

The Mail Handler



MAIL HANDLERS PREPARE FOR NATIONAL BARGAINING



Fall 2015

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Handlers Union

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

PREPARATION FOR NATIONAL NEGOTIATIONS

Dear Members,

Although our current 2011 National Agreement does not expire until May 20, 2016, preparations for National negotiations are well underway. 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. In response to an "Official Call for Bargaining Proposals" to the field, hundreds of contract proposals concerning proposed changes to numerous articles were received at National Headquarters. Proposals were submitted by members, stewards, and officers from almost every Local Union in the country. The Field Negotiating Committee comprised of NEB, CAD, and Local Union representatives met for a full week in October to review, analyze, discuss, and debate the submitted proposals received from the field. Formal negotiations are scheduled to begin in February.

We will be seeking, among many other things, a strong economic package consisting of general wage increases and maintaining the COLA, limitations on subcontracting, improvements to the Article 12 provisions governing reassignments and excessing, and enhancing the benefits of our MHA members. We expect this round of bargaining to be extremely difficult. This is made evident by the fact that the current contract negotiations between the USPS and the APWU have reached an impasse over the Postal Service's insistence on severe cuts to wages and

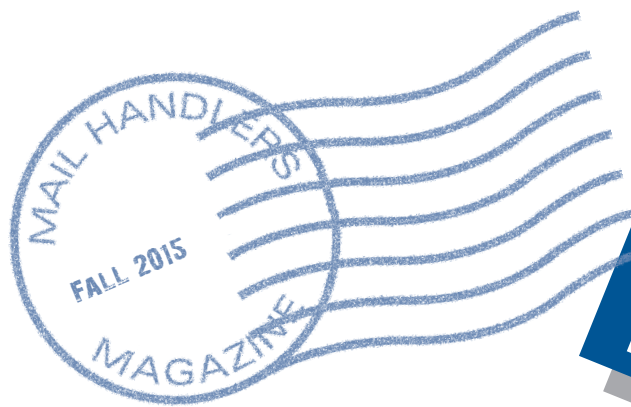


PAUL V. HOGROGIAN, National President

"The NPMHU will make every effort to reach a negotiated agreement with the Postal Service."

benefits, including the creation of a new permanent lower wage scale for new career employees with reduced benefits. I firmly believe, however, that our negotiating team is up to the task. Our goal is to achieve a new contract that enhances the pay, rights, and benefits of all Mail Handlers. The NPMHU will make every effort to reach a negotiated agreement with the Postal Service. Any such agreement will be subject to ratification by our membership. If a fair agreement cannot be negotiated, the parties will enter into a binding arbitration process. The membership will be kept informed during this entire process through updates and bulletins.

The Postal Service's ill-conceived plans to close and consolidate dozens of additional mail processing installations are still pending. The National Office has been working with the Local Unions, in contesting these closings and consolidations on contractual grounds, and in pressuring political representatives on Capitol Hill to oppose these changes.



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. The moratorium notwithstanding, 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. We will continue working with the other postal unions on this critical issue.

Another issue of vital concern to Mail Handlers and all postal workers is that of postal reform. We continue to lobby Congress for meaningful action on this issue. The presidents of the four National Postal Unions have been meeting with the Postmaster General and her senior staff and with representatives of the mailing industry to form a coalition on a possible consensus postal reform bill. Any such bill would include a solution to the ill-conceived requirement that the Postal Service pre-fund future retirees' health benefits.

Meanwhile, Senator Tom Carper (D-DE) has introduced a Postal Reform Bill called the 2015 Improving Postal Operations, Service and Transparency Act (iPOST). While the Carper Bill addresses numerous important provisions — many of which have evolved over several years of discussions among various postal stakeholders — the NPMHU views this bill as a work-in-progress. There are certain provisions in the bill, such as those that would amend FECA to eliminate certain benefits for injured workers reaching retirement age, that the NPMHU simply cannot support.

The NPMHU will continue to work with its allies throughout the postal community to refine the iPOST bill, in an attempt to fashion final legislation which will best service the collective interests of NPMHU members, the USPS, and the customers who rely on postal products and services.

The struggle over the Small Parcel Sorter System (SPSS) continues. The SPSS is currently deployed in several sites throughout the country and will be deployed in other facilities nationwide.

As I previously reported, the USPS had originally awarded all work on the SPSS to the Mail Handler craft. I had also previously reported



that USPS had reneged on that determination and instead awarded the “facing functions” to the clerk craft. This reversal defies all principles of good faith bargaining. The NPMHU 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 has been filed, and affected Local Unions are encouraged to file similar grievances at the Local level. The NPMHU will do everything within its power through any available forum to challenge this reversal. No options are off the table.

The recently negotiated “Vacancy MOU” with the USPS concerning the filling of residual vacancies is already achieving the desired results. Hundreds of MHAs from installations throughout the nation have already been converted to Full-Time Regular career status as a result of this MOU. This MOU also will continue to operate to provide future career opportunities for our MHAs.

I remain 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

“OUR GOAL IS TO ACHIEVE A NEW CONTRACT THAT ENHANCES THE PAY, RIGHTS, AND BENEFITS OF ALL MAIL HANDLERS.”

A BUSY YEAR AHEAD

The coming year will surely present a flurry of activity for the NPMHU and its members, and the many activities in which our Union will be engaged will present both challenges and opportunities. These activities will include: full-scale negotiations with the Postal Service over the terms of our 2016 National Agreement; what possibly will be the culmination of several years of debate among stakeholders regarding postal reform legislation in the United States Congress; preparations and delegate elections for the NPMHU 2016 National Convention and the LIUNA 2016 International Convention; and all of this happening concurrent with our much-anticipated national Congressional and Presidential elections.

To follow up on just a few of the coming activities, as this magazine goes to press, the Field Negotiating Committee has just completed its weeklong meeting to review and discuss the hundreds of contract proposals submitted for consideration from Mail Handlers and Locals across the country. The recommendations of that committee will now be used by our National Negotiating Team.

The formal opening of this round of bargaining is scheduled to take place in Washington, DC on February 25, 2016, at which point the parties will meet to share opening statements and objectives. Following this kickoff session, each party will designate its representatives who will meet on specific bargaining subcommittees to discuss various topics.

