



THE MAIL HANDLER

SPRING 2018

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

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THE MAIL HANDLER

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THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

WHITE HOUSE EXECUTIVE ORDER: TASK FORCE STUDY OF USPS

Paul V. Hogrogian, National President



On April 12, 2018, President Trump issued an Executive Order to form a task force charged with evaluating the finances of the United States Postal Service, including pricing, policies and workforce costs. The task force consists of the Secretary of the Treasury (Chair), the Director of the Office of Management and Budget, the Director of the Office of Personnel Management, and other agency heads that the chair may designate.

Postal Unions were not named as task force participants; however, the Executive Order does note that task force recommendations shall consider the views of the USPS workforce. The NPMHU believes that the voice of labor must be included in this USPS task force review. We will do everything possible to ensure that the interests of craft labor are properly represented.

The report is due 120 days from the issuance of the Executive Order or August 10, 2018. This appears to be an extremely short period of time for the task force to conduct a comprehensive evaluation and issue its findings. The report will provide a “thorough evaluation of the operations and finances of including:

- The expansion and pricing of the package delivery market and the USPS’ role in competitive markets;
- The decline in mail volume and its implications for USPS self-funding and the USPS monopoly over letter delivery and mailboxes;
- The definition of “universal service obligation” in light of changes in technology, e-commerce, marketing practices, and customer needs;
- The USPS role in the U. S. economy and in rural areas, communities, and small towns; and
- The state of the USPS business model, workforce, operations, costs, and pricing.”

The NPMHU remains committed to the mission of the Postal Service, one that includes affordable and universal service to all boundaries of the United States while providing fair wages and benefits to the workers that accomplish this mission daily. The most immediate step to secure financial relief and sustainability for the USPS would be to address the 2006 Congressional mandate to pre-fund retiree health benefits 75 years in advance—an onerous burden that no

other private or public entity is required to carry. There are bi-partisan postal reform bills currently pending in both the Senate and the House that address this issue.

We will work with the White House, task force members and Congress, and will champion pro-active steps to restore financial stability to the Postal Service while protecting all Mail Handlers. The task force certainly has the potential to have a major effect on all postal employees and is a major concern to the NPMHU. We will continue to keep all members informed as more developments unfold.

President Trump has also been engaging in a battle with Amazon. The President keeps tweeting that Amazon is causing the deficit run by the Postal Service, but that is certainly not true, as nearly all fact-checkers have concluded. Amazon, quite frankly, is a major customer of the Postal Service, and its parcels certainly help to sustain the Postal Service financially. Everyone should understand that the founder and principal owner of Amazon is Jeff Bezos, who a few years ago bought the Washington Post in his personal capacity. The Washington Post is doing much of the reporting criticizing Trump and his administration. This is what motivates the President. If the President really cared about the Post Office, he would support postal reform legislation, appoint qualified governors to the board, and stop tweeting and start mailing.

The USPS continues to implement its extremely flawed Function 1 Scheduler across the country, and Mail Handlers continue to be adversely affected. The Postal Service continues to revert vacant assignments and abolish encumbered positions indiscriminately, and without regard to how this drastically affects the lives of Mail Handlers and their families and with little concern about how these changes affect the service that we provide to the American public.

The NPMHU at the National, Regional, and Local levels continues to challenge and oppose these unwarranted and uncalled-for staffing changes on several fronts. At the National level, the NPMHU has initiated a grievance at Step 4 concerning violations arising from the Postal Service’s plans to implement wholesale changes to work schedules, bids, and work assignments based on the results of the Function 1 Scheduler. The National Office has also filed an Unfair Labor Practice charge with the National Labor Relations Board,

trying to compel the Postal Service into disclosing more information about the Function 1 Scheduler and its impact on Mail Handlers and other postal employees. The NLRB has issued a complaint, and a hearing is scheduled for June 26, 2018.

