

The Quarterly Publication of the National Postal Mail Handlers Union

The Mail Handler



NEWLY ELECTED EXECUTIVE BOARD SWORN INTO OFFICE
PREPARED TO LEAD IN TUMULTUOUS TIMES

Winter 2017

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National Postal Mail
Handlers Union

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Secretary-Treasurer

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John A. Gibson
Vice President Eastern Region

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Vice President Northeastern Region

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Vice President Southern Region

Don J. Sneesby
Vice President Western Region

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

MAIL HANDLERS REACH NEGOTIATED AGREEMENT WITH USPS

Dear Members,

During the recently concluded 2016 NPMHU National Convention, the delegates elected the following National Officers by acclamation: National President Paul Hogrogian, National Secretary-Treasurer Mark Gardner, Southern Region Vice President Lawrence Sapp and Northeast Region Vice President Dave Wilkin. I again want to thank the delegates at the 2016 NPMHU National Convention as well as the entire membership of the National Postal Mail Handlers Union for showing confidence in me and for allowing me to serve as National President and lead this great Union for the next 4 years. I am truly humbled.

The other national officer positions were filled through referendum mail ballot elections within the respective regions. Local 308 President and Eastern Region Vice President John Gibson was elected to continue serving as Eastern Region Vice President, Local 316 President Don Sneesby was elected Western Region Vice President, and Local 306 President June Harris was elected Central Region Vice President. June's election is historic in that she is the first woman to serve on the National Executive Board since 1992.

At the December Semi-Annual Meeting of Local Unions (SAMLU), National Secretary-Treasurer Mark Gardner announced his decision to retire effective March 31, 2017. I want to thank Mark for his long and exemplary career and for all that he did for our organization and members during his 25-year tenure as National Secretary Treasurer. I want to wish him a long and healthy well-deserved retirement.



PAUL V. HOGROGIAN, National President

The National Executive Board (NEB) unanimously selected National Shop Steward Trainer and CAD Representative Tim Dwyer to become the next National Secretary-Treasurer. In addition to the work that he has performed at the National level, Tim previously served as both Treasurer and President of Local 301 in New England. Tim is extremely qualified and is up to the challenges of his new position.

I believe that we have a strong and competent team in place to face the challenges that lie ahead, such as finalizing and implementing our new National Agreement, fighting future closures and consolidations of mail processing plants, preventing future subcontracting of our work and bringing back our work that has already been subcontracted, securing new work as new automation comes on line, confronting jurisdictional disputes under RI-399, and dealing with and establishing relations with a new President and a new Congress while getting meaningful postal reform enacted. Our union elections are now over and we must come together to achieve our common goals of keeping the NPMHU a strong and vibrant union and ensuring that our members receive the representation that they deserve.

As everyone already knows, we have reached a tentative agreement with the Postal Service to establish the terms of our 2016 National Agreement. The National Agreement expired on May 20, 2016 and we were unable to reach agreement on a successor agreement with the Postal Service prior to the May 20th deadline. However, the parties agreed to extend



bargaining and were ultimately successful in reaching a negotiated settlement.

As I have reported earlier, our priorities in bargaining included fair and just general wage increases, continuation of our current Cost of Living Adjustments (COLAs), keeping the No Lay-Off clause, improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler Craft while curtailing future subcontracting, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions including proposals to implement any new lower wage scale for future career employees that would limit wages and reduce benefits. We believe that the tentative agreement addresses most, if not all, of our bargaining priorities. The agreement is subject to ratification by a majority vote of the Union's membership, during a mail process ballot which is currently being conducted.

The remaining closures and consolidations associated with the Network Rationalization Initiative remain on hold and will continue to be on hold at least through the first part of 2017. The Postal Service also announced that prior to resuming these activities, "the Postal Service will update and review the Area Mail Processing feasibility studies using the most recent available data." The NPMHU is also currently in national arbitration on issues related to Handbook PO-408, which details the procedures that the Postal Service must implement before proceeding with the closures and/or consolidations of mail processing facilities. The Contract Administration Department, the National Article 12 Task Force, and the NPMHU Legislative Department will continue to address closing and consolidation issues during the moratorium.

The NPMHU continues to meet with the coalition consisting of postal unions, the Postmaster General and her senior staff, and representatives of the mailing industry to advocate for postal reform that is good for postal employees, good for the Postal Service, and good for the American people. The parties in the coalition have reached consensus on a draft bill that we believe would address the Postal Service's financial situation, including alleviating the onerous and unprecedented prefunding requirement regarding future retirees' health benefits.

The coalition had hoped to get postal legislation passed during Congress' lame duck session at the end of 2016. However, Congress did not consider postal legislation during that session. The NPMHU will continue to work with the members of our coalition and with Members of Congress from both sides of the aisle during the new 115th Congress to achieve meaningful postal reform which will best serve the collective interests of NPMHU members, the USPS, and the customers who rely on postal products and services.

The fight for postal reform and the need to protect our legislated benefits are far from over. We congratulate President-elect Donald Trump on his victory, and plan to work with his administration and the newly elected Congress on these issues. But unjustified changes to federal/postal benefits or other attacks on the working class will be met with resistance.

The arbitration hearings over the SPSS are still ongoing and will soon be addressing the merits of the SPSS jurisdictional determination. The NPMHU continues to fight to ensure the proper craft determination on the SPSS. The NPMHU also continues to agitate for the conversion of MHAs to career employment. When an MHA is converted, in essence the Postal Service has

committed to a long-term career for another Mail Handler. More than 6,700 MHAs have been converted to career status through November 10, 2016. The MOU on Filling Residual Vacancies, which we signed in August 2015, has proven to be an extremely productive memo. This MOU has provided significant opportunities for our part-time employees to become full time, and for our MHAs to achieve career status while also providing transfer opportunities for those Mail Handlers who desire them. The new 2016 National Agreement continues this MOU, and also contains a one-time conversion opportunity in early 2017 for hundreds of MHAs.

The NPMHU Contract Administration Department has resumed efforts with representatives of USPS Labor Relations to update our Contract Interpretation Manual (CIM). The update would include changes from the 2011 and 2016 National Agreements as well as National Arbitrations and Step 4 agreements that were decided since the last CIM update. Although we were unable to reach agreement on a new CIM after the 2011 bargaining sessions, I am confident that we will have a new CIM shortly after we ratify and finalize the 2016 National Bargaining Agreement.

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

THE NEW POLITICAL ORDER

As we head to press with this issue of *The Mail Handler*, Washington, DC is in full-on preparation mode for the Inauguration festivities for our 45th President of the United States, Donald John Trump. Ceremonial platforms are being erected on the West Front of the Capitol, bleachers and security gates are being placed along the inaugural parade route, and just three blocks from the NPMHU National Headquarters, secure VIP reviewing stands are being built in front of the White House. As tradition calls for, and as happens with every freshly-elected President, our Nation's Capital embarks on a transformation process to mark the beginning of the four-year term of office.

I have had the good fortune of working in Washington, DC for the past quarter-century, and experiencing up close a total of six Presidential Inaugurations. There was the pageantry and celebration of William Jefferson Clinton in 1993 and 1997. There was the pomp and circumstance of George Walker Bush in 2001 and 2005. And there was the electricity and hope of Barack Hussein Obama in 2009 and 2013. From my perspective, and despite the varied political leanings and differing philosophical views of our electorate, these prior transitions of power in our federal government all were occasions of celebration. I don't feel that our country is widely celebrating this 2017 Inauguration. Rather, I sense a fair amount of fear, anxiety, and uncertainty as our nation moves forward with this new administration.

I am not providing breaking news by suggesting that our nation's political discourse has deteriorated greatly in recent years. I don't know that our country's political divisions could run any deeper, but I truly hope not. The unusual politics of 2016, with its completely bizarre national election process, has dramatically changed the direction of our country — along with the role that civility and grace might play as we continue the great social experiment that is our American democracy. Volumes will be written about our 2016 elections, and history books will tell this story for generations to come.

The campaigns of so many 2016 Presidential candidates, from across the political spectrum, completely miscalculated the mood of the American voter. I don't believe any of those campaigns took seriously the ability of a fringe, but well-branded, candidate to completely dismantle the Republican Party apparatus, and to then prevail in the general election against the widely-presumed political heir apparent Hillary Rodham Clinton (who herself had a serious, principled, and very popular challenger in the person of Bernie Sanders).

Donald Trump excited a small but vocal base of disenfranchised voters with his mantra to "Make America Great Again." Amazingly, he was able to then systematically dispatch no less than sixteen Republican primary challengers, several of whom were Party favorites. Trump did this over the course of a bruising, sixteen months-long, take-no-prisoner assault on the entire media, critics from every political faction, and each of his political rivals.