As with our prior rounds of national negotiations, this bargaining process will be comprised of a combination of (a) on-the-record main table sessions -- at which all members of the bargaining team will be present, and at which the parties will review and discuss the most significant topics, and (b) various subcommittee sessions that will seek to refine possible work rule and other changes to contract language. All of these discussions will ultimately be presented to the main table for possible inclusion in a larger package that would also address wage and benefit provisions.

This bargaining process is scheduled to run for nearly three months, through the expiration of our current National Agreement on May 20, 2016. It is the intention of our National Office to continue its earlier precedent of keeping the membership informed regarding key events related to this round of negotiations through the distribution of 2016 Contract Updates.

Elsewhere in this magazine is the official Call for the 2016 NPMHU National Convention. This gathering takes place every four years, at which the delegates elected to represent our Local Unions serve as the highest governing body of our Union.

The delegates who will represent each Local Union are elected through a secret ballot process. The full set of rules governing this delegate election process also are printed later in this publication. The delegate elections are scheduled to conclude during March 2016.

Following those elections, National President Hogrogian will appoint delegates to serve as members on the various Convention committees -- Credentials, Constitution, Resolutions, Legislative and Political, Election, and Rules -- each of which will meet prior to the Convention to fulfill their respective mandates, and to prepare their respective reports for consideration and action by the full Convention when it meets in Chicago, Illinois from August 22 to August 27, 2016.

The National Office convention planning team already is in high gear laying the groundwork for a successful 2016 event. As with prior NPMHU conventions, we have every expectation that this 2016 quadrennial NPMHU Convention will prove to be well organized, productive, and entertaining. We eagerly await this gathering in Chicago next summer.

Serving as a backdrop to the busy year ahead will be our nation's Presidential and Congressional elections, which are scheduled to conclude in November 2016. With the entire House of Representatives and one-third of the Senate on the ballot, along with the vote to elect the next President of the United States, the coming year is certain to be filled with full-scale partisan warfare.



MARK A. GARDNER, National Secretary-Treasurer

As of this publication, we are still nearly three months out from the first state primary for the Republican and Democrat Presidential nominations. And already the news channels and pundit shows air nearly non-stop coverage of every possible poll, statement, position paper, attack ad, Twitter post, and imagined scandal of anyone even remotely connected to a candidate. This will surely be a long slog to make it through each political party's nominations, and on to Election Day on November 8, 2016. Mail Handlers will need to resist the urge to tune out of the political process, because of the sensory overload of media coverage. Who ends up in the White House is extremely important to the future of the NPMHU membership and their families. If you are not already registered to vote, please do so now.

The NPMHU will remain engaged in the political process, and will support the views of our membership and the efforts of the AFL-CIO as we encourage support for the Congressional and Presidential candidates who will carry forward the goals of organized labor and support working families across our country. I ask that you each stay committed to this important process, and that you support those candidates who support the views of working class Americans.

As always, thank you for your membership in, and support of, the National Postal Mail Handlers Union.

A handwritten signature in blue ink that reads "Mark A. Gardner". The signature is fluid and cursive, with a prominent "M" and "G".

Mark A. Gardner
National Secretary-Treasurer



National President Paul Hogrogjan



National Secretary-Treasurer Mark Gardner



NPMHU Comptroller Mitzi Montemore



Director of Information Systems & Membership Services- Robin Daniels



Executive Director MHBP & Asst. to NST- Michael Hora



(front) Local 303 Treasurer Van Cunningham and (back) Local 308 Treasurer Michael Mohan



(l-r) Local 327 Vice President Jason Baum, Local 317 Treasurer Tammie Miller, Local 327 President Larry Burk and Local 303 President Javier Valencia

NPMHU TRAINS ON FINANCIAL MANAGEMENT



Local 311 Treasurer Roxie Olds-Pride



Local 316 President Don Sneesby



Local 315 Treasurer Julia Pulu



Local 314 Treasurer Yvette Luster



Local 297 President Chris Bentley and Treasurer Pamela Grant



Local 332 Treasurer Robert Greenwell



Local 306 Treasurer Kenneth Leftridge



Local 318 Treasurer Joyce Weber



Local 329 President John (J.R.) Macon



Local 322 Treasurer John Szewczyk



Local 324 Treasurer Rodney Davis



(l-r) Local 300 President (and former Treasurer) Kevin Tabarus and Local 301 Treasurer Neil Ryan led the computer lab training sessions

During two separate, but similar training programs held in Washington DC in August and September of 2015, representatives from nearly every Local Union (including most Local Union Treasurers and Presidents) participated in a three-day training program dedicated to financial management issues that arise at each Local Union. During the comprehensive training program, led by National Secretary-Treasurer Mark Gardner, Local officers and representatives discussed a litany of financial issues that will be confronted by the Local Unions in the coming months and years.

Brother Gardner was joined by NPMHU Comptroller Mitzi Montemore and two of the union's independent certified public accountants from the accounting firm of Bond Beebe, principals John A. Merchant CPA, CFE, CFF and Scott M. Price CPA, when training on the following financial subjects: the Control of Cash Receipts & Disbursements; Bookkeeping Record & Financial Statements; Payroll Taxes & Returns, or keeping track of monies coming in and going out; IRS & DOL Returns, or filing both information and tax returns annually required by the Internal Revenue Service to maintain the union's non-profit status and information reports required by the U.S. Department of Labor from all labor organizations; Investing Local Union Funds, or how to preserve any surplus monies saved by the Local Union; Bonding & Other Insurance, or how to protect the Local Union from unintended losses; and the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), which includes many of the rules governing labor organizations.

The three-day program began with Secretary-Treasurer Gardner providing an overview of the constitutional rules governing every Local Union officer's responsibilities for conducting the union's financial affairs. General Counsel Bruce Lerner then followed with an in-depth analysis of each Local's general obligations under the federal LMRDA (also known as the Landrum-Griffin Act) and the constitutional and legal rules governing every Local Union officer's fiduciary responsibilities for conducting the union's financial affairs. He then led a question and answer session, allowing the participants to discuss whether particular types of expenditures might be proper, how potentially improper expenditures could be monitored and/or terminated, and who is ultimately responsible for any expenditures eventually determined to be questionable.

In addition, the NPMHU's Director of Information Systems & Membership Services, Robin Daniels, presented on matters relative to the National Billing Program, which is the program through which the union invoices and processes membership dues from its large number of Federal, Postal, and supplemental plan associate members. Ms. Daniels also discussed Union Privilege matters, database maintenance & reports, and procedures for requesting information from the NPMHU Membership Services Department. Finally, MHBP Executive Director Michael Hora gave a presentation on matters related to the MHBP Partial Reimbursement Program.