USPS management also began to implement plans to involuntarily reassign Full-Time Regular Career Mail Handlers out of their current installations. At the high point of planned impacts, the Postal Service had targeted 82 installations in which over 2,200 Mail Handlers would be adversely affected. The involuntary reassignments had been scheduled to be effective in February 2018 but have now been pushed back to May and August of this year. Our Regional Directors (David Ross, Dan Gonzales, Tom Ruther, Eileen Mills, and Eugene Horton) have done an extraordinary job, in conjunction with Local Union representatives, in minimizing the number of impacted Mail Handlers and in some cases having the impact canceled in its entirety. Through the efforts of these representatives, the number of impacted installations is currently 21 (down from 82) and the number of potential impacted Mail Handlers is now 495 (down from 2,200). I am extremely proud of what our representatives at the National, Regional, Local, and Branch levels accomplished in fighting back against the Postal Service's unwarranted attacks on our members. All that being said, there is no guarantee that the Postal Service will not come back with a new series of impacts.

The National Office also is working with all postal stakeholders (postal unions, management associations, USPS management, and major mailers) to achieve meaningful postal reform legislation. The NPMHU remains committed to the passage of a Postal Reform Bill that would put the USPS on sound financial footing and would ensure that the Postal Service is able to continue to serve the entire American public at the level to which it has grown accustomed and at the level that it deserves. A bi-partisan bill (H.R. 756) moved out of committee on a voice vote. The bill is currently stalled before the Ways and Means Committee because it will add substantial costs to the Medicare system. Some representatives are insisting that any increases in Medicare spending must be offset or "paid for" by cuts elsewhere.

The Senate also recently introduced its own postal reform bill, known as the Carper/Moran/McCaskill/Heitkamp bipartisan Postal Service Reform Act of 2018. However, the same issues blocking the House bill will also hinder the passage of the Senate bill.

In related news, the Postal Regulatory Commission (PRC) issued its proposed decision on how to change the USPS ratemaking system based on its 10-year review of ratemaking, which was required by the 2006 postal reform legislation. The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that expired last April. The PRC

has proposed to allow the USPS to raise its market dominant (including First Class Mail) rates by an additional 2% over the rate of inflation, measured each year by CPI-U). Without the ability to raise rates above CPI for the past twelve years, the USPS chose to cut service, to reduce its workforce through reverting and abolishing jobs, and to consolidate/close mail processing facilities and post offices.

Although the NPMHU believes that the PRC decision is a move in the right direction, we also believe that no cap is actually necessary. The USPS should have enough flexibility to set its rates to ensure that it has the resources to fulfill its commitment to provide postal services to the American public. The NPMHU has filed comments with the PRC advocating that no unfair cap be imposed.

The NPMHU has continued its effort to insource some of the work that has been subcontracted out. The committee to return the subcontracted work has been renewed in the 2016 National Agreement. I am pleased to report that the Postal Service recently informed NPMHU representatives that it intends to bring the Consolidation/Reconsolidation Facility (CDF) operations back in-house to the NDCs. The work will be brought back in phases. Phase 1 will begin on May 18, 2018.

USPS and NPMHU representatives are also discussing the possibility of establishing a pilot site for returning subcontracted work from the Mail Transport Equipment Service Centers (MTESC) (Empty Equipment) to the Mail Handler craft. The Postal Service is searching for a site for this project.

The NPMHU has already begun its preparations for the next round of bargaining. Our National Agreement is set to expire on September 20, 2019. A bargaining strategy session will be held during the SAMLU which is scheduled for August 2018 in Washington, DC. Given the current financial situation of the Postal Service, the current political climate in the Nation's Capital, and the current uncertainty about Postal Reform legislation, we expect that these negotiations will be extremely difficult.

I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet any and all challenges that lie before us. But we must remain united in the face of the Postal Service's attacks on our jobs.

In these and other endeavors, the continuing support of all Mail Handlers is very much appreciated.

Fraternally,

A handwritten signature in blue ink, appearing to read "Paul V. Hogrogian", followed by a horizontal line.