He employed a political strategy built largely on unbridled blustertweet and personal insult to successfully eliminate all challengers, and to undermine anyone who publicly questioned his actions. And sadly, Trump's twitter warfare has continued beyond the election, and has now become his default method for responding to everyone from pundits and actors to legislative leaders and foreign heads of state. One can only hope that President Trump will consider scaling back his twitter rants after taking the oath-of-office.

Here in the election's aftermath there are countless political experts who are dissecting and explaining the results of November 8, 2016. I am certainly no expert on American politics or elections. My simple take on what happened this past Election Day can best be summed up by a comment I heard over Thanksgiving dinner, and that is this: "Democrats fall in love, and Republicans fall in line."

Regarding the general election, people will continue to talk about e-mail scandals, Russian computer hacking, Mexican border walls, and repealing ObamaCare. Fingers will continue to point to either popular vote or Electoral College



MARK A. GARDNER, National Secretary-Treasurer

results. There are countless reasons, or excuses, related to the 2016 Presidential election. Beyond all of the noise, the bottom line, like it or not, is that Donald Trump has been elected President of the United States. And union members should be concerned by that fact.

Our NPMHU membership is a true microcosm of the American society. We represent the full spectrum of race, color, creed, and politics. We hail from cities large and small, and from communities urban and rural. We live in red states and blue states, and we have a wide diversity of views on every social issue one might imagine. Our life views are shaped by our families, our friends, our co-workers, and our personal experiences. Our Union recognizes and, indeed, celebrates the wonderful diversity of its membership. But despite our wide diversity, there remain two major issues that bind us together. We are all Americans, and we have all chosen to unite as members of the National Postal Mail Handlers Union.

These will surely be challenging days ahead. I ask that now, more than ever, Mail Handlers band together to fend off any and all attacks on workers' rights, and to be a united voice to protect the values and hard-fought victories that our Union has won over the last century. There is much at stake in the months and years ahead. Solidarity forever.

Fraternally,

Mark A. Gardner
National Secretary-Treasurer



NATIONAL POSTAL MAIL HANDLERS UNION

SUMMARY OF TENTATIVE AGREEMENT

ESTABLISHING TERMS OF 2016 NATIONAL AGREEMENT

The following is a summary of the tentative agreement reached between representatives of the NPMHU and the Postal Service to establish the terms of the 2016 National Agreement.

Term

The 2016 National Agreement will cover three years and four months, or 40 months, and will expire at midnight on September 20, 2019.

General Wage Increases

All career Mail Handlers will receive three general wage increases during the term:

- the first, retroactively effective to November 26, 2016, will be 1.2%;
- the second, effective on November 25, 2017, will be 1.3%; and
- the third, effective on November 24, 2018, will be 1.3%.

For Mail Handler Assistants (MHAs), the general wage increases will be 1% higher per year, or 2.2% in November 2016, 2.3% in November 2017, and 2.3% in November 2018. MHAs will not receive Cost of Living Adjustments (COLAs), but also will receive an additional 50 cents per hour in their base pay, set as another 9 cents per hour effective in November 2016, 20 cents per hour in May 2018, and 21 cents per hour in May 2019. The Level 4 rate for MHAs that started in 2013 at \$13.75, and has recently been \$14.71, will immediately go to \$15.12 per hour effective last month. The Level 5 rate will be \$15.94 per hour. In 2019, the Level 4 rate will be at \$16.21, and the Level 5 rate will be over \$17 per hour.

Cost-of-Living Adjustments

All career Mail Handlers will receive seven cost-of-living adjustments, using the July 2014 CPI index as a base:

- the first COLA will be retroactively effective in September 2016, and will be \$21
- the second COLA will be effective in March 2017
- the third COLA will be effective in September 2017
- the fourth COLA will be effective in March 2018
- the fifth COLA will be effective in September 2018
- the sixth COLA will be effective in March 2019
- the seventh COLA will be effective in September 2019

All cost-of-living adjustments paid during the 2016 National Agreement will be rolled into basic salary immediately.

The exact amount of the COLAs will be based on future increases in the Consumer Price Index. As Mail Handlers know from previous years, because of wild and largely unpredictable fluctuations in the rate of inflation, economists have great difficulty in accurately projecting the amount of these COLAs. For example, the COLAs paid during the entire five-year term of the 2011 National Agreement averaged \$183 per COLA, even though several COLAs were 0 because of minimal inflation in the economy. If that average were to repeat itself during the term of the 2016 National Agreement, the COLA provision, by itself, would provide almost \$1,300 in additional base wage increases over the next three years. Of course, should inflation moderate, these guaranteed COLA payments will be lower, and should inflation increase more than expected, these guaranteed COLA payments could provide larger wage increases.



SUMMARY OF TENTATIVE AGREEMENT ESTABLISHING TERMS OF 2016 NATIONAL AGREEMENT

Overall Impact of Wage Increases

For a Level 4 Mail Handler at top step, the wage increases during the forty months of the 2016 National Agreement – not including COLA – will total \$2,137, including \$675 retroactively effective in November 2016; \$731 effective in November 2017; and \$731 effective in November 2018. For a Level 5 Mail Handler at top step, these general wage increases – again not including COLA – will total \$2,177 over the forty months of the contract, including \$687 retroactively effective in November 2016; \$745 effective in November 2017; and \$745 effective in November 2018. When projected COLA payments are added in at the consensus estimate of \$250 per increase, at top step for career employees there will be an additional \$1,750 in base wage increases – over and above the general wage increases described above – during the term of the 2016 National Agreement. And, of course, protection against future inflation is precisely why the COLA provision remains an important component of the National Agreement.

For MHAs, at Level 4, the rate that was at \$13.75 in 2013 and at \$14.71 in 2016 will go to \$15.12 per hour effective on November 26, 2016 and to \$16.21 per hour in 2019, before the next round of bargaining.

No Layoff Clause

All career Mail Handlers employed as of May 20, 2016 will be protected against layoff or force reduction during the entire term of the Agreement, unless Congress repeals or significantly relaxes the Private Express Statutes.

Health Insurance

In 2017, there will be no change in the percentage of employee contribution to health insurance. Starting in 2018, the Postal Service's share of the cost of health insurance, which currently is 76% of the weighted average formula used by OPM for federal employees with a maxi-

imum percentage of 79.25%, will be decreased by 2%, and then there will be another 1% decrease in 2019. Thus, the Postal Service will contribute 76% of the weighted average in 2017; 74% of the weighted average in 2018; and 73% of the weighted average in 2019. For comparison purposes, the federal government pays 72% of the weighted average health insurance costs for federal employees, who receive exactly the same health insurance benefits.

In today's dollars, a 1% increase in health care contributions is equivalent to an increase of approximately \$70 per year for self-only coverage and between \$100 and \$160 per year for family coverage, depending on the particular health plan selected. These amounts automatically are paid with pre-tax dollars, so the actual out-of-pocket cost to each Mail Handler should be less by the percentage of income taxes usually paid.

Night Shift Differential

A small 4 cents per hour increase in night shift differential will apply to all MHAs and during the first year of career employment for current and future career employees.

Clothing Allowance

There will be a 2.5% increase in clothing allowance during each year of the contract.

Employee Complement

The tentative agreement includes a one-time conversion of MHAs in installations which have 200 or more man years of employment, with the conversion to take place within 60 days of ratification. As of the date of ratification, any MHA with 2.5 or more years as an MHA at that time will automatically be converted to full-time career status, without the need to serve another probationary period. The parties at the National level also will meet one year later to discuss the possibility of another one-time conversion in early 2018.



SUMMARY OF TENTATIVE AGREEMENT ESTABLISHING TERMS OF 2016 NATIONAL AGREEMENT

The agreement also will reduce casual employees from 5% to 3% by installation, and in return will increase the percentage of MHAs by 3.5%. This will mean approximately 1,400 additional members of our bargaining unit, which will be good for the employees who are new MHAs and good for the overall strength of the Union.

Holidays

MHAs will receive holiday leave pay for six holidays per year: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas. This pay will be 8 hours per holiday in installations which have 200 or more man-years of employment and 6 hours per holiday in other offices. And if MHAs work on a holiday, they will be able to choose annual leave rather than pay for the 8 or 6 hours.

Other Contractual Provisions

Article 4 will be amended to ensure that Local representatives will be notified and entitled to meet about deployment of any new automation or mechanized equipment, whether the machinery is local purchased or nationally deployed.

Any agreements to exceed the percentage caps on MHAs set forth in Article 7, by either installation or district, will require the approval of the National parties, much like local agreements to exceed the percentage cap on casuals.

A change in Article 8 will allow employees transferred or reassigned into an installation or into the Mail Handler craft to place their names on the Overtime Desired List immediately.

Another change to Article 8 will make clear that available and qualified casuals, MHAs, and/or PTFs will be working overtime before full-time regulars not on the list are forced to work.

A small change in Article 10 makes clear that requests for vacant weeks of vacation must be submitted no less than 7 days in advance, and not precisely 7 days in advance.