(l-r) Local 320 President Alex Cervantes and Treasurer David Worhack



Attendees receive instructions on Union finance software



Computer lab instructor Kevin Tabarus assists Local 321 President Cindy Hoehl-Rinker



Computer lab instructor Neil Ryan works with Local 301 President Rene Morissette



Local 318 SEBM and Vice President Southern Region Lawrence Sapp



Local 309 Treasurer Joyce Miskell and Dave Wilkin, Local President and Vice President Northeastern Region work through a lab exercise



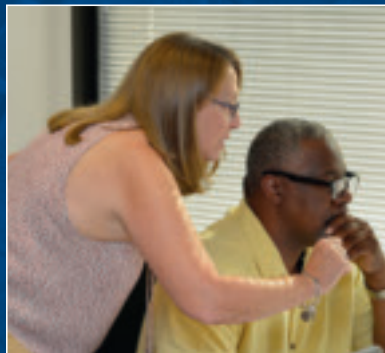
Local 308 President and Vice President Eastern Region John Gibson



Local 322 President Kelly Dickey works through computer lab training exercise



Trainers Kevin Tabarus and Neil Ryan assist Local 311 Treasurer Roxie Olds-Pride



Comptroller Mitzi Montemore assists Local 317 President James Morris



Local 300 Treasurer Wilfredo Delgado



Finance Management Seminar Attendees



On the third day of the training program, Local 300 President (and former Treasurer) Kevin Tabarus and Local 301 Treasurer Neil Ryan conducted an engaging training session in a state-of-the-art computer lab. In an effort to help streamline accounting operations at the

Local Unions, the NPMHU National Office developed and presented customized software which not only will assist with day-to-day financial operations, but also will aid the Local Union officers in fulfilling their obligations when filing required reporting with

various governmental agencies. Attendees to both sessions of the Financial Management Seminar spent a full day receiving detailed, hands-on training on the use of this software. The training program was widely attended and well-received.



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(l-r) Local Presidents Kevin Tabarus (300), Woody Hendrickson (332) and David Wilkin President Local 309 and Vice President Northeastern Region



NPMHU Prepares for NATIONAL NEGOTIATIONS



With formal negotiations between the NPMHU and the Postal Service over the terms of the 2016 National Agreement scheduled to begin in February 2016, preparations for bargaining are moving forward in the National Office. One critical aspect of those preparations is now completed, as the Field Negotiating Committee met during the third full week of October at the NPMHU's National Headquarters. During those meetings, hundreds of potential bargaining proposals — previously submitted by members, stewards, officers, and Local Unions across the country — were reviewed and analyzed by the Committee.

The proposals submitted from the field not only contained many useful ideas, but also provided the National Office with important information on the priorities and concerns of 43,000 mail handlers from across the country. And in the course of studying these proposals, members of the Committee also had the opportunity to generate many of their own ideas for new proposals that may be submitted to the Postal Service at the onset of this year's bargaining.

On behalf of the entire membership, National President Paul Hogrogian met with the Field Negotiating Committee to express the Union's appreciation for the invaluable work performed by all of its members.



NPMHU ARTHUR S. VALLONE NATIONAL SCHOLARSHIP PROGRAM

The National Postal Mail Handlers Union is pleased to offer the opportunity for regular craft members of the National Postal Mail Handlers Union, and members of their immediate families, to apply for scholarship assistance from the NPMHU Arthur S. Vallone National Scholarship Program. This scholarship program has been providing assistance to deserving recipients since 2001. In February 2005, the program was renamed in honor of Arthur S. Vallone. Arthur had served the NPMHU with distinction for over twenty-five years at his untimely passing in January 2005. Arthur was a true believer in the Union Movement, and a tireless advocate for Mail Handlers and all working people. His list of accomplishments and contributions to the NPMHU is lengthy. The National Postal Mail Handlers Union is proud to honor the legacy that Brother Vallone has left behind.

The purpose of the National Postal Mail Handlers Union Arthur S. Vallone Scholarship Program is to provide financial assistance to Mail Handlers and/or their family members who are seeking to further their education beyond high school. The program will award a minimum of 15 scholarships (3 per Region) in the annual amount of at least \$1,000, renewable for up to four (4) years or until the completion of the undergraduate degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years). Additional scholarships may be awarded, depending upon the number of applicants and the number of renewals each year.

Scholarship eligibility details and application instructions for the 2016-2017 school year are now available at www.npmhu.org. Applicants must submit complete applications and the related materials to the Scholarship Committee on or before March 15, 2015.



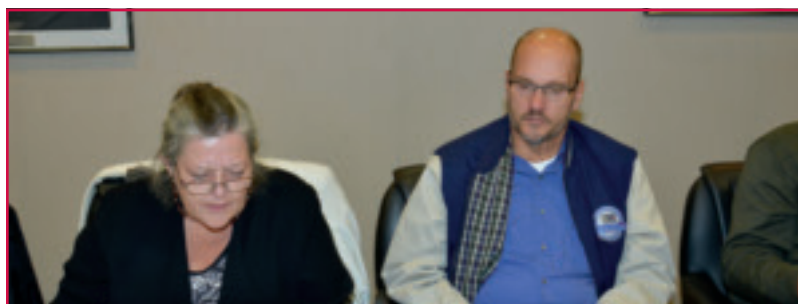
Local 310 President Pervous Badilishamwalimu



CAD Manager T.J. Branch



Vice President, Western Region Rudy Santos



(l-r) Local Presidents Cindy Hoehl-Rinker (321) and Jeff Larsen (323)



(l-r) Local Presidents John (J.R.) Macon (329) and June Harris (306)

NATIONAL FIELD NEGOTIATING COMMITTEE:

