

The Mail Handler

**FUTURE
OF OUR
POSTAL
SERVICE
IN THE
BALANCE**

**Mail Handlers Fight for
Meaningful Postal Reform**

Winter 2014

The Mail Handler

The Quarterly Publication of the National Postal Mail Handlers Union

Winter 2014

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On the Cover:

As Washington DC remains in the grips of record-breaking cold, the Mail Handlers continue working to thaw the political and legislative freeze of harmful Postal reform.





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National Postal Mail Handlers Union

PRESIDENT'S REPORT

THE STRUGGLE CONTINUES

Dear Members,

As 2014 starts, we face many of the same problems within the Postal Service as in prior years. I need not repeat them all here, as we've publicized them many times before. Let me just give you an update on a few items.

Regarding the ongoing issue of postal reform, it seems that no one in Congress is willing to offer a "clean" postal bill that would assist the Postal Service, without attacking the dedicated men and women who move the mail every day. A "clean" bill would contain the following: (1) adjusting the Postal Service Retiree Health Benefits Fund and revising the Federal Employee Health Benefit Plan to reduce retiree health costs and resolve the prefunding burden by properly investing the assets in the PSRHBFB and having our current and future retired members enroll in Medicare programs we have helped to fund with our payroll taxes; (2) recalculating the postal pension surpluses with USPS-specific assumptions to help pay down the Postal Service's debt so that it can make desperately needed investments in its infrastructure; (3) establishing a moratorium on service standard changes to prevent continuing mail processing and delivery delays; (4) providing the USPS with limited authority to offer non-postal products through its networks to generate new revenues; and (5) adopting pricing reforms to establish a fair and more reasonable, yet predictable, price cap system.

The Senate Committee on Homeland Security and Government Affairs held two hearings recently to "mark-up" (or amend) its current version of postal reform legislation, known as S. 1486. All four postal unions banded together to send the key Senators a letter outlining our concerns, and showing them a way forward that preserves overnight service, eliminates the need for additional plant closings, and protects six day delivery (a complete copy of the letter can be found on our website at www.npmhu.org). Unfortunately, the Senate Committee with jurisdiction over the Postal Service did not take our advice, and passed many provisions out of Committee that, if eventually adopted into law, would further harm service and hurt postal employees. (See the related Article in this issue).

Facility closings and consolidations are on hold for now, as the Postal Service recently pub-



JOHN F. HEGARTY, National President

lished a notice in the Federal Register that indefinitely postpones the changes to the overnight service standards that were to have taken effect on February 1. The bad news is that the Postal Service has retained the right to move forward with those service standard changes (and the resulting closings and consolidations) at any time in the future, by posting another notice in the Federal Register giving notice of ninety days of any changes. You should stay tuned for further developments on this issue, but does it make sense for any business providing a daily service to its customers to announce that it may decide to cut service at some unknown point in the future? How are postal customers and postal employees supposed to plan for the unknown?

On another note, the USPS Office of Inspector General recently released a "white paper" concluding that the Postal Service could generate billions of dollars in new revenue by providing financial services to citizens who currently do not have access to banks, and who therefore depend on overpriced check cashing services and predatory "payday loan" vendors. The report seems to have generated some serious interest on Capitol Hill as a way for the USPS to provide a much-needed service, while generating additional revenues. The report, entitled "Providing Non-Bank Financial Services for the Underserved" can be found on the OIG website at www.uspsoig.gov.

Let me take this opportunity to thank all of you, the dues paying members, for your continuing support of our Union, as we work diligently to protect mail handler jobs to maintain and improve our current rights and benefits, and to ensure a strong and viable Postal Service well into the future.

Faternally,

John F. Hegarty
National President



MARK A. GARDNER, National Secretary-Treasurer

ABOUT ARTICLE 9 SALARIES AND WAGES

We are a changing and growing Union. A major shift in the Mail Handler complement was implemented with the creation in the February 2013 Fishgold Award of the Mail Handler Assistant (MHA) category. Now one year after that Award, the NPMHU MHA complement has exceeded 5,500; MHAs represent nearly 12% of our bargaining unit nationwide, and will continue to be an integral component of the NPMHU membership. While MHAs are classified as non-career employees, they receive a standardized national hourly pay rate (currently \$14.03 per hour at Grade 4 and \$14.79 per hour at Grade 5), and are afforded numerous contractual protections not available to the non-bargaining unit casual workforce. Most importantly, future Mail Handler career hiring will come directly from the MHA ranks, based on relative standing within their postal installations. I am happy to report that more than 200 MHAs have already been converted to career Mail Handler positions, and that number is certain to grow as attrition of our aging Mail Handler work force continues. As our MHAs are converted to career appointments, they will receive salary based on the career Mail Handler wage scales, as explained in Article 9 of our National Agreement.

In a prior publication, I provided an overview of the wage scales for career Mail Handler employees, including a discussion of the wage increase opportunities contained in the 2011 National Agreement. Those increases include a series of three guaranteed wage increases (totaling 3.5%) and up to seven cost of living adjustments (COLAs), all to be paid to career employees prior to expiration of the current contract in May 2016. While the non-career MHA hourly rate will not be increased through COLA adjustments, that hourly rate will receive increases

totaling 7% by November 2015. The first of these three general wage increases took effect during November of last year, and the two remaining increases will take effect during November 2014 and November 2015. The arbitration Award also implemented a second wage scale for career Mail Handlers (known as Table 2), which is applicable to all career Mail Handlers hired on or after February 15, 2013. The original Mail Handler wage scale (now known as Table 1) applies to all Mail Handlers hired prior to February 15, 2013.

The new Table 2 wage scale mandated several changes: 1) a lower entry wage; 2) an additional Step for both Grade 4 and Grade 5; 3) a uniform Step progression, such that each Step increase would take place after 52 weeks—until the Mail Handler reached top Step P; and 4) proportional allocation of COLA increases across the Steps in Table 2. Noteworthy in the Award is that the top Step in Table 2 (Step P) has retained the same Step P wage amount as provided for in Table 1 of the wage scale, such that all Mail Handlers may attain the same top Step wages, irrespective of when they hired into the Postal Service.

In addition to the three guaranteed wage increases, the career Mail Handler pay scales also may be increased by up to seven COLA adjustments, following release of changes to our Consumer Price Index Base for semi-annual periods ending in January 2013, 2014, 2015, and 2016, and in July 2013, 2014, and 2015. The Award called for the January 2013 and July 2013 COLA adjustments to be calculated, but for the implementation of any increases for those two periods to each be delayed by one year.

Here is what has transpired with regard to COLA adjustments since issuance of the Award: The January 2013 adjustment (the implementation of which was

delayed by the Award until January 2014, with an effective date of March 8, 2014) is an increase of \$146. Included on page 5 of this magazine is an updated wage chart which includes the application of this January 2013 increase (including the proportional application of the COLA to Table 2). With an upward tick in inflation between January and July of 2013, the full amount of the July 2013 increase (again, which has been calculated but delayed for one year) comes to \$541, which amount will be added to the wage scales (with proportional application to Table 2) in September 2014. With a decline in the relevant CPI index between July 2013 and January 2014, there was no increase for that period.

So to recap, there have been three possible COLA adjustments for Mail Handlers since the arbitration Award was issued: 1) effective March 8, 2014, we will receive the January 2013 COLA increase of \$146; 2) we have banked the July 2013 COLA increase of \$541 (to be applied to wage scales in September of this year); and 3) because of slight deflation in the economy over the last six months, there will be no COLA increase based on the January 2014 index. Remember that Article 9 allows for four additional COLA adjustment periods over the duration of the 2011 National Agreement. Your National Office will continue to monitor the CPI, and will provide periodic updates on how changes to this index will affect Mail Handler wage scales.