Paul V. Hogrogian
National President

AVOIDING UNINTENDED MULTIPLE DUES WITHHOLDING

Timothy M. Dwyer, National Secretary-Treasurer



Almost fifteen years ago, on December 4, 2003, the four major Unions representing postal employees entered into an understanding known as the “Reciprocal Agreement” between and among the representatives of the American Postal Workers Union (APWU), the National Association of Letter Carriers (NALC), the National Rural letter Carriers Association (NLRCA), and the NPMHU. The Reciprocal Agreement was reached after decades of confusion resulting from members of one bargaining unit transferring to another bargaining unit, joining the Union of the gaining bargaining unit and finding themselves suddenly paying dues to both Unions. This problem caused unwanted results for the member and the Unions. The “Reciprocal Agreement” was created with the intent to resolve these issues once and for all.

Unfortunately, most members of bargaining units have never even heard of this agreement, and many representatives of the bargaining units, including most Officers and Stewards, have little familiarity with the “Reciprocal Agreement” and how to apply it. Compounding this issue is the constant movement, both voluntarily and involuntarily, from one bargaining unit to another within the Postal Service. On average, the number of active applications for transfer on the Postal Service’s eReassign page easily eclipses 10,000 lines. This represents well over two percent of the total number of postal employees seeking to transfer at any given time. Even though not all such applications are seeking a job in a different craft, this still represents a considerable number of people seeking to change their work locations and, often, their craft. This number is buttressed by other employees being involuntarily moved from one craft to another. “Excessing” has been a reality in the Postal Service for decades, but in the past decade, the Postal Service has ramped up the number of impacted employees in all crafts. Many times, employees arrive in a new building

and/or a new craft and are immediately approached by a well-meaning Shop Steward who asks the newly arrived employee to join their new Union. This equally well-meaning employee fills out the paperwork and hands it to his or her new Shop Steward, who then submits it to the USPS Human Resources Shared Service Center (HRSSC) and, VOILA!, the new employee is now paying “double dues.” The employee may not even notice they are paying double dues for a few pay periods, but when they do, who do they blame? The Union, of course!

To attempt to reduce the unintended consequences just described, the Unions entered into the Reciprocal Agreement that deals specifically with one singular issue: eliminating “double dues” payments in situations where a *Union Member* leaves a position with one bargaining unit for a different bargaining unit and *joins the gaining Union*. This is a very specific agreement between and among the four Unions. There are specific instructions within the “Reciprocal Agreement” for each specific Union that explains — step-by-step — how to process a Standard Form 1187 (Authorization for Deduction of Dues) for an employee who already belongs to another Union and thus how to keep that employee from suffering from “double dues.” A copy of the “Reciprocal Agreement” is available in the Stewards Resources section of our website or through request to the National Office.

So, what exactly does the “Reciprocal Agreement” say? For an employee from another craft who is a member of their former bargaining unit’s Union, joining the NPMHU (and avoiding double dues) is pretty simple and it goes like this:

- Employee fills out a Form 1187 (Authorization for Deduction of Dues).
- The Union Representative who signs the employee up writes on the top of the signed 1187, “**DO NOT**

To attempt to reduce the unintended consequences of multiple dues withholding, the Unions entered into the Reciprocal Agreement.


PROCESS UNTIL APWU [or NALC or NLRCA] DUES DEDUCTION IS TERMINATED.” The Union Representative maintains the 1187 locally until the former Union’s dues deductions stop (see below).

- The Local Union sends a letter to the National Secretary-Treasurer along with a copy of the subject 1187 and requests assistance with termination of the subject employee’s prior bargaining unit’s dues deduction.
- The National Secretary-Treasurer makes a written request to cancel dues deductions to the losing Union organization.
- The National Secretary-Treasurer contacts the Local Union when verification of the cancellation of dues is received.
- The Local parties then move the Form 1187 of the new member to HRSSC for processing.

There is another problem, as well. Some of the well-meaning representatives of our Union and others unwittingly attempt to allow people out of their respective Union for any variety of reasons, such as when the member is suffering financial hardship, the member has transferred to another

craft (*but doesn’t want to join their Union*), or the member has become a permanent supervisor (*but he’s a good guy!*). The National Office gets a lot of inquiries from Local Unions and Local representatives looking to cancel an employee’s dues for reasons other than those that fall under the purview of the “Reciprocal Agreement.” Some folks just want to stop paying dues. Some folks leave the Mail Handler craft but do not join the Union in their new bargaining unit. These situations are covered by the terms and conditions of the USPS Employee and Labor Relations Manual, Section 925.122, and not the “Reciprocal Agreement.” With all respect, our commitment to the NPMHU requires that all Mail Handlers belong to the Union that fights for their wages, hours, and other terms and conditions of employment, without exclusion and without exception.

