

RECRUITMENT AND ORGANIZING IN 2024

Kevin P. Tabarus, National Secretary-Treasurer



The National Postal Mail Handlers Union has over 100 years of history. Since its inception, the Union has collectively bargained for better wages, benefits and working conditions. The Union was able to accomplish this with membership. Each new National Agreement has improved our rights, and we are still not done. We intend to continually strive to improve our wages, benefits and working conditions.

We desire the National Postal Mail Handlers Union to continue to thrive for the next 100 years. That desire can only be accomplished by improving our membership numbers.

Currently, we see good news and bad news. From 2013 to 2024, the amount of paid membership has improved by over 20%. We also have 90% membership with our career members (Full-Time Regular, Part-Time Regular, Part-Time Flexibles). The major concern is for our Pre-Career Mail Handler workforce. Mail Handler Assistant (MHA) membership is far below our career membership percentage. MHAs are the future of this Union. Improving MHA membership will be a struggle, but I am confident that our 1,730 stewards and officers are up for the task.

2024 will be a year to concentrate again on improving our membership. The organizing efforts that were made in the past must be updated and improved. We have a new generation of Mail Handlers starting to work. The average age of MHAs is currently 34 years old. Changes and improvements shall be made this year to improve our

digital presence. The national office has formed a Recruitment and Organizing Team, whose mission is to strengthen and educate the membership by providing detailed information and best practices to our officers and stewards on how to organize employees (particularly MHAs) to become and remain members of the National Postal Mail Handlers Union.

Join the Union, Join the Fight — has been and will still be our recruitment

and sick leave, overtime pay, wage increases, MHA conversions to Full-Time Regular, etc.

PROTECTION the National Postal Mail Handlers Union is the exclusive labor organization providing Union Representation from DAY ONE. Only the NPMHU can provide *protection* for all matters. Individual grievances or group (Class Action) grievances can be processed with the limited exception for MHA separations for cause within

A blue graphic with a grid pattern. On the left, a circular seal contains the text 'JOIN THE UNION' at the top and 'JOIN THE FIGHT!' at the bottom. Inside the seal is a smaller circle with 'UNITY • DEMOCRACY • STRENGTH' and an image of a mail carrier. Below the seal is a banner that says '★ NATIONAL POSTAL MAILHANDLERS ★ UNION'. To the right of the seal, the words 'BENEFITS', 'PROTECTION', and 'MEMBERSHIP' are stacked vertically in large, bold, white letters with blue outlines. Below this text is a QR code and the URL 'HTTPS://WWW.NPMHU.ORG/ABOUT/JOIN-THE-NPMHU'.

