



SAMLU REPORT

LAS VEGAS, NV

For the first time in 23 months, officers and representatives from nearly every Local Union gathered in Las Vegas, NV for the first in-person Semi-Annual Meeting of the Local Unions (SAMLU) since the start of the pandemic. The NPMHU evoked appropriate Coronavirus precautions. The meeting arrangements were spacious, and everyone complied with official health guidance.

On Monday, August 2, 2021, the meeting convened with National President Paul Hogrogian's introduction of the National Executive Board and NPMHU staff with a special recognition of Neil Ryan, National CAD Representative and Assistant to the National Officers, and Patrick Donovan, Northeastern Regional Director, both of whom were attending their first SAMLU as NPMHU national representatives. During his welcoming remarks, President Hogrogian expressed his gratitude to every Local President for their work and dedication during the pandemic; he also recognized the work of the National staff.



National President Paul Hogrogian welcomes attendees to Las Vegas



Michael Hora, National Secretary-Treasurer



Local 300
President
Kevin Tabarus



Local 298
President
Aubrey Foster



Local 297
President
Chris Bentley



President Hogrogian offers remarks about his newly retired assistant and National CAD representative Bobby Blum



Retired Legislative and Political Director, Bob Losi graciously acknowledges retirement accolades from National President Paul Hogrogian (right) and NST Michael Hora (left)



Local 299 President
Deanna (Keala) Parker



Local 301 Vice President
Sean Sweeney

President Hogrogian introduced eight newly installed Local Presidents, including Dave Wilkin (Local 309), Troy Davis (Local 312), James (JC) Morris (Local 317), Kelly Dickey (Local 322), Dan Riemann (Local 324), Monica Marshall (Local 333), John (JR) Macon (Local 329), and David Wisneski (Local 331). Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance. NPMHU Local 303 President Eddie Cowan then delivered welcoming remarks to attendees and guests.

President Hogrogian then shifted focus to honor five recently retired members of the NPMHU National Staff, including National CAD Representatives Kevin Fletcher and Bobby Blum, Comptroller Mitzi Montemore, Manager of Membership Services Deb Meyers, and Legislative and Political Director Bob Losi. Brothers Bobby Blum and Bob Losi attended in person. Both were presented with NPMHU Gold Membership cards and an assortment of farewell gifts. President Hogrogian spoke warmly about his extensive history and friendship with Brothers Blum and Losi. Both Blum and Losi addressed attendees expressing sincere gratitude for their time with the National Postal Mail Handlers Union. Attendees showered both retirees with a heartfelt ovation of applause.

Following these opening activities, President Hogrogian provided a 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.

The financial information provided by USPS for the second quarter of FY 2021 reflects that the Postal Service had a net loss of \$1.7 billion for the quarter and a net operational loss of \$691 million for the same period. The USPS reported that total mail volume was down 9.8% compared to the same quarter of last fiscal year. First-class mail was down 7.9%, continuing



Local 303
President Eddie
Cowan welcoming
SAMLU attendees
to Las Vegas, NV



Local 301 Treasurer
Shawn Holt



Local 301 President
Dan St. Marie

the trend. First-class mail volume has declined each year for the last 15 years and is projected to continue to decline during FY 2021 and beyond. Marketing mail also showed a decrease during the quarter of 13.5%. There is no expectation that this lost mail volume will return.

There is a brighter picture on the parcel side of business. Package volume has increased by 25.3% when comparing the same quarter of last fiscal year. These volume increases are attributed to the COVID pandemic and changes in consumer shopping practices. Postmaster General DeJoy has expressed newfound optimism that the USPS can retain much of this increased parcel volume and even grow the business throughout the fiscal year and beyond.

The USPS still projects overall mail volumes to continue to decline, projecting a \$9.7 billion deficit for FY 2021, the possibility of annual losses of over \$10 billion over the

coming years, and projected losses of over \$160 billion over the next 10 years.