- National President Paul Hogrogian
- CAD Manager T.J. Branch
- Local 300 President Kevin Tabarus
- Local 302 President Ernie Grijalva
- Local 303 President Javier Valencia
- Local 306 President June Harris
- Local 307 President Jim Haggarty
- Local 310 President Pervous Badilishamwalimu
- Local 318 President Nick Mosezar
- Local 321 President Cindy Hoehl-Rinker
- Local 323 President Jeff Larsen
- Local 329 President John Macon
- Local 332 President Woody Hendrickson
- Local 333 President Randy Krueger
- Vice President, Eastern Region and Local 308 President John Gibson
- Vice President, Central Region Jefferson Peppers III
- Vice President, Western Region Rudy Santos
- Vice President, Southern Region and Local 318 SEBM Lawrence Sapp
- Vice President, Northeastern Region and Local 309 President David Wilkin
- National CAD Representative and Assistant to the National President Bobby Blum
- National CAD Representative and Trainer Tim Dwyer
- National CAD Representative Kevin Fletcher
- National CAD Representative Teresa Harmon
- Assistant to the National-Secretary Treasurer Michael Hora

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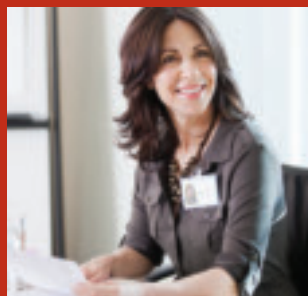
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Self and Family

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These rates do not apply to all enrollees. If you are in a special enrollment category, please contact the agency that maintains your health benefits enrollment.



This is a summary of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2016 official Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2016 official Plan Brochures. ©2015 Aetna, Inc. All rights reserved. All other names and (registered) trademarks are the property of their respective owner.

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 with 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. 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)



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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.

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.

OFFICIAL CONVENTION CALL

NPMHU 2016 NATIONAL CONVENTION August 22–27, 2016 in Chicago, Illinois

This is official notification, pursuant to Article XII, Section 2 of the National Constitution of the National Postal Mail Handlers Union, that the National Convention will be held in Chicago, Illinois from August 22 through August 27, 2016 at the Fairmont Chicago Millennium Park Hotel.

All Local Unions are entitled to send delegates to the National Convention. Unless the Local Union is to be represented by a single delegate, in which case the Local President may occupy that position if he or she meets the requirements of Article XII, Section 3 of the National Constitution, all delegates must be chosen in an open election governed by rules adopted and promulgated by the National Executive Board.

According to Article XII, Section 5 of the National Constitution, all Local Unions are enti-

led to a minimum of one (1) vote and therefore one (1) delegate at the Convention, and Local Unions with more than twenty-five (25) regular members are entitled to one (1) vote and (1) delegate for each 25 members or major fraction thereof. The precise number of delegates which each Local Union actually sends to the Convention is determined by the Local Union Council.

Delegates to the Convention will vote on revisions to the National and Uniform Local Union Constitutions and on resolutions to guide the

future policies of the National Union. In addition, the delegates will vote in a series of primary elections to determine which nominees, up to two per National Officer, will be placed on the ballot and allowed to run for National Officer in a final mail referendum election to be held immediately after the Convention, in the fall of 2016.

The rules governing the election of delegates to the NPMHU 2016 National Convention, which were adopted by the National Executive Board, are printed in this issue of the Mail Handler magazine.

NATIONAL POSTAL MAIL HANDLERS UNION 2016 NATIONAL CONVENTION RULES FOR DELEGATE ELECTIONS

(AS ADOPTED BY THE NATIONAL EXECUTIVE BOARD ON AUGUST 4, 2015)

Pursuant to Article XII, Section 3 of the National Constitution of the National Postal Mail Handlers Union, the National Executive Board is empowered to adopt and promulgate rules to govern the election of Local Union delegates who will attend NPMHU National Conventions. This document contains the rules applicable to the 2016 NPMHU National Convention, which is scheduled to occur during the week of August 22 through August 27, 2016 at the Fairmont Chicago Hotel, Millennium Park in Chicago, Illinois. (These rules are not meant to be binding in Local Union officer elections; those elections are governed by the provisions of the Uniform Local Union Constitution. Nor are they meant to be binding in Local Union elections to select delegates attending the 2016 International Convention of the Laborers' International Union of North America; those elections are governed by rules to be adopted by LIUNA.)

I. Number of Delegates for the 2016 NPMHU National Convention

The Local Union Council of each Local Union shall determine, **on or before November 30, 2015**, the number of delegates that the Local Union will send to the 2016 NPMHU National Convention. The maximum number of delegates that each Local Union may send to the Convention is determined by the formula set forth in Article XII, Sections 4

and 5 of the National Constitution: "Local Unions with more than twenty-five (25) regular members shall be entitled to one (1) vote for each twenty-five (25) regular members or major fraction (13/25) thereof." The National Secretary-Treasurer of the NPMHU must be notified of the Local Union Council's determination promptly after it is made by the Council, but in no event later than November 30, 2015. Each Local President must use the attached form entitled 2016 Delegate Total and Judges of Election Notification form to submit this information to the National Office no later than November 30, 2015. (See the form attached as Appendix K.) (Because the date by which the Local Union Council must determine the Local Union's number of delegates – November 30, 2015 – is before the date for calculating each Local Union's precise allotment of delegates, during November 2015 the National Secretary-Treasurer will provide each Local Union with an estimate of its maximum number of delegates, by applying the formula contained in Article XII, Sections 4 and 5 of the National Constitution to the first ten months of calendar year 2015. Should the Local Union wish to bring the maximum number of delegates, it must notify the National Secretary-Treasurer of that decision on or before November 30, 2015. The National Secretary-Treasurer then shall notify the Local Union of the precise number equating to the maximum number of delegates for

the Local Union as soon as possible after the end of the 2015 calendar year.)

As provided in Article XII, Section 3 of the National Constitution (and provided that during the election of Local Union officers the notices to regular members stated that by virtue of his/her election as President or Vice President, the officer is automatically a Local Union delegate or alternate [for the President] to all National Conventions conducted during his/her term of office), all Local Union Presidents by virtue of their election by secret ballot, or if unopposed by acclamation, shall be one of the Local Union's delegates to the 2016 NPMHU National Convention.

In the event that a Local Union is to be represented by a single delegate, either because the Local Union is entitled to send only one delegate or because the Local Union Council decides to send only one delegate, the Local President (or the Local Vice President as an alternate for the Local President) shall automatically occupy such position and no separate election of delegates shall be conducted. Such a single delegate may vote in officer elections held during the Convention only if, during the most recent election of Local Union officers, the notices to regular members and/or ballots stated that by virtue of his/her election as Local President or Vice President, the officer is automatically a Local Union delegate or alternate delegate (for

the Local President) to all Conventions of this Union conducted during the term of office.