Thank you for your support and participation as a member of the NPMHU.

Fraternally,

Mark A. Gardner
National Secretary-Treasurer

MAIL HANDLER WAGE RATES

Effective March 8, 2014
(PP07-2014)

Effective on March 8, 2014, all career Mail Handler craft employees are scheduled to receive the first of seven possible cost-of-living (COLA) adjustments as outlined in Article 9.3 of the 2011 National Agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) Base following release of the January 2013 Index. As prescribed in the Fishgold Arbitration Award, the implementation of this COLA increase was delayed by one year. This Consumer Price Index change resulted in an annual increase of \$146 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 have received the proportional COLA increase percentages as outlined in Article 9.7 of the 2011 National Agreement. Because of slight deflation in the U.S. economy and a corresponding decline in the CPI Index between July 2013 and January 2014 there was no COLA increase for that adjustment period.

Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4						Grade 5					
Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime
88	AA	\$33,449	\$1,287	16.08	24.12	88	AA	\$35,010	\$1,347	\$16.83	\$25.25
88	A	\$37,866	\$1,456	18.20	27.31	88	A	\$39,430	\$1,517	\$18.96	\$28.44
88	B	\$43,419	\$1,670	20.87	31.31	88	B	\$45,363	\$1,745	\$21.81	\$32.71
44	C	\$46,046	\$1,771	22.14	33.21	44	C	\$48,060	\$1,848	\$23.11	\$34.66
44	D	\$49,910	\$1,920	24.00	35.99	44	D	\$50,669	\$1,949	\$24.36	\$36.54
44	E	\$50,219	\$1,932	24.14	36.22	44	E	\$51,007	\$1,962	\$24.52	\$36.78
44	F	\$50,538	\$1,944	24.30	36.45	44	F	\$51,349	\$1,975	\$24.69	\$37.03
44	G	\$50,845	\$1,956	24.44	36.67	44	G	\$51,677	\$1,988	\$24.84	\$37.27
44	H	\$51,162	\$1,968	24.60	36.90	44	H	\$52,018	\$2,001	\$25.01	\$37.51
44	I	\$51,473	\$1,980	24.75	37.12	44	I	\$52,359	\$2,014	\$25.17	\$37.76
34	J	\$51,793	\$1,992	24.90	37.35	34	J	\$52,694	\$2,027	\$25.33	\$38.00
34	K	\$52,101	\$2,004	25.05	37.57	34	K	\$53,029	\$2,040	\$25.49	\$38.24
26	L	\$52,418	\$2,016	25.20	37.80	26	L	\$53,363	\$2,052	\$25.66	\$38.48
26	M	\$52,730	\$2,028	25.35	38.03	26	M	\$53,705	\$2,066	\$25.82	\$38.73
24	N	\$53,043	\$2,040	25.50	38.25	24	N	\$54,044	\$2,079	\$25.98	\$38.97
24	O	\$53,354	\$2,052	25.65	38.48	24	O	\$54,376	\$2,091	\$26.14	\$39.21
	P	\$53,670	\$2,064	25.80	38.70		P	\$54,713	\$2,104	\$26.30	\$39.46

Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4						Grade 5					
Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Weeks in Step	Step	Annual	Bi-Weekly	Hourly	Overtime
52	BB	\$30,823	\$1,186	\$14.82	\$22.23	52	BB	\$32,262	\$1,241	\$15.51	\$23.27
52	AA	\$32,168	\$1,237	\$15.47	\$23.20	52	AA	\$33,583	\$1,292	\$16.15	\$24.22
52	A	\$33,511	\$1,289	\$16.11	\$24.17	52	A	\$34,903	\$1,342	\$16.78	\$25.17
52	B	\$34,855	\$1,341	\$16.76	\$25.14	52	B	\$36,224	\$1,393	\$17.42	\$26.12
52	C	\$36,199	\$1,392	\$17.40	\$26.11	52	C	\$37,545	\$1,444	\$18.05	\$27.08
52	D	\$37,543	\$1,444	\$18.05	\$27.07	52	D	\$38,865	\$1,495	\$18.69	\$28.03
52	E	\$38,887	\$1,496	\$18.70	\$28.04	52	E	\$40,186	\$1,546	\$19.32	\$28.98
52	F	\$40,231	\$1,547	\$19.34	\$29.01	52	F	\$41,507	\$1,596	\$19.96	\$29.93
52	G	\$41,575	\$1,599	\$19.99	\$29.98	52	G	\$42,827	\$1,647	\$20.59	\$30.88
52	H	\$42,919	\$1,651	\$20.63	\$30.95	52	H	\$44,148	\$1,698	\$21.23	\$31.84
52	I	\$44,262	\$1,702	\$21.28	\$31.92	52	I	\$45,468	\$1,749	\$21.86	\$32.79
52	J	\$45,606	\$1,754	\$21.93	\$32.89	52	J	\$46,789	\$1,800	\$22.49	\$33.74
52	K	\$46,951	\$1,806	\$22.57	\$33.86	52	K	\$48,110	\$1,850	\$23.13	\$34.69
52	L	\$48,294	\$1,857	\$23.22	\$34.83	52	L	\$49,430	\$1,901	\$23.76	\$35.65
52	M	\$49,638	\$1,909	\$23.86	\$35.80	52	M	\$50,751	\$1,952	\$24.40	\$36.60
52	N	\$50,982	\$1,961	\$24.51	\$36.77	52	N	\$52,072	\$2,003	\$25.03	\$37.55
52	O	\$52,326	\$2,013	\$25.16	\$37.74	52	O	\$53,392	\$2,054	\$25.67	\$38.50
	P	\$53,670	\$2,064	\$25.80	\$38.70		P	\$54,713	\$2,104	\$26.30	\$39.46

Mail Handler Assistant Hourly Wage Rates – Effective November 16, 2013 (PP25-2013) and unchanged | MHA Grade 4 \$14.03 MHA Grade 5 \$14.79

The Latest on Postal Reform

The 113th Congress continues to make gradual movement toward the adoption of postal reform legislation, although the NPMHU remains unsatisfied with the current bills and continues to oppose their adoption. Here are more details:

Senate Committee Approves Postal Reform Measure

At its second mark-up session on S. 1486 (co-sponsored by Senators Tom Carper (D-DE) and Tom Coburn (R-OK)), the Senate Committee on Homeland Security and Governmental Affairs voted on February 6, 2014 to approve the most recent version of so-called postal reform legislation. After several amendments, the bill passed on a bi-partisan vote, with six Democrats and five Republicans voting in the affirmative to move the bill to the full Senate.

Though it passed through the Committee vote, it has a long way to go to get NPMHU support. National President John Hegarty reacted promptly to the Committee's action: "This bill is woefully inadequate. All four Postal Unions detailed a plan for meaningful postal reform in a letter to the Senate last week. Unfortunately, that advice was not followed. A bill that we could support should contain protections on service standards and on delivery, and it needs to be fair and equitable to our employees and to all of the American rate-payers who have continued to rely on and support the Postal Service over the past 239 years."

Dear Senator:

We write on behalf of nearly 650,000 active and retired employees of the U.S. Postal Service represented by our four unions to express our strong opposition to S. 1486, as amended by the Carper-Coburn substitute. . . . Although we appreciate the hard work done by the Committee's Chairman and Ranking Member to reach a compromise and acknowledge some improvements in the bill, we must nonetheless oppose the substitute as drafted.

