



# SAMLU REPORT

**T**he latest Semi-Annual Meeting of the Local Unions (SAMLU) was held in Louisville, KY from April 25 through April 27, 2022. In attendance were the National Executive Board Members, General Counsel, all NPMHU National Office Department Heads, National and Regional Contract Administration Representatives, Officers, and Representatives of all thirty-six Local Unions.

National President Hogrogian in his opening remarks congratulated the three recently re-elected Local

Presidents: Felandria Jackson (Local 305), Jim Haggarty (Local 307) and Bob Griffith (Local 330). In addition, President Hogrogian congratulated other recently elected and re-elected Local Union Officers who were in attendance.

President Hogrogian then recognized recently retired Western Region Director and Denver Field Office Manager, David Ross. President Hogrogian and National Secretary-Treasurer Michael Hora thanked Brother Ross for his forty years of

dedicated service to the NPMHU, and to his Local 321 in Denver, Colorado.

Following his opening remarks, President Hogrogian provided a comprehensive account of the activities of the National Union since the November 2021 Semi-Annual Meeting of the Local Unions. Hogrogian addressed a wide array of topics, beginning with the USPS financial situation and mail volume.

The financial information provided by USPS for Fiscal Year (FY) 2021 (from October 1, 2020 through September 30,





# LOUISVILLE, KY

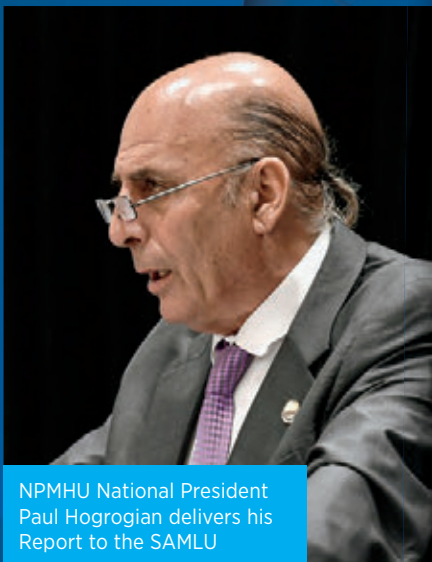
2021) reflects that the Postal Service had a net loss of \$6.9 billion for FY2021 and a net operational loss of \$2.4 billion for the same period. The USPS reported that total mail volume was down 0.21% compared to last fiscal year. First-class mail was down 3.7%, continuing the trend. First-class mail volume has declined each year for the last 15 years and is projected to continue to decline into the future. Marketing mail posted a moderate increase of 3.4% during FY 2021. Package volume has increased by 3.5% from last fiscal year. There is no

expectation that this lost first-class mail volume will return.

The USPS projects overall mail volumes to continue their decline, projecting a deficit of \$10 billion annually, and projecting total losses of more \$160 billion over the next 10 years. While these numbers are extremely concerning, the recently enacted Postal Service Reform Act and the Postal Rate Commission rate determination should significantly reduce the projected losses.

National President Hogrogian spoke about the make-up of the USPS Board

of Governors. The Board of Governors consists of 9 Postal Governors in addition to the Postmaster General (PMG) and Deputy Postmaster General (DPMG). The sitting Governors include Robert Duncan, Roman Martinez, John Barger, William Zollars, Lee Moak, Ron Stroman, Anton Hajjar, and Amber McReynolds. President Biden has nominated Daniel Tangherlini (previously Deputy Director OMB) and Derek Kan (previously GSA Administrator) to the USPS Board of Governors. The Senate Committee on Homeland Security and



NPMHU National President Paul Hogrogian delivers his Report to the SAMLU



National CAD Representative Tom Ruther and National CAD Manager Teresa Harmon



Eastern Region Vice President John Gibson and Local 304 Vice President Gregory Hill



CAD Members Patrick Donovan and Eugene Horton

Governmental Affairs has held hearings and approved the nominations. The full Senate is expected to confirm the nominations (and actually did so in early May 2022).

National President Hogrogian reviewed the USPS Ten-Year Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability. The major points of the 10-year plan include: (1) a commitment to 6/7 day delivery; (2) new delivery vehicles; (3) planning for package growth; (4) establishing 46 package support annexes; (5) stabilizing the non-career workforce while retaining employee benefits; (6) consolidating and standardizing mail processing operations in select installations; (7) post plan-retail improvements; (8) increased utilization of ground transportation versus air transport; (9) service standard modifications that include new 4 & 5-day delivery standards; (10) postal reform; and (11) acquiring rate flexibility.

