

SECRETARY-TREASURER'S REPORT

TRANSITION, RELOCATION, NATIONAL NEGOTIATIONS, AND A QUADRENNIAL CONVENTION

AN OVERVIEW OF THE NEXT 20 MONTHS

Michael J. Hora, National Secretary-Treasurer



In 1985, I was hired into the Denver Terminal Annex as a young and eager mail handler with no clue of what my postal future held. I transferred to the USPS from the Federal Bureau of Investigation after a stint in the FBI's Field Office in Denver. I grew up in a Union family and knew the value of organized labor and union representation. In my new position at the post office, I had a contract, union representation, and a bright future; it felt right. Some might say that with time, I became a frequent visitor to the union office, and I missed very few branch meetings. Eventually, I realized that I could not watch from the sidelines and needed to be more involved—never imagining that 34 years later, I would be accepting an appointment to the position of National Secretary-Treasurer (NST) for the NPMHU.

I am deeply honored by the support shown to me by National President Paul Hogrogian and the National Executive Board. I am humbled by their unanimous vote in support of my appointment to NST. I have had the privilege of working closely with the previous two NSTs, Tim Dwyer and Mark Gardner. While these are two distinctly different men with unique personalities and styles, they have one thing in common. They are dedicated unionists to their core.

In the next 20 months, we are facing national contract negotiations, we are preparing for a quadrennial convention and we are physically relocating the NPMHU Headquarters into the AFL-CIO building.

I am honored to have had the opportunity to work with and learn from both over the past many years, and I commit to you that I will work hard to be the best National Secretary-Treasurer I can be.

Collective bargaining and contract negotiations are what we do; everything else is secondary. In 2019 and 2020, the cyclical nature of National negotiations will intersect with several other obligations, including all events leading to our quadrennial convention. The next 20 months will be extremely busy. The informal kick-off to bargaining began with a strategy session occurring during the August 2018 SAMLU meeting in Washington, DC. Preparations continued during the NPMHU's Field Negotiating Committee meetings in February of this year, when 25 leaders from Locals large and small poured through a wide assortment of contract proposals submitted by the membership, offering analysis and opinion of each and every proposal. The committee's recommendations will serve to formulate the Union's bargaining agenda with the formal kick-off to this round of negotiations set for June 27, 2019.

Right in the middle of preparations for collective bargaining, we face the enormous task of moving the NPMHU headquarters. Our current lease expires in June 2019; we have worked out of our current Connecticut Ave location for 16 years, but it is time to go. We will relocate to the 5th floor of the AFL-CIO headquarters, into Suite 5100 at 815 16th Street, NW, Washington, DC, 20005. We have leased about 11,500 square feet, a footprint like that in our current suite. The timing is not the most advantageous, but we simply cannot afford to extend the lease at our current location. The relocation is expected to generate modest savings, but we are faced with significant expenses related to the move and build out of the new office space. We have signed a 10-year lease and expect to recoup costs associated with the relocation within the first two years.

The physical move will occur on Saturday, May 18, 2019. Staff and crew will pack out the current Connecticut Avenue office during the week of May 13, and we will unpack and move into the AFL-CIO the week of May 20, 2019. Our headquarters' phones and our internal network will be out of service for 3 days beginning on May 16. A team of 26 movers with

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4 trucks will loop between both properties on May 18, until everything being retained is moved. As part of the relocation and construction, we are tasked with managing every piece of the move from easy things like paint and carpet color, and glass or drywall decisions – to the physical layout of the entire office. We have designed a space that gives consideration to departmental responsibilities, technology, productivity and work-flow with appreciation to grouped office locations, aiseways, and egress. We are optimistic that the new design will enable us to reduce remote document storage needs. We are working with a qualified team at the AFL-CIO that has offered continuous guidance throughout the process.

The move-team includes President Hogrogian, Mitzi Montemore, Bobby Blum, Noah Giebel and me. In the early stages, we met with the AFL-CIO building engineers on a bi-weekly basis. It is noteworthy that the 5th floor (and our new space) is not the only construction underway in the AFL-CIO headquarters; construction crews are being pulled in several directions as other tenants modify their space. We are now at a stage of the process where someone on the move team is meeting with the building engineers several times a week, and frequently, multiple times in a day. Some of the final decisions to be made relate to furniture and lighting. Every choice is being made with an eye on finances. Much of the furniture in the new space will be repurposed from the AFL-CIO; other furniture will look familiar, as we are moving from the Connecticut Avenue location to the new location all that is serviceable and still has value. We want to ensure that our transition to the new office location is seamless. We will continue to prepare for National negotiations; we will continue to receive and process Step 3 appeals for the Eastern, Northeastern, and Southern regions and National-level appeals, and we will continue the business of the organization. NPMHU phone numbers and office extensions should not change. However, you may notice that calls originating from the NPMHU office after we move on May 18, 2019 will originate from the AFL-CIO Voice Over Internet Protocol (VOIP) network and may show as “AFL-CIO” on caller-ID. To ensure a smooth transition, we will provide specific move details to the field in the coming months, with a detailed presentation during the April SAMLU in Atlantic City, NJ.

Finally, to wrap up my overview of the next 20 months, I call your attention to the activities required by the Constitution to

prepare for and support the upcoming National Convention, which will be held in Denver, Colorado in August 2020. Soon, the NEB will adopt rules for the required Delegate elections. Locals will be asked to determine the number of Delegates each will send to the National Convention and elections will occur throughout the country to determine who will be seated as Delegates. In preparation for the Convention, President Hogrogian will announce assignments to the Constitution, Credentials, Rules, Legislative & Political, and Resolutions Committees.

Throughout the summer of 2020, committees appointed by the National President will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the membership. These constitutional amendments and resolutions will be solicited and accepted for consideration as set forth in Article XII of the National Constitution.

To recap, in the next 20 months, we are facing national contract negotiations, we are preparing for a quadrennial convention (including delegate elections and procedures to consider constitutional amendments and resolutions), and we are physically relocating the NPMHU Headquarters into the AFL-CIO building. In addition, we are hosting a Legislative Conference in June 2019 so that the NPMHU and Mail Handlers maintain their presence on Capitol Hill in the newly elected 116th Congress, we are organizing three SAMLU meetings, two meetings of the Committee of the Future, and there will be two dozen Local Unions with officer elections.

As noted, it is going to be a busy stretch. Rest assured that the National Executive Board and National staff are prepared and excited to work with the Local leadership to handle these tasks. With your continued support, we will accomplish the mission at hand.

In Unity,



Michael J. Hora
National Secretary-Treasurer