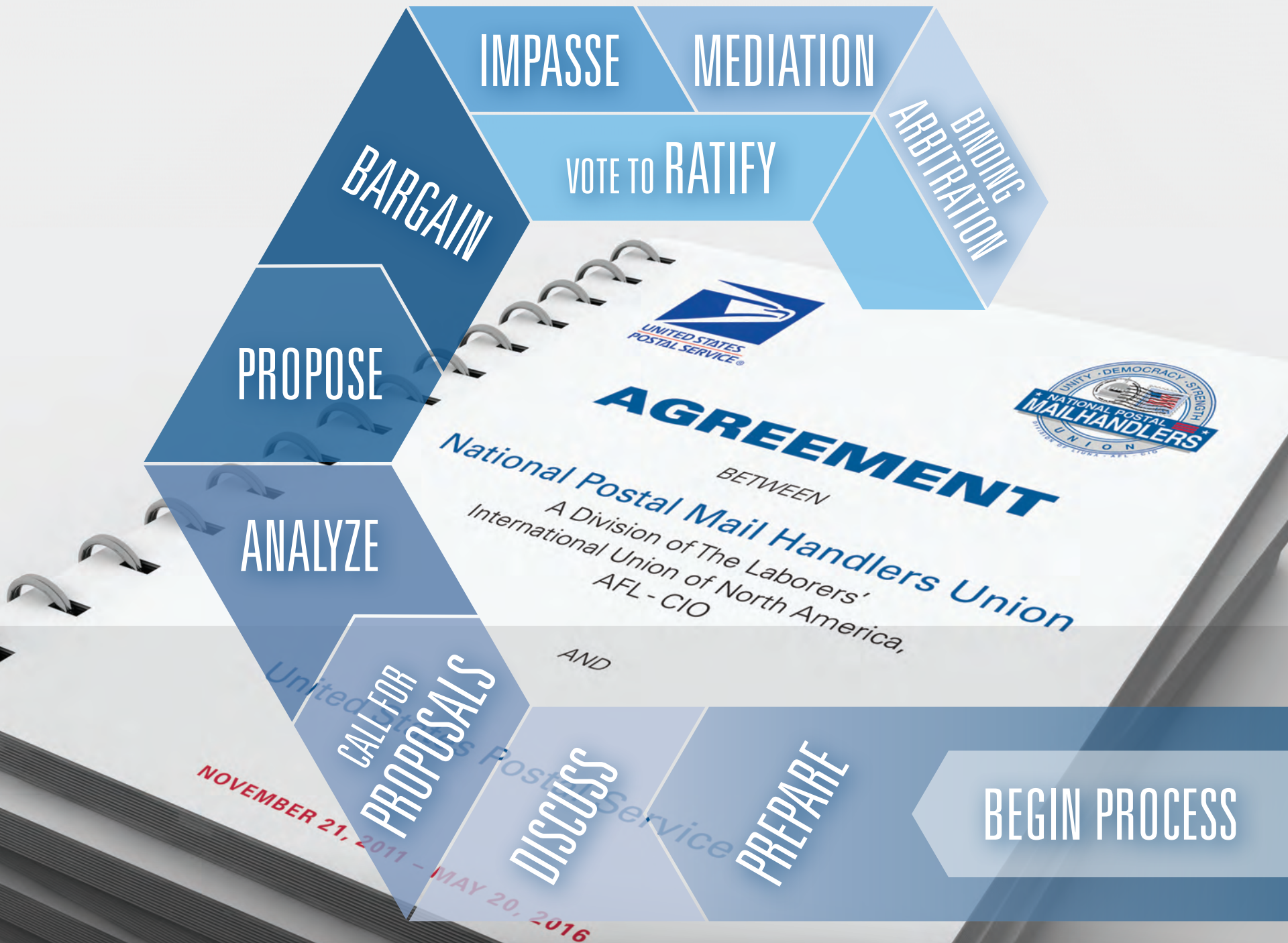


# The Mail Handler



MAIL HANDLERS PREPARE FOR  
**NATIONAL BARGAINING**

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National Postal Mail  
Handlers Union

National Executive Board

**Paul V. Hogrogian**  
*National President*

**Mark A. Gardner**  
*Secretary-Treasurer*


**Jefferson C. Peppers III**  
*Vice President Central Region*

**John A. Gibson**  
*Vice President Eastern Region*

**David E. Wilkin**  
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**Lawrence B. Sapp**  
*Vice President Southern Region*

**Rudy Santos**  
*Vice President Western Region*

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National Postal Mail Handlers Union

## PRESIDENT'S REPORT

# MY FIRST 100 DAYS — EVENTFUL AND CHALLENGING

Dear Members,

I again want to congratulate former National President John Hegarty on his retirement and again thank him for his decades of service to our organization and to our membership. The National Executive Board at its August meetings unanimously voted to bestow John with the title of National President Emeritus. It is an honor that is well deserved.

The Postal Service has stated that it still plans to implement its ill-conceived plan to close and consolidate dozens of additional mail processing installations. At the same time, as I have previously reported, the Postmaster General has announced that the Postal Service has suspended all pending closures and consolidations until at least April 2016. Discussions are being conducted concerning the possibility of extending this moratorium. Additional information will be disseminated as it becomes available. The NPMHU continues to address closing and consolidation issues through its Contract Administration Department and through the Article 12 Task Force. We are also continuing to address the closing and consolidation issues in the political and legislative arena. The House Appropriations Committee recently voted to restore service standards back to their July 2012 levels (with 6 Republicans voting in favor). Should the old service standards be restored, it would be more difficult for the Postal Service to close or consolidate any more mail processing centers. We are working with the other postal unions to accomplish these goals in a legislative format, even as the Postal Service announces a temporary hold on these actions.