In Solidarity,



Timothy M. Dwyer
National Secretary-Treasurer

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SAMLU REPORT

LAS VEGAS, NV

On Monday, April 9, 2018, officers and representatives from nearly every NPMHU Local Union gathered in Las Vegas, Nevada to participate in the latest Semi-Annual Meeting of the Local Unions (SAMLU).

During his welcoming remarks, President Hogrogian introduced four newly installed Local Presidents and

seven re-elected Local Presidents, resulting from elections or appointments occurring since the last SAMLU in August 2017. The newly elected Local Presidents include: Local 303 President Eddie Cowan (Southern California and Nevada), Local 307 President James Haggarty (Michigan), Local 312 President Troy Gallet (Louisiana), and Local 325 President

Reginald Jones (Mississippi). President Hogrogian also extended congratulations to Local 309 President David Wilkin (New York & Erie, Pennsylvania), Local 316 President Don Sneesby (Washington & Alaska), Local 317 President James (J.C.) Morris (Alabama), Local 320 President Alex Cervantes (Arizona), Local 322 President Kelly Dickey (Central/

NPMHU representatives pack the house for the comprehensive Article 12 training session



Western Pennsylvania & West Virginia), Local 331 President David Wisneski (New Mexico), and Local 332 President Woody Hendrickson (Utah), all of whom were recently re-elected as President of their respective Local Unions. Brother Hogrogian also congratulated other recently elected and reelected Local Union officers who attended this meeting.

During introductions, President Hogrogian also took time to recognize several honored guests attending the SAMLU meeting, including retired Contract Administration Department Manager T.J. Branch, and retired Regional Vice President and National Trainer, Sam D'Ambrosio.

Following introductions of newly elected officers, President Hogrogian

officiated the ceremony to install Local 307 officers, President James Haggarty and Treasurer Fayelynn Smith. Hogrogian also took time to recognize the career and contributions to the NPMHU by the now retired Local 307 President (and previous NPNHU National President) Glenn Berrien. Local 303 President Eddie Cowan then welcomed all attendees to the beautiful city of Las Vegas, NV.

Following these opening activities, President Hogrogian turned to his comprehensive report to the assembly. As is customary, Paul Hogrogian's report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics, beginning with the USPS financial situation. The financial information provided by USPS for the first quarter of FY 2018 (October 2017 through December 2017) reflects a net loss of \$540 million, but an operational surplus of almost \$350 million. The comparable period last year posted an operational surplus over \$520 million, and the year before was \$1.8 billion. Year-end figures show that the Postal Service posted an operating deficit of \$800 million for FY 2017 and projects another \$800 million in operational losses for FY 2018. Moreover, second quarter figures are not expected to show improvement above same period last-year (SPLY).

President Hogrogian next spoke about mail volume trends and offered an analytical approach to the outlook. Parcel business is continuing to grow. However, the rate of growth is declining. Parcel volume was up 7.1% during the most recent holiday season, but the more profitable first-class mail continues to decline every year. Losses attributed to first-class letters over-shadow and exceed the increases attributed to parcel growth. It is also concerning that the rate of parcel growth has declined each of the past four years. Hogrogian noted that this

is due to increased competition and increased efforts by large mailers such as Amazon to develop their own delivery networks.

First-class mail is down 4% from last year, resulting in a loss of \$298 million, and first-class mail volume is projected to decline another 3.1% during FY 2018. Unfortunately, these mail volume reductions are not limited to letters; catalog mail volume is now on the decline as well. This is significant because catalogs are known to be a generator of more mail. The trickle-down effect of catalog losses will resonate into the future. But, most concerning is the decline in marketing mail; this category volume is down 5.9% from last year. "This is most troubling because the decline in volume is occurring during a period of supposed economic recovery," said Hogrogian. The USPS projects mail volumes to continue to decrease and predicts an overall decline in volume of 33% over the next 10 years, but Hogrogian added that that these projections are being made as the Unions prepare for the next round of National bargaining.