II. Nominations

Each Local Union shall hold a special meeting to be known as the “Nominations Meeting for the 2016 Delegate Election” **on or before January 9, 2016**, at a particular time and place to be established by the Local Executive Board.

At least fifteen (15) days prior to this Nominations Meeting, notices informing the membership of this meeting shall be mailed to each regular member at his/her last known address. In addition, reasonable efforts shall be made to post the same notice on the bulletin boards maintained by the Local Union at each postal facility where regular members of the Local Union are employed. Such notices shall state the number of delegates to be elected, shall set forth the specific time and place of the Nominations Meeting, and shall inform the members of their right to make nominations by mail, including the time and place for making such mail nominations. (See the sample notice attached as Appendix A.) It is acceptable to satisfy the mailing of this notice by printing the notice of the Nominations Meeting in a prominent location in the Local Union’s regular newsletter, provided that the newsletter is mailed to the member’s home at least fifteen (15) days prior to the scheduled Nominations Meeting.

A member need not be present at the Nominations Meeting to be nominated. Members wishing to nominate themselves or other members as candidates for a delegate position may make such nominations either in person at the Nominations Meeting or by mail. If nominations are made by mail, a letter containing nominations must be received by the Judges of the 2016 Delegate Elections prior to the Nominations Meeting. Members using the mail nomination method must send their nominations by registered, certified, or express mail. All mail nominations must be announced by the Judges at the Nominations Meeting.

III. Judges for the 2016 Delegate Election

The Local Executive Board of each Local Union shall select the Judges for the 2016 Delegate Election (“Judges”) **on or before November 30, 2015**. These Judges shall be selected from among the members in good standing of the Local Union. The Judges must meet the eligibility requirements for being elected a delegate, but also must agree that they will not themselves seek to be a non-automatic, elected delegate to this Convention, and shall not actively campaign for or actively support any candidate for delegate to this Convention. For Local Unions with 1,500 or fewer members, there shall be three

Judges. For Locals with more than 1,500 members, there must be at least three, but in no event more than five, Judges. After the Judges are selected by the Local Executive Board, the Judges shall assume all further responsibility for conducting the delegate election.

Each Local President must use the attached form entitled 2016 Delegate Total and Judges of Election Notification form to submit the names of the Judges to the National Office no later than November 30, 2015. (See the form attached as Appendix K.)

IV. Candidate Qualifications

After nominations have been closed, the Judges are responsible for determining whether the individuals nominated are qualified to be delegates to the 2016 National Convention. As set forth in Article XII, Section 3 of the National Constitution, in order to qualify as a candidate for delegate, a regular member shall be required to have been in continuous good standing in the National Postal Mail Handlers Union for a period of two years and in continuous good standing in his/her Local Union for a period of two years immediately prior to nomination and current in the payment of dues, and s/he cannot have applied for or been employed in a supervisory or managerial capacity by the Postal Service (including any EAS position involved in discipline of employees or application of the National Agreement) for any time during that period, or by the USPS Office of Inspector General or the Postal Inspection Service (including as a confidential informant) for any time during that period. The definition of “continuous good standing” in this paragraph incorporates the military waiver language found in the Uniform Local Union Constitution, so that “the disqualification of a candidate for not being a member in continuous good standing for a period of two years immediately prior to nomination shall be waived for members on active military duty in a leave without pay status, provided that the waiver applies only to their period of active military duty.”

Any member wishing to protest the eligibility of a candidate must communicate his/her objections to the Judges as soon as possible, but in no case later than five (5) days after the close of nominations.

The Judges must promptly determine whether the individuals who were nominated are eligible to run, and they must issue a report setting forth their determinations. A copy of the report should be posted on the bulletin boards that are maintained by the Local Union at all postal facilities, and should be provided to each nominee. Included in this report shall be notification to the membership of the approximate date for the mailing of ballots, the procedure to be followed for obtaining duplicate ballots, and the procedure,

if any, adopted by the Judges to break any ties in the election results. (See the sample report attached as Appendix B.)

Should the Judges determine that any nominee is not eligible to be a candidate, they must state the specific reasons for their determination in a letter to the nominee. (See the sample letters to the nominees attached as Appendices C and D.) Any nominee who is disqualified by the Judges shall be entitled to file an immediate protest of that disqualification with the Judges. The Judges shall attempt to respond to the protest as promptly as possible, and shall communicate their decision to the nominee. (See the sample response to a protest filed by a disqualified nominee that is attached as Appendix E.)

If the number of eligible nominees is the same as, or smaller than, the number of delegates that the Local Union Council previously has determined will represent the Local Union at the 2016 Convention, the Judges shall certify that there is no need for a secret ballot election and instead shall declare all eligible nominees duly elected.

V. Voter Eligibility

Every regular member in good standing is entitled to vote in the delegate election. A member is in good standing if s/he has complied with the requirements set forth in the Uniform Local Union Constitution.

VI. Preparation and Mailing of the Ballots

After all nomination protests are resolved by the Judges, the Judges shall determine the number of ballots needed, and shall make arrangements for the ballots to be printed. The official ballots, once printed, shall remain in the custody of the Judges until mailed. (See the sample ballot attached as Appendix F.)

The ballots must be mailed to all eligible voters **on or before February 12, 2016**. (See the sample envelope in which to mail ballots attached as Appendix H.) When mailed, the ballots must be accompanied by (1) a copy of the Notice and Instructions for Eligible Voters Concerning Election of Local Union Delegates To Attend 2016 National Convention (see the sample notice and instructions attached as Appendix G); (2) a secret ballot envelope (see the sample secret ballot envelope attached as Appendix H); and (3) a ballot reply envelope (see the sample ballot reply envelope attached as Appendix H). The address on the ballot reply envelope must be that of the Judges for the 2016 Delegate Election, at a post office box that has been rented specifically for the receipt of these ballots. The Judges may not use a post office box that previously has been used for nominations, correspondence, or other matters because no one, including the Judges, should

have access to this post office box prior to the designated day for picking up and counting ballots in the presence of observers. (See the sample letter to the postmaster attached as Appendix I.)