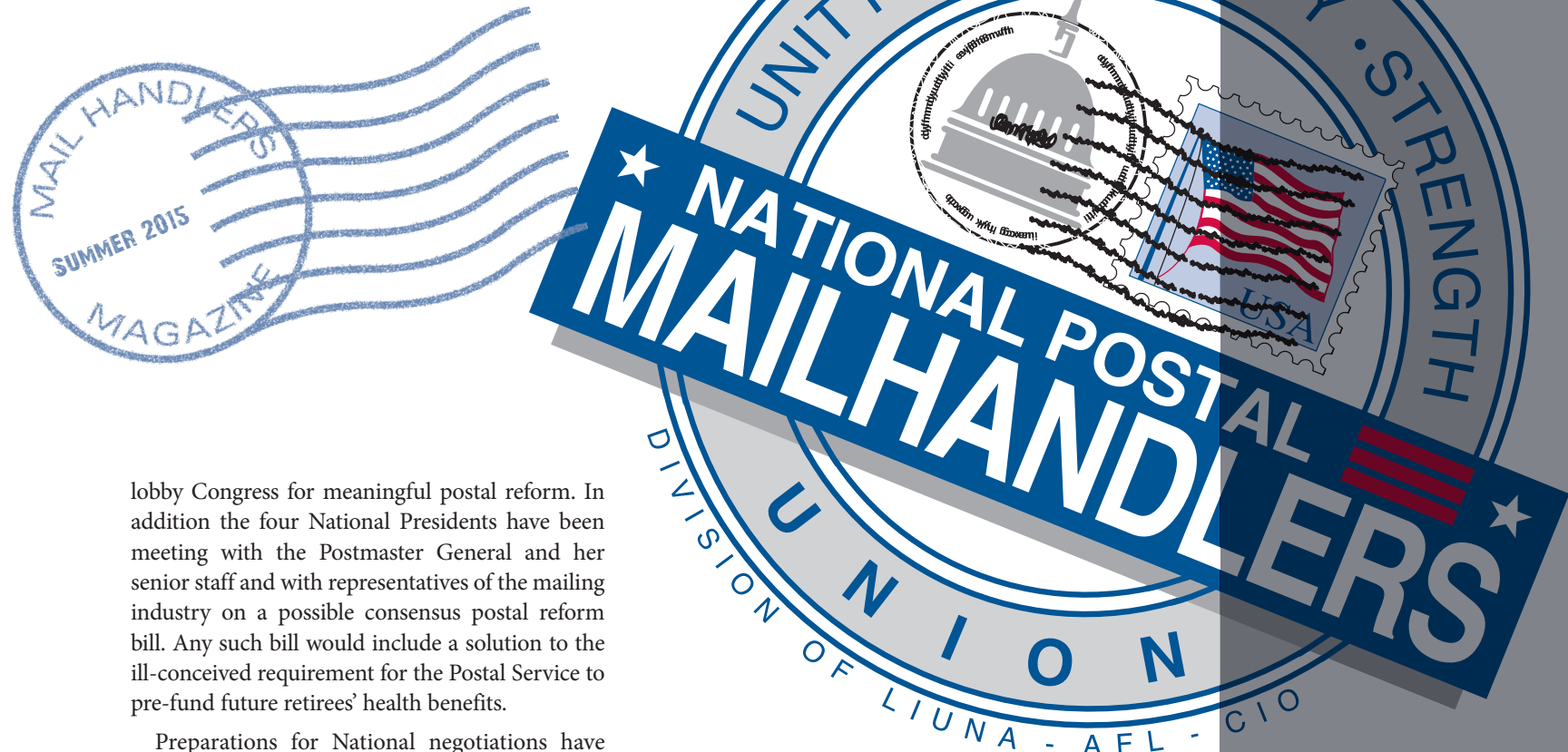


PAUL V. HOGROGIAN, National President

“The NPMHU continues to address closing and consolidation issues through its Contract Administration Department and through the Article 12 Task Force.”

The subcontracting issue continues to be addressed through the Article 32 Subcontracting Committee. This committee is currently discussing the possibility of returning Mail Handler work from many of the Surface Transportation Centers (STC), from the Mail Transport Equipment Service Centers (MTEC), and from the consolidation/deconsolidation bedloading project. While no agreements are imminent, I feel confident that some subcontracted work will be returned to the Mail Handler craft.

Through Legislative and Political Director Bob Losi and his staff, we are continuing to



lobby Congress for meaningful postal reform. In addition the four National Presidents have been meeting with the Postmaster General and her senior staff and with representatives of the mailing industry on a possible consensus postal reform bill. Any such bill would include a solution to the ill-conceived requirement for the Postal Service to pre-fund future retirees' health benefits.

Preparations for National negotiations have already begun. A bargaining strategy session was held during the recent Semi-Annual Meeting of the Local Unions (SAMLU) in Boston, MA. During that session National Officers, CAD representatives, and Local Presidents and representatives from all Local Unions around the country discussed various issues, proposals, and priorities that will arise during negotiations. A notice has been sent to all Local Unions soliciting specific contract proposals (copies of the forms to submit contract proposals are available on [www.npmhu.org](http://www.npmhu.org)). The Field Negotiating Committee comprised of NEB, CAD, and Local Union representatives will meet in October to review, discuss, and debate the submitted proposals received from the field. The kick off for negotiations is scheduled for February. The membership will be kept informed during this entire process through updates and bulletins.

The NPMHU has negotiated a "Vacancy MOU" with the USPS concerning the filling of residual vacancies. The MOU applies only to those installations that are not under Article 12 withholding. The MOU provides for a pecking order for filling residual vacancies that would include the return of those with active retreat rights, the conversion of PTF and PTR Mail Handlers, transfers through e-Reassign and the conversion of MHAs to career status. This MOU should provide greater opportunities for our MHAs to achieve career status. I want to thank the entire Contract Administration Department for all the hard work and long hours that was involved in negotiating this important MOU.

The Small Parcel Sorter System (SPSS) is currently deployed in five pilot sites and will be deployed in approximately twenty-six other facilities around the country. With the rapid increase

of parcel mail, we expect even more of this equipment to be deployed in the future.

On June 1, 2015 the USPS announced that the primary craft for all duties associated with the operation of the SPSS is the Mail Handler craft.

In a stunning and totally unacceptable move, the Postal Service notified the NPMHU on August 7, 2015 that it was reversing this craft determination to staff the SPSS in a manner similar to the way the APBS is staffed. Clerk craft employees were awarded the facing functions with rotation to the sweeping function of the SPSS. This reversal defies all principles of good faith bargaining. The NPMHU will do everything within its power through any available forum to challenge this reversal. The NPMHU already has filed an appeal to the RI-399 NDRC, filed charges with the NLRB, and filed suit in U.S. District Court. A National-level grievance under Articles 7 and 15 will be filed, and affected Local Unions are encouraged to file similar grievances at the Local level. No options are off the table.

I am confident that, through the work of our Contract Administration Department and our legal representatives, we can successfully meet any and all challenges that lie before us. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

**Paul V. Hogrogian**  
National President

"The NPMHU has negotiated a 'Vacancy MOU' with the USPS concerning the filling of residual vacancies."



# "GAME ON!"

**A**s reported in more detail in this magazine, we recently conducted our NPMHU semi-annual Meeting of the Local Unions in Boston. We had good discussions on a host of important topics, and the meetings proved very productive.