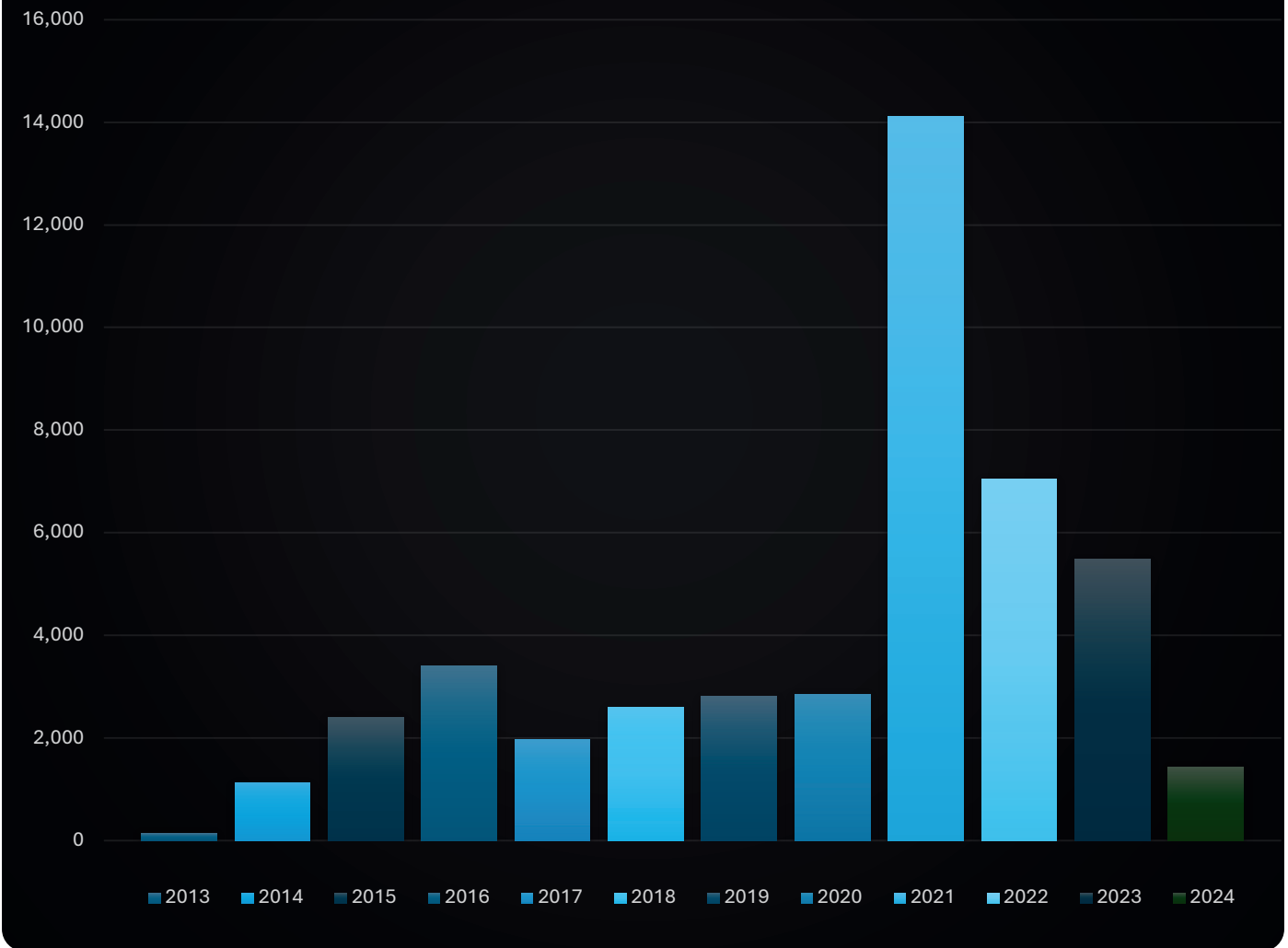
slogan. To connect with new members, we are adding — Benefits, Protection, Membership “BPM” to our recruitment slogan. BPM emphasizes what the Union can provide to our new members. This new recruitment initiative is still in its infancy. It shall develop in phases, geared to the younger generation of new Mail Handlers

BENEFITS have been improved over the past 100 years. Health & Life Insurance, paid holidays, paid annual

their first 90 workdays or first 120 calendar days (whichever occurs first), or if career employees who did not serve a 360-day term as an MHA are terminated during probation (Article 12.1).

MEMBERSHIP provides bargaining strength and exclusive access to our amazing health plan, Mail Handlers Health Plan (MHBP). Only NPMHU members can obtain health insurance through the MHBP. Membership has other privileges. Access to all Union

YEARLY CONVERSION TO CAREER



Plus membership money saving discounts, scholarships, credit card, vacations, education, etc.

The NPMHU Committee On The Future is formulating ‘a new game plan’ for Organizing New Mail Handlers into the NPMHU. This Plan will sharpen and provide needed organizing skills.

Our “Join The Union, Join The Fight” Recruitment webpage has been redesigned. This digital enhancement provides ease of access with quick topics for prospective members. Since the new generation of Mail Handlers would like to read information on their mobile devices, we have

developed a QR code for the recruitment webpage.

The Union has been highly successful with conversions of MHAs to Full-Time Career Mail Handlers. Since 2013, there have been 45,425 conversions to Career. In 2015, the NPMHU bargained for a Memorandum Of Understanding (MOU) for the Filling of Residual Vacancies. Since the “*Residual Vacancy MOU*” there have been over 42,969 conversions to Career. This MOU provides a clear path for MHAs to be converted to Career to fill residual Full-Time vacancies. In the past national agreements, the NPMHU has bargained

for one-time conversions of MHAs. The 2022 National Agreement contains a new MOU for MHA Automatic Conversions to Career.

Thank you for being a member of the National Postal Mail Handlers Union. Help us as we work to encourage the Non-Member Mail Handlers to **Join The Union, Join The Fight!**

Fraternally,

Kevin P. Tabarus
National Secretary-Treasurer