During the balloting process, the Judges must ensure that there exists a reasonable procedure to allow members to request a duplicate ballot if their original ballot was not received or their ballot was spoiled while voting. All members requesting a duplicate ballot should be mailed such a ballot, and the ballot reply envelope for any duplicate ballot should be specially marked. The Judges must keep records of all members who requested and were mailed duplicate ballots.

At the pre-established deadline for the receipt of ballots, which must be **on or before March 14, 2016** (but in no event less than 16 days after the mailing of the ballots), all ballots must be picked up from the Post Office Box by the Judges, with an opportunity for properly appointed observers to be present. The Judges thereafter shall proceed to check the name on each ballot reply envelope against the list of eligible voters, to determine voter eligibility. The only legal requirement during this delegate election is that the name of the voter appear on the ballot reply envelope. The other information requested on the ballot reply envelope is to ease the identification of eligible voters only. The ballot reply envelopes then should be opened and segregated, and all secret ballot envelopes must be mixed thoroughly to prevent any possibility of identification. Thereafter, the secret ballot envelopes should be opened, and the ballots counted. It is the responsibility of the Judges to ensure that all ballots are counted if they indicate the voting preferences of an eligible voter (e.g., if a member is allowed to vote for seven candidates, and the member votes for six candidates plus one write-in candidate, the six votes should be counted; conversely, if a voter is eligible to vote for seven candidates, and the member votes for eight or more candidates, then that ballot must not be counted).

The number of candidates receiving the highest number of votes – equal to the number of delegates to be sent by the Local Union to the 2016 National Convention, as previously determined by the Local Union Council – shall be declared elected. Candidates who are not elected, but who received the next highest number of votes, shall be declared alternates, with the candidate receiving the most votes (other than the elected candidates) declared the first alternate, the candidate receiving the second most votes (other than the elected candidates) declared the second alternate, and so on. The naming of these alternates is necessary so that the Local Union knows who will serve as a delegate if, for some reason, an elected delegate is unable to attend the Convention. **In the event**

of a tie between two or more candidates receiving the largest number of votes for the final delegate position, a neutral tie-breaking procedure adopted and announced in advance of the election by the Judges of Election may be used to break the tie. If no such procedure is adopted in advance, and absent mutual agreement by all candidates involved in the tie for the final delegate position, a runoff election will be held among the tied candidates only.

VII. After the Ballots Are Counted

Upon completion of the election, the Judges shall certify the results of the election and shall promptly post a notice of the results on the Local Union's bulletin boards at each postal facility in which regular members of the Local Union are employed. Such notice shall account for the total number of ballots cast and shall state the number of valid votes cast for each candidate. (See the sample notice attached as Appendix J.)

Immediately after certifying and posting the results of the election, and in any event **no later than March 16, 2016**, the certified results of the election must be forwarded to the National Secretary-Treasurer at the National Office. Along with the copy of the certified results of the election, the Judges also must complete and submit to the National Secretary-Treasurer the attached form entitled **Notice to National Office of Elected Delegates to 2016 National Convention** (see Appendix L); this form shall include the USPS Employee Identification Number (EIN) for each elected delegate and potential alternate delegate, which will allow the National Office to ensure that it is accurately processing delegate credentials and other correspondence related to the 2016 Convention.

All envelopes and ballots, together with all other records pertaining to the election (including, but not limited to, all unmarked ballots, envelopes, voter lists, and tally sheets) must be preserved by the Judges at the Local Union offices for at least one year from the date of delegate certification.

VIII. Rights of Candidates

Each candidate may join a group of candidates running as a slate. Any group of candidates running as a slate shall be entitled to be identified on the ballot as members of a designated slate provided that written notice is given by each such candidate to the Judges of Election no later than 10 days prior to the scheduled date on which the ballots are to be mailed. Each individual voter, however, must be allowed to choose among individual candidates if s/he does not wish to vote for an entire slate, and the voting instructions must specifically inform the

voter that s/he need not vote for an entire slate. In other respects, slate voting should be implemented by the Judges of Election in a reasonable manner that is consistent with the basic requirement of fairness in the election.

Each candidate is entitled to an observer (or, if approved by the Judges as necessary, multiple observers) appointed from among the members of the Local Union who may be present at the preparation and mailing of the ballots, their receipt from the post office and the opening and counting of the ballots, to ensure that the rights of the candidate on whose behalf s/he serves are protected. A candidate may designate him/herself to serve as an observer. Upon qualifying each candidate, the Judges shall notify each candidate of his/her right to have an observer present at all times during the conduct of the election and shall give reasonable notice to the candidate or his/her observer, if known by the Judges, of the time and place of each phase of the balloting process. This provision shall apply regardless of whether the election is conducted by this Local Union or by an outside organization or agency.

Each candidate shall be entitled to send uncensored campaign materials at his/her expense utilizing any special mailing privileges available to the Local Union. All candidates shall be treated equally with respect to the expense of such mailing which shall not exceed the actual cost incurred by the Local Union to handle the mailings.

Any regular member in good standing of a Local Union who desires to protest the manner of selecting a delegate or delegates to the National Convention from his/her Local Union must file a protest with the National President by forwarding a copy of such protest to the National President not later than thirty (30) days after the Local's delegate election has been certified by the Judges. The National President will acknowledge such protest and advise the member as to the manner in which such protest will be considered by the Credentials Committee appointed pursuant to Article XII, Sections 9, 11, 12, and 13 of the National Constitution.

IX. Exceptions

A Local Union that will be conducting an election of Local Union officers during the period running from January 2016 through March 2016 may request an adjustment to the schedule that is otherwise established by these rules. Such requests must be submitted, in writing, to the National Executive Board, through the National Secretary-Treasurer, no later than October 31, 2015. Only those exceptions granted by the NEB, in writing, may be followed by the Local Union.