Among his many updates to the assembly, National President Hogrogian reported on the outrageous decision by the Postal Service, which was released during our Boston meetings, to reverse its own June 1, 2015 craft determination, which had previously assigned to the mail handler craft the jobs on the new Small Parcel Sorting System (SPSS) machine. This unprecedented and unilateral reversal certainly is not going unchallenged. In fact, within one week of the Boston meetings, President Hogrogian had directed three major challenges to this unwarranted and inappropriate attack on Mail Handler jobs. First, the NPMHU filed an appeal to move this reversal decision to arbitration under the terms of the long-standing USPS/NPMHU/APWU tripartite National Dispute Resolution Process. Second, the NPMHU filed an Unfair Labor Practice complaint with the National Labor Relations Board, seeking injunctive and other relief. And third, the NPMHU has filed a federal lawsuit against the USPS in U.S. District Court, claiming that the USPS breached its binding contractual obligations.

If the Postal Service is taking this reversal action on Mail Handler jobs to somehow test the mettle of President Hogrogian in his early days as our National President, they will surely find that this type of unjustified action and blatant disrespect will be met with a full-force response from the NPMHU. To conclude the discussion on the SPSS reversal decision at the Boston meeting, and to the raucous cheers of those gathered, President Hogrogian clearly and concisely summed up the NPMHU reaction to the USPS when he declared "Game on!"

The final day of the Boston meeting was devoted to an informative group strategy session regarding the upcoming contract negotiations with the USPS for a 2016 successor collective bargaining agreement. Negotiations are scheduled to

formally commence on February 25, 2016, with a contract expiration date of May 20, 2016.

Given the publicly available reports related to the ongoing separate contract negotiations between the Postal Service and two of our other sister postal unions, this next round of bargaining is certain to be difficult, at best. We fully anticipate a full court press from the Postal Service seeking additional workforce flexibility, and continued attacks on Mail Handler wage scales and benefits. Needless to say, the NPMHU will stand firmly against these types of cuts and, as always, will endeavor to reach an agreement that protects our members' pay, benefits, and job security, and will seek to refine contractual work rule language to provide additional protections from the myriad challenges that our members face on a daily basis.

Even though we are a full six months out from the bargaining kickoff date, your Union already has begun the process of developing and coordinating its strategies on how best to approach the difficult issues that will be presented during the upcoming bargaining process. And the NPMHU approach to bargaining is an all-inclusive one, involving various subsets of our National and Local Union officers and other representatives, who will review and discuss proposals that will be submitted for consideration from our members and Local Unions across the country. This encompassing process includes a Field Negotiating Committee comprised of our National Contract Administration Department experts, National Officers, and various elected officials from across our spectrum of Local Unions. This group will review and discuss the merits of each and every contract proposal submitted for consideration by our membership. Ultimately, that Committee will develop a full package of contract proposals to recommend to our negotiating team and the bargaining table beginning in late February of 2016.

Later in this magazine you will read an official call for bargaining proposals, along with a form that you may use to submit your suggestions for consideration by the Field Negotiating Committee. Please note that the deadline for submission of any proposals is September 30, 2015.



MARK A. GARDNER, National Secretary-Treasurer

*"To conclude the discussion on the SPSS reversal decision ... President Hogrogian clearly and concisely summed up the NPMHU reaction to the USPS when he declared, 'Game on!'"*

For more details and updates on the SPSS challenge, bargaining preparations, and a host of other important subjects, be sure to visit the NPMHU website at [www.npmhu.org](http://www.npmhu.org). Thank you for your support, and for your active involvement in the NPMHU.

In Solidarity,

A handwritten signature in blue ink that reads "Mark A. Gardner". The signature is fluid and cursive, written over a white background.

Mark A. Gardner  
National Secretary-Treasurer





President Hogrogian delivers report to the SAMLU



Former and current National Presidents Hogrogian and Hegarty



National Secretary-Treasurer Mark Gardner presented on all financial matters



Vice President Eastern Region, John A. Gibson speaks of his honor to join the National Executive Board



CAD Manager T.J. Branch



(l-r) Local Presidents June Harris (306), and Pervous Badilishamwalimu (310)



Local 301 President Rene Morrisette welcomes attendees to Boston, MA



National President Emeritus John Hegarty administers oath of office to Vice President Eastern Region — John A. Gibson



Local 303 President Javier Valencia



Local 322 Treasurer and Pittsburgh NDC BP John Szewczyk



Local 307 President James Haggarty



BOSTON // AUGUST 6-8, 2015

# SAMLU



# SEMI-ANNUAL MEETING OF THE LOCAL UNIONS

On Thursday, August 6, 2015, officers and representatives from nearly every NPMHU Local Union gathered in Boston, Massachusetts to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). Also in attendance at this event were members of the National Executive Board, all NPMHU National Office department heads, and personnel from the National and Regional Contract Administration Department. In addition, honored guest and newly retired NPMHU President, John Hegarty, was in attendance.

As a tribute to his tireless work and dedication to the NPMHU, former President Hegarty was summoned to the podium and presented with a proclamation giving him the honorary title of National President Emeritus. All SAMLU attendees celebrated this declaration with a heartfelt standing ovation. As National President Emeritus, Hegarty was asked to administer the oath of office to newly appointed National Executive Board member, Vice President Eastern Region — John A. Gibson.

National President Paul Hogrogian then announced four newly installed Local Presidents and three re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in February 2015. The new Local Presidents include: Kevin Tabarus (300); Derrick Carr (305); Maurice Torres (313); Kelly Dickey (322); Dan Reimann (324); Don Chapman (325); and John (J.R.) Macon (329). All newly and re-elected Local Presidents were warmly received by the SAMLU attendees.

After welcoming remarks from the host city's Local 301 President Rene Morrisette, the meeting began with President Hogrogian's full

report to the attendees of the Semi-Annual Meeting.

Hogrogian's report was a comprehensive account of the activities of the National Union since the previous meeting of Local Presidents. President Hogrogian addressed a wide array of topics beginning with our ongoing fight to generate a consensus postal reform bill. Hogrogian noted that all four national postal unions have been working with the Postmaster General and her headquarters senior staff and the mailing industry to draft consensus legislation that would include a solution to the ill-conceived requirement for the Postal Service to pre-fund future retirees' health benefits. Moreover, the bill would address closings and consolidation of mail processing plants and/or service standards.

The consensus bill also would change some of the statutory conditions for continuing participation in the Federal Employees Health Benefit Program. For current employees, there will be little change, but it will require all retirees to enroll in Medicare Parts A and B, something that almost 90% of retired mail handlers already do, and probably all should do.