President Hogrogian spoke about the make-up of the USPS Board of Governors. Currently there are 9 Postal Governors in addition to the PMG and Deputy Postmaster General (DPMG). The DPMG position was recently filled by Doug Tulino, former USPS Vice President of Labor Relations. This appointment brings someone to the BOG with national collective bargaining knowledge within the USPS.

The sitting Governors that are carryover appointees from the Trump administration include Robert Duncan (the former chair of the Republican National Committee), Ron Bloom (chairman), Roman Martinez, John Barger, William Zollars (former chairman of Yellow Worldwide Freight) and Lee Moak, (former president of the Air Line Pilots Association). President Biden has appointed Ron Stroman (former DPMG), Anton Hajjar (former counsel to APWU), and Amber McReynolds (CEO - National Vote at Home Institute). BOG Chairman Ron Bloom is in his carry-over year and would require a renomination to hold the seat beyond December 2021. President Hogrogian spoke about the favorable swing and makeup of the BOG, recognizing the collective efforts of all postal unions.

Hogrogian shifted focus to the Postmaster General and the Postal Service's Ten-Year Plan. DeJoy's influence on ground transport capacity, efficiencies, and scheduling may be a result of his experience and ownership of his trucking company XPO Logistics. But many new policies have been recklessly implemented causing increased delays in the processing and delivery network, particularly during the peak mailing season of 2020. Under pressure from Congress, postal unions, and the public at large, PMG DeJoy has committed to maintaining 6-day delivery and universal service, while supporting postal reform legislation. He has initiated a reorganization of the USPS management structure and commits to stabilizing the workforce while reducing overtime.



John Gibson, Eastern Region Vice President



Dave Wilkin, Northeastern Region Vice President



Bruce Lerner, General Counsel



Nina Gallauresi, Executive Director MHBP®



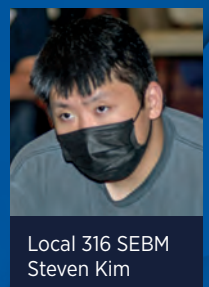
Aetna Relationship Manager Brad Corban



Local 308 SEBM George Gohr



Local 305 SEBM Richard Mason



Local 316 SEBM Steven Kim



(l-R) National President Paul Hogrogian, Local 313 President Irene Sanchez, and National Secretary Treasurer Michael Hora

The Ten-Year Plan, which sets forth a series of strategies by which USPS management hopes to improve service and ensure financial stability, is not dead-on arrival. Rather, “[t]he success of the 10-Year Plan is dependent on the details and its good-faith implementation,” said Hogrogian. Some of 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; (6) consolidating mail processing operations in select installations; (7) post plan-retail improvements; (8) service standard modifications that include new 4 & 5-day delivery standards; (9) postal reform; (10) repurposing the NDCs into parcel only installations called Regional Distribution Centers (RDCs); and (11) retaining existing employee benefits.

At this early point, the NPMHU can support the plan’s emphasis on growing package volume, acquiring new sources of postal revenue, and the necessity of postal reform. The NPMHU also supports the establishment of 46 package support annexes (PSAs) and the need to stabilize the non-career workforce by providing a clearer path to career status. The NPMHU, however, cannot support the aspects of the plan involving the consolidation of mail processing operations.

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.

Hogrogian also reviewed an April 27, 2021 notification wherein the USPS announced a planned implementation



Don Sneesby, Western Region Vice President



June Harris, Central Region Vice President



Local 300 Vice President M. Yvette Johnson



Local 309 Treasurer Joyce Miskell



Local 306 Vice President Gregory Newsome



Local 311 Vice President Byron Bennett



Local 328 Vice President David Reed



Local 321 Vice President Michael Ruiz

of secondary mail moves for 18 facilities that will include destinating flats, letters, or in some facilities, both. Of the 18 facilities identified, there are 10 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. “The exact number of mail handlers to be affected is not known at this time as impact statements have not yet been provided to the union,” said Hogrogian. Final implementation is tentatively scheduled for November 6, 2021.