President Hogrogian directly addressed closings and consolidations, noting that our reliance on past assurances that these actions are on hold is tenuous in view of the bleak postal finances, continued declines in mail volume, and network redesign references in the PMG's 10-Year Plan. The Postmaster General projects a deficit reduction of \$150B-\$160B over the next 10 years, capturing savings from Medicare integration, increased revenue through rate flexibility and improved parcel volume, with reductions in transportation, infrastructure, and labor.

President Hogrogian also reviewed an April 27, 2021 notification from the Postal Service, wherein the USPS announced a planned implementation of secondary mail moves for eighteen facilities that will include destinating flats, letters, or in some facilities, both. Of the eighteen facilities identified, there are ten where mail handlers are

currently working, including Bend (OR), Erie (PA), Gainesville (FL), Huntsville (AL), Mid-Hudson (NY), North Bay (CA), Seattle DDC (WA), Southern Ct (CT), and Wausau (WI). These installations are not proposed to close entirely and should retain parcel processing, cross dock, and other operations. President Hogrogian highlighted two instances in which the Local Union was able to favorably influence projected impacts. By virtue of an arbitration award and the pressure of political influence in Locals 309 and 316, respectively, the Erie and Seattle actions were rescinded.

President Hogrogian reported that the Postal Service is also looking at refreshing Area Mail Processing (AMP) feasibility studies for a number of mail processing facilities. The USPS was considering mail moves/consolidations in thirty-eight sites, electing to conduct fifteen full AMPs and sixteen partial AMPs, with seven installations no longer being considered for consolidation. The USPS subsequently tabled three full AMP sites and nine partial AMP sites, leaving twenty-nine sites still under consideration, twenty-eight of which employ mail handlers.

Another topic was the subcontracting and redesign of the STC network, including the USPS announcements to subcontract the STC operations in Kansas City, Chicago, Seminole/Orlando, Atlanta, Cap Metro, Springfield, New Jersey, Northern California, and Southern California. These announcements came despite previous assurances from the USPS. The USPS has increased some operations in the subcontracted STCs. National level disputes have been filed.

National President Hogrogian spoke about the Postmaster General's conceptual network redesign considerations, noting a plethora of possibilities driven by facility proximity, volume, standardization, and transportation opportunities.

The Postal Service has established 46 Package Support Annexes (PSAs)





Legislative and Political Director Katie Maddocks delivers her report



Local 334 President Sheldon Adams with Local 329 President JR Macon



Local 330 President Robert Griffith and Local 324 President Dan Rieman



Local 305 President Felandria Jackson and Local 315 President Joe Harms



Local 313 President Joel Aponte Gomez and Local 333 President Monica Marshal



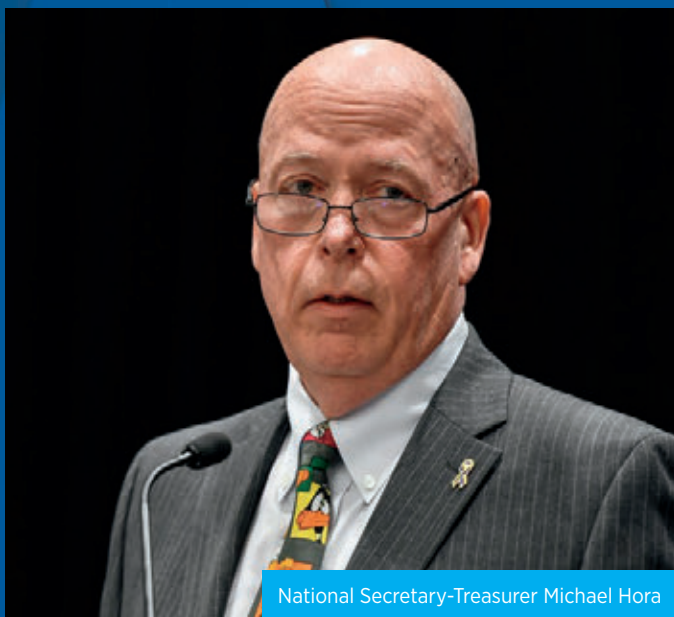
National President Paul Hogrogian meets with SAMLU attendees

located near NDCs or large PDCs. Package Support Annexes will support mail processing facilities in key locations in anticipation of growing package volume. The USPS plans to deploy Single Induction Package Sorters (SIPS) in forty-two of the forty-six sites.

President Hogrogian then provided a comprehensive update on the effects of the COVID-19 pandemic. The USPS is reporting a significant decrease in the covid numbers since February when

there were 18,500 postal workers who tested positive for the virus. Recent reports show approximately 2,100 postal workers infected. This reduction prompted the USPS to modify its mask policy, making the wearing of face masks optional in postal facilities. All existing COVID-19 Memoranda of Understanding expired on May 6, 2022. National CAD Representative Eugene Horton is the point person for all COVID-19 issues.