Congress was unsuccessful in getting anything done last year, and it still is very unclear whether this 114th Congress, now fully controlled by Republicans, is going to be any better, but we remain steadfast in the fight. Albeit slow, progress towards logical postal reform is being made. The Senate recently passed a non-binding resolution to restore the July 2012 service standards, and the House Appropriations Committee also voted to restore the service standards to their July 2012 levels, with six Republicans joining all Democrats by voting in favor. While this is limited progress at



(l-r) Vice President Central Region Jefferson C. Peppers III, Vice President, Western Region- Rudy Santos, Vice President Northeastern Region David E. Wilkin, National President Paul Hogrogian, Vice President, Eastern Region- John A. Gibson, Vice President Southern Region- Lawrence B. Sapp, and National Secretary-Treasurer- Mark Gardner



(l-r) Western and Central Region Director and Field Office Manager- David Ross, Southern Region Director- Charles Manago, Assistant to the President and National Representative- Bobby Blum, Northeast Region Director- Thomas Ruther, CAD Manager- Thomas J. Branch, Tim Dwyer, National Shop Steward Trainer and National Representative Tim Dwyer, National Representative- Kevin L Fletcher, National Representative- Teresa Harmon, Eastern Region Director- Eileen Mills and Western Region Director, Don Gonzales



(l-r) Executive Director MHPB- Michael Hora, National President- Paul Hogrogian, Aetna Director of Federal Programs- Sue Kohl, Aetna Senior Director of Federal Plans- Tom Bernatavitz; National Secretary-Treasurer Mark Gardner and Aetna Director of National Accounts- Brad Corban







Local 305 Vice President Jose Pena



Local 331 President David Wisneski



Local 330 President Bob Griffith



Local 299 President Jason Adachi



Local 321 President Cindy Hoehl-Rinker



Local 333 President Randy Krueger



Local 329 President John (J.R.) Macon



Local 322 President Kelly Dickey

best, we are hopeful that meaningful postal reform may be achievable.

Hogrogian spoke about the Union's continued objections to the USPS threatened closures, consolidations and reduced service standards, noting that the Union's collective measures have resulted in a bit of good news. The Postal Service announced in May that they were postponing the implementation of the latest round of closures and consolidations until at least April 2016. The Postal Service also took some of the targeted installations off the closing/consolidation list altogether. Notwithstanding this development and notwithstanding continuous efforts in Congress and elsewhere to stop or delay these plant closings and consolidations, right now they are scheduled to resume in 2016.

Hogrogian spoke about three potential ways to stop the closures and consolidations, emphasizing potential because none of them are very certain. Nonetheless, we continue to move forward, to the extent we can, on all three:

First, we have a National-level grievance (currently in National arbitration) asserting the Union's position that these closings and consolidations do not comply with Handbook PO-408 in that they are based on old and outdated AMP studies.

Second, we continue to seek congressional pressure on postal management to stop or limit the closings and consolidations. This is being championed through certain Senators, especially Bernie Sanders of Vermont and Jon Tester of Montana, both of which have personally met with the new PMG. As previously referenced, the Senate passed a non-binding resolution and the House Appropriations Committee voted to restore service standards to their July 2012 levels. If attention turns to postal reform, the likelihood of success on this approach through Congress will increase.

Third, we are considering the possibility of legal action, which would be a lawsuit to halt or stay any closings or consolidations until there is a final arbitration award on the PO-408 grievance. To be successful, we would have to demonstrate irreparable harm, such as forced movement beyond reasonable commuting distances that could force employees to relocate, to move their families, and/or to sell and buy housing – like the Detroit or Memphis to Tulsa or Chicago or Pittsburgh moves required during the last round of closings. Local Presidents are encouraged to contact the National CAD with their specific details.

Hogrogian commented that he already has met with PMG Megan Brennan nine times since taking office in May of this year. “Brennen claims that she wants to work with the Postal Unions and other stakeholders on postal reform. Early indications are that she may be sincere, but actions will speak louder than words,” said Hogrogian.

Hogrogian updated the Local Presidents on the dysfunctional state of affairs within the USPS Board of Governors. The Board of Governors is operating without a quorum by virtue of a self-designated subcommittee authorized on the last day that the quorum was available. During the 113th Congress, President Obama named five nominees to fill BOG vacancies. All were approved by the Senate Homeland Security and Governmental Affairs Committee; however, the full Senate failed to move or confirm any of the five. Several Senators, including Bernie Sanders, have put a hold on nominees James Miller and Mickey Barnett. The ramifications of these actions and uncertainties remain to be seen.

President Hogrogian briefed the attendees on the status and procedures of upcoming national negotiations over the terms of the 2016 NPMHU National Agreement.





LOCAL PRESIDENTS STAND WITH NPMHU LEADERSHIP

## SEMI-ANNUAL MEETING OF THE LOCAL UNIONS // BOSTON // AUGUST 6-8, 2015

The APWU and NRLCA opened their bargaining in February 2015. The Postal Service could not reach agreement with either union and impasses were declared. Hogrogian noted that the results could have an effect on mail handlers, depending on what happens. The impasse in the APWU bargaining apparently centered on the Postal Service's insistence on another new, even lower pay scale for career employees with severely reduced benefits and no COLA. Hogrogian said the NPMHU will provide behind the scenes assistance, to the extent we are asked and to the extent it is in the interest of mail handlers.

Shifting gears to NPMHU bargaining, Hogrogian noted that the National Agreement expires in May 2016 rather than the usual November date. In preparation, the Union conducted a bargaining strategy session on the third day of this SAMLU in Boston, MA. The Field Negotiating Committee will be meeting in Washington D.C. in October, when they will review and analyze all submitted proposals and will recommend the changes in the National Agreement that should be proposed by the NPMHU.

Hogrogian encouraged all in attendance to participate in the process, and use this opportunity to submit insightful and thought provoking proposals to the Field Negotiating Committee. A solicitation for proposals was mailed to all officers and stewards with the August Update; it is available on page 19 of this Mail Handler publication and also is posted on the website at [www.npmhu.org](http://www.npmhu.org). National bargaining with the USPS is set to kick off in February 2016.

Hogrogian went on to brief SAMLU attendees about the NPMHU's ongoing National arbitration and Step 4 docket; jurisdictional matters related to RI399; and the Postal Service's subcontracting initiatives at Surface Transfer Centers, Mail Transport Equipment Centers, and the bedloading project. Hogrogian noted that meetings discussing the possibility of returning this work to the mail handler craft are continuing. "It is still too early to announce any results, but we are continuing our efforts to bring at least some of this work back to the Postal Service," said Hogrogian. The discussions have started to approach the subject on a facility by facil-

ity basis, with the Postal Service extending its current subcontracts for short periods of time to allow for additional discussions.

Hogrogian also briefed attendees on another front in the subcontracting battles, noting that the Non-Machineable Outsides or NMO pilot project has been completed, and the Postal Service has hired an outside consultant to examine the results and determine whether it wants to move forward. The consultant claims to have initially focused on transportation issues, and is just now thinking about labor costs. Another point of contention is the unlawfully low wages being paid in violation of the Service Contract Act.

Hogrogian also noted that the parties at the National level have been trying to revise or update the RI-399 Dispute Resolution Procedures for several months. Hogrogian led an energetic discussion covering the ramifications of a proposed National settlement—soliciting feedback from all Locals in attendance.