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 37 sites,

electing to conduct 15 full AMPs and 16 partial AMPs, with 7 installations no longer being considered for consolidation. The USPS subsequently tabled 3 full AMP sites and 9 partial AMP sites, leaving 29 sites still under consideration, 28 of which employ mail handlers. “The NPMHU will continue to challenge unnecessary consolidations in an attempt to minimize the negative impact to mail handlers,” said Hogrogian.

Also, as part of its 10-Year Plan, the Postal Service is establishing 46 package sorting annexes (PSAs) located near NDCs or large PDCs. Postal Support Annexes will support mail processing facilities in key locations in anticipation of growing package volume. Lease negotiations will impact when the 46 PSA facilities become operational.

President Hogrogian discussed several issues relative to the new PSAs including identity as an independent facility or part of an existing facility, staffing and MHA complement,



Local 302 SAMLU attendees along with National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby.



Lawrence Sapp, Southern Region Vice President



Don Gonzales, CAD Western Region Director



Charles Manago, National CAD Representative

operational and jurisdictional considerations, and union access and representation. When asked about the PMG's 10-Year Plan, President Hogrogian gave the following observation, "We used to be known as the letter and flat company that occasionally delivered parcels. The network redesign will make us the parcel delivery company that also delivers flats and letters. We aim to compete with FedEx, Amazon, and UPS," said Hogrogian. This is a conscious move to shift parcel shipping to the more reliable and affordable method of ground transportation.

President Hogrogian then provided a comprehensive update on the effects of the Covid-19 pandemic. As of the August 2021 SAMLU meeting, reports show a significant decrease in the covid numbers since December of 2020 when there were 8,057 postal workers who tested positive for the virus and 2,067 employees who were presumptive positive for a total of 10,124 infected postal employees. Recent reports show 1,708 postal workers who tested positive for the virus and 387 employees who were presumptive positive for a total of 2,095 infected postal employees. This temporary decrease in covid numbers prompted the Postal Service to modify its mask policy. (The modified mask policy modification was rescinded on August 27, 2021, due to uncertainties with COVID-19 related to the delta variant).



Local 308 Branch President-
South Jersey Eugene Jones



Local 306 Treasurer
Kenneth Leftridge



Local 308 Branch President-
Philadelphia P&DC Barrie BOWENS



Local 307 Treasurer
Billy Genia



Local 302 Branch President- Reno
Jennifer Escobar



Local 303 President
Eddie Cowan



Teresa Harmon, Contract Administration
Department Manager



Neil Ryan, National CAD Representative
and Assistant to the National Officers



Patrick Donovan, CAD Northeastern
Region Director



Eugene Horton, CAD Eastern
Region Director



Eileen Mills, CAD Southern
Region Director



Tom Ruther, National
CAD Representative



David Ross, CAD Western
Region Director



President Hogrogian during training session



John Gibson leads discussions during Article 12 training



Tom Ruther, National CAD Representative



Local 322 President Kelly Dickey



Local 320 SEBM Aaron Hernandez



Local 324 President Daniel Riemann



Local 315 President Jerry "Joe" Harms



Local 317 President James Morris



Local 331 President David Wisneski



Local 320 President Bernie Gonzalez



Local 318 President Nick Mosezar



Local 321 President Tony Wilson

Covid numbers are once again spiking because of the variant. However, it should be noted that the CDC is reporting that 97% of all covid related hospitalizations and deaths involve individuals who are not vaccinated, emphasizing the importance of getting vaccinated. The number of Covid-19 related deaths of postal employees is at least 202; employee availability continues to improve.