Unfortunately, the substitute bill suffers from many of the same shortcomings each of us pointed out when S. 1486 was

THE COMMITTEE VOTE:

Supported S. 1486

Mark Begich (D-AK)
Mark Pryor (D-AR)
John McCain (R-AZ)
Thomas Carper (D-DE)
Carl Levin (D-MI)
Claire McCaskill (D-MO)
Kelly Ayotte (R-NH)
Heidi Heitkamp (D-ND)
Thomas Coburn (R-OK)
Ronald Johnson (R-WI)
Michael Enzi (R-WY)

Opposed S. 1486

Rand Paul (R-KY)
Mary Landrieu (D-LA)
Jon Tester (D-MT)
Rob Portman (R-OH)
Tammy Baldwin (D-WI)

Prior to the Committee vote, the four major postal unions issued a joint letter to all Senators, urging them to improve the bill prior to any vote sending the legislation to the full Senate. Here are excerpts from that letter:

originally introduced. Moreover, there are new provisions (such as one that requires the Postal Service to pre-fund \$17 billion in future workers' compensation expenses) that are totally unfair and unnecessary.

We opposed the original version of S. 1486 because it failed to permanently reduce the retiree health pre-funding burden and called for service cuts that would undermine the long-term viability of the Postal Service by slowing service and weakening its invaluable retail, processing and delivery networks. Specifically, it paved the way for the end of Saturday delivery service and door-to-door service for tens of millions

of businesses and households, and provided only a temporary moratorium on new reductions in service standards.

Not only would this legislation threaten more than 100,000 good postal jobs and weaken the Postal Service's most important assets—its retail, processing and delivery networks—it would also harm the interests of small businesses, rural residents and the elderly.

S. 1486 also targeted new postal employees with possible retirement benefit cuts that would create a morale-sapping, two-tier postal workforce. By forcing our unions to bargain for benefits set by law for all other federal employees, the bill also recklessly interfered with a collective bargaining process that has promoted fairness, efficiency and the most affordable, high-quality universal postal service in the world.

We opposed the first version of S. 1486 because it would:

Eliminate 80,000 full- and part-time jobs in both cities and rural areas by eliminating Saturday mail delivery (harming millions of businesses who want it) and give the Postmaster General authority to eliminate additional days of delivery in the future;

Slash tens of thousands of additional jobs by allowing USPS to reduce service and delivery standards and to close dozens of mail processing facilities and thousands of post offices;

Mandate the elimination of door-to-door delivery of mail for all business and new households, and call for the phase out of door delivery to millions of established households—threatening at least 16,500 additional jobs; and

Impose unfair and discriminatory reforms to the FECA workers compensation program that would leave injured federal workers with the worst long-term injuries vulnerable to impoverishment when they reach their Social Security retirement ages.

Although the Postal Service has recovered as the national economy has gained momentum—it posted an operating profit of \$623 million in 2013 and is projecting a \$1.1 billion operating profit this year—we acknowledge that the Postal Service needs serious reform. This reform is needed to deal with both negative and positive technological change—electronic substitution of letter mail and the explosion in e-commerce—and to overcome the crushing burden to pre-fund future retiree health benefits imposed by the PAEA in 2006 that no other enterprise, private or public, faces in the United States. That mandate was directly responsible for more than 80% of reported deficits between 2007 and 2013.

We therefore offered the Committee an alternative package of reforms that would strengthen the Postal Service without damaging and self-defeating service cuts, and without unfair measures directed at postal employees who sacrificed greatly to help the Postal Service survive the Great Recession

(absorbing nearly 200,000 job cuts and painful pay and benefit concessions in the last round of collective bargaining).

Our package of reforms included: (1) PSRHB and FEHBP reforms that would reduce retiree health cost and resolve the prefunding burden by properly investing the assets in the PSRHB and even mandating our current and future retired members to enroll in Medicare programs which we have helped to fund with our payroll taxes; (2) a mandate to re-calculate postal pension surpluses with postal-specific assumptions to help pay down the Postal Service's debt so that it could make desperately needed investments in its vehicle fleet and infrastructure; (3) a moratorium on service standard changes to prevent a death spiral; (4) a provision to give USPS limited authority to offer non-postal products through its networks to generate new revenues; and (5) pricing reforms to adopt a fair and more reasonable, yet predictable, price cap system.

We hoped that the newest version of S. 1486 would embrace all these reforms, restoring the Postal Service to profitability and viability for years and years to come. Although the substitute bill you will consider this week adopted some of the reforms we have advocated (including the FEHBP reforms to resolve the pre-funding mandate and rate indexing reforms), it retains the misguided service cuts and unfair employee hits contained in the original bill.

The substitute merely delays the proposed service and job cuts, but does not eliminate them. Indeed, delaying service standard reductions two years will not prevent the damage they will do to the quality of our service, which will simply drive business away; and setting an arbitrary mail volume trigger of 140 billion pieces for the elimination of Saturday delivery will not make degrading our last mile delivery network a more sensible business strategy for this most important public service. At a time when the demand for date-specific marketing and for same-day and next-day delivery service is growing, and at a time when we are introducing Sunday service, legislated service cuts that would eliminate Saturday delivery, slow delivery times and reduce the demand for mail make no sense.

The substitute also retains the unfair government-wide FECA reforms that do not belong in a postal bill. However, should the Committee decide to include FECA reform in this legislation, it should embrace the bipartisan reform bill (H.R. 2465) adopted by the House of Representatives during the 112th Congress.

It also retains the outrageous provision that treats new postal employees as second-class citizens with regard to coverage under FERS and the Thrift Savings Plan.

Finally, it adds new burdens such as the mandate to pre-fund future workers compensation benefits. No company or agency in America faces such an unreasonable burden. Even

with the proposed \$1 billion profit trigger for FECA pre-funding, the Postal Service will once again face a discriminatory funding burden. As with the Postal Service Retiree Health Benefits Fund, the Postal Service (i.e., postage rate payers) would be forced to invest in low-yielding Treasury securities to finance future FECA benefits instead of in an appropriate mix of stocks and bonds to secure earnings sufficient to cover future costs. In short, we would be forced to make low-interest loans to the Treasury. And as with the PSRHBF, once the payments are made into the proposed new trust fund, they cannot be refunded—even if projected work-

ers' compensation costs decline as they generally do when interest rates rise.

In view of the foregoing, we urge you to vote against the substitute to S. 1486 as drafted at the mark-up on Wednesday. We regret that a more-limited, less-damaging bill is not being considered. We believe the Committee should focus on addressing the principal causes of the Postal Service's fiscal problems, not reducing service and targeting postal employees' benefits. But we pledge to work with all of you for postal reform that will strengthen the national treasure that is the U.S. Postal Service.

As approved by the Senate committee, S. 1486 would provide some financial relief to the Postal Service. For example, it would amend the currently required funding for the USPS Retiree Health Benefits Fund to a more rational and affordable forty-year amortization. It also would permit the refund to the Postal Service of overpaid CSRS and FERS monies. And, it would create a series of health plans for current USPS employees and retirees within the Federal Health Benefits program that will integrate this health insurance coverage with Medicare, providing the Postal Service and its employees with the potential for large savings in the coming years.

But the bill also contains some disastrous provisions, relating to both financing and service. It would require the Postal Service to pre-fund its long-term liabilities for the workers' compensation program, which could impose another \$17 billion in unwarranted costs. It would allow the Postal Service to close and consolidate more mail processing facilities after a two-year hiatus. It also would allow the Postal Service to switch to five-day delivery after two years, if the total mail volume drops to 140 billion pieces of mail (from its current 158 billion pieces). The bill also would make drastic changes in the workers' compensation system that currently exists for all postal and federal retirees, and would allow the Postal Service to bargain for a new pension system for any career employees hired after the eventual date of the bill's enactment.