Lastly, Hogrogian addressed matters related to the recent jurisdic-

tional craft determination issued by the USPS naming the mail handlers as the primary craft for all duties associated with the operation of the SPSS or Small Parcel Sorting System. At the time of the President's report to the SAMLU body, Hogrogian could only report that the USPS had notified the NPMHU orally that it was contemplating a reversal of the craft determination issued on June 1, 2015. When commenting on the possibility that the USPS would reverse its position and renege on the June 1, 2105 award, Hogrogian said, "Such a reversal would defy all principles of good faith bargaining. If reversed, the NPMHU will do everything in its power to challenge this reversal, if it is ever announced or implemented, including but not limited to grievances under Article 7.2, appeals through the RI-399 procedures, and the filing of unfair labor practice charges with the NLRB." Hogrogian pledged, "No options are off the table, including legal action in federal court." Hogrogian's outrage resonated throughout the auditorium and was met with a standing ovation of support from those in attendance. (Editor's note: On Friday evening, after President





Contract Administration Department



(l-r) Local Presidents James Mills Sr. (298) and Alex Cervantes (320)



Legislative and Political Director Bob Losi



Local 304 Officers (l-r) Tim Manning (Recording Secretary) and Gloria Ward (Treasurer)



Local 303 Shop Steward Vicki Eady



SAMLU attendees gather in Boston, MA, to conduct the business of the Union



President Hogrogian takes questions from the assembly



Local 305 President Derrick Carr



Local 310 Officers (l-r) Augusta BP Robert Larmore Jr., Treasurer Reginald Riggins, Vice President Lisa Greer and President Andy Badilishamwalimu



(l-r) Local 300 President Kevin Tabarus and Local 306 Treasurer Kenneth Leftridge



(l-r) NPMHU National President Paul Hogrogian, Rep. Stephen Lynch (MA-8) and NALC National President Fredric Rolando



Connie Hegarty listens as husband delivers final closing remarks during retirement tribute to husband John



## SEMI-ANNUAL MEETING OF THE LOCAL UNIONS // BOSTON // AUGUST 6-8, 2015

Hogrogian's SAMLU report was delivered to Local Presidents, the USPS did reverse its SPSS jurisdictional determination.)

Following President Hogrogian, National Secretary-Treasurer Gardner provided a detailed presentation and entertained questions and comments on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2014; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union's affiliated organizations; a review of cost-of-living and general wage adjustments provided under the 2011 National Agreement; the upcoming Finance Management Seminar; and Local Union planning and budgeting for upcoming events such as the NPMHU's quadrennial and LIUNA's quinquennial Conventions, both scheduled to occur in 2016. It is noteworthy that these Conventions occur in the same year only once every 20 years.

The attendees also heard a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts, including a comprehensive review of the 2015 Legislative

Conference. Notably, 105 participants collectively participated in 226 visits to members of Congress speaking on a variety of Union and Postal issues. Losi spoke at length about the consequences of appointments resulting from the 114th Congress and the implications of the new assignments to the Senate Committee on Homeland Security and Governmental Affairs and the House Committee on Oversight and Government Affairs. Losi also discussed House Resolution 54 and the bi-partisan move to restore service standards to those in effect on July 1, 2012; and H.R. 784 – the Protect Overnight Delivery Act. This bipartisan legislation would reinstate overnight postal delivery service and prevent the Postal Service from operating under the current, weaker delivery standards. Brother Losi encouraged all attendees to contact their Congressional Representatives and ask them to support and co-sponsor H. Res. 54 and H.R. 784. Bob also gave a comprehensive presentation on the status and impact of the NPMHU Political Action Committee (PAC), including his announcement of PACKie awards given to Locals 301, 333 & 334. In addition, Local 306 was awarded a PACKie for most improved Local, and finally, Local 310 was awarded the “prestigious” PACKie Ambassador award. “All

PACKie award winners exemplified extraordinary commitment to the NPMHU Political Action Committee,” said Losi.

Aetna's Director of National Accounts, Brad Corban, accompanied by Aetna Senior Director of Federal Plans Tom Bernatavitz and Aetna's Director of Federal Programs Sue Kohl, gave a comprehensive report on the status of the Mail Handlers Benefit Plan (MHBP). Brad presented on all matters related to the upcoming open season, updating attendees on membership trends in the Value, Standard, and Consumer Plans; the presentation also included updates on the status of our supplemental Dental and Vision products. Finally, Brad concluded with an overview on the strategic direction of the MHBP, focusing on the benefits of the Plan's transition to the Aetna network, member retention and new member acquisition, quality care, service levels, and future growth.

National CAD Representative and National Trainer Tim Dwyer provided attendees with a comprehensive update on the issues facing the Article 12 Task Force. CAD Manager T.J. Branch then provided a full report on the activities of that department since the last meeting of the Local Unions, addressing and taking questions on each of the

following issues: (1) National arbitrations and settlements; (2) MHA Representation; (3) the Contract Interpretation Manual (CIM); (4) Preparation for the 2016 National Agreement; (5) Cases Pending National Arbitration; (6) RI-399 – Jurisdictional Disputes; (7) the Small Package Sorting System (SPSS); (8) Grocery Delivery Test/Customized Delivery; (9) AI AFSM100/FSS Sit Stools; (10) the Pilot Test of Outsourcing at NDCs – NMO Initiative; (11) Subcontracting Committee Activities; (12) the Cyber Breach of USPS Data; (13) Changes to Handbook EL-312; and (14) Network Rationalization – Consolidating/Closing of Postal Plants and Hubs.

On the final day of the SAMLU, President Hogrogian and CAD Manager T.J. Branch, together with General Counsel Bruce Lerner, conducted a comprehensive strategy session in preparation for national bargaining in 2016. Attendees discussed and debated a plethora of topics related to the National Agreement.

Overall, the three-day meeting was well-received, resulting in a lively exchange of opinions and ideas. The next Semi-Annual Meeting of the Local Unions is scheduled for February 2016 in New Orleans, LA.



(l-r) NALC Chief of Staff Jim Sauber, Rep. Stephen Lynch (MA-8), Former National NPMHU President John Hegarty, NALC National President Fredric Rolando, LIUNA General President Terry O'Sullivan, and LIUNA General Secretary-Treasurer Armand Sabitoni



Former President John Hegarty presented with a proclamation giving him the honorary title of National President Emeritus



# This Plan is *Your* Plan

MHBP works hard to bring you health plans that deliver the benefits you need at a price that fits your budget. Our plans are founded on reliable and dependable service and crafted with our unique appreciation of Mail Handlers and their needs. Regardless of your stage of life, location or health status, MHBP provides coverage you can count on:

- Three nationwide plans — a plan for every need
- Dental and Vision plans available all year round
- Discount programs you'll actually use
- 24/7 customer service (except major holidays)

## Coming for 2016

This Open Season we'll announce some big improvements for 2016. We can't tell you about them yet — you'll have to wait until October. We think you'll be very impressed.