National Secretary-Treasurer Michael Hora



The USPS established forty-three sites to facilitate the distribution of 500 million COVID test kits to the American public. Mail Handler Assistants (MHAs) complement caps were relaxed by joint memorandum granting hiring and employment in excess of 24.5% for a period extended through May 27, 2022.

President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants path to career. There were four prominent

Memoranda signed in December 2020, March 2021, June 2021, and March 2022 that collectively converted 13,974 MHAs to full-time regular status (FTR) over a period of sixteen months. Total MHA conversions to career full-time regular are 31,967, with 29,511 occurring since the signing of the Residual Vacancy Memorandum.

President Hogrogian concluded his report with an update on National Bargaining and negotiations for the

2022 National Agreement. The National Office received over eight hundred contract proposals. Each contractual proposal was reviewed and debated by the Field Negotiating Committee, which met February 7-11, 2022 in Washington DC. Bargaining will start on June 10, 2022. The National Office will widely disseminate special bulletins throughout the bargaining process.

The NPMHU Women's Committee Report was presented by Committee



Chair and Vice President Central Region/Local 306 President June Harris.

The assembly next heard a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.

NPMHU Legislative and Political Director Katie Maddocks provided a report on legislative accomplishments of the Union, as well as what can be expected with the 2022 midterm elections. The passage of the Postal Service Reform Act is a significant win for NPMHU by putting the Postal Service on the path to fiscal stability. Director Maddocks discussed the impact of the

Medicare integration provision within the Postal Service Reform Act (PSRA) on current and retired postal employees. In addition, the NPMHU has added a page at [npmhu.org](http://npmhu.org) (Legislative & Political tab) that features frequently asked questions and answers about the PSRA and Medicare. Director Maddocks also reviewed contributions and trends of the NPMHU Political Action Committee and thanked Mail Handlers for their support of the PAC. Political Director Maddocks then presented the PACkie awards. The PACkie awards were established to recognize a Local's participation and commitment to the success of the NPMHU PAC. The

2021 winners were Locals 300, 301, 310, 332, and 333.

On Tuesday, April 26, 2022, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallauresi and Brad Corban, Aetna Director of National Accounts.

Next, Contract Administration Department Manager Teresa Harmon, provided a full report and entertained questions on activities of the Contract Administration Department (CAD) since the last meeting of the Local Unions. Sister Harmon's presentation was based on the written report that



Vice President June Harris leads NPMHU Women's Committee meeting



SAMLU attendees



SAMLU attendees collecting their CAD Reports



SAMLU attendees collecting their CAD Reports



National CAD Representative Tom Ruth gives an Article 12 update



National CAD Manager Teresa Harmon discusses the CAD report at the SAMLU

was distributed electronically before the meeting (and is posted at the MAILS tab at [npmhu.org](http://npmhu.org)), and included the following topics:

- 2019 National Agreement and COLA
- 2022 National Agreement: Bargaining Preparations
- MHA Conversions and related MOUs
- Mech-Tech Issues including:
  - » *Autonomous Guided Vehicles (AGVs)*
  - » *Eye in the Sky*
  - » *Small Delivery Unit Sorter (SDUS)*
  - » *Non-Machinable Outsides (NMO) Sortation Program*
  - » *Parcel Sorter Robotic Induction System*
  - » *Autonomous Mobile Robots for Tray Transport*
  - » *Universal Sorter System (USS)*
  - » *Enhanced Package Processing Systems (EPPS)*
  - » *Automated Flats Casing*
  - » *Small Linear Parcel Sorter (SLPS)*
  - » *High Density Universal Sorter (HDUS)*
  - » *High Throughput Package Sorter (HTPS)*
  - » *Flex Rover Sorter (FSR)*
  - » *Robotic Container System*
  - » *Parcel Sorter Robotic Induction System*
  - » *NDC Redevelopment*
  - » *PSM Intelligent Vision Robot (PIVR)*
  - » *Flats Sequencing System (FSS) Capability Enhancement*
  - » *DBCS Auto Feed*
  - » *High Output Package Sorter (HOPS)*
  - » *Camera Deployment Peak Preparedness*

- » *Bio-Detection System (BDS)*
- » *Alternative Fuel Cells for PIV*
- » *SELS Update*

- Hydrogen Fuel Cell Batteries
- Modified Arbitration Process (MAP)
- Update on the Implementation of Secondary Mail Moves for 18 Facilities
- Proof of Concept - Use of Drones at NDCs
- RI-399 — Jurisdictional Disputes and RI-399 Swat Team
- COVID-19 Related Updates — USPS
- Employee Assistance Program & National Joint Committee
- Update on the Time Study of Function 4 Operations
- Cases Pending National Arbitration
- Subcontracting Committee
- Insourcing of the Terminal Handling Project at Columbus P&DC
- Juneteenth National Independence Day
- Quality of Work Life (QWL)
- Step 4 Update

National CAD Representative Tom Ruther provided a comprehensive report on the activities of the Article 12 Task Force and RI-399 jurisdictional matters.