President Hogrogian addressed the rate review and rate case that is currently before the Postal Regulatory Commission. The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that ended in April 2017. The NPMHU has intervened in support of the Postal Service, as have the other postal unions, and recently filed comments with the PRC. Our position is that the rate cap should be eliminated, or at least greatly softened so that the Postal Service can raise rates in a manner that exceeds the rate of inflation if the situation warrants.

President Hogrogian provided an update on the postal network and employee complement with respect to reversions, abolishments, excessing, withholding, and the impact of the



NPMHU President Paul Hogrogian



LIUNA Vice President and Northwest Regional Manager Robert Abbott



Local 303 President Eddie Cowan



Local 313 President Maurice A. Torres



Local 324 President Dan Riemann



Local 312 President Troy Gallet

Function-1 Scheduler. He noted that the PMG, Meghan Brennan, is under extreme pressure from the Congress and PRC to reduce costs and increase efficiencies. In an extreme overreaction to this pressure and to the decline in mail volumes, the Postal Service initiated nationwide complement adjustments threatening to negatively impact thousands of craft employees. President Hogrogian went on to describe the equally extreme reaction to the USPS headquarters edict. "The staffing tool that is being used to determine complement in each postal installation is called the Function-1 Scheduler. Loading the F-1 program with flawed data guarantees flawed results, or better stated, garbage in, garbage out," said Hogrogian.

At the high point of planned impacts, 82 installations were to be directly affected, resulting in approximately 2,200 full-time regular mail handlers scheduled for being involuntarily reassigned out of their installation. This resulted in virtually every mail handler residual vacancy being withheld as landing spots for the excessed employees. But the initial September 2017 date for this drastic impact was moved back several times as a result of the Union's challenges to the proposed actions.

President Hogrogian recognized the hard work of the Union's Regional Directors, in concert with Local Union Representatives, taken to minimize, and in some cases totally eliminate, these impacts. As of April 13, 2018, the Union had achieved a significant reduction in the number of impacted mail handlers, and we are now facing 13 impacted facilities affecting 399 full-time regulars, 27 MHAs, and 2 part-time regulars. "These numbers continue to decline. I am extremely proud of what our representatives at the national, regional, local and branch levels have accomplished in fighting back against the Postal Service's unwarranted attack on our members," said Hogrogian.



Local 323 President Jeff Larsen



Local 311 President Charles Charleston



Local 305 President Felandria A. Jackson



Legislative and Political Director Bob Losi



Local 321 President Errol (Tony) Wilson



Local 334 President Sheldon D. Adams



Local 312 President Troy Gallet



Local 320 President Alex Cervantes

We will continue to challenge the remaining impacts given rise by the F-1 Scheduler. In reaction to the Postal Service's uncooperative methods and refusal to provide requested information, the NPMHU filed charges with the NLRB. The Board has issued a complaint against the USPS; a full hearing on the charge is scheduled for June 26, 2018. The NPMHU has also filed a National-level grievance challenging the Function-1 Scheduler, aimed specifically at violations of Article 34 of the National Agreement. The Union asserts that the F-1 scheduler is based, at least in part, on improper time or work studies, in violation of Article 34. Union officials at the regional, local and branch levels are challenging the unwarranted start-time changes, reversions, and abolishments and have or will file the appropriate grievances.

The contractual MOU Re Filling of Residual Vacancies continues to pay dividends for the NPMHU. The MOU was negotiated in 2015 and incorporated into the 2016 National Agreement, affirmatively establishing a pecking order for filling residual vacancies. Since the advent of the MHA category, approximately 9,200 MHAs have been converted to full-time regular career status. However, because of the current flurry of job reversions, job abolishments, and the plethora of withholding events occurring throughout the country, the rate of MHA conversions has slowed down considerably. As the impacts are cancelled and the withholdings lifted, we recently are beginning to see increased conversions once again.