Our national representatives continue to meet with our counterparts in postal management, including members of the Postmaster General's senior staff, to discuss the Postal Service's response to the outbreak and to ensure that the proper protocols are put in place during rapidly changing circumstances. Furthermore, our Regional Directors are in constant contact with their counterparts in the postal area and district offices to discuss Covid-19 issues. CAD representative Charles Manago was named to be the NPMHU point person on covid issues. Brother Manago fields queries, addresses concerns, and disseminates coronavirus information to the field. He also meets frequently with his counterparts in postal headquarters to address NPMHU concerns.

A liberal leave policy remains in effect in regard to Covid-19 related absences. The Postal Service has agreed that Covid-19 related absences should be considered "scheduled" and are not to be used as a basis for discipline or for termination during probationary periods.

Moreover, the NPMHU has negotiated several memoranda of understanding to address a plethora of problems that have arisen because of this crisis, including: SLDC-childcare; MHA Leave; Temporary MHA exception periods; Transfer MOU for Covid-19; and Step 3/arbitration extensions. These MOUs were first negotiated in March 2020 and extended 6 times. President Hogrogian led a robust discussion on the matter before polling the room. Local Presidents overwhelmingly supported another extension to these Covid MOUs.



Local 308 SAMLU attendees Eugene Jones, George Gohr and Barrie Bowens with National President Paul Hogrogian (L), National Secretary Treasurer Michael Hora (R) and Eastern Region Vice President and Local 308 President John Gibson (Center)



Host Local 303 with National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Eastern Region Vice President John Gibson

President Hogrogian then discussed critical issues pending in the U.S. Congress, including a status report on congressional activity relative to possible postal reform legislation and bi-partisan support for potential legislation. The four major postal unions, senior postal officers, and many of the major mailers (including Amazon and Hallmark) had been working together on a comprehensive stakeholders' bill on postal reform.

President Hogrogian spoke about the Mail Handler craft complement and the Mail Handler Assistants (MHAs) path to career. He reviewed three prominent Memoranda signed in December 2020, March 2021, and June 2021 that collectively converted 12,772 MHAs to full-time regular status (FTR) over a period of seven months. "We will continue to push for career conversions," said Hogrogian. "These are life changing events for our Mail Handlers."

President Hogrogian next spoke about the new Executive Order establishing the Juneteenth Day of Observance, signed on June 17, 2021, by President Biden. The new law makes June 19 a federal holiday, but notably excluded the USPS. The Postal Service made the decision not to accommodate the observance for 2021. "The parties will obviously revisit the matter during the upcoming national contract talks," said President Hogrogian.

Finally, President Hogrogian addressed the issue of National Bargaining in 2022. The NPMHU National Agreement expires on September 20, 2022. Solicitations to the field seeking contract proposals will be sent to Local Unions in the coming weeks, and a blank submission form for member's use is included in this publication at page 31. Please feel free to reproduce this form for your use or download a copy from the NPMHU's national website. Bargaining strategy sessions and field negotiating committee meetings are on the calendar in preparation for national bargaining. We will kick off contract negotiations with the USPS in June 2022. Members



Local 320 SAMLU attendees (l-r) Branch President-Tucson Felipe Ruiz, Treasurer Art Aguilar, Vice President Shawn Garey, President Bernie Gonzalez, AZ SEBM Aaron Hernandez, and Recording Secretary Laurie Hernandez



Local 330
President
Bob Griffith



Local 332
President
Edvina Tesch



Local 328
President
Todd Larson



Local 329
President
John R. Macon



Local 233
President
Jeff Larsen



Local 334
President
Sheldon Adams



Local 302 Recording
Secretary Kimberly Garcia



Local 333 President
Monica Marshall

are encouraged to submit contract proposals to the National office; submission details are featured on page 30.