Also coming for 2016: **Self Plus One** enrollment. Visit [www.OPM.gov/SelfPlusOne](http://www.OPM.gov/SelfPlusOne) for more information.

Make this Plan *Your* Plan for 2016.  
[www.MHBP.com](http://www.MHBP.com) | 1-800-410-7778







# NPMHU Family Member Awarded 2015 Union Plus Scholarship

WINNERS HONORED FOR ACHIEVEMENT AND UNION VALUES

**U**nion Plus recently awarded \$150,000 in scholarships to 106 students representing 36 unions, including one winner representing the National Postal Mail Handlers Union, in the 2015 Union Plus Scholarship Program. In this 24th year of the program, more than 5,000 applications were received from union members, their spouses and their dependent children in all 50 states, Puerto Rico and the U.S. Virgin Islands. This year's NPMHU winner is:

★ **Molly Dion of Jefferson, MA**  
**Molly, whose father, John Dion, is a member of NPMHU Local 301, has been awarded a \$1,000 scholarship.**

"The burden of student debt will be felt for decades to come," Leslie Tolf, president of Union Privilege, the organization that provides Union Plus benefits for union families and manages the scholarship program, said. "Our scholarship winners understand this nightmare, and have an uncanny ability to budget, hold down jobs and internships, as well as continue to excel in their studies. They are informed consumers, which is increasing important in today's world."

## Meet the 2015 NPMHU Honoree: Molly Dion



Molly is a baking and pastry major at Johnson & Wales University in Providence, R.I., with an expected graduation date of May 2018. She hopes to one day own her own bakery. During high school, Molly worked in two local bakeries and a local coffee shop. A Presidential Excellence Award recipient and National Honor Society member, she earned her school's coaches award for lacrosse and twice participated in the state restaurant management competition. Active in the community, Molly is a member of Peace Love Bread, a Johnson & Wales club that makes and donates homemade bread to Providence-area shelters and social agencies. Molly said unions are beneficial to workers because they ensure that management follows rules and proper practices.

## Learn More About the Union Plus Scholarship Program

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since starting the program in 1991, Union Plus has awarded more than \$3.7 million in educational funding to more than 2,500 union members, spouses and dependent children.

Union Plus is committed to helping union members and their families fund their college education. In addition to the scholarships, Union Plus also offers the following benefits to help union families afford higher education:

- Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review. Discounts are available for classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. Visit [UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep) or call 1-888-243-7737.
- Discounts on textbooks. Union families save 5 percent or more when renting or buying textbooks. New, used and digital textbooks are available. Free shipping is included on orders over \$59. Visit [UnionPlus.org/Textbooks](http://UnionPlus.org/Textbooks).
- College counseling discounts of 15 percent on college counseling from Collegewise, the admission division of The Princeton Review. College counselors help high school student find, apply to and attend the right colleges. Visit [UnionPlus.org/CollegeCounsel](http://UnionPlus.org/CollegeCounsel) for more information.
- Union Plus Student Debt Reducer Grant\* helps eligible Union Plus Credit Card, Mortgage and Insurance participants pay down their student loans. Visit [UnionPlus.org/DebtReducer](http://UnionPlus.org/DebtReducer) for more information.

**Visit [UnionPlus.org/Education](http://UnionPlus.org/Education)  
for applications and benefit eligibility.**

*\*Certain restrictions, limitations, and qualifications apply to these grants.*

*Additional information and eligibility criteria can be obtained at [UnionPlus.org/Education](http://UnionPlus.org/Education). Grants are only available until all available funds have been awarded.*



# 2015 PAC

## INCENTIVE AWARDS



### 2015 PAC Incentive Awards

<u>Level</u>	<u>Donation</u>	<u>Award</u>
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Cup Set
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Flag Box w/ Flag
Ambassador	\$500	PAC Travel Bag

## 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](http://www.liteblue.usps.gov). Follow the instructions printed on page 16 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.

### 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:

Mail Handler PAC  
P.O. Box 65171  
Washington DC 20035

*Please enclose your check or money order, or provide authorization to charge your credit card.*



(Cut here and return to NPMHU PAC)



### YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

This is to certify that I, \_\_\_\_\_, have voluntarily contributed the amount listed below, to the NPMHU PAC. I understand that this voluntary contribution is not a condition of membership in the union; I have the right to refuse to contribute without any reprisal; if specific contribution amounts are mentioned they are merely suggestions and I am free to contribute more or less; the Union will not favor or disadvantage me because of the amount of my contribution or my decision not to contribute; NPMHU PAC will use the money it receives to make Political expenditures and contributions in connection with federal elections; and only U.S. Citizens and lawful permanent U.S. residents are eligible to contribute.

Address \_\_\_\_\_ Local \_\_\_\_\_

Employer (if other than USPS) \_\_\_\_\_ Job Title \_\_\_\_\_

Contribution Amount: (Please check one):

- \$26 (Member)     \$52 (Sponsor)     \$100 (Activist)     \$250 (Leader)     \$500 (Ambassador)  
 Other \_\_\_\_\_

Please enclose your check or money order, or authorization to charge your credit card.

VISA     MASTERCARD    Acct.# \_\_\_\_\_

Signature \_\_\_\_\_ Expiration Date \_\_\_\_\_

Contributions to the NPMHU PAC are not deductible as charitable contributions for federal income purposes.



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

### PostalEASE by TELEPHONE:

1. Dial **1-877-4PS-EASE**—(877-477-3273) and follow the prompt for the Employee Services Main Menu.
2. When prompted, press **#1** for PostalEASE
3. When prompted, enter your eight-digit USPS employee identification number.
4. 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.)
5. When prompted, choose option **#2** (to select payroll allotments)
6. Then choose option **#1** (to select allotments)
7. When prompted, press **#2** to continue
8. When prompted, press **#3** to add the allotment
9. When prompted for the routing number, enter **054001220**
10. 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).
11. Press **#1** if correct
12. When prompted, press **#1** for “checking”
13. When prompted, input the bi-weekly dollar amount of your PAC allotment.
14. Press **#1** if correct
15. When prompted, press **#1** to process
16. You will be provided a confirmation number as well as the start date for the salary allotment.
17. For your records:
  - Record the confirmation number
  - Record the start date of the salary allotment
18. 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](http://www.liteblue.usps.gov)

1. Enter your eight-digit USPS Employee ID Number and your USPS PIN
2. Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN
3. Follow the link for PAYROLL – Allotments/NTB
4. Continue to the ALLOTMENTS section
5. Your ROUTING TRANSIT NUMBER is: **054001220**
6. 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).
7. For ACCOUNT TYPE—please select “CHECKING”
8. When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.
9. 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.

The winners exemplify excellence amongst our NPMHU locals.