National Secretary-Treasurer Hora started his detailed presentation on the topic of the NPMHU financial report. Brother Hora also addressed NPMHU financial statements for the quarter ending December 31, 2021; deficit control measures; quarterly and annual expense and revenue analysis; and a review of COVID-19 pandemic-related impact on National finances.

Secretary-Treasurer Hora then covered Mail Handler complement; regular and associate membership trends and per capita analysis and revenue



Vice President Central Region, Local 306 President, Women's Committee Chairperson June Harris with the Women's Committee Report



Vice President Northeast Region and Local 309 President David Wilkin



Vice President Eastern Region and Local 308 President John Gibson



Vice President Western Region and Local 316 President Don Sneesby





National Office Staff SAMLU attendees Comptroller Keanna Whitlock, Director Membership Services Rachelle Clark, IT Manager Noah Giebel, Executive Director MHBP Nina Gallauresi, Legislative and Political Director Katie Maddocks



Representatives from Host Local 304 with Vice President 300 Yvette M. Johnson and Local 311 Treasurer Roxie Olds-Pride



National President Paul Hogrogian



NPMHU Executive Director MHBP Nina Gallauresi addresses attendees



Local 301 Treasurer Shawn Holt and Local 300 President Kevin Tabarus



Vice Presidents John Gibson (Eastern), Don Sneesby (Western) and Lawrence Sapp (Southern)



SAMLU attendees pay tribute to Denver Field office manager/Regional Director David Ross



projections and allocation among our Union's affiliated organizations.

As part of the ongoing membership recruitment program, Secretary-Treasurer Hora discussed membership trends, which included the membership percentage range for each Local Union. The "Join the NPMHU" video was played for attendees. This recruitment video is available

at [npmhu.org](http://npmhu.org), on the "Hot Topics" tab, and should be played at Mail Handlers orientation. The Form 1187 submission and tracking procedures were discussed in detail.

Secretary-Treasurer Hora next provided a comprehensive presentation on the preparations for the 2020 Quadrennial Convention to be held in Denver, CO from August 8-11, 2022.

Topics discussed included Convention Committee arrival profiles, delegate and guest registration procedures and deadlines, and hotel billing options. Each delegate will receive an iPad AIR to access Convention documents. The use of the iPad AIR will require each delegate to create an Apple ID account. Detailed instructions will be provided to each delegate upon registration at



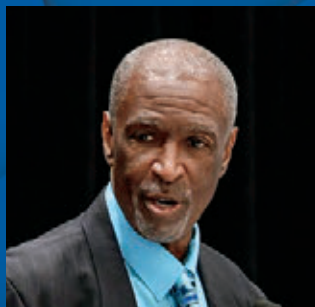
Wester Region Director Nick Lehto discussing an issue with SAMLU attendees



Local 299 President Keala Parker and Local 325 President Dwayne Williams



Aetna Relationship Manager Brad Corban



Local 304 President Bip McLemore addresses the SAMLU



Retired Western CAD Director David Ross addresses the SAMLU



Local 301 President Dan St. Marie and Assistant to the National Officers Neil Ryan



SAMLU attendees



National Secretary-Treasurer Michael Hora with his report to the SAMLU



Eastern Region Director Andy Badilishamwalimu



Local 302 President Anthony Coleman and Local 321 President Tony Wilson



Vice Presidents Dave Wilkin (Northeastern) and June Harris (Central)



Vice President Southern Region Lawrence Sapp

the Convention. The 2020 NPMHU Quadrennial Convention website has been launched at <https://convention.npmhu.org/>.

In addition, long-term preparations for the 2024 Quadrennial Convention in Las Vegas, NV to be held at Caesars Palace was discussed.

National Secretary-Treasurer Hora concluded his presentation with an update on usage of the NPMHU mobile app; a discussion on the ongoing need for Local Unions to review and update their cybersecurity; and the upcoming schedule for NPMHU National meetings and trainings.

The Semi-Annual Meeting of the Local Unions was concluded with a round-robin, questions and answers session to allow all Local Unions to raise any other issues not already covered. Then, without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.