Following discussion of the issues presented by President Hogrogian, National Secretary-Treasurer Michael Hora provided a detailed presentation and entertained questions and comments on a variety of topics, including NPMHU financial statements for the quarter ending March 31, 2021, and deficit control measures; quarterly and annual expense and revenue analysis; Covid-19 pandemic related impact on finances; Mail Handler complement, regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union's affiliated organizations; the NPMHU Revenue Sharing Program; an in-depth membership review, including recruitment initiatives and SF1187 processing; a Cost of Living Allowance (COLA) review; NPMHU merchandise; the NPMHU Arthur S Vallone scholarship; OLMS compliance and LM filing analysis; the NPMHU 2020 Quadrennial Convention and the LiUNA 2021 International Convention; the NPMHU mobile app; recent cybersecurity threats; and a report on scheduled NPMHU national meetings and training programs.

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

Next, NPMHU Legislative and Political Director Katie Maddocks provided a report on various legislative and

political efforts with which the NPMHU and its activists continue to be involved. Sister Maddocks provided a review on the status of the Postal Reform Act, H.R. 3076/S. 1720, and the Postal Improvement Act, H.R. 3077. Katie also discussed major items on the agenda of the 117th Congress, including the Social Security Fairness Act, H.R. 82/S. 1302, the Public Servants Protection and Fairness Act, H.R. 2337, the Comprehensive Paid Leave for Federal Employees Act, H.R. 564/S. 1158, the Equal COLA Act, H.R. 304, and the Federal Retirement Fairness Act, H.R. 4268. She also spoke about the PRO Act, H.R. 842/S. 420 and importance of protecting workers rights. Finally, Sister Maddocks led a review and discussion on the upcoming 2022 midterm elections emphasizing the importance of the NPMHU Legislative Action Center and members' grassroots participation.

Turning her focus to the NPMHU Political Action Committee (PAC), Katie reviewed contributions and trends before announcing winners of the NPMHU PACKie Awards. PACKies are accolades of recognition highlighting a Local's participation and commitment to the success of the NPMHU PAC. The winners exemplify excellence amongst our NPMHU locals. The winners included Locals 300, 301, 310, 316, and 333, and are featured on page 22 of this magazine.

On Tuesday, August 3, 2021, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director



Local 307 President
James Haggarty



Local 312 President
Troy Davis



Local 310 President
Andy Badilishamwalimu



Local 303 Recording
Secretary Brenda Thompson



Local 307 Recording
Secretary Ursula Patterson



Local 316 Treasurer
Deborah Retter



Local 314 President
Scott Rodgers



NPMHU Women's Committee (l-r) Teresa Harmon, Roxie Olds-Pride, June Harris, Kelly Dickey, Yvette Johnson, Juanita Contreas, and Felandria Jackson, flanked by (l) Paul Hogrogian and (r) Michael Hora (Not pictured - Joyce Weber)



Local 305 President
Felandria Jackson



Local 304 Vice
President Gregory Hill



Local 302 President
Anthony Coleman



Local 311 President
Charles Charleston



The NPMHU Women's Committee met in Las Vegas and discussed important issues facing our members

Nina Gallauresi and Aetna's Director of National Accounts Brad Corban. Nina also provided an update on the Partial Reimbursement Program.

The assembly then received a report on the NPMHU Women's Committee, from Committee Chair and Vice President Central Region/Local 306 President June Harris.

Next, the Manager of the NPMHU Contract Administration Department, Teresa Harmon, provided a report and entertained questions and comments on the 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 was circulated at the meeting and is available to all NPMHU Officers and Stewards through the MAILS Steward Resources portal at npmhu.org. CAD Representative Tom Ruther next led

discussions on the activities of the Article 12 Task Force and RI-399 jurisdictional matters.

Toward the end of the business session, a round-robin was held, as usual, 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. The third day of the meeting was reserved for Article 12 and Area Mail Processing (AMP) training. Eastern Region Vice President, John Gibson and National CAD Representative Tom Ruther provided a comprehensive review of recommendations and guidance, entertaining questions from those in attendance. The SAMLU meeting was well attended and resulted in a wide array of discussion and debate. The next SAMLU meeting is scheduled for November 2021 in Washington, DC.