**Locals with  
1 - 499  
Members**



(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 334 President Sheldon D. Adams

**Locals with  
500 - 1499  
Members**



(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 333 President Randy Krueger

## 7th Annual PACkie Awards

**Locals with  
1500 or More Members**



(l-r) Legislative and Political Director Bob Losi presents PACkie award to Local 301 President Rene Morisette

**Most Improved Local**



(l-r) Local 306 President June Harris receives Most Improved Local award from Legislative and Political Director Bob Losi

**PACkie Ambassador Award**



(l-r) Legislative and Political Director Bob Losi presents the Ambassador award to Local 310 President Andy Badiilishamwalimu

# Please Support the Postal Employee Relief Fund

**J**oin your fellow federal workers who are making extraordinary things possible with their CFC donations. Support charities that are meaningful to you by making a generous contribution through the Combined Federal Campaign (CFC).

CFC is the world's largest and most successful workplace giving campaign. Since the first campaign in 1964, Federal employees have donated more than \$7 billion for the charities and causes that are near and dear to them. Last year, Federal employees participating in the CFC contributed more than \$193 million to the causes they care about across the nation and around the world.

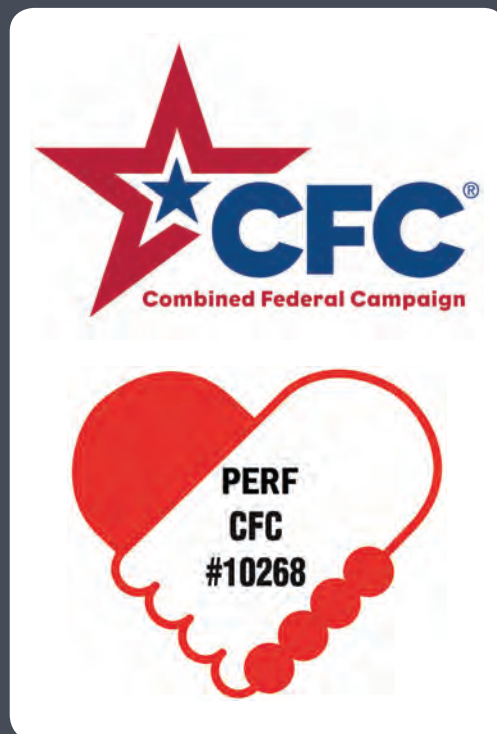
Please make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Sept. 1 - Dec. 15. Help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate CFC#10268 on the Combined Federal Campaign's contribution form to make

a tax-deductible contribution to PERF. You also may send a check or money order directly to PERF at PO Box 7630, Woodbridge, VA 22195-7630.

During the 2015 CFC solicitation period, we encourage you to consider giving through the CFC because:

- Payroll deduction lets you spread your contribution across the entire year.
- A CFC pledge gives your charity a steady source of revenue throughout the year.
- It is convenient for you (in most cases, you can pledge online) and provides you with tax records.
- It shows all Americans that Federal employees care about our communities.





This article appeared in the August 2015 issue of *Mail Handler UPDATE*. The proposed change form – which is reproduced here for your convenience – was mailed with the August *UPDATE* to all Local Unions and all Local Union officers and stewards, and can be downloaded on the NPMHU website.

# 2016 NATIONAL NEGOTIATIONS

## — OFFICIAL CALL FOR BARGAINING PROPOSALS —

**W**ith preparations underway for negotiations over the terms of the 2016 National Agreement between the NPMHU and the Postal Service, the National Office has issued its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, proposals must be submitted by September 30, 2015. Although formal bargaining is not scheduled to begin until February of next year, the Union's Field Negotiating Committee will be meeting for a full week in October of 2015 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2011 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail

handlers across the country. Thus, National President Paul Hogrogian has issued this official call for bargaining proposals from the membership, the Local Unions, and other subordinate bodies of the NPMHU.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current

National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals.

The National Office is asking that all proposals be submitted as soon as possible, but in no event later than September 30, 2015. The National Office also has issued a form that can be used to submit proposals. Copies of that form have been mailed to all Local Unions and all Local Union officers and stewards, and can be downloaded on the NPMHU website.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by September 30, 2015 using the following address:

**National Postal Mail Handlers Union**  
2016 Negotiations  
1101 Connecticut Avenue, NW, Suite 500  
Washington, DC 20036



# National Postal Mail Handlers Union 2016 NATIONAL NEGOTIATIONS

**Proposed change to the 2011 National Agreement**

**Local Union:**

**Mail submissions to:**

**National Postal Mail Handlers Union  
2016 Contract Negotiations  
1101 Connecticut Ave, NW, Suite 500  
Washington, DC 20036**

**Article to be changed:**

**Article**

**Section**

**Paragraph**

**Page number**

**Proposed change/addition to language**

**Change to read as follows (Please underline actual changed or added language):**

**Reason for change:**

**Name:**

**Date:**

Please supply documentation, if available, which supports or demonstrates the need for the proposed changes such as grievance or arbitration decisions, or other supporting documentations.

**Deadline for Submission is September 30, 2015**



# Vallone Scholars: — STRIVING FOR — EXCELLENCE



ARTHUR S. VALLONE



NOAH GIEBEL

The Arthur S. Vallone Scholarship is now in its 15th year. This program is designed to assist deserving mail handlers and/or their immediate family with the difficult task of financing the cost of higher education. As currently administered, each of the five NPMHU regions is granted a total of 3 new scholarships annually. These awards are in the amount of \$1,000 per year, and each scholarship is renewable for the recipient for up to 4 years or until the completion of the students' undergraduate degree, whichever occurs first—for a maximum of \$4,000 per recipient.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his passing in 2005. Arthur S. Vallone served as the elected president of NPMHU Local 309, which was headquartered in Buffalo, NY and represented approximately 1,000 mail handlers throughout New York. Vallone also served on the National Executive Board for 3 years as the Vice President for the Northeast Region. Since his untimely passing in 2005, the NPMHU has continued Arthur Vallone's legacy by recognizing his firm belief in the importance of education. Once again in his memory, the NPMHU recognizes fifteen students for their hard work and dedication to education, and has awarded scholarships to these students beginning with the 2015-2016 academic year.

Well over 250 applications were received this year giving Scholarship Committee members Susan Carle, who is a Professor of Law at American University, and Evelyn Temple, who is the former NEA Assistant Executive Director, a challenging job of choosing 15 from the large pool of qualified applicants. For consideration by the Judges, as part of their scholarship application, each applicant submitted their high school transcripts, a 500 word essay, and 2 letters of personal and academic reference. The applications were then closely evaluated by the scholarship committee, and the winners were selected.