NATIONAL POSTAL MAIL HANDLERS UNION A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

Audited Financial Statements

DECEMBER 31, 2014 AND 2013

STATEMENTS OF FINANCIAL POSITION		
ASSETS		
CURRENT ASSETS	2014	2013
Cash and cash equivalents	\$3,360,699	\$5,430,174
Accounts receivable - local unions	21,436	26,649
Accounts receivable - other	944,526	792,439
Tax refunds receivable	1,222,391	943,171
Interest receivable	64,038	79,432
Loans to local unions	239,433	294,339
Prepaid expenses	<u>221,521</u>	<u>205,177</u>
	<u>6,074,044</u>	<u>7,771,381</u>
LONG-TERM RECEIVABLES		
Loans to local unions	<u>235,870</u>	<u>396,848</u>
INVESTMENTS		
Marketable securities - at fair value	<u>26,330,170</u>	<u>26,349,023</u>
FIXED ASSETS		
Furniture, fixtures and equipment	1,525,296	1,286,332
Automobiles	87,900	94,087
Leasehold improvements	291,600	291,600
Land	348,590	348,590
Building	<u>339,942</u>	<u>339,942</u>
	2,593,328	2,360,551
Accumulated depreciation and amortization	<u>(1,497,897)</u>	<u>(1,443,434)</u>
	<u>1,095,431</u>	<u>917,117</u>
OTHER ASSETS		
Inventory of promotional items	62,573	71,939
Deposits	<u>187,677</u>	<u>97,292</u>
	<u>250,250</u>	<u>169,231</u>
TOTAL ASSETS	<u>\$33,985,765</u>	<u>\$35,603,600</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$1,720,417	\$1,551,593
Dues collected for local unions	958,728	944,931
Deferred dues revenue	380,402	374,554
Deferred rent abatement	<u>113,640</u>	-
	<u>3,173,187</u>	<u>2,871,078</u>
LONG-TERM LIABILITIES		
Deferred rent abatement	408,366	336,348
Security deposit - sublease	9,377	9,377
Net unfunded pension liability	<u>1,004,164</u>	<u>960,531</u>
	<u>1,421,907</u>	<u>1,306,256</u>
TOTAL LIABILITIES	4,595,094	4,177,334
UNRESTRICTED NET ASSETS	<u>29,390,671</u>	<u>31,426,266</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$33,985,765</u>	<u>\$35,603,600</u>

STATEMENTS OF ACTIVITIES		
REVENUE	2014	2013
Per capita assessments		
Member per capita	\$5,659,047	\$5,299,507
Associate per capita	<u>1,209,722</u>	<u>1,273,835</u>
	6,868,769	6,573,342
MHBP service fee	5,939,509	6,227,768
Investment income (loss)	1,081,880	(391,132)
National Billing Program	171,047	181,664
Royalties	666,481	870,408
Rental income	122,796	126,587
Gain on sale of fixed assets	24,651	-
Sale of promotional items	21,038	13,524
Miscellaneous	<u>17,145</u>	<u>51,981</u>
	<u>14,913,316</u>	<u>13,654,142</u>
EXPENSES		
Per capita taxes	2,619,095	2,578,917
Salaries	3,710,676	3,525,822
Payroll taxes and employee benefits	2,186,947	2,044,691
Revenue Sharing Program	2,194,172	2,500,425
Income and property taxes	1,445,012	1,522,887
Professional fees	889,895	995,108
Rent	721,627	728,721
Printing and publications	585,591	678,503
Travel and lodging	696,488	515,167
Office supplies and postage	317,094	423,732
Meetings and conferences	601,727	673,086
Depreciation and amortization	117,693	114,251
Bank charges	60,229	70,636
Telephone	105,524	110,401
Scholarships	58,000	74,500
Leased equipment	37,475	40,384
Miscellaneous	57,087	56,623
Insurance and bonding	48,189	55,170
Computer services	56,865	43,799
Repairs and maintenance	35,288	38,419
Automobile and housing	92,465	100,948
Promotional items	24,979	14,178
Charitable contributions	125,063	153,787
Convention	<u>2,582</u>	-
	<u>16,789,763</u>	<u>17,060,155</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	(1,876,447)	(3,406,013)
Pension-related changes other than net periodic pension cost	<u>(159,148)</u>	<u>(68,870)</u>
INCREASE (DECREASE) IN NET ASSETS	(2,035,595)	(3,474,883)
UNRESTRICTED NET ASSETS AT BEGINNING OF YEAR	<u>31,426,266</u>	<u>34,901,149</u>
UNRESTRICTED NET ASSETS AT END OF YEAR	<u>\$29,390,671</u>	<u>\$31,426,266</u>

ALL MAIL HANDLERS TO RECEIVE GUARANTEED WAGE INCREASE EFFECTIVE NOVEMBER 14, 2015

Effective on November 14, 2015, all career Mail Handler craft employees are scheduled to receive the final of three guaranteed wage increases, as outlined in Article 9.1 of the 2011 National Agreement. Specifically: “the basic annual salary schedule, with proportional application to hourly rate employees, for all grades and steps for those employees covered under the terms and conditions of this Agreement shall be increased as follows: Effective November 14, 2015 — the basic annual salary for each grade and step of Table One and Table Two shall be increased by an amount equal to 1.0% of the basic annual salary for the grade and step in effect on February 15, 2013.” Please note that all Mail Handler Assistant (MHA) employees will receive an additional 1.5% increase, for a total increase of 2.5% effective on November 14, 2015. The following wage charts reflect these wage increases.

Mail Handler Wage Rates — Effective November 14, 2015 (PP25-2015)

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

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
88	AA	\$35,501	\$1,365	\$17.07	\$25.60	\$17.75	88	AA	\$37,100	\$1,427	\$17.84	\$26.75	\$18.55
88	A	\$40,026	\$1,539	\$19.24	\$28.87	\$20.01	88	A	\$41,629	\$1,601	\$20.01	\$30.02	\$20.81
88	B	\$45,717	\$1,758	\$21.98	\$32.97	\$22.86	88	B	\$47,710	\$1,835	\$22.94	\$34.41	\$23.86
44	C	\$48,409	\$1,862	\$23.27	\$34.91	\$24.20	44	C	\$50,473	\$1,941	\$24.27	\$36.40	\$25.24
44	D	\$52,369	\$2,014	\$25.18	\$37.77	\$26.18	44	D	\$53,146	\$2,044	\$25.55	\$38.33	\$26.57
44	E	\$52,686	\$2,026	\$25.33	\$37.99	\$26.34	44	E	\$53,493	\$2,057	\$25.72	\$38.58	\$26.75
44	F	\$53,012	\$2,039	\$25.49	\$38.23	\$26.51	44	F	\$53,843	\$2,071	\$25.89	\$38.83	\$26.92
44	G	\$53,327	\$2,051	\$25.64	\$38.46	\$26.66	44	G	\$54,179	\$2,084	\$26.05	\$39.07	\$27.09
44	H	\$53,652	\$2,064	\$25.79	\$38.69	\$26.83	44	H	\$54,529	\$2,097	\$26.22	\$39.32	\$27.26
44	I	\$53,970	\$2,076	\$25.95	\$38.92	\$26.99	44	I	\$54,878	\$2,111	\$26.38	\$39.58	\$27.44
34	J	\$54,298	\$2,088	\$26.10	\$39.16	\$27.15	34	J	\$55,221	\$2,124	\$26.55	\$39.82	\$27.61
34	K	\$54,614	\$2,101	\$26.26	\$39.39	\$27.31	34	K	\$55,565	\$2,137	\$26.71	\$40.07	\$27.78
26	L	\$54,939	\$2,113	\$26.41	\$39.62	\$27.47	26	L	\$55,907	\$2,150	\$26.88	\$40.32	\$27.95
26	M	\$55,259	\$2,125	\$26.57	\$39.85	\$27.63	26	M	\$56,257	\$2,164	\$27.05	\$40.57	\$28.13
24	N	\$55,580	\$2,138	\$26.72	\$40.08	\$27.79	24	N	\$56,605	\$2,177	\$27.21	\$40.82	\$28.30
24	O	\$55,898	\$2,150	\$26.87	\$40.31	\$27.95	24	O	\$56,945	\$2,190	\$27.38	\$41.07	\$28.47
	P	\$56,222	\$2,162	\$27.03	\$40.54	\$28.11		P	\$57,290	\$2,203	\$27.54	\$41.32	\$28.65

