



National President Paul Hogrogian addresses the SAMLU.

SAMLU REPORT

ATLANTIC CITY, NJ

NATIONAL OFFICERS AND REPRESENTATIVES MEET WITH COUNTERPARTS FROM LOCAL UNIONS

Beginning on Monday, April 29, 2019, officers and representatives from nearly every NPMHU Local Union gathered in Atlantic City, NJ to participate in the Semi-Annual Meeting of the Local Unions (SAMLU).

During welcoming remarks, President Hogrogian introduced one newly installed Local President and three re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in August 2018. The newly elected Local Presidents include:

Local 305 President Felandria Jackson (representing Maryland, the District of Columbia, Virginia, North Carolina, and most of West Virginia); Local 307 President James Haggarty (Michigan); Local 319 President Robert Jacknitsky (Wyoming); and Local 330 President Robert Griffith (representing southern Idaho and southwest Oregon).



Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance. Next, Local 308 President John Gibson took the podium and welcomed all attendees to Atlantic City.

President Hogrogian then turned to his report to the assembly. As is customary, the National President's report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics, beginning with the USPS financial situation. For the first quarter of FY2019 (October through December 2018), the Postal Service had a net loss of \$1.5 billion and a net operational loss of \$103 million.

The USPS reports that the parcel business continues to grow, showing a first quarter 2019 increase of 5.4%, but the volume of more profitable first-class mail continues to decline, hurting

National President Paul Hogrogian addresses the leadership at the SAMLU.





Members of the NPMHU Contract Staff ready for the day's meeting.



Eastern Region Vice President and Local 308 President John Gibson welcomed the NPMHU leadership to the SAMLU.



Local 312 President Troy Gallet

the bottom line more than parcels are helping. It is also concerning that the rate of parcel growth has declined in four consecutive years from a 14.3% growth rate in 2015, to 13.7% in 2016, 11.4% in 2017 and 6.5% in 2018. Hogrogian noted that these declines are driven by increased efforts of large mailers such as Amazon to develop their own processing and delivery networks.

President Hogrogian next addressed the rate review and rate case that is currently before the Postal Regulatory Commission (PRC). The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that ended in April 2017. The PRC has recommended

changes to the rate system that would allow the Postal Service to increase rates at inflation plus 2% per year, plus another 1% based on meeting certain quality improvements. The NPMHU has intervened in support of the Postal Service, as have the other postal unions, and filed comments with the PRC.

An update was next provided on the postal network and employee complement with respect to reversions, abolishments, excessing, withholding, and the impact of the Function-1 Scheduler. Hogrogian noted that PMG Megan Brennan continues to be under extreme pressure from the Congress

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and the PRC to reduce costs and increase efficiencies.

Union officials at the Regional, Local, and Branch levels have been challenging the unwarranted start time changes, reversions, and abolishments, and have filed and continue to file the appropriate grievances; our efforts have been paying off. Many Locals have been successful in the grievance procedure and at arbitration challenging these actions on a bid-by-bid basis.

These successes may be short lived, however, as USPS has begun to implement its new version of the Function-1 Scheduler. Early reports generated by this new version have been positive,

and in many cases resulted in increased mail handler staffing and MHA conversions. However, the USPS Chief Operating Officer David Williams recently announced a freeze on all staffing increase recommendations resulting from a Function-1 Review. The NPMHU will continue to meet with the PMG and voice its opposition to unnecessary closings and consolidations.

President Hogrogian reviewed the recently signed RI-399 settlement and Update MOU. The key points of the MOU were reviewed in detail, including the distribution of the monetary settlement. In order to be eligible for payment, a Mail Handler had to be in

the NPMHU bargaining unit (career or MHA) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 AND the Mail Handler has to be in the NPMHU bargaining unit (career or MHA) and on the rolls of the Postal Service during the Pay Period which ended on March 15, 2019. Any action taken by the Mail Handler after March 15, 2019 (e.g., retirement, transfer, resignation) is not considered.

Here is the further breakdown:

- A) If eligible, and in the bargaining unit for less than 5 years (as of September 1, 2017), the Mail Handler will receive 1 Share.



Local 308 leaders assist attendees with questions regarding local and regional information.



Local 315 President Bryan Easley



National Secretary-Treasurer Michael Hora with the Treasurers Report.



Central Region Vice President and Women's Committee Chairperson June Harris with her report.





- B) If eligible, and in the bargaining unit for 5 years or more but less than 10 years (as of September 1, 2017), the Mail Handler will receive 2 Shares.
- C) If eligible, and in the bargaining unit for 10 years or more but less than 20 years (as of September 1, 2017), the Mail Handler will receive 3 Shares.
- D) If eligible, and in the bargaining unit for 20 years or more (as of September 1, 2017), the Mail Handler will receive 4 Shares.

There are more than 38,000 eligible Mail Handlers, and the Share amounts are as follows:

1 Share = \$143.90; **2 Shares** = \$287.80; **3 Shares** = \$431.70; and **4 Shares** = \$575.60.

The National Office will establish an NPMHU-run appeal procedure for claims to be filed by ineligible Mail Handlers who believe they should have been listed amongst the eligible and by eligible Mail Handlers who believe they did not receive the number of Shares authorized.