One common theme that stuck out about this year's pool of Vallone Scholars was the overwhelming commitment to various projects or learning experiences that were meaningful and endearing to their lives. This commitment reminded me of a particular Resolution that was adopted by the NPMHU Executive Board when bestowing this honor to Arthur S. Vallone. The Resolution reads, in part: "WHEREAS, Arthur S. Vallone repeatedly demonstrated his commitment to the membership of the NPMHU, by volunteering to serve on countless details and special projects to enhance the strength and effectiveness of the NPMHU, and to better the lives of all 50,000 Mail Handlers across the country."

Recent Vallone Scholar Tyra Crump demonstrated her dedication to helping people in need by volunteering at the Brail Institute in Las Angeles, CA since 2011. Tyra also participated in Acteens, a youth missionary group. Tyra wrote in her Vallone Scholarship essay "Acteens has truly taught me the meaning of "service with a smile, "and that it is important to always be willing to help others because, if we were in need, we would want someone to help us". One final example of Vallone's commitment was in the final paragraph of 2015 Vallone Scholar Harrison Greenwell's essay where he stated "I promise to work as hard as necessary to earn the skills I'll need to make my contribution to society. I value labor, and want to help design products that will create jobs for Americans." It's examples like these that set the NPMHU Vallone Scholars above the rest. Once again on behalf of the entire National Postal Mail Handlers Union, congratulations!

Applications and details about the NPMHU Arthur S. Vallone Scholarship for the 2016-2017 school years will be available in late November 2015. For details you may contact your Local Union or visit the NPMHU National Union website at [www.npmhu.org](http://www.npmhu.org).



Applications for the NPMHU Arthur S. Vallone Scholarship Program for the 2016-2017 school year will be available in November of 2015. Monitor [www.npmhu.org](http://www.npmhu.org) and upcoming publications for additional details.



Local 297 | KENDRA VLIEGER



Local 300 | DENZIA WRAY



Local 301 | NAREH MKRTSCHJAN



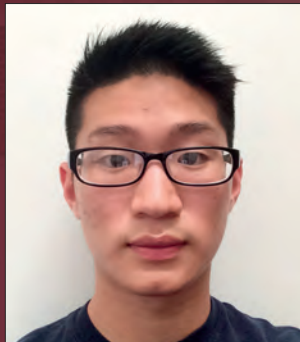
Local 302 | CHELSEA OEY



Local 303 | TYRA CRUMP



Local 304 | CHRISTIAN VENNEMANN



Local 305 | CHUNG DO KIM



Local 309 | BRIAN REAGAN



Local 311 | VIET DINH



Local 318 | KE'JON HALL-ROBINSON



Local 321 | AMA TWENEBOA KODUAH



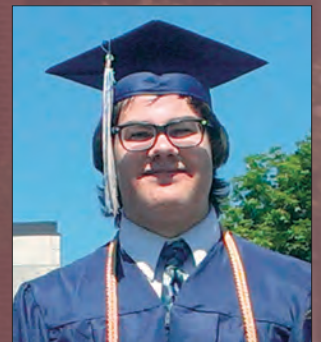
Local 322 | MELISSA COSTANTINO



Local 323 | HALEY CHINANDER



Local 324 | JEROMY VILLATOR



Local 332 | HARRISON GREENWELL



# MAIL HANDLERS

## LOCAL 300 TRAINING



Local 300 hosts shop steward training session

## LOCAL 302 TRAINING



Local 302 representatives gather for informative shop steward training session



(l-r) Bob Losi- Legislative and Political Director, Don (Gonzo) Gonzales- Western Regional Director, Tim Dwyer- National CAD Representative and National Trainer, Ernie Grijalva- Local 302 President, and David Ross- Regional Director and CAD Field Office Manager

## LOCAL 305



Local 305 Honors long-time member Willie Claude Brown Jr. and his 50 years of membership in the NPMHU.



(l-r) Thomas (TJ) Branch- CAD Manager, Dunleigh (Yam) Cardin- Treasurer, Felandria Jackson- Branch President Raleigh, NC P&DC, Willie Claude Brown Jr., Eugene Horton- Branch President, Charlotte, NC P&DC, and Derrick Carr- Local President



# ACROSS THE COUNTRY

## LOCAL 324 INSTALLATION OF OFFICERS



(l-r) Ted Curry- OKC Branch President, Rodney Davis- Treasurer, Carmalita Reynolds- Vice President, Oliver Jackson- SEBM, Dan Riemann- Local President, Jeff Chung- Recording Secretary, Paul Hogrogian- National President, and Alfred Andrews- Tulsa Branch President

## LOCAL 329 INSTALLATION OF OFFICERS



Front row (l-r) Lawrence B. Sapp- Vice President Southern Region, Chester Getter- BP Memphis NDC, Calvin Booker- BP Memphis P&DC, Glen Boyland- Recording Secretary, Paul Hogrogian- National President, Gregory King- Treasurer, Charles Hill- Vice President, and John Macon- President Local 329.

Back row (l-r) Robert Mitchell- BP Nashville, Randall Lawson- BP Knoxville, Julius Takacs- BP Chattanooga, Lyndon Cox- AR SEBM, Clay Nelson III- TN SEBM, and Woodrow Douglas- BP Little Rock.



Local 329 officers take the oath of office – administered by National President Paul Hogrogian

## LOCAL 333 HOSTS STEWARD TRAINING



In attendance: Randy Krueger- Local President, Tim Dwyer- CAD Representative and National Trainer, Don Thomas, Bernal Gutierrez, John Gibson- Local 308 President and Eastern Region Vice President, Eric Cory- Treasurer and BP Des Moines, Don Gonzales- Regional Director (Western), Steve Huth- SEBM, Ken Hepker- BP Cedar Rapids, Mike Cornwell, Dave Freeman- Vice President and Dave Current

## LOCAL 297 HOSTS TRAINING



(l-r) Larry Burk- President Local 327, Chris Bentley- President Local 297, Mike Caird (Springfield), Tim Dwyer- CAD Representative and National Trainer, Bridget Williams (KCK NDC), Rick Western- BP Springfield, Mike Clark (Billings MT), Sherri Mitchell (KCK NDC) John Gibson- Local 308 President and Eastern Region Vice President



# JUST BECAUSE YOU'RE UNION.

Nikki Estridge  
union member



**The Union Plus Credit Card program** offers a host of benefits for union members, including discounts on travel and entertainment, savings on health services and a credit card that earns unlimited 1.5% cash rewards – and more!

- 3 card options, including 2 cards that earn unlimited 1.5% cash rewards on every purchase
- Hardship assistance grants<sup>1</sup> in times of need
- Competitive rates
- U.S. based customer service

**See all of your benefits at [UnionPlus.org](http://UnionPlus.org)**

<sup>1</sup>Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance). Three unique card options are available. Credit approval required. Terms & Conditions apply. Union Plus Credit Cards issued by Capital One, N.A. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.