The MOU governing administrative leave for donations of bone marrow, stem cells, blood platelets, and organs has been amended to provide for leave in hours, rather than days, and to clearly cover PTFs, PTRs, and MHAs.

The definition of "parent" under the MOU on Bereavement Leave now will cover mother, father, mother-in-law, and father-in-law.

The parties have formed a Task Force on Sick Leave to discuss opportunities, beyond the annual leave exchange option (which will continue), to provide incentives for those Mail Handlers who do not use their sick leave.

The tentative agreement ensures that MHAs are covered by regulations governing wounded warrior leave for the first year of employment, pursuant to which veterans with a 30% disability can use up to 13 days of wounded warrior leave for medical appointments and treatment. This benefit has since been extended to all current postal employees with a 30% or more disability, for the one year period from November 5, 2016 to November 4, 2017.

All MHAs who are converted after completing one year or more as an MHA will not have to serve another probationary period as a career employee.

The previous MOU on Relative Standing for MHAs, based on their date of hire, will be fully incorporated into the contract.

The previous MOU on Discipline of MHAs will be incorporated into the contract, stating that just cause requires that discipline be both progressive and corrective in nature and based on the individual facts and circumstances of each case.

The MOU on Filling Residual Vacancies, which has significantly increased the number of MHA conversions to career, will be incorporated into the contract, but with improvements over the existing MOU. This revised version of the MOU continues the conversion process, but also allows MHAs to be converted



SUMMARY OF TENTATIVE AGREEMENT ESTABLISHING TERMS OF 2016 NATIONAL AGREEMENT

as unassigned regulars rather than waiting for the E-reassign process to play itself out.

The parties have agreed to an MOU providing that the Article 12 Task Force will discuss the potential for offering MHAs conversion opportunities to any newly established or vacant part-time career positions within 50 miles, including PTR and PTF positions.

Under Article 12, no Mail Handlers, including MHAs, will be moved off of their assignment until all employees from other crafts performing Mail Handler work (under articles 7.2 or 13) are moved first.

A new MOU provides that the separation and reappointment of MHAs for lack of work, if they occur, will be based on inverse relative standing.

If employees from other crafts are involuntarily reassigned into the Mail Handler craft, they will be treated as detailed and not allowed to bid for the first 120 days, so that they cannot obtain bids in preference to Mail Handlers also being reassigned into the installation.

When Mail Handlers are being involuntarily excessed both into other crafts in the installation and to Mail Handler positions in other installations, a new provision will allow the senior employees to choose whether to stay in the installation or move to another.

Another change to Article 12.2G4 will mean that a Mail Handler who voluntarily reassigns to another craft in the installation and then returns within 90 days to the Mail Handler craft will not get credit toward seniority for the time actually spent in the other craft.

A change to Article 12.3B3 will require management to determine whether to revert vacant duty assignments and post those assignments for bid within the same 28 day period, thereby eliminating the Postal Service's ability to postpone its reversion determination indefinitely, as management often does under the 2011 National Agreement and prior contracts.

The language of Article 12.3B12 has been improved, to require a temporary supervisor to return to the craft not simply for 14 consecutive days, but for at least one continuous pay period, before the temporary supervisor can bid or retain an existing bid.

A change to Article 12.6B2 will require local management, if and when it learns that an installation is released from withholding, in whole or in part, to notify the Union.

A new MOU provides that, if there is excessing from 200 man year facilities because only Part-Time Mail Handler work remains, the parties at the Regional level will be allowed to agree to create PTF positions to allow Mail Handlers to stay in that installation.

A revision in Article 15 will allow District violations of MHA caps to be grieved at Step 3 by the appropriate Regional Director.

The MOU on Purging Letters of Warning has been obtained again for all Mail Handlers, and it will apply to MHAs.

Article 38 is amended to provide that MHAs must be counted when determining the number of Mail Handlers and the frequency of labor-management committee meetings.

The tentative agreement makes permanent the rule that all new career employees, whether or not they are on probation, will be entitled to bid.

A revision to the MOU concerning on-the-job training instructors will provide that Level 5 Mail Handlers who train will receive Level 6 pay. This has been a Union proposal for at least 25 years, finally obtained.

Changes to the MOU on Transfers, through the next version of the Contract Interpretation Manual, will provide that the 18-month and 12-month lock-in periods will not apply to Mail Handlers who are involuntarily reassigned to an installation, and to ensure that time as an MHA will count toward an otherwise applicable lock-in period.

SUMMARY OF TENTATIVE AGREEMENT ESTABLISHING TERMS OF 2016 NATIONAL AGREEMENT

A change in Article 17 will provide for orientation if a current postal employee is reassigned to the Mail Handler craft.

Article 30 is amended to establish the period for negotiations over Local Memoranda of Understanding to run for 30 consecutive days between March 1, 2017 and April 29, 2017.

The Article 32 MOU on Subcontracting has been continued, as the parties continue to discuss insourcing of work from the Surface Transportation Centers, the Mail Transport Equipment Service Centers (MTEC), and the bedloading or consolidation-deconsolidation centers.

MHAs will be covered by Article 35 governing alcohol and drug recovery programs and EAP.

All other MOUs and Letters of Intent have been continued, except for the Clean Air Act Committee, the Reassignment Made Pursuant to Article 12.6C6c, and the MOD-15 MOU, which have been deleted as outdated or obsolete.

The Joint Education and Training Fund will be continued, with additional funding of \$1 million per year.

All other provisions of the 2011 National Agreement are being maintained, except for date changes or other cosmetic changes that may be necessary to accommodate the new contract.



December 16, 2016 - The NPMHU hosts a national teleconference with representatives of the Contract Administration Department and all NPMHU Local Union Presidents to discuss developments in ongoing contract negotiations between the NPMHU and the U.S. Postal Service over the terms of their 2016 National Agreement.



VOTE “YES” TO RATIFY THE 2016 NATIONAL AGREEMENT!!!

GUARANTEED WAGE INCREASES — The tentative agreement provides for three general wage increases over the course of the 40-month contract. The first increase of 1.2% will be retroactively effective on November 26, 2016. There will be an additional increase of 1.3% in November 2017, and of 1.3% effective in November 2018. For Mail Handlers at Levels 4 and 5 at top step, these guaranteed wage increases – even without any COLA – will total more than \$2,100 over the term of this agreement. Similarly, all Mail Handler Assistants covered by this Agreement will receive an additional one percent each year (at rates of 2.2%, 2.3%, and 2.3% respectively). MHAs will also receive an additional 50 cents per hour in pay increases.

CONTINUATION OF COLA PAYMENTS — The extension agreement also calls for the continuation of cost-of-living adjustments (COLAs) based on the July 2014 Consumer Price Index. There will be seven COLA payments total, including a retroactive payment of \$21 from September 2016 and timely payments made in March and September of 2017, 2018, and 2019. The six prospective COLAs will be rolled into basic salary immediately upon payment. Because of wild and largely unpredictable fluctuations in the rate of inflation, economists have great difficulty in accurately projecting the amount of these COLAs. The ten COLAs paid during the entire six-year term of the 2000 National Agreement, for example, including a March 2002 COLA that was \$0, averaged more than \$389 per COLA. On the other hand, the seven COLAs paid during the 2011 National Agreement averaged \$196. If those averages were to repeat themselves during the term of the 2016 National Agreement, the COLA provision, by itself, could provide over \$2,000 to top step mail handlers in additional base wage increases over the next three years. Of course, these payments will be determined by the pace and volume of inflation rates. But any and all COLA payments will be above and beyond the six general wage increases described above.

NO-LAYOFF PROVISION — Unless Congress repeals or significantly relaxes the Private Express Statutes, all Mail Handlers employed as of May 20, 2016 will be protected against layoff or force reduction during the entire 40-month term agreement. In these troubling times, this protection is very important.

HEALTH INSURANCE CONTRIBUTIONS — The tentative agreement provides for a 1% reduction each year in the Postal Service's contribution toward health insurance. The rate of payment will remain at 76% through the year 2017, going down to 74% in 2018, and 73% in 2019. In today's dollars, each 1% increase in health care contributions is equivalent to an increase of approximately \$70 per year for self-only coverage and between \$100 and \$160 per year for family coverage, depending on the particular health plan selected. Such a 1% increase in health care contribution (between \$70 and \$160) is obviously much lower than the increases in base pay that are guaranteed under the tentative agreement, so do not be misled by claims that this 1% change is equivalent to giving back 1% increases in base pay. Moreover, even these amounts for health insurance will be automatically paid with pre-tax dollars, so the actual out-of-pocket cost to each mail handler should be less by the percentage of income taxes usually paid. For comparison purposes, the federal government pays only 72% of the weighted average health insurance costs for federal employees, so postal employees continue to benefit from their National Agreement.