There are other, less significant provisions in the bill, including a new section that allows individuals, where authorized by state law, to

carry firearms in their cars in USPS parking lots; a provision extending MSPB appeal rights to about 7,000 non-supervisory managerial employees; and an amendment clarifying certain aspects of the consultative process between the management associations and the Postal Service.

But the bottom line is that the NPMHU and the other postal unions will be pushing to stop the current bill from passing, while also seeking to support major revisions of some of the more contentious provisions. As the Postal Service and the general economy improve financially—with the Postal Service running operating surpluses of \$623 million last year and an expected \$1.1 billion this year—it is time for the Congress to adopt meaningful reform measures that focuses on real solutions to the problems actually facing the Postal Service. In its current form, S. 1486 does not meet those requirements.

There is no word on when, or if, the full Senate will consider this bill.

Meanwhile, on the other side of Capitol Hill, the relevant committee already has sent its own postal reform legislation—H.R. 2748, sponsored by Representative Darryl Issa (R-CA)—to the full House. This bill is even worse than the current Senate bill, and thus any hope for productive reform legislation still lies in the Senate.

The NPMHU National Office will keep members apprised about any new developments.

COMMITTEE ON THE FUTURE OF THE NATIONAL POSTAL MAIL HANDLERS UNION

JANUARY 2014

Since 1996, when it was created by the National Executive Board, the Committee on the Future of the NPMHU has continued to meet on a semi-annual basis in order to engage in long-range planning and strategic thinking for the Union and all mail handlers employed by the U.S. Postal Service. The Committee usually focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The current members of the Committee include all members of the NEB and Local Union Presidents Ernie Grijalva of Local 302, Anthony Davis of Local 314, David Jarvis of Local 315, Nick Mosezar of Local 318, and J.R. Macon of Local 329.

At its most recent three-day meeting in January, although the Committee discussed all of the major issues on its agenda, it used most of its time to focus on several extremely important topics:

1. The Committee first addressed the special needs and demands of newly-hired Mail Handler Assistants (MHAs). More than 5,500 MHAs have been hired into the mail handler craft since early April 2013. Of those new employees, almost 200 have been converted to full-time regular employees within the mail handler craft, and that number is growing each and every pay period.

At earlier meetings, the Committee spent a considerable amount of time and effort writing and revising materials that were then circulated to the Local Unions as a guide for attending and presenting orientation programs for newly hired MHAs. At this most recent meeting, the Committee reviewed the results of those efforts, and discussed detailed information from each Local Union to determine precisely where membership numbers for MHAs are lagging behind the recent upsurge in hiring.

The Committee also discussed the need to develop written materials for circulation directly to MHAs that would be focused on their rights and benefits under the National Agreement, including their right to be converted to career employment under cer-

tain circumstances. Those materials are now being prepared by the National Office, and should be ready for distribution soon.

The National Office also is using the preparation of these MHA materials to identify open or disputed questions concerning MHAs, which the National Office then will be able to present and seek joint clarification with the Postal Service. Alternatively, as these issues are identified but remain unresolved, the National Office will be able to file contractual disputes in the grievance-arbitration process or prepare proposals for the next round of National negotiations.

2. The Committee also expended a considerable amount of its meeting time discussing and analyzing recent legislative developments in the U.S. Congress. There has been a tremendous amount of legislative activity with regard to postal reform over the past few months, and indeed there has been significant action in the Senate Committee during the weeks since the meeting of the Committee on the Future. The most recent developments will be discussed at the upcoming meeting of the Semi-Annual Meeting of the Local Unions.

Here are some highlights: As reported in the popular press, if unmade payments to the Retiree Health Benefits Fund (RHBF) are counted, then the Postal Service lost another \$5 billion in the year ending September 30, 2013, and will continue to lose money this year. But without counting the RHBF liabilities, the Postal Service had an operational surplus of several hundred million dollars in Fiscal Year 2013, and is projecting a \$1 billion surplus in the current fiscal year. Thus, although there remain financial and strategic pressures on the Postal Service, there are many more anti-USPS, anti-union, and anti-postal employee forces in the Congress than ever could be justified by the financial realities.

In both the House and the Senate, the full Committees with jurisdiction over the Postal Service have both passed postal reform bills, H.R. 2748 and S. 1486, respectively. Although both are lengthy and comprehensive, both have serious if not fatal flaws, and neither

bill in its current form presents an acceptable basis for reforming the Postal Service.

Despite NPMHU opposition to the bills that have been released by the two Committees, the NPMHU has no choice but to continue to support meaningful and productive postal reform, with the expectation that a majority of members in each chamber of Congress will come to their senses and adopt an appropriate bill.

Fortunately, both Senator Bernie Sanders (I-VT) and Congressman Peter DeFazio (D-OR) have introduced identical and comprehensive postal reform bills that the NPMHU is supporting. If the full Senate or House would simply use those bills as a framework for amending the bills that actually were passed by each Committee, the full Congress still might be able to enact meaningful postal reform before the end of the 113th Congress.

3. Third, the Committee reviewed some limited automation changes that the Postal Service is implementing, paying particular attention to the Flat Sequencing System and a jurisdictional determination that has been pending at the Postal Service for several months—namely, staffing on various Tray Sorters and Universal Sorters.
4. Finally, the Committee also discussed other issues that are crucial to the survival of the Union, including
 - The Postal Service's temporary suspension of plans to close and consolidate additional mail processing facilities.
 - Recent trends in NPMHU membership numbers.
 - Recent subcontracting initiatives by the Postal Service.
 - Expected improvements in finances of the Local Unions from recent increases in union membership, the constitutional changes made at the 2012 National Convention, and the re-establishment of wage increases under the National Agreement beginning in November 2013.

The next meeting of the Committee on the Future is scheduled for later in 2014, at which time the Committee will issue another written report.

TRAINING FOR ARBITRATION ADVOCATES

On February 6 and 7, the NPMHU's Contract Administration Department (CAD) conducted an intensive, two-day training in the National Office in Washington, DC for approximately 20 experienced Mail Handler advocates from around the country. The aim of the training was to ensure that the NPMHU and all of its Local Unions would have fully trained advocates ready to present ongoing cases that are being heard, or about to be heard, in Regional-level arbitration.

The training was organized and conducted by a handful of experienced NPMHU advocates, who shared their advice during the training, and also produced several volumes of materials that are now available to these advocates. Leading the panel was the Manager of the CAD, T.J. Branch. He was joined by David Ross, Director of the NPMHU's Western Region Office; Bob Broxton, former President of Local 301 and current NPMHU representative in many jurisdictional disputes arising under Regional Instruction 399; and Bruce Lerner, NPMHU General Counsel. The officers and advocates who were able to attend the training session included, in order of Local Union, Chris Bentley of Local 297, Bobby Blum and Tom Ruther of Local 300, Jeff Anderson of Local 301, Kevin Fletcher and Charles Manago of Local 305, Larry Long of Local 306, Rita Tripp of Local 307, John Gibson of Local 308, Dave Wilkin of Local 309, Eileen Mills and Harry Kimbrough of Local 311, Ira Edelstein of Local 318, Robert Fournier of Local 320, and Don Gonzales and Cindy Hoehl-Rinker of Local 321.