President Hogrogian took time to address facility closings and consolidations, noting that the Union previously had assurances that closings and consolidations were on hold pending congressional consideration and enactment of postal reform legislation. Given the current state of postal finances, the projection of continuing declines

in mail volume, the uncertainty of postal reform, and the pressure from Congress, the PRC, and major mailers, however, the PMG said early last year that the closing and consolidations of mail processing facilities have been put back on the table. We have received no further communications concerning any closing or consolidations since the PMG's earlier declaration. The NPMHU will continue to meet with the PMG and voice its opposition to unnecessary closings and consolidations.

President Hogrogian next addressed the current status of postal reform legislation, noting that the four major postal unions, postal management and many of the major mailers (including Amazon and Hallmark) have agreed on a stakeholders' consensus bill on postal reform. That bill has found its way into actual legislation in the House of Representatives and has cleared a bipartisan vote out of the relevant House Committee on Oversight and Government Reform. The key



Local 313 (l-r) Northeastern Region Vice President David Wilkin, Local 313 VP Richard Sierra, Steward Irene Sanchez (GPO), SEBM Luis Toyos, NPMHU President Paul Hogrogian, Chief Steward Jese Carrion (DMDU), and Local 313 President Maurice Torres



Local 322 President Kelly Dickey



Local 304 Vice President Gregory Hill



Local 302 Leadership with NPMHU President Hogrogian and Western Region Vice President Don Sneesby



Central Region Vice President, Local 306 President and Women's Committee Chairwomen June Harris discusses the newly established NPMHU Women's Committee



Contract Administration Department Manager Teresa Harmon delivers her report to the SAMLU body



National CAD Representative Kevin Fletcher reports on the activities of the Article 12 Task Force

components of this legislation will be covered in greater detail in Legislative and Political Director Bob Losi's report elsewhere in this Spring edition of the Mail Handlers magazine.

President Hogrogian then turned his focus to subcontracting, noting that the NPMHU has continued its efforts to insource mail handler work from the four remaining Surface Transfer Centers still being subcontracted, from the Mail Transport Equipment Centers, and from some

of the consolidation-deconsolidation facilities. Hogrogian spoke about an agreement reached in the Saint Louis CDF which has kept this work within the mail handler craft.

Hogrogian also spoke about recent developments related to the return of all work performed by subcontractors at the consolidation/deconsolidation (CDF) operations located near many of the Network Distribution Centers. This work will be moved back into the NDCs in three phases. The first

phase will be effective on May 19, 2018 and will include Springfield, Atlanta, Philadelphia, Kansas City, San Francisco, and Detroit. The second phase will be effective July 21, 2018 and will include Minneapolis, Cincinnati, Dallas, Seattle, Denver, Jacksonville, and Chicago. The remaining sites have not been announced, but it is anticipated that the effective date for phase 3 will be no later than September 30, 2018. The USPS and NPMHU representatives are also discussing the



The NPMHU training team lead discussions on day 3 addressing matters relative to enforcement of Article 12



Local 317 President James Morris



Local 318 President Nick Mosezar



Local 316 President and Western Region Vice President Don Sneesby



Local 299 President Jason Adachi receives a standing ovation after announcing his impending retirement



Local 309 President and Northeastern Region Vice President Dave Wilkin



Local 308 President and Eastern Region Vice President John Gibson during the Article 12 training session

possibility of establishing a pilot site (in the St. Louis area) for returning subcontracted work from the Mail Transport Equipment Service Centers to the mail handler craft.

In January 2018, the Postal Service offered voluntary early retirement to eligible mail handlers and clerks. No advance notification was given to the union; nor were any negotiations held. In order to qualify for early retirement, a mail handler had to be 50 years of age with 20 years of service or have 25 years of service at any age. The early retirements were phased in over three effective dates: January 31, February 28, and March 31, 2018. The Postal Service offered no financial incentives. Because no incentives were offered, the USPS exercised its Voluntary Early Retirement Authority on a unilateral basis and was not required to negotiate with the unions prior to offering the VER. The USPS has informed us that 314 mail handlers and approximately 1,800 clerks have retired under this initiative.