MORE REASONS TO RATIFY — The proposed contract also contains crucial work rules. These include increases in clothing allowance, expansion of bereavement leave rules to cover parents in law, and a host of improvements to Article 12 provisions concerning seniority and reassignments. MHAs will also receive holiday pay on six holidays per year – New Year's Day, Memorial Day, the Fourth of July, Labor Day, Thanksgiving, and Christmas. They also will receive a modest increase in night shift differential, and there will be an automatic one-time conversion for all MHAs with at least 2.5 years of service (in installations with over 200 man years of employment) in early 2017. These conversions will waive the probationary period requirement, and going forward all employees converted after one year as an MHA will not have to serve a probationary period.

There will also be a notable shift in employee complement, with a decrease in the number of casual employees offset by an increase in the percentage of MHAs. This will increase opportunities for bargaining unit work, and bolster Union membership.

As described more fully in the enclosed booklet, the entire National Executive Board of the NPMHU believes it is in the membership's best interests to ratify the proposed 2016 National Agreement. Please be certain to vote.



LEAVE WITHOUT PAY (LWOP) VS. ABSENT WITHOUT LEAVE (AWOL)

The Employee and Labor Relations Manual (ELM) defines LWOP (leave without pay) as an authorized absence from duty in a nonpay status. Acceptable reasons for LWOP can be for one or more of the following: personal, no leave to cover vacation during choice vacation period, to cover full-time attendance at a college or university, personal illness or injury, FMLA, an injury in the line of duty, or military duty. The entire list of acceptable reason can be found in ELM Exhibit 514.4.

Acceptable reasons for LWOP, however, do come with consequences. Employees who are on LWOP for a period or periods totaling 80 hours during a leave year can have their leave credits reduced, with some exceptions. Mail Handlers do not obtain Credit for Service if they are in a nonpay (LWOP) status in excess of six months in a calendar year unless the entire time off is because the employee is being carried on the rolls of OWCP, the employee has been granted LWOP to serve in an employee or management organization, or the employee has honorable active service in the military. In addition, under Article 6 of the National Agreement, Mail Handlers who fail to meet the 20 pay period requirement in any given anniversary year must begin a new six-year

continuous service period to achieve protected status against involuntary layoff or reduction in force. Finally, LWOP in excess of two years is not approved unless specifically provided for in postal policy or regulations.

In addition, the health benefits enrollment of a Mail Handler who completes 365 days of LWOP (26 pay periods) is terminated. Employees in a nonpay status for up to 12 months will have their basic and optional life insurance coverage continued without cost, but at the end of 12 months, the coverage ceases. If an employee has approved sick leave but does not have sufficient sick leave to cover the absence, the difference is charged to annual leave or to LWOP at the employee's option. However, if sick leave is disapproved and the absence is warranted, the supervisor may approve, at the option of the employee, annual leave or LWOP. Also worth noting is that an absence that is disapproved is charged as LWOP and may be administratively considered as AWOL. Also, if an employee fails to furnish the required documentation when requesting a sick leave absence, that absence may be charged to annual leave, LWOP, or AWOL.

AWOL (absent without leave) is different from LWOP in that AWOL is a nonpay status due



THOMAS J. BRANCH, Manager, CAD

to a determination that no kind of leave can be granted either because (1) the employee did not obtain advance authorization or (2) the employee's request for leave was denied. AWOL can be charged in fractions of an hour in accordance with the ELM. AWOL in and of itself is not a disciplinary action, but the Postal Service in the past has used AWOL as a basis for taking disciplinary actions. When discipline is issued for AWOL, employees and union representatives have to decide whether such allegations are based on just cause under Article 16 of the National Agreement. Employees faced with this situation should contact their Union Steward to discuss whether or not to file a grievance.

Thomas J. Branch
Manager, CAD



“Mail Handlers who fail to meet the 20 pay period requirement in any given anniversary year must begin a new six-year continuous service period to achieve protected status against involuntary layoff or reduction in force.”



NPMHU LEADERSHIP CONVENES AT SEMI-ANNUAL MEETING



Officers and representatives from nearly every NPMHU Local Union gathered in Tucson, Arizona in early December to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU). The first order of business was the installation of officers comprising the NPMHU's newly elected National Executive Board. NPMHU President Emeritus John Hegarty was on hand at the SAMLU meeting to officiate the ceremony to install all seven members on the National Executive Board (NEB). This marks the start of a four-year term that will expire toward the end of 2020. Returning National Officers Paul Hogrogian, Mark Gardner, Lawrence Sapp, David Wilkin, and John Gibson welcomed the newest members of the NEB, June Harris and Don Sneesby, who recently prevailed in elections for Central and Western Region Vice Presidents, respectively.

After the installation ceremony, National Secretary-Treasurer Mark Gardner took the podium to announce his decision to retire effective March 31, 2017. Gardner spoke passionately about this very difficult decision. He updated SAMLU attendees on the status of many major projects pending at the National Office, such as finalizing the 2016 National Agreement and

related dues and wage increases; negotiating the hotel contract for the 2020 NPMHU quadrennial National Convention in Denver, CO; converting the Union's computer operations from the antiquated AS400 membership database to a new server based network system; completing internal audit and related 2016 LM-2 filings due on March 31, 2017; implementing a cloud-based e-mail server system to streamline and secure communications at a reduced cost; and completing OPM's mandated accreditation of the Mail Handlers Benefit Plan. Gardner said, "I thought it was important for me to stick around to see these important projects to fruition. I will also be around to coordinate various transition issues with each of the departments in our National Office to ensure that my successor is prepared to hit the ground running on April 1st."

Being a self-proclaimed geek and fan of charts and numbers, Brother Gardner took a statistical approach to analyze his history with the NPMHU when announcing his retirement. He spoke warmly about his many experiences during 7 terms and 25 years of service at the National Office, including his time with 3 National Presidents, 20 different NEB members, and 166 local presidents, to include 8 rounds



National President Paul Hogrogian



National Secretary-Treasurer Mark Gardner



NPMHU President Emeritus John Hegarty



National CAD Representative Tim Dwyer



Vice President, Central Region - June Harris



Vice President, Northeastern Region - David E. Wilkin



Vice President, Southern Region - Lawrence B. Sapp



Vice President, Eastern Region - John A. Gibson



Vice President, Western Region - Don Sneesby

of national bargaining, 48 SAMLU meetings, 102 NEB meetings, and most notably 113. “I stand before you today to report that 113 is the number of days from today that will get us to Friday, March 31, 2017, my retirement date. I will enter my retirement knowing that our Union is strong, and is prepared to fight the many difficult battles that it will surely face going forward.” The attendees reacted to Gardner’s remarks with a heartfelt and thunderous standing ovation.

President Hogrogian went on to announce that, by a unanimous vote of the NEB, National CAD Representative and Shop Steward Trainer Tim Dwyer was selected to fill the forthcoming vacancy as National Secretary-Treasurer effective April 1, 2017. Before working for the National Office, Brother Dwyer served as both Treasurer and President of Local 301 in New England. Dwyer spoke briefly about the appointment. “I am deeply honored and humbled by the Board’s vote and support shown by this appointment. I have large shoes to fill. But I am looking forward to the opportunity and will work hard for you, brothers and sisters,” said Dwyer.

National President Paul Hogrogian then focused the meeting on his comprehensive report to the assembly, which focused on the activities of the National Union during the past several months. Hogrogian began his remarks with a substantive review of topics that directly impact the status of ongoing collective bargaining to include, the financial position of the Postal Service and its recent revenue surplus of approximately \$200 million absent consideration of the unfunded balance in the retiree health fund. President Hogrogian also spoke about the status of Postal Reform legislation and likelihood of success in Congress’ lame-duck session. He went on to elaborate on the components of the consensus bill and its impact on facility closures and consolidations and its potential impact on national negotiations. President Hogrogian provided a comprehensive update on the status of collective bargaining noting that the Union and USPS have reached a tentative agreement on the majority of the contract issues. Due to the sensitivity of some unresolved issues, however, the NPMHU will release these contract specific details in a Special Edition Update. “We expect to have a contract worthy of a ratification vote in the very near future,” said President Hogrogian. These details will be shared with all Local Presidents by conference call, posted on the website, and distributed to all members very soon. Lastly, Hogrogian addressed the recent U.S. Presidential Election and impact of a Republican controlled House and Senate, not to mention the long-term impact of forthcoming



Local 334 President
Sheldon D. Adams



Local 297 President
Chris Bentley



Little Rock AK Branch
President Woody Douglas



(l-r) National Trainers Tim Dwyer, T.J. Branch and John Gibson lead discussions on Local Memorandum of Understanding negotiations



(l-r) Pam Barrett, Aetna Sr. Director, Federal Accounts, Susan Kohl, Aetna Director Business Program Management, and Michael Hora, Executive Director MHPB



Aetna Manager of
National Accounts,
Brad Corban

Supreme Court appointments. “The next few years will be extremely rocky, and we will need to provide resistance at all levels,” said Hogrogian.

