have missed more family gatherings than I care to count. My wife has been at my side throughout it all. She is my best friend, fashion consultant and confidant. Carol kept me grounded when things felt out of control. She has put up with my crazy hours and extensive travel schedule over the years. Without her partnership, love, and support, I could not have done this job. I applaud you Carrie-Lou!

I have had the privilege of sitting on Field Negotiating Committees, National bargaining teams, Committee on the Future, and participated in numerous national and international conventions as a delegate and committee member. It is easy for me to tout my appreciation for the union, but know that the NPMHU is equally respected by perceived adversaries. We can and do have honest no-holds-barred conversations with the Postmaster General and Deputy Postmaster General. As the saying goes, If you're not at the table, you are probably on the menu. Rest assured, the NPMHU is at the table.

Turnover is inevitable, union officials will transition whether by choice,

death, or defeat. I encourage union representatives to make the most of your time and prepare those around you for tomorrow. Leave the organization better than it was when you arrived. Over the past four years, mail handler membership went from 36,499 to 46,268 (in PPO9-2023), an increase of 26.7%. Year-end net assets have increased in each of the past 3 years, up by nearly 20% since YE2019. Since eliminating casual employees, mail handler assistants' (MHA) hourly rate increased from \$13.75 to \$18.22 or 33%. The path to career is alive and well. 40,681 MHAs have converted to career full-time regular during that same period. Collective bargaining is an arduous process. It took several rounds of bargaining to eliminate casuals and it will take time to close the wage gaps created by the Fishgold Arbitration decision, but we continue to make progress.

As for me, I look forward to a slower pace that includes more time with family, the occasional round of golf and finally hitting my weekly biking goal of 100 miles. I will start painting again, watercolor is my preference, and I have a guitar, violin, and keyboard that I'd like to learn to play. Please keep me on your mailing list. I look forward to reading about the Mail Handlers' continued success. I sincerely thank you for your friendship and support. MJH out!

Michael J. Hora
National Secretary-Treasurer