When speaking about national contract bargaining, President Hogrogian stated that preparations for bargaining have already begun. "We will schedule a bargaining strategy meeting during the August SAMLU meeting in Washington, DC," said Hogrogian. Our solicitation for contract changes will be sent out shortly thereafter. The NPMHU Field Negotiating Committee will meet in early 2019. Given the financial condition of the Postal Service, this round of bargaining promises to be extremely challenging. "I am confident that our bargaining team, CAD staff, NEB and legal team are up to this challenge. However, we will need the support of all union representatives and the entire membership to be successful," said President Hogrogian.

Following the President's report, Assistant to the Secretary-Treasurer Michael Hora provided a detailed



Local 297 Leadership (l-r) Treasurer Pamela Grant, Recording Secretary Karen Marks, SEBM (KS) Zach Miller, Local 297 President Chris Bentley, NPNHU President Paul Hogrogian SEBM (MO) Mike Caird and Vice President Rick Western



MHBP Assistant Director Nina Gallauresi and Executive Director Michael Hora



Local 321 Vice President and Denver BMC Branch President Curtis Grantham

presentation on a variety of topics, including the NPMHU Unaudited Q4 2017 Financial Statements; an updated presentation and analysis related to Mail Handler complement, with particular emphasis placed on the importance of organizing our new MHAs; membership trends and revenue allocation among our Union's affiliated organizations; and analysis and review of Associate Dues, Service Charge, and Revenue Sharing programs. The attendees also heard a legal report from the General Counsel, focusing on pending lawsuits and NLRB matters, new Hatch Act rules governing social media, and the possible impact of an

expected Supreme Court decision on the constitutionality of agency or fair share fees. Also presented was a report from NPMHU Legislative and Political Director Bob Losi on various legislative and political efforts.

On the second day of meeting, the attendees were honored to welcome LIUNA Vice President and Northwest Regional Manager Robert Abbott. The Executive Director of the Mail Handler Benefit Plan, Michael Hora, provided an update on the status of the CVS/Caremark/Aetna acquisition and the impact on the MHBP®. Afterwards, Aetna's Director of National Accounts, Brad Corban gave a comprehensive

report on the status of the Mail Handlers Benefit Plan.

National CAD Representative Kevin Fletcher then gave a comprehensive presentation on the activities of the Article 12 Task Force. This was followed by CAD Manager Teresa Harmon, who provided a full report on the activities of that department since the last meeting of the Local Unions. Sister Harmon's presentation was based on the full CAD Report that was circulated at the meeting and is available, with all of its attachments, to all NPMHU members at the MAILS link behind the Member Resources tab at www.npmhu.org. During the



NPMHU Training Team (l-r) Pervous (Andy B.) Badilishamwalimu, Paul Hogrogian, June Harris, Teresa Harmon, Lawrence Sapp and John Gibson



Local 318 SEBM (FL) and Southern Region Vice President Lawrence Sapp taking questions from the representatives



Local 310 President Pervous (Andy B.) Badilishamwalimu leading discussions during the training

SAMLU meeting, CAD Manager Teresa Harmon spoke specifically to the following topics:

- Wages under the 2016 National Agreement;
- Contract Interpretation Manual (CIM) #4;
- Mail Handler Workforce: through March 17, 2018, USPS records indicate that 9,138 MHAs have been converted to career status since October 2013. That is an average of 2,000 per year, or almost 172 per month;
- VERA: As of April 9, 2018, a total of 314 mail handlers have chosen to take advantage of the Voluntary Early Retirement;
- Function-1 (F-1) Scheduler and recommended course of action;
- RI-399 and Jurisdictional Disputes;
- Subcontracting Pilot Program for the Initial Scanning and Dumping

of the ePacket Sacks at Chicago ISC and Los Angeles ISC;

- Overtime (OTAdmin) Administration, which is intended to serve as a tool to assist local managers and supervisors administer and track bargaining-unit overtime;
- Informed Visibility Employee Scheduler (IVES), a web-based application intended to serve as a tool to assist local managers and supervisors in mail processing operations (Function 1) in managing the staffing and scheduling of employees;
- Revisions to ELM Section 460—Collection of Postal Debts from Bargaining Unit Employees by Salary Offset;
- Mech-Tech Update, including Autonomous Guided Vehicles (AGVs), APBS In-Feed System, Pallet Box Alternatives