The training focused on specific procedural and substantive issues that are likely to arise in the coming months and years, with the aim of ensuring that NPMHU advocates in all parts of the country would have specially-trained individuals to call upon when dealing with complex arbitration cases. In addition to covering specific substantive issues, the training also provided participants with valuable general advice, including the importance of mastering the facts and the arguments prior to presenting a case, the need to find one's own style in presenting a case; the types of cases that demand written opening statements and post-hearing briefs; the importance of researching and understanding the arbitrator who will be hearing the case, both by reading relevant decisions previously issued by that arbitrator and by talking to other NPMHU advocates who have participated in hearings with that arbitrator to find out how the arbitrator runs a hearing; and the value added by researching and understanding the representatives advocating for the other side and the procedures used in each Region. The participants also were cautioned about making promises or creating false expectations in their dealings with grievants and Local Unions.

The trainers then provided information and guidance on virtually all aspects of an arbitration hearing, to help participants be as prepared as possible in representing our members and enforcing our contract. The most important message of the training: there is no substitute for preparation, so be prepared.



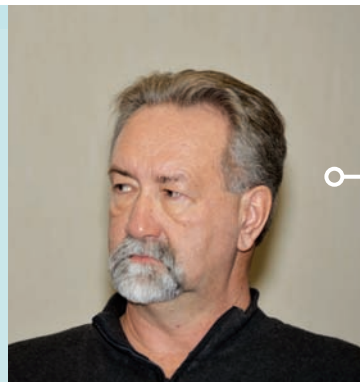
(l to r) Local 311 Recording Secretary Harry Kimbrough, Eastern Region Vice President & Local 305 President Kevin Fletcher, Northeastern Regional Director Tom Ruther, Local 308 President John Gibson, Local 309 President Dave Wilkin, Local 301 Arbitration Advocate Bob Broxton, Local 307 Grand Rapids Branch President Rita Tripp, Local 321 President Don Gonzales, Local 301 SEBM (ME) Jeffrey Anderson, Eastern Regional Director Eileen Mills, Local 306 Chief Steward and Arbitration Advocate Larry Long, Local 320 Steward Robert Fournier, Local 297 Vice President Chris Bentley, Local 321 Vice President Cindy Hoehl-Rinker, National President John Hegarty, Local 300 Vice President Robert Blum, Central & Western Regional Director & CAD Field Office Manager David Ross, Local 318 Vice President Ira Edelstein, and CAD manager T.J. Branch

Central & Western
Regional Director
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Local 300
Vice President
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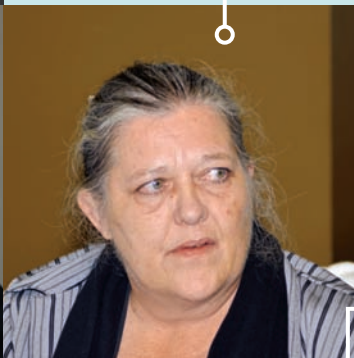
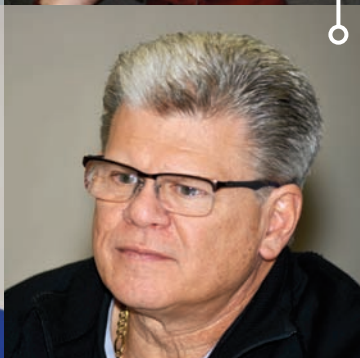
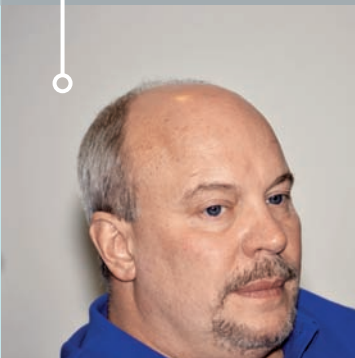
Local 321 Vice
President Cindy
Hoehl-Rinker



Local 306 Chief
Steward and
Arbitration Advocate
Larry Long

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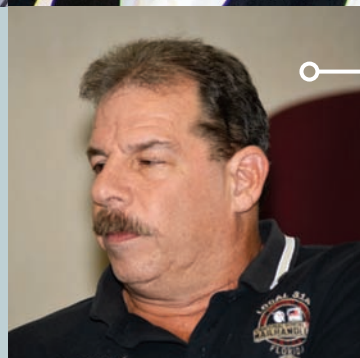


Local 311 Recording
Secretary Harry
Kimbrough



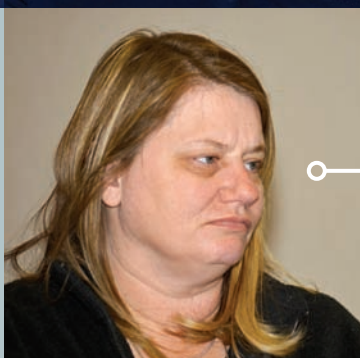
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Eastern Regional
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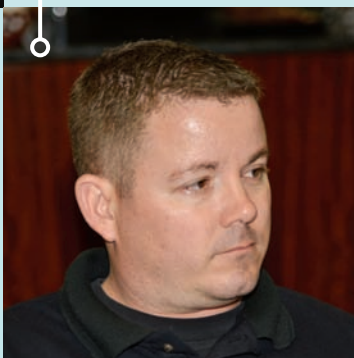
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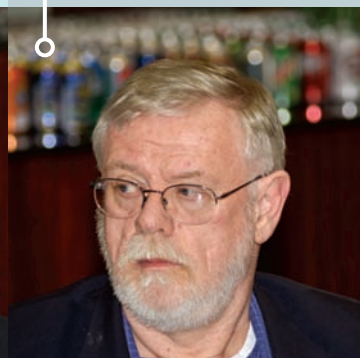
Local 307 Grand
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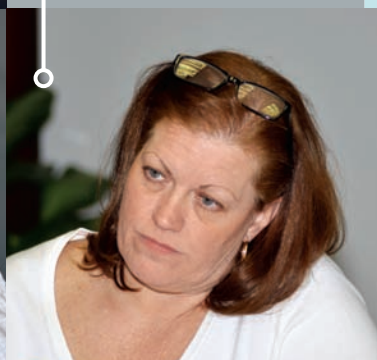
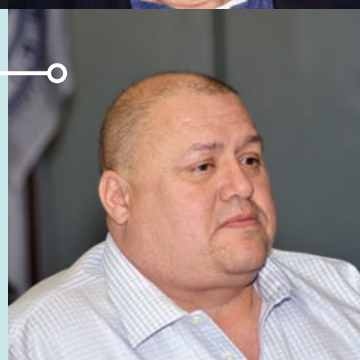
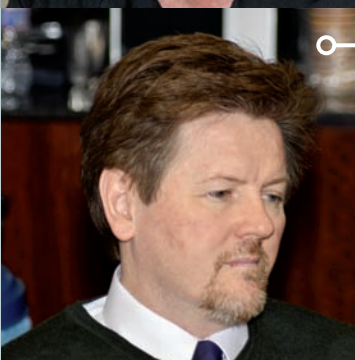
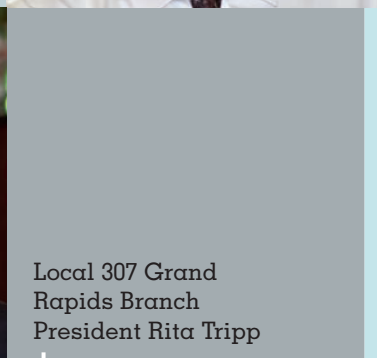
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NPMHU PAC

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The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.”

The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC.

Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2013 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

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311	Bridget P. Lightbourne	323	Thomas J. Swerdlick	333	John C. Gomez	333	Rebecca L. Kelsey
311	Billy C. Sheppard	324	Stephen Ikley	333	Deborah J. Hall	333	Steven W. Earp
311	Nathan R. Braziel	327	Brock A. Isakson	333	John W. Haus, Jr.	333	Steven J. Wolfe
312	Alice A. Bingham	327	Larry D. Burk	333	Ernie R. Haywood	334	Arthur C. Perry
315	James E. McGrory	328	Arlan D. Smedsrud	333	James R. Heath	Nat'l	Noah G. Giebel
315	Kevin A. Parsons	330	John W. Regis	333	Dobby G. Hicks		
315	Colin M. Moore	330	Robert R. Griffith	333	Stephan D. Hopkins		



Membership Level: *LEADERS* contributed at least \$250 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Derek D. Bryant	306	Wayne A. Hopkins	316	Petra Rezac	333	Joseph M. Burriola
297	Pamela D. Grant	306	Tyrone E. Johnson	316	Mark N. Sagatu	333	Susan M. Cowman
297	Daniel J. Appelhanz	306	Rhonda J. Thomas	316	Gregory A. McGovern	333	John K. Gallagher
297	Van A. Greathouse	306	Timothy A. McKenna	317	Ronnie Sanders	333	Kyle R. Hanks
297	William J. Staab, Jr.	307	Markia S. Prepetit	318	Ronnie Whitfield	333	Robert P. Howe
297	Pamela J. Collins	307	Cheryl A. Vague	318	Felix Rodriguez	333	Alan B. Joiner
299	Jason H. Adachi	307	Jeffrey D. Velfling	319	James P. Rosso	333	Caral R. Kingery, Jr.
300	Richard Couvertier	308	Audra J. Dobyan	320	Jorge Hernandez	333	Sherri L. Kingery
300	George J. Cuff	308	Robert A. Glycenfer	320	Darren A. Dankert	333	Victoria L. Mann
300	Wilfredo Delgado	308	James P. Jordan	320	Anthony J. Francisco	333	Ervin McKnight
300	Dawn M. Licata	308	Michael E. Rembelinsky	321	Richard J. Lairscey	333	Frankie B. Micile
300	Daniel N. Martinelli	308	Mildred K. Wagner	321	Lloyd E. Pugh	333	Duane A. Mickael
300	Irene Sanchez	308	Richard C. Zeh, Jr.	321	Jenny L. Rose	333	Vern G. Millsap
300	Marcenia Y. Johnson	308	Joseph C. Zelenenki	321	Errol A. Wilson	333	Jeffrey D. Mount
300	Kevin P. Tabarus	308	Nicholas Campellone	321	Daniel D. Oliver	333	Sally J. Myers
301	Michael S. Guilfoyle	308	John A. Gibson	321	Ed E. Oliver	333	Cozetta Nelson
301	Michael A. Coletta	309	Joyce A. Miskell	321	Susan M. Gonzales	333	Baribor Z. Ngia
301	Geoff Henderson	309	Daniel J. Cornish	321	Edward H. Flaggs	333	Ahmed H. Osman
301	Sharlene M. Labore	309	John A. Esterdahl	322	Timothy A. Parker	333	Brian S. Sandberg
301	John J. Reilly	309	Lisa M. McDonell	323	Matt P. Lopez	333	Mark R. Sanders
301	Victorino D. Tiongson, Jr.	309	Timothy R. Morath	323	Kathleen J. Schultz	333	Gabe J. Savala
301	Joseph P. Fitzgerald	309	Miguel A. Santiago, Jr.	323	Tina L. Freeman	333	Tai H. Tran
301	James M. Roche	309	Angela A. Dalenberg	325	Joey L. Breland	333	Roger K. Veerhusen
301	Scott D. Curtis	310	Charles J. Franklin, Jr.	329	Calvin L. Booker	333	Gregory L. West
301	Charles A. Masterson, II	310	Lynetrice E. Wilkins	329	Julius Z. Takacs, Jr.	333	John D. Wright
301	Dorothy A. Wollensack	310	Reginald A. Coleman	329	Charles J. Smith	333	Mike C. Ballard
303	Linda D. Beckton	310	Marvin A. Parker	332	Woodrow D. Hendrickson	333	Tony L. Irvin
303	Van F. Cunningham	311	Shirley A. Mackey	332	Raymond G. Moritz	333	Kathleen A. Brown
303	Daniel A. Ortega	311	Jose R. Garza, Jr.	332	Robert G. McFall	333	Jeffery L. Marean
303	Juan O. Torres	311	Kenneth B. McFarland	333	Shane F. Ford	333	Charles L. Blair
304	Gary W. Kavanaugh	314	Yvette M. Luster	333	David C. Sapp	333	Jerome R. Dandridge, Jr.
305	Michael T. Perry	315	Rodney L. Cardwell	333	Barry L. Adair	334	Tracei A. Ealey
305	Robert A. Ricketts	316	Christopher Stone	333	Steve C. Benshoof	Nat'l	Kenneth Nickels
306	Belinda Jackson	316	Aiza Ablang	333	Tim A. Brettmann		
306	Gerald R. Banks	316	Thomas E. Bilodeau	333	Lance S. Brown		
306	Anita M. Hatcher	316	John C. Luke	333	Wayne P. Burch		

Membership Level: *AMBASSADORS* contributed at least \$500 last year

Local	Name	Local	Name	Local	Name	Local	Name
297	Douglas S. Mackey	301	Richard B. Collins	303	David E. Castillo	305	Teresa L. Harmon
297	Nathaniel R. Campbell, Jr.	301	Patrick T. Orourke	303	Ronald Williams, Jr.	305	Charles R. Manago
297	Chris D. Bentley	301	Sean M. Sweeney	303	Eddie Cowan	306	David A. Stenson
299	Calvin H. Takae	301	Timothy M. Dwyer	303	Denise E. Brown	306	Ronald L. Cobren, Jr.
300	Joseph J. Costigan	301	Neil P. Ryan	304	Pamela L. Ramsey	306	Mark Coleman
300	Thomas P. Mullahey	301	Daniel W. St Marie	304	Julie A. Allen	306	Jefferson C. Peppers
300	Charles A. Price, Jr.	301	Robert L. Burke	304	Elizabeth Lyons	306	Mark J. Blough
300	Thomas Ruther	301	John C. Olesen	304	Gary M. Stern	307	James L. Haggarty
300	Anthony J. York	301	Robert J. Broxton	304	Andrea R. Simon	307	Ellen E. Carpenter
300	Robert D. Blum	301	John F. Hegarty	304	Gregory O. Hill	307	Rita K. Tripp
300	Donald W. Utz, Jr.	301	Robert P. Losi	304	William H. McLemore, III	308	Francis X. Scott
300	Paul V. Hogrogian	302	Richard J. Pop	304	Rondal E. Pitcock	308	Michael V. Mohan
301	Edward C. Barnes	302	Richard Siu	304	Harmon L. Dixon	308	Scott B. Newman
301	Rene A. Morissette	302	Anthony R. Coleman	304	Clyde E. Patterson	308	Mark Adamchak
301	Michael J. Murphy, Jr.	302	Ernest J. Grijalva	305	Amber R. Slater	309	Rachel C. Welch
301	Carmen M. Olesen	302	George A. Ramos	305	Kevin L. Fletcher	309	David E. Wilkin
301	Jeffrey L. Anderson	303	Eric B. Schneider	305	Thomas J. Branch	309	Keith J. Earll