Following the National President’s report, National Secretary-Treasurer Mark Gardner provided his 48th and last finance presentation on a variety of topics, including the NPMHU financial statements for the year ending December 31, 2015 and the most recent third quarter ending September 30, 2016; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing recently hired MHAs; a review of membership trends and revenue allocation among our Union’s affiliated organizations, including the revenue sharing program; and upcoming printing and meeting/training schedules.

The attendees received a comprehensive report from NPMHU Legislative and Political Director Bob Losi on the anticipated impact of November’s Presidential election. Bob also provided a comprehensive review of House of Representative and Senate election results. He also led a discussion on the possible ramifications of future Supreme Court appointments from a Trump White House. Finally, Bob addressed the outlook of the 2018 midterm election and possible impact of redistricting.

On the second day of meetings, Aetna’s Manager of National Accounts, Brad Corban provided a detailed report on the status of the Mail Handler Benefit Plan. Brad updated attendees on the current FEHB open season, a review of key strategies for the 2017 products, and a high-level overview of the Plan’s Standard, Value and Consumer option financial position. Brad noted that a combination of several factors including a robust Aetna POS II network, CVS/Caremark pharmaceutical contract and strong reserves



Local 305 President
Felandria Jackson



Local 303 President
Javier Valencia



Local 298 President
Aubrey Wayne Foster



Local 321 President
Cindy Hoehl-Rinker



Local 320 President
Alex Cervantes



Local 318 President
Nick Mosezar



Local 307 President
Glenn Berrien



Vice President, Eastern Region - John A. Gibson leads discussion during training program



have enabled the Plan to reduce premiums for three consecutive years. Brad was joined by Pam Barrett, Aetna Sr. Director, Federal Accounts, Susan Kohl, Aetna Director Business Program Management, and Michael Hora, Executive Director MHBP®.



Local 307 Recording Secretary, Lolita L. Wallace



Manager Contract Administration Department, T.J. Branch



NPMHU Director of Information Systems & Membership Services, Robin Daniels

National CAD Representative Tim Dwyer provided the attendees with an update on matters relevant to the Article 12 taskforce. General Counsel, Bruce Lerner provided a comprehensive legal report. Contract Administration Department Manager T.J. Branch then provided a 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: cases pending at the national level; voting leave for primary caucuses; RI-399 — Jurisdictional Disputes; the Wounded Warrior Leave Act of 2015; the new vendor for Flexible Spending Accounts; new Family Medical Leave Act forms; the new onboarding process known as Welcome to USPS (W2USPS); and new MTE Return Handling procedures initiated by the USPS.



(Front table) Contract Administration Department, (Back table) NPMHU National Executive Board

At the conclusion of day 2, National Secretary-Treasurer Mark Gardner recognized a retiring member of the National staff, Robin Daniels. Robin began her career with the NPMHU in 1991 and is the Union's most senior staff member. Robin is presently the NPMHU's Director of Information Systems & Membership Services. However, during her 25 years and time with four National Presidents, she has worn many hats. Mark spoke warmly about his time with Robin when inviting her to the podium.



Robin spoke graciously about her time with the Mail Handlers Union and upcoming retirement noting that she will now be able to travel and spend more time with family. Robin is an asset to this organization in every way and will be deeply missed. The attendees honored Robin with a heartfelt standing ovation.

On Saturday, December 10, 2016, the third day of meetings, the NPMHU conducted a comprehensive training program focusing on Local Memorandum of Understanding negotiations. National trainers Tim Dwyer, John Gibson, and T.J. Branch led discussions on a variety of important issues pertaining to the Union's Article 30 rights to locally negotiate on 20 specific items.

DONALD J. TRUMP SWORN IN ON JANUARY 20, 2017 AS OUR NATION'S 45TH PRESIDENT

On November 8, 2016, the American people spoke. They spoke loudly by electing Donald J. Trump as our nation's 45th President. Trump received over 60 million popular votes and 306 electoral votes. Hillary Clinton received almost 3 million more popular votes, but lost the electoral vote by 306 to 232. This anomaly has occurred only four other times in our nation's history — in 1824, 1876, 1888, and lastly in 2000. With President Trump's victory, the Republican Party will control both the executive and legislative branches of our federal government.

WHY THESE RESULTS?

President Trump was able to turn six states that the Democrats had won in the 2012 election. Those states were Iowa, Pennsylvania, Ohio, Michigan, Wisconsin, and Florida. The total number of electoral votes that changed parties was ninety-nine and that was more than was needed. The Republican Party nominee ran as a Washington outsider, and on a platform of change — and that message clearly resonated in various states across our country.

Presidential Results, November 8, 2016

CANDIDATE	ELECTORAL VOTE
Trump	306
Clinton	232

CANDIDATE	POPULAR VOTE
Trump	62,979,879
Clinton	65,844,954

THE CONGRESS

The 115th Congress was sworn into office on January 3, 2017. There are only minor changes to the U.S. Senate: the composition of the Senate in the 114th Congress included 54 Republicans, 44 Democrats and 2 Independents, both caucusing with the Democrats. The incoming Senate will still have the Republicans controlling the agenda, but with slightly tighter numbers. Specifically, there will be 52 Republicans and 48 Democrats (including the 2 Independents) in the newly-constituted Senate. The two Senate seats that changed parties are in Illinois and New Hampshire.

PARTY	114TH CONGRESS	115TH CONGRESS
Democrats	44	46
Republicans	54	52
Independents	2	2

Senate Partisan Breakdown

Of particular interest to the NPMHU, there will be changes to the Senate Homeland Security & Government Affairs Committee. Senator Tom Carper from Delaware, who was the ranking member on this Committee during the last Congress, will stay on the Committee but has transferred his seniority to the Environment and Public Works Committee, and will become its ranking member. Senator Claire McCaskill from Missouri will become the new ranking member on the Homeland Security & Government Affairs Committee with primary jurisdiction over the Postal Service. New Hampshire Senator Kelly Ayotte lost her re-election bid, and the Republican Party will name her replacement on this Committee. The current committee breakdown is 9 Republicans and 7 Democrats.

Republican Majority

- Ron Johnson, Wisconsin, Chairman
- John McCain, Arizona
- Rob Portman, Ohio
- Rand Paul, Kentucky
- James Lankford, Oklahoma
- Steve Daines, Montana
- Mike Enzi, Wyoming
- John Hoeven, North Dakota
- Joni Ernst, Iowa
- One additional Senator to be named

Democratic Minority

- Claire McCaskill, Missouri, Ranking Member
- Tom Carper, Delaware
- Jon Tester, Montana
- Tammy Baldwin, Wisconsin
- Heidi Heitkamp, North Dakota



ROBERT LOSI, Legislative and Political Director

- Gary Peters, Michigan
- Cory Booker, New Jersey

During the 114th Congress, the Republican Party held its largest majority in the House of Representatives since the 71st Congress back in 1929, with an advantage of 247 to 188. On November 8, 2016, the Democrats won six seats narrowing the Republican majority to 241 to 194.

House Partisan Breakdown

PARTY	114TH CONGRESS	115TH CONGRESS
Democrats	188	194
Republicans	247	241
Independents	0	0

The House Committee on Oversight & Government Reform also will have some changes in the 115th Congress. Some of its members have left Congress voluntarily or some have lost their re-election bids, and others ran for different elected offices. With the Democrats winning 6 seats in the House, the numbers in all of the committees might change a little, with Democrats possibly gaining a seat on some committees. Below is the 114th Congress breakdown of this primary committee that deals with federal and postal workforce issues:

Republican Majority

- Jason Chaffetz, Utah, Chairman
- Blake Farenthold, Texas
- Cynthia Lummis, Wyoming
- Buddy Carter, Georgia
- Gary Palmer, Alabama

- Jim Jordan, Ohio
- Jody Hice, Georgia
- Jimmy Duncan, Tennessee
- John Mica, Florida
- Justin Amash, Michigan
- Mark Meadows, North Carolina
- Mike Turner, Ohio
- Ken Buck, Colorado
- Mark Walker, North Carolina
- Paul Gosar, Arizona
- Mick Mulvaney, South Carolina
- Rod Blum, Iowa
- Ron DeSantis, Florida
- Scott DesJarlais, Tennessee
- Thomas Massie, Kentucky
- Tim Walberg, Michigan
- Trey Gowdy, South Carolina
- Steve Russell, Oklahoma
- Glenn Grothman, Wisconsin
- Will Hurd, Texas

Democratic Minority

- Elijah Cummings, Maryland, Ranking Member
- Carolyn Maloney, New York
- Eleanor Holmes Norton, District of Columbia
- William Lacy Clay, Jr., Missouri
- Stephen Lynch, Massachusetts
- Jim Cooper, Tennessee
- Gerry Connolly, Virginia