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

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
52	BB	\$32,290	\$1,242	\$15.52	\$23.29	\$16.15	52	BB	\$33,765	\$1,299	\$16.23	\$24.35	\$16.88
52	AA	\$33,698	\$1,296	\$16.20	\$24.30	\$16.85	52	AA	\$35,148	\$1,352	\$16.90	\$25.35	\$17.57
52	A	\$35,105	\$1,350	\$16.88	\$25.32	\$17.55	52	A	\$36,532	\$1,405	\$17.56	\$26.34	\$18.27
52	B	\$36,513	\$1,404	\$17.55	\$26.33	\$18.26	52	B	\$37,917	\$1,458	\$18.23	\$27.34	\$18.96
52	C	\$37,920	\$1,458	\$18.23	\$27.35	\$18.96	52	C	\$39,300	\$1,512	\$18.89	\$28.34	\$19.65
52	D	\$39,329	\$1,513	\$18.91	\$28.36	\$19.66	52	D	\$40,684	\$1,565	\$19.56	\$29.34	\$20.34
52	E	\$40,737	\$1,567	\$19.59	\$29.38	\$20.37	52	E	\$42,068	\$1,618	\$20.22	\$30.34	\$21.03
52	F	\$42,144	\$1,621	\$20.26	\$30.39	\$21.07	52	F	\$43,452	\$1,671	\$20.89	\$31.34	\$21.73
52	G	\$43,553	\$1,675	\$20.94	\$31.41	\$21.78	52	G	\$44,835	\$1,724	\$21.56	\$32.33	\$22.42
52	H	\$44,961	\$1,729	\$21.62	\$32.42	\$22.48	52	H	\$46,220	\$1,778	\$22.22	\$33.33	\$23.11
52	I	\$46,367	\$1,783	\$22.29	\$33.44	\$23.18	52	I	\$47,602	\$1,831	\$22.89	\$34.33	\$23.80
52	J	\$47,774	\$1,837	\$22.97	\$34.45	\$23.89	52	J	\$48,987	\$1,884	\$23.55	\$35.33	\$24.49
52	K	\$49,184	\$1,892	\$23.65	\$35.47	\$24.59	52	K	\$50,372	\$1,937	\$24.22	\$36.33	\$25.19
52	L	\$50,590	\$1,946	\$24.32	\$36.48	\$25.30	52	L	\$51,754	\$1,991	\$24.88	\$37.32	\$25.88
52	M	\$51,998	\$2,000	\$25.00	\$37.50	\$26.00	52	M	\$53,139	\$2,044	\$25.55	\$38.32	\$26.57
52	N	\$53,406	\$2,054	\$25.68	\$38.51	\$26.70	52	N	\$54,523	\$2,097	\$26.21	\$39.32	\$27.26
52	O	\$54,814	\$2,108	\$26.35	\$39.53	\$27.41	52	O	\$55,906	\$2,150	\$26.88	\$40.32	\$27.95
	P	\$56,222	\$2,162	\$27.03	\$40.54	\$28.11		P	\$57,290	\$2,203	\$27.54	\$41.32	\$28.65

Mail Handler Assistant (MHA) Hourly Wage Rates — Effective November 14, 2015 (PP25-2015) | MHA Grade 4—\$14.71 | MHA Grade 5—\$15.51

MAIL HANDLERS

LOCAL 299 INSTALLATION CEREMONY



Newly appointed treasurer Homero Lucero Jr. is sworn in by National President Paul Hogrogian. (l-r) Vice President, Western Region Rudy Santos, Treasurer Homero Lucero, National President Paul Hogrogian, Local 299 President Jason Adachi, and National Secretary-Treasurer Mark Gardner

LOCAL 305



Local 305 hosts shop steward training

LOCAL 325 INSTALLATION OF OFFICERS



(l-r) SEBM Ollie Climons, Treasurer Marilyn Tillman, Vice President Carl Bolden, Vice President Southern Region Lawrence Sapp, Local President Don Chapman, Branch President Reginald Jones and Recording Secretary Dwayne Bolden

LOCAL 300



Local 300 participates in NYC Labor Day parade

ACROSS THE COUNTRY

LOCAL 308



Local 308 Mail Handlers join NALC and ALWU counterparts in Labor Day parade

LOCAL 334



Local 334 hosts shop steward training

LOCAL 303



Local 303 hosts Los Angeles area member picnic



Local 303 hosts member event at Fiesta Village

LOCAL 307



(l-r) Vice President Marlon Harris, Lansing Branch President Alicia Moore, Local President Jim Haggarty, NDC Chief Steward Kesha Williams, Grand Rapids Steward Yvette Pritchett, SEBM Rita Tripp, E. Vice President Eastern Region John Gibson, Detroit Steward Lolita Wallace, National Shop Steward Trainer Tim Dwyer, Metroplex Chief Steward Ursula Patterson and Treasurer Ellen Carpenter attend Arbitration Advocacy training in Detroit

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