Membership Level: **AMBASSADORS** contributed at least \$500 last year

Local	Name	Local	Name	Local	Name	Local	Name
309	Bryan E. Farmer	311	Michael F. Panarelli	320	Madelyn E. Puricelli	333	Alisa A. Hoffman
309	Beth A. Fye	313	Julio A. Figueroa	320	Theresa M. Corcoran	333	Craig S. Bindrum
309	Mark A. Nitkiewicz	315	David P. Jarvis	320	Arnoldo C. Balderrama	333	Tammy L. Guy
309	Gregg A. Hubbard	315	David M. Joyce	320	Felipe M. Ruiz	333	Doris D. Hampton
309	Alex M. Catello	315	Jerry L. Alexander	321	Claude L. Ridley	333	William C. Reed
309	James E. Fye	316	Don J. Sneesby	321	Donald R. Gonzales	333	Greg J. Webb
310	Vic Davis	316	Pago O. Afualo	321	David E. Ross	333	Eric E. Cory
310	Willie B. Burks	316	Lee F. Cocks	321	Michael J. Hora	333	Michael E. Cornwell
310	Robert W. Larmore, Jr.	316	Roberto Garza	321	Cindy L. Hoehl-Rinker	333	Randy L. Krueger
310	Nolan V. McClendon	316	Leo G. Ebio	321	Zack J. Mischo	333	James L. Bonney
310	Wilmer C. Minnifield	316	Gene D. Rezac	322	Christopher J. Starr	333	Cheryl A. Burk
310	Reginald J. Riggins	316	Chris A. Abrams	322	John F. Szewczyk	333	Michael F. Schwartz
310	Joseph D. Sanders	316	Alvie E. Yancey	322	Michael McIntyre	333	Adam D. Anderson
310	Antonio Smith	316	Deborah A. Retter	323	Jeffrey H. Larsen	333	Monica Marshall
310	Cynthia A. Smith	316	Irene M. Lowery	323	Douglas C. Vitek	333	Jeanne M. Butler
310	Lisa D. Greer	318	Thomas M. Staniec	324	John R. Whitby	333	Diane K. Roll
310	Pervous A.	318	Mark A. Gardner	324	Daniel J. Riemann	333	Jason J. Vick
	Badilishamwalmu	318	Lawrence B. Sapp	327	Ronnell E. Smith	334	Barbara R. Pridgen
310	Chawanda E. Parson	320	Susanna L. Paniagua	327	Timothy P. Grilz	334	Sheldon D. Adams
310	George Coubertier	320	Laurie A. Hernandez	328	Todd P. Larson	334	Anthony D. Shell
310	Carlton D. Stephens	320	Robert F. Fournier	329	John R. Macon	Nat'l	Robin S. Daniels
311	Eileen K. Mills	320	Rudy J. Santos	331	Michael L. Foster		



NATIONAL POSTAL MAIL HANDLERS UNION
POLITICAL ACTION COMMITTEE

ATTENTION ALL MEMBERS!

SUPPORT THE MAIL HANDLERS POLITICAL ACTION COMMITTEE

**YOUR contribution can make a
difference on **CAPITOL HILL****

Salary Allotment Available
Fill in the PAC Salary Allotment Form (page 19)
and Call the *PostalEase Phone System*
to Start your Bi-Weekly Contribution!

Contributions can be made by salary allotments. By setting up a **salary allotment through PostalEase** you can contribute biweekly to the Political Action Committee. **Quickly and easily**, the allotment amount will be withheld from your paycheck and sent directly to the Mail Handlers PAC. This will put your dollars to work for you, by providing the financial muscle behind the important role that the NPMHU already plays in lobbying and otherwise influencing legislation on Capitol Hill.

YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on page 19 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.

NOTICE CONCERNING CONTRIBUTIONS:

Contributions to the Mail Handlers PAC are not deductible as charitable contributions for purposes of federal income taxes. In addition, federal law requires that the Mail Handlers PAC report to the Federal Election Commission the name, mailing address, occupation, and name of employer for each individual whose contributions in any calendar year total in excess of \$200. Please also note that the Mail Handlers PAC has political purposes, and that all members have the right to refuse to contribute, and the right to revoke their authorization for any continuing contributions, without any reprisal.



(cut here and return to NPMHU PAC)

PAC contribution by personal check, money order, or credit card:

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to the P.O. Box listed below. **Please enclose your check or money order, or provide authorization to charge your credit card.**

Here is my contribution of (please circle one):

\$26 (Member) \$52 (Sponsor) \$100 (Activist) \$250 (Leader) \$500 (Ambassador) other amount _____.

Name: _____

____ VISA ____ MasterCard

Address _____

Acct. # _____

City _____ State _____ Zip _____

Expiration Date: _____

Please charge my credit card as indicated above.

MAIL TO: Mail Handlers PAC
P.O. Box 65171 Washington, DC 20035

Signature: _____
If necessary, you may FAX your credit card authorization to:
202.785.9860



You also can make your PAC contribution by bi-weekly salary allotment through PostalEASE (access by phone or on the web):

PostalEASE BY TELEPHONE:

Dial 1-877-4PS-EASE—(877-477-3273) and follow the prompt for the Employee Services Main Menu.

When prompted Press **#1** for PostalEASE

When prompted, enter your eight-digit USPS employee identification number.

When prompted again, enter your USPS PIN number. (This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)

When Prompted, Choose Option **#2** (to select payroll allotments)

Then Choose Option **#1** (to select allotments)

When prompted Press **#2** to continue

When prompted Press **#3** to add the allotment

When prompted for the routing number enter **054001220**

When prompted for the account number enter the following :

11260001 _ _ _ _ — _ _ _ — _ _ _ _ _ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).

Press **#1** if correct

When prompted Press **#1** for “checking”

When prompted, input the bi-weekly dollar amount of your PAC allotment.

Press **#1** if correct

When prompted Press **#1** to process

You will be provided a confirmation number as well as the start date for the salary allotment.

For your records:

Record the confirmation number _____

Record the start date of the salary allotment _____

Press **#1** to repeat or Press **#9** to end call

PostalEASE on the WEB:

To initiate your bi-weekly PAC contribution on the web, simply go to www.liteblue.usps.gov

Enter your eight-digit USPS Employee ID Number and your USPS PIN

Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN

Follow the link for PAYROLL- Allotments/NTB

Continue to the ALLOTMENTS section

Your ROUTING TRANSIT NUMBER is: **054001220**

Your ACCOUNT # will be: **11260001** _ _ _ _ — _ _ _ — _ _ _ _ _ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).

For ACCOUNTTYPE—please select “CHECKING”

When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.

To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

DON'T MISS THE Organizing Campaign Deadline

In an effort to further unify our membership during these difficult and uncertain times, the NPMHU Committee on the Future has renewed a nationwide organizing campaign that rolled out on January 1, 2014. The theme of this campaign is a familiar one,

“Join the Union, Join the Fight—It’s a Career Decision!”

As all Mail Handler union members know, there are some who take for granted the hard-fought salary and benefit packages that Mail Handlers enjoy. Many of those individuals do not recognize and value the hard work that NPMHU representatives provide, day in and day out, to secure, maintain, and improve upon our wages, benefits, job protections, and working conditions.

This organizing campaign will empower members to work together to make these non-member holdouts understand that they have their mail handler jobs only because of the strength and commitment of the NPMHU—and that the time has come for them to join and support the National Postal Mail Handlers Union.

To help facilitate this campaign, the National Office has developed an updated NPMHU organizing brochure, which describes many of the benefits of union membership. Copies of this brochure, along with other organizing materials, including the New Member Sponsor Form are available online at www.npmhu.org.

As a special incentive, the National Executive Board has reinstituted, for a limited time, a program wherein the National Union will pay a \$50 “bounty” to each Mail Handler member responsible for signing up a nonmember, consistent with the following provisions: To qualify for payment, the current member, steward, or officer must 1) sign up a Mail Handler who was hired prior to September 1, 2013 (and that non-member may not

have already had a signed Form 1187 dues deduction authorization pending processing). Signing up newer employees—those hired since September 1, 2013 is encouraged, but, will not qualify for payment; and 2) send in the newly-developed sponsor card (copies of which are available to all members at www.npmhu.org) to the National Office **no later than April 15, 2014**.