- Matt Cartwright, Pennsylvania
- Tammy Duckworth, Illinois
- Robin Kelly, Illinois
- Brenda Lawrence, Michigan
- Ted Lieu, California
- Bonnie Watson Coleman, New Jersey
- Stacey Plaskett, U.S. Virgin Islands
- Mark DeSaulnier, California
- Brendan Boyle, Pennsylvania
- Peter Welch, Vermont
- Michelle Lujan Grisham, New Mexico

LEGISLATION

With the start of the 115th Congress, the NPMHU is hopeful that this year may see comprehensive postal reform legislation that the NPMHU and its allies can help shepherd through the House and Senate, and on to the President for signature. We have had a great deal of support in this quest from some of the major players in the mailing industry, from the Postmaster General, and from all four of the postal unions. Out of more than 22 postal bills that were filed in the 114th Congress, only one, if properly tweaked, could aid in the effort to end the debilitating consequences of the 2006 Postal Accountability and Enhancement Act. That bill, H.R. 5714, was introduced in a bi-partisan manner by Chairman Jason Chaffetz, ranking member Elijah Cummings, subcommittee chairman Mark Meadows, ranking member Gerry Connolly, and Congressman Stephen Lynch. Even though this bill did not move forward during the last Congress, it

may be used as a starting point in the 115th Congress. National President Hogrogian and his counterparts from the NALC, the APWU, and the NRLCA, working in conjunction with the Postmaster General and members of the mailing community, for the first time are working together to support real change — change that will help grow the postal business and put the U.S. Postal Service back on solid financial footing.

The bill needs some fine-tuning, but is the most decent legislation that we have seen in a number of years. With certain changes, it could be legislation that the entire postal community will support.

RESOLUTIONS

Already, in early January, the following resolutions have been introduced:

H.Res. 15 – Introduced by Sam Graves (R-MO) and Gerry Connolly (D-VA), regarding six-day delivery service.

H.Res. 28 – Introduced by Susan Davis (R-CA), David Joyce (R-OH), and Peter King (R-NY), to protect door-to-door delivery.

H.Res. 31 – Introduced by David McKinley (R-WV), Don Young (R-AK), David Joyce (R-OH), Doug LaMalfa (R-CA), March Kaptur (D-OH), Paul Tonka (D-NY), Richard Nolan (D-MN), and Linda Sanchez (D-CA), to restore service standards that were in effect as of July 1, 2012.

WHAT'S ON THE HORIZON?

As the President enters his first 100 days and decides who will fill key positions in his Cabinet and other administration appointments, the NPMHU will be proactive by making sure the individuals who fill vacancies on the Postal Regulatory Commission and Postal Service Board of Governors are like-minded when it comes to supporting a vibrant and strong U.S. Postal Service for its customers and its employees.

WE NEED YOU TO BE PROACTIVE!

Sign up as an e-activist. It's simple and free. Become part of the solution. Go to the NPMHU website at www.npmhu.org and log on.

Join our Political Action Committee and help support members of Congress that support our agenda. Please reach out to Bob Losi, Director of Political and Legislative Affairs, with any questions.

Robert Losi
Legislative and Political Director

“...the NPMHU will be proactive by making sure the individuals who fill vacancies on the Postal Regulatory Commission and Postal Service Board of Governors are like-minded when it comes to supporting a vibrant and strong U.S. Postal Service...”

PACkie awards are accolades of recognition highlighting a Locals commitment to the success of the NPMHU Political Action Committee.

The winners exemplify excellence amongst our NPMHU locals.

Most Improved Local



(l-r) Local 318 President Nick Mosezar receives Most Improved Local award from Legislative and Political Director Bob Losi

PACkie Ambassador Award



(l-r) Local 310 President Pervous (Andy B.) Badilishamwalimu receives PACkie Ambassador award from Legislative and Political Director Bob Losi

8th Annual PACkie Awards

Locals with 1 - 499 Members



(l-r) Local 320 President Alex Cervantes receives PACkie award from Legislative and Political Director Bob Losi

Locals with 500 - 1499 Members



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

Locals with 1500 or More Members



(l-r) Local 301 President Rene Morissette receives PACkie award from Legislative and Political Director Bob Losi

NPMHU Arthur S. Vallone

National Scholarship Program

2017–2018 School Year

Applicants must submit all required material to the Scholarship Committee on or before March 15, 2017.

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 are now available at www.npmhu.org.



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

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.



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call 1-800-410-7778 or visit
www.MHBP.com**



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Standard Option

Exceptional value with outstanding benefits at a cost that could save you \$2,000 a year or more for family coverage. Compare MHBP Standard Option to other nationwide standard option — and even high option — plans.

Consumer Option

Health plan with a Health Savings Account (HSA). Get great benefits while the Plan contributes up to \$1,800 to your HSA to help pay your out-of-pocket costs.

Value Plan

Provides benefits for preventive care and protection from the unexpected — at a cost that's budget-friendly.

Dental and Vision Plans

MHBP Dental and Vision Plans are also available to enhance your medical benefits, even if you don't have an MHBP health plan.*

If you're not an MHBP member yet, sign up the next time you have an enrollment opportunity. Make MHBP Your Plan.

For more information about all MHBP plans, call **1-800-410-7778** or visit **www.MHBP.com**.

*Dental and vision plans are provided by First Health Life & Health Insurance Company, Cambridge Life Insurance Company or Vision Service Plan, Inc. These benefits are neither offered nor guaranteed under contract with FEHBP but are made available to all FEHBP enrollees and their covered family members. You cannot file an FEHBP disputed claim about them. The premiums and fees you pay for these services do not count toward FEHBP deductibles or out-of-pocket maximums. See certificates of insurance for full coverage details, exclusions and limitations.

This is a summary of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2017 official Plan brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official plan brochures.

©2016 Aetna, Inc. All rights reserved. Aetna complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. For language assistance in your language call 1-800-410-7778 at no cost. (English) | Para obtener asistencia lingüística en español, llame sin cargo al 1-800-410-7778. (Spanish) | 欲取得繁體中文語言協助，請撥打1-800-410-7778，無需付費。(Chinese) | Para sa tulong sa wika na nasa Tagalog, tawagan ang 1-800-410-7778 nang walang bayad. (Tagalog) | T'áá shí shizaad k'ehjí bee shíká a' doowoł nínízingo Diné k'ehjí koji' t'áá jíík'e hółne' 1-800-410-7778. (Navajo). Plans are underwritten by First Health Life & Health Insurance Company in all states except NY. Plans are underwritten by Cambridge Insurance in NY.

LIUNA!

Feel the Power



LIUNA's General Executive Board is sworn into office



Local 300 LIUNA Delegation

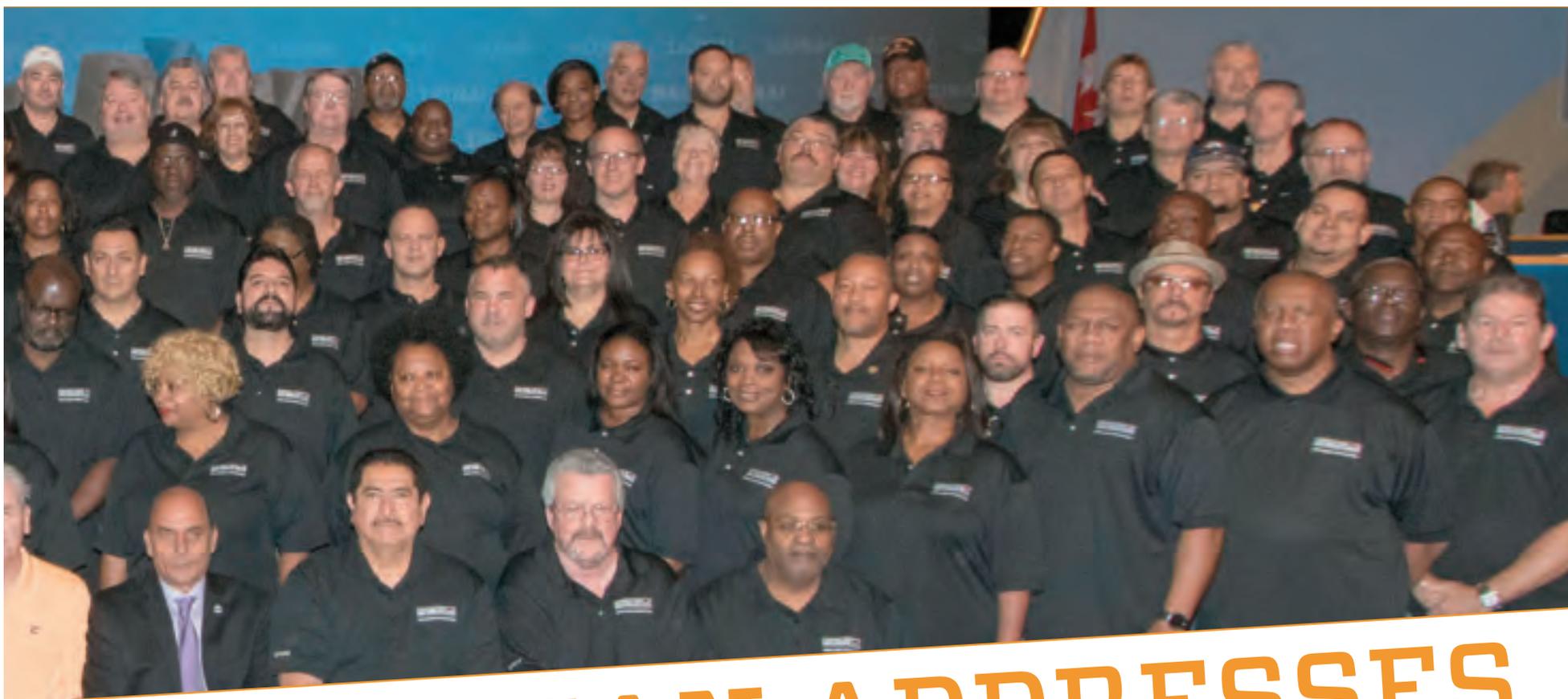
More than one hundred and thirty Mail Handlers serving as delegates to the International Convention of the Laborers International Union of North America (LIUNA) convened in Las Vegas, Nevada during the week from September 19 to 24. As a member of the LIUNA General Executive Board, NPMHU National President Paul Hogrogian had the honor of addressing the hundreds of delegates and leaders in attendance. A modified version of that address is below:

Good morning, brothers and sisters. I'm Paul Hogrogian, President of the National Postal Mail Handlers Union, a Division of LIUNA. It is my distinct honor and privilege to be able to address my brother and sister LIUNA delegates.

Let me start with a brief report on the current state of the National Postal Mail Handlers Union. I want to thank General President Terry O'Sullivan and General Secretary-Treasurer Armand Sabitoni for their continued support. I also want to recognize some of my fellow Mail Handlers in the audience. Our National Secretary-Treasurer Mark Gardner, Regional Vice Presidents John Gibson, Lawrence Sapp, and David Wilkin, as well as retiring NPMHU Vice Presidents Rudy Santos and Jefferson C. Peppers III.

We are extremely proud to be associated with LIUNA. The relationship between our two great Unions has never been stronger, your battles are our battles and our battles are yours. That's the way it's supposed to be and that's the way it works.

My Union, the NPMHU represents approximately 44,000 Mail Handlers in all 50 states, Puerto Rico and the Virgin Islands. Approximately



HOGROGIAN ADDRESSES LIUNA CONVENTION

LIUNA'S MAIL HANDLER DELEGATION
REGISTERS FOR THE 2016 CONVENTION



LIUNA'S MAIL HANDLER DELEGATION REGISTERS FOR THE 2016 CONVENTION



Local 311 LiUNA Delegation

90 percent of Mail Handlers voluntarily join our Union although not required to do so by law in an open shop environment.

Now what is a Mail Handler? A Mail Handler works outside of public view and inside large mail processing centers, usually in the larger metropolitan areas of the United States. We are the hidden heroes of the Postal Service. Mail Handlers are the first ones to handle the mail when it enters a processing center and the last ones to handle it when it leaves. We do the heavy lifting and the dirty work in mail processing facilities. Quite simply, we are the laborers of the Postal Service, which is one of the reasons why we affiliated with LIUNA in 1968.

The Postal Service is an independent establishment in the executive branch of the United States Government. But the Postal Service receives no tax dollars and is funded solely by the sale of postage and other postal products. In 2006, the Republican controlled Congress enacted a postal reform bill signed into law by President George W. Bush that would eventually put the Postal

Service in the precarious financial situation that it is in today.

That law required the Postal Service to fund its future retirees' health benefits for the next 75 years over a 10-year period. No other government agency and no other private corporation are required to pre-fund their future retiree health benefits in such a way.

At first, this requirement was not crippling. Then came the Great Recession of 2008, along with the increased diversion of mail to digital formats and the internet. Mail volume, especially first-class letter mail, declined drastically. Eventually, the Postal Service began reporting annual deficits of more than \$1 billion. Yet 90 percent of the losses are due to the onerous pre-funding requirement that I just described. Absent this mandated payment, the Postal Service would actually have realized an operating surplus for the past 3 years.

How did the Postal Service react to this deficit? It cut service, cut costs, cut the workforce, and screwed employees. It began closing and con-

solidating mail processing plants throughout the country. Thousands of well-paying, middle class jobs were eliminated. We lost approximately 25 percent of our workforce, accomplished through attrition. The Postal Service is still proposing to close 82 more processing centers.

Besides closing processing plants, the Postal Service began subcontracting certain postal operations to private companies who employed low-paying, untrained, non-union work forces. This will only get worse if there remains a Republican majority in Congress, and a Republican like Donald Trump in the White House.

The Postal Service has also been trying to cut the current 6-day per week delivery schedule to 5 days per week. This results in slower mail delivery, and therefore less people using the mail and less revenue coming in. In effect, implementation of this plan would cause a classic death spiral for the Postal Service.

The four major Postal Unions went to our friends in Congress to try to stop closings and subcontracting. We were not successful in getting

MAIL HANDLERS CARRY OUT THE BUSINESS OF THE CONVENTION



NPMHU's National Executive Board stand in unity with LIUNA



NPMHU National President Paul Hogrogian addresses LIUNA delegates

any meaningful postal reform passed. But what we found was that both the Postal Service and the major mailing companies had the political clout to block any postal legislation, and what we needed to do was form a coalition to draft a consensus coalition postal bill.

So we formed that coalition, and have been meeting for over a year to draft such a bill. The Postal Service wanted relief from its retiree health benefit prefunding requirement, the mailers wanted to stabilize postal rates, and the Unions wanted to stop plant closings and maintain 6-day delivery. We reached an agreement that accomplished these goals. There are currently postal reform bills pending in both houses of Congress that contain many of the elements that the coalition proposed. Passage of this bill is by no means certain, but it is our best chance.

At the same time, we are in the middle of an election that may be the most important of our lifetime. All three branches of government are in play. The NPMHU at our Convention last month voted overwhelmingly to endorse Hillary Clinton for President, and as far as the Senate and Congressional races, we must support those candidates who support us.

On top of all of this, we are in the process of negotiating a new National Agreement with our employer, the Postal Service. Our bargaining priorities were obtaining fair and just general wage increases, retaining our current cost of living provision, retaining our current no layoff clause, minimizing future subcontracting, and returning subcontracted work to the Mail Handler craft.

Our current agreement expired on May 20th of this year. Although we were unable to reach agreement by that bargaining deadline, we made significant progress and therefore the parties agreed to extend bargaining. Many tentative agreements have been reached with the Postal Service to accomplish our key bargaining goals.

I am confident that the NPMHU will be able to reach agreement on a negotiated contract within the next few weeks. In fact, finalizing this agreement will be my priority when I return to Washington after this Convention. Any tentative agreement must be sent to our membership for ratification, and failure to reach a negotiated ratified agreement will result in the parties entering into a binding arbitration process.

Though we face many challenges, with the support of LIUNA we are not only ready to meet these challenges, but also ready to beat them. In case I haven't said it yet, or may have given the wrong impression, the state of the Mail Handlers Union is excellent. Thank you so very much for allowing me to address this Convention and thank you for your continuing support.

FEBRUARY 2017 — AMERICAN HEART MONTH

Heat disease is the leading cause of death for men and women in the United States. Every year, 1 in 4 deaths are caused by heart disease. Cardiovascular diseases claim more lives than all forms of cancer combined.

The good news? Heart disease can often be prevented when people make healthy choices and manage their health conditions. Communities, health professionals, and families can work together to create opportunities for people to make healthier choices.

Make a difference in your community: Spread the word about strategies for preventing heart disease and encourage people to live heart healthy lives.

How can American Heart Month make a difference?

We can use this month to raise awareness about heart disease and how people can prevent it — both at home and in the community.

Here are just a few ideas:

- Encourage families to make small changes, like using spices to season their food instead of salt.
- Motivate teachers and administrators to make physical activity a part of the school. This can help students start good habits early.
- Ask doctors and nurses to be leaders in their communities by speaking out about ways to prevent heart disease.
- Take action: Be the cure! Join the American Heart Association's national movement in support of healthier communities and healthier lives.

You can make healthy changes to lower your risk of developing heart disease. Controlling and preventing risk factors is also important for people who already have heart disease. To lower your risk:

- Watch your weight.
- Quit smoking and stay away from secondhand smoke.
- Control your cholesterol and blood pressure.
- If you drink alcohol, drink only in moderation.
- Get active and eat healthy.