Turning to national contract bargaining in 2019, President Hogrogian

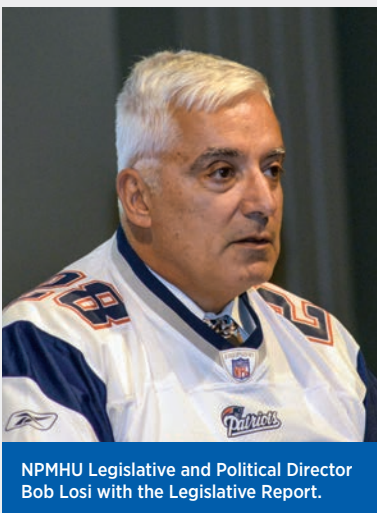


MHBP

Pictured (l-r) Brad Corban Manager National Accounts, Paul Hogrogian National President, Nina Gallaresi Executive Director MHBP, Melissa Shea, Manager Health Plan Operations and Michael Hora National Secretary-Treasurer.



NPMHU members participate in a workplace survey conducted by the NPMHU Women's Committee



NPMHU Legislative and Political Director Bob Losi with the Legislative Report.



MHBP Executive Director Nina Gallauresi addresses the SAMLU.

reiterated that preparations for these upcoming negotiations are well underway. The NPMHU Field Negotiating Committee gathered in Washington DC in February 2019 to review, debate, and analyze hundreds of proposals submitted from members across the country. We are in the process of formulating our bargaining strategy in anticipation of the Opening Session set for June 27, 2019. Given the financial condition of the Postal Service, this round of bargaining promises to be extremely challenging.

Following the President's report, National Secretary-Treasurer Michael



A



B

WOMENS COMMITTEE

A) The NPMHU Women's Committee meet after the SAMLU meeting to discuss several issues during which National President Hogrogian and Secretary-Treasurer Hora stopped in to join the discussion.

B) Pictured (Back Row l-r) Marcenia Yvette Johnson Vice President Local 300, Michael Hora National Secretary-Treasurer, Paul Hogrogain National President, Felandria Jackson Local 305 President, Joyce Webber Local 318 Treasurer. Pictured (Front Row l-r) Roxie Olds-Pride Local 311 Treasurer, Juanita Contreras Local 302 Vice President, Kelly Dickey Local 322 President, and June Harris Central Region Vice President and Local 306 President.

Hora provided a detailed presentation on a variety of topics, including the NPMHU's Q42018 Financial Statements; an update and analysis related to Mail Handler complement, with particular emphasis on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union's affiliated organizations; and analysis and review of the Union's Associate Dues, Service Charge, and Revenue Sharing Programs. In addition, attendees viewed the new NPMHU New-Member Orientation video that will soon be posted at npmhu.org.

Aetna's Director of National Accounts, Brad Corban and Executive Director MHBP® Nina Gallauresi, supported by Melissa Shea, Manager Health Plan Operations MHBP® offered a comprehensive report on the status of the Mail Handlers Benefit Plan, including its operations, membership, benefits, and marketing.

NPMHU Women's Committee Chairperson June Harris presented on issues facing the organization including a sexual harassment quiz for all SAMLU attendees. June will report on the results of the quiz at a future gathering. NPMHU Legislative and Political Director Bob Losi provided a report on various legislative and political efforts with which the NPMHU and its activists continue to be involved. Brother Losi gave details of the upcoming Legislative Conference set for June 4-5, 2019 in Washington, DC, discussed several initiatives which the NPMHU is supporting.

National Contract Administration Department Representative Charles Manago 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. Brother Manago's presentation was based on the written report that was circulated at the meeting (and which will be distributed to



National CAD Representative Charles Manago delivers and discusses the CAD Report.



National CAD Representative Kevin Fletcher with an RI 399 and Article 12 update.



Northeast Region Vice President and Local 309 President David Wilkin



Local 322 President Kelly Dickey



Manager of Aetna National Accounts Brad Corban addresses the SAMLU.



Local 321 President Errol Wilson



Local 317 President James Morris



Western Region Vice President and Local 316 President Don Sneesby

all NPMHU Officers and Stewards through the MAILs Steward Resources portal at npmhu.org) and included the following topics: NPNHU Address Change; Preparing for Negotiations for the 2019 National Agreement; Implementing the 2016 National Agreement; Mail Handler Workforce; Wages Under the 2016 National Agreement; Holiday Pay for MHAs; The F-1 Scheduler; Promotion Pay; Cases Pending National Arbitration; Audio and Video Recordings on Postal Property; RI-399—Jurisdictional Disputes; Autonomous Guided Vehicles (AGV); Subcontracting Committee; Subcontracting Pilot Program for the Initial Scanning and Dumping of the

ePacket Sacks at Chicago ISC and Los Angeles ISC; USPS Protocol for Providing Electronic Data Fulfilling Union RFI; Expansion of the Sensor Technology Initiative; Integrated Human Resource System (HERO); HCR Drivers Using Surface Visibility Devices; MI on Best Practices for Supporting Gender Transition in the Workplace; National Day of Mourning; Modified Arbitration Process (MAP); Update on the Wounded Warriors Federal Leave Act of 2015; Postal Pulse Survey; Quality of Work Life (QWL); Combined Federal Campaign; NLRB Revisions Negligence Standard for Breaches of DFR; and Step 4 Appeals. Members are reminded that CAD

Reports are available at the MAILs Steward Resource link at npmhu.org.

National CAD Representatives Kevin Fletcher lead discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force.

On day three of the meetings, the attendees reconvened for the first of a two-part Leadership Training session hosted by National Executive Board members Paul Hogrogian, Michael Hora, John Gibson, June Harris, Don Sneesby, and Dave Wilkin. The second part of the Leadership Training program is expected to occur during the first SAMLU in 2020.