The National Office will monitor the dues check-off report, and will send a \$50 check to the organizer once the eligible new member appears on dues check-off. Remember, a separate \$50 bounty will be paid for each recruited non-member, consistent with the provisions detailed above, and therefore members who are effective organizers can earn multiple payments.

In earlier publications, it was announced that new member sponsor cards would need to be received in the National Office by March 15, 2014 in order to qualify for the bounty payment. To help further promote a successful campaign, that deadline has now been extended to April 15, 2014. We encourage all members to reach out to a non-member and encourage them to Join the Union—Join the Fight. The following organizing campaign documents are available for your use at www.npmhu.org:

- Message to non-members from National President John Hegarty and National Secretary Treasurer Mark Gardner
- Details of organizing program
- Color PDF of poster/flyer
- Color PDF of organizing brochure
- PDF of organizer sponsor card

Please review these materials, and feel free to use the documents during recruitment discussions with all non-members.



**JOIN THE UNION—
JOIN THE FIGHT.**

Download organizing campaign
documents at

www.npmhu.org

**The National
Office will pay
a \$50 “bounty”
to each Mail
Handler
member
responsible
for signing up
a non-member
consistent with
the provisions
outlined in this
article.**

*** LAST CHANCE * DEADLINE LOOMING ***

Mail Handlers Across the Country

Local 300 Steward Training



The Basic Shop Steward Training Program was given by the National Shop Steward Trainers Paul Hogrogian and Tim Dwyer. In attendance were: Donna Gale NYC, Shirley Ramos NYC, Kile Jackson NYC, Darrell Cooper NYC, Gerald Povolotski NJI NDC, Alex Kalogresis NY LDC, Hilda Perez DVD, Deedra Boone NJ LDC, Durell Jordan NJ LDC, John Lewis NJI NDC, Crystal Cuthbertson NJI NDC, and Chaquel Jordan NJI NDC

Local 328 Installation of Officers



(l-r) Legislative and Political Director Bob Losi, Local 328 President Todd Larson, Recording Secretary Arlan Smedsrud, Sioux Falls Branch President Pat Smedsrud, Treasurer Anthony King, and Vice President Pat Yetter

Local 327 Installation of Officers



(l-r) National President John Hegarty, Billings MT Branch President Tim Grilz, Local 327 President Larry Burk, Recording Secretary Misty Smith, Vice President Jason Baum, SEBM Richard Newton, and Treasurer Mike Pickett

Local 303 Training



Members of Local 303 participate in the Fishgold Arbitration training session conducted by National Shop Steward Trainers Paul Hogrogian and Tim Dwyer, and CAD Manager T.J. Branch.

Mail Handlers Across the Country

Local 314 Installation of Officers



(l-r) MOSEBM Scott E. Rodgers Sr., Branch President Metro Annex and Vice President Anthony Banks, Branch President Columbia Matthew McCune, Local 314 President Anthony Davis, Branch President

NDC Sonia Goolsby, National President John Hegarty, Treasurer Yvette Luster, Branch President P & DC Leslie Williams, Recording Secretary Charles Miller, National Secretary-Treasurer Mark Gardner

Local 322 Training



Local 322 Hosts Fishgold Arbitration Training for Local representatives

Local 303 Legislative Outreach



(l-r) APWU Local 197 President Tom Wood, Rep. Donna F. Edwards (D-MD-4th), Rep. Scott Peters (D-CA-52nd) and NPMHU San Diego Branch President Ron Williams attended a Leadership Roundtable to discuss Labor's priorities in Congress.

Local 299 Installation of Officers



(l-r) SEBM Randy Ubaldo, National Secretary-Treasurer Mark Gardner, Treasurer Dee Yadao, Vice President Mario Cachero, Local 299 President Daryl Kila, and Recording Secretary and Branch President Tanya Arcangel

Local 308 Steward Training



Seated (l-r) Ottina Fallz, Marian Clavin, Monica Morrison, Jennifer Stefanick, Donna Guice; Standing (l-r) Local 308 President John Gibson, Ed Ransom, National Trainer Tim Dwyer, Bob Longsdorf, Joe Marzetti, National Trainer and Northeast Region Vice President Paul Hogrogian, Ray Rosenberger, Yvonne Bagby, Pam Ross.

Local 304 Installation of Officers



(l-r) Branch President Dayton OH Conswela Patton, National President John Hegarty, Branch President Cincinnati OH MPO Steve Lenzly, Branch President Akron OH Stan Thomas, Branch President Indianapolis IN Greg Hill, Local 304 President James Bell, Indiana SEBM Ron Pitcock, Vice President William "Bip" Mclemore III, Branch President Cincinnati OH NDC Elizabeth "Liz" Lyons, Recording Secretary Tim Manning, Ohio SEBM Beverly Bell, Kentucky SEBM Rhonda Hinkle, Branch President Columbus OH Mark Bayer, Treasurer Gloria Ward, Branch President Louisville KY Gary Cress (Obscured), Branch President Cleveland OH Darryl Young, President Local 305 & Eastern Regional VP Kevin Fletcher, (not pictured, Branch President Toledo OH Julie Allen).

Mail Handlers Across the Country

Local 306 Installation of Officers



(l-r) Carmela Catchings Branch President J.T. Weeker CIMSC, Rhonda Thomas Branch President Rockford P&DC and Outgoing Local 306 President Jefferson Peppers. (Seated at right) Jefferson Peppers family members



(l-r) Nick Lehto Branch President Milwaukee, WI, Timothy McKenna State Executive Board Member WI., John Castagna Branch President Madison P&DC, Jeff Bridges Branch President Springfield P&DC, Anthony Williams Branch President Carol Stream P&DC, Steven C. Barber Branch President Peoria P&DC, and Mark Blough Branch President Fox Valley P&DC



(l-r) Robert D. Howze Branch President South Suburban P&DC, Local 306 Treasurer Kenneth C. Leftridge Sr., Deborah Gibbons Branch President Chicago NDC, Johnnie Jackson Jr. Branch President Chicago Metro Surface Hub, Gregory Newsome Local 306 Vice-President, Belinda Jackson Recording Secretary, and June Harris Local 306 President



(l-r) Newly elected Local 306 Treasure Kenneth C. Leftridge Sr., Retiring Local 306 Treasurer Joseph Boston, Retiring Local 306 President Jefferson Peppers, Newly elected Local 306 Vice-President Gregory Newsome and Newly elected Local 306 President June Harris.

Local 301 Installation of Officers



(l-r) John Hegarty National President, Rene Morissette Local 301 President, Pat O'Rourke Branch President Providence & SEBM Rhode Island, Hiram Velez Vice President, Scott Curtis Branch President Manchester, Neil Ryan Treasurer, John Bessette Branch President Brockton, Sean Sweeney Recording Secretary & Branch President Middlesex, Christine Couture Branch President Springfield, Shawn Holt SEBM Maine, Tim Sullivan Branch President Boston, Scott Surette Branch President Southern Maine, John Olesen Branch President Hartford, Bob Fisher SEBM New Hampshire, Bob Goggin SEBM Massachusetts, Randy Oliver SEBM Connecticut, Paul Bureau Branch President Nashua, Paul Hogrogian Northeast Regional VP & President Local 300, Bob Losi Legislative and Political Director

JUST BECAUSE YOU'RE UNION.

Lee Murphy
union member



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