Regular physical activity is good for everyone's health! Physical activity is anything that gets your body moving. Aim for 2 hours and 30 minutes of moderate activity each week. If you haven't been active before, start at a comfortable level. Once you get the hang of it, add a little more activity each time. Then try getting active more often.

What kinds of activity should I do?

To get all the health benefits of physical activity, do a combination of aerobic and muscle-strengthening activities.

Aerobic activities make you breathe harder and cause your heart to beat faster. Walking fast is an example of aerobic activity.

Muscle-strengthening activities make your muscles stronger. Muscle-strengthening activities include lifting weights, using resistance bands, and doing push-ups.

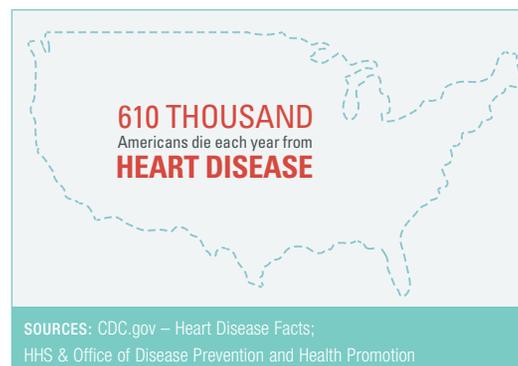
What are the benefits of physical activity?

Physical activity increases your chances of living longer. It can also help:

- Control your blood pressure, blood sugar, and weight
- Lower your "bad" cholesterol and raise your "good" cholesterol
- Prevent heart disease, colorectal cancer, breast cancer, and type 2 diabetes

And that's not all. Being more active can:

- Improve your sleep
- Make your bones, muscles, and joints stronger



- Lower your chances of becoming depressed
- Reduce falls and arthritis pain
- Help you feel better about yourself

Is physical activity for everyone?

Yes! Physical activity is good for people of all ages and body types. Even if you feel out of shape or you haven't been active in a long time, you can find activities that will work for you. If you haven't been active before, start out slowly and add new physical activities little by little. After a few weeks or months, do them longer and more often. Choose activities that you enjoy. Team up with a friend or join a class. Ask your family and friends to be active with you. Play games like tennis or basketball, or take a class in dance or martial arts. Everyday activities can add up to an active lifestyle. You can go for a brisk walk around the neighborhood, ride a bicycle to work or just for fun or play outdoor games with your children.

Michael J. Hora
Executive Director, MHBP

MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 300 TRAINING



Day 1 covered NLRB processing and day 2 addressed jurisdictional disputes. The training was presented by Local 300 President Kevin Tabarus, NPMHU NE Regional Director (RDRC rep.) Tom Ruther, Local 300 RI399 LDRC Representatives: NYSEBM & Brooklyn Branch President - Yvette Johnson, DVD Branch President (OWCP Specialist) - Ray Bermudez, Western Nassau Steward (Former ISC-JFK Branch President) - Stan Howard

Attending the training were: Tommy Reid - VP, Wilfredo Delgado - Treasurer, Bethpage: Alan Sacks & Frank Schultz, Brooklyn: Kim Pinkney & David Dyall, DVD: Angelo Lovgren & Shawn Gordon, Flushing: Jessie Lewis, Mid Island: Bob Lussos (BP) & Dennis Weinheim, NDC: Charlie Callaghan, Marie Chery, Terry Flynn (BP), Michelle Kimber-Sadler, Lenora Brunson-O'Neill, Pat GilMartin, NYC: Shirley Ramos, Westley Gasby, Irene Delgado (BP), and Annesia Williams-Arnold

LOCAL 300



National President Paul Hogrogian joined the members of Local 300 in solidarity to celebrate Labor Day in New York City

LOCAL 300



Flushing Branch Mail Handlers turn out at Local event supporting N.Y. Jets

LOCAL 318 TRAINING



(l-r) JAX NDC Branch Representatives Jan Jasmin, James Curtis Johnson, Branch President Wayne Campbell, Cedric Daniel, Eugene Moody, National President Paul Hogrogian, Eric Matthews, Rick King, VP Southern Region & SEBM Lawrence Sapp and Michael Lee

LOCAL 303



Members of Local 303 convene for their annual get together for a bowling event

LOCAL 315 OFFICER INSTALLATION



Local 315 President Bryan Easley administers oath of office to Vice President Don Beaton

MAIL HANDLERS

LOCAL 310



(l-r) Front Row: Atlanta NDC Branch President Joe Sanders, Front Center, Local 310 Vice President Lisa Greer and National President Paul V. Hogrogian.

(l-r) Back Row: Branch President Atlanta P&DC/Peachtree P&DC, Local President Andy Badilishamwalimu, VP Southern Region Lawrence Sapp, Branch President Augusta P&DF Robert Larmore, Recording Secretary/North Metro Branch President Chawanda Parson, SEBM George Coubertier, Treasurer Regginald Riggins and Branch President Macon P&DC Carlos Castellucci

LOCAL 318 TRAINING



(l-r) Pensacola Branch Representatives BP Cleveland Dunbar, James Thomas, Cynthia Cook, National President Paul Hogrogian, Joan Bennardi and Tyler Jones

LOCAL 310 TRAINING



(l-r) Ken Watson - Branch President Atlanta P&DC/ Peachtree P&DC, Chawanda Parson - Recording Secretary/North Metro P&DC Branch President, VP Eastern Region John Gibson and Local 301 President Andy Badilishamwalimu

LOCAL 318



Local 318 hosts Gulf Atlantic stewards training. **(l-r)** Vice President Ira Edelstein, Rec. Secretary Lynden Clarke, VP Eastern Region John Gibson, National President Paul Hogrogian, Local President Nick Mosezar, Treasurer Joyce Weber, and VP Southern Region & SEBM Lawrence Sapp

LOCAL 318 TRAINING



(l-r) Tallahassee Branch Representatives Michael Joyner, Darwin Jackson, Marshea Dugans, National President Paul Hogrogian, April Guyton, Michelle Wallace and Nathaniel Dickerson

LOCAL 318 TRAINING



Local 318 host advanced steward training for representatives from Jacksonville GMF, Jacksonville NDC, Tallahassee P&DC, Pensacola P&DC & Gainesville P&DC

LOCAL 318



Gainesville Branch President Anthony King with National President Paul Hogrogian.

LOCAL 318 TRAINING



(l-r) JAX GMF Stewards Winfield Paige, Branch President Joyé Johnson, Anna Nixon and Arie Watkins stand with National President Hogrogian (center)

LOCAL 308 TRAINING



(l-r) DeAngelo Berkley, Chris Lee, Brian Carson, National Trainers John Gibson & Tim Dwyer, Ottina Fallz, Sean Craig, Ami Klugh, Bob Nuss and James McAllister

ACROSS THE COUNTRY

LOCAL 300 INSTALLATION OF OFFICERS



Local President Kevin Tabarus administers oath of office to Vice President M. Yvette Johnson and Recording Secretary Ray Bermudez

LOCAL 313 INSTALLATION OF OFFICERS



Northeast Vice President David Wilkin delivers the Oath of Office to members of Local 313. **Local 313 Officers:**
Front Row (l-r) Vice President Richard Sierra, Treasurer Elise Dos Santos and Recording Secretary Luis Cotto.
Back Row (l-r) SEBM Luis Toyos and President Maurice Torres

LOCAL 310 SCHOLARSHIP



Local 310 scholarship winners stand with VP Lisa Greer & National President Paul Hogrogian (center) and Local President Badilishamwalimu (right)

(left) Shin Family: (l-r) Wang S. Shin (Father) Daniel Shin (Brother) Miseon Shin (Mother & Mail Handler at N. Metro P&DC), Joseph Shin (2016 Local 310 Scholarship Recipient),

(right) Williams Family: (l-r) Jordan Williams (2016 Local 310 Scholarship Recipient), Ronzelle Williams (Mail Handler and Shop Steward N. Metro P&DC) with Trey Williams (Brother)

LOCAL 309 TRAINING



NPMHU National Trainers conduct a Shop Steward Training with members of Local 309.

LEGISLATIVE OUTREACH



Senator Sherrod Brown (D-OH) with National President Paul Hogrogian.

LOCAL 330



Members of Local 330 gather for their annual picnic
(l-r) Retired Western Regional Vice President Rudy Santos, Local President Robert Griffith, Treasurer Larry Bellizzi and Vice President John Regis

LOCALS 310 & 318 HOST JOINT TRAINING SESSION



(l-r) Kenneth Watson Branch President Atlanta P&DC/ Peachtree P&DC, Chawanda Parson Recording Secretary/Branch President North Metro P&DC, John Gibson Local 308 President and Vice President, Eastern Region - John A. Gibson and Local 310 President Pervous (Andy B.) Badilishamwalimu

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