Development, Vertical Pallet Lift, High Speed Flats Feeder, High Density Staging and Enhanced Package Processing System (EPPS);

- Safety Ambassador Program and the establishment of National guidelines for the existing Safety Captain Program;

On day three of the meetings, all attendees participated in a comprehensive training program addressing matters relative to the application of Article 12. Under the leadership of President Hogrogian, the program was presented by John Gibson, Vice President Eastern Region; June Harris, Vice President Central Region; Lawrence Sapp, Vice President Southern Region, Pervous Badilishamwalimu, President of Local 310; and CAD Manager Teresa Harmon. The training program was well-received by all in attendance.

MAIL HANDLERS USE ARTICLE 32 TO PROTECT WORK

Teresa Harmon, Manager, CAD



The 2016 National Agreement includes a Memorandum of Understanding (MOU) on Article 32 Subcontracting. It states in part: “Under the 2016 National Agreement, the parties commit to re-establishing their Subcontracting Committee and continuing their discussions about the possibility of returning mail handler work from Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTEC) and the bedloading project. The committee will consider all relevant factors when discussing the issue outlined above, to include cost, operational efficiency, availability of equipment and qualification of employees. In addition, any MHA employees utilized as referenced in paragraph 1 will not count against existing non-career caps.”

Based on this MOU, the parties at the National level have been engaged in ongoing discussions on all of these subjects, with many of the most recent meetings focused particularly on the bedloading project.

The bedloading project was started by the Postal Service in 2010 as a pilot program to test consolidation/deconsolidation concepts in an effort to achieve improved trailer load utilization—that is, to provide a means of decreasing the number of half empty long-haul trucks. Under the concept of consolidation and deconsolidation, containerized mail is loaded at an originating facility into two or more trucks and dispatched from that postal facility to a “consolidation” facility where the mail is bedloaded or the containers are consolidated into a single truck for the long-haul trip. Once this consolidated long-haul truck arrives near its postal destination, it is taken to a “deconsolidation” facility where the mail is re-containerized and loaded into two or more shuttles or short-hauls for transporting to the destinating postal facility.

“The Postal Service agreed to return all of the consolidation and deconsolidation work back into the NDCs.”

These facilities are known as Consolidation Deconsolidation Facilities (CDFs). The originating and destinating facilities that are referred to in this project are Network Distribution Centers, so all CDFs are in close proximity to an NDC. The pilot program became a national initiative soon after its inception, which expanded it to all NDCs with the exception of the Southern MD and St Louis NDCs.

In May 2017, the National parties reached their first agreement on insourcing or returning the bedloading work to the mail handler craft when the Postal Service decided to expand this concept to the St Louis NDC. The parties agreed to an 18-month agreement allowing the Postal Service to hire a total of eight MHAs to perform the work for the CDF. The CDF in St Louis is physically located within the NDC. Those additional MHAs were also placed on the same relative standing list as the MHAs in the NDC so that they would also have a path to career status in accordance with their initial hire date.

Last month, the Postal Service agreed to return all of the consolidation and deconsolidation work back into the NDCs. The return of this work will occur in three phases. The first phase will become effective on May 19, 2018. The six sites that will be returned in Phase 1 are Springfield (Bradley), Atlanta, Philadelphia, Kansas City, San Francisco, and Detroit. The second phase will be effective on July 21, 2018. The seven sites that will be returned in Phase 2 are Minneapolis, Cincinnati, Dallas, Seattle, Denver, Chicago, and Jacksonville. The third phase is anticipated to be effective no later than September 30, 2018. The sites for Phase 3 have not been announced at this point, but should be most, if not all, of the remaining CDF facilities.

The NPMHU remains hopeful that additional subcontracted work can be brought back into the Postal Service in the near future. Currently we are discussing the possibility of establishing a pilot site to test the feasibility of returning work from the Mail Transport Equipment Service Centers to the mail handler craft.

Although much of the information that is obtained by the NPMHU on subcontracting is subject to non-disclosure and confidentiality agreements, should you have any questions on these matters, please do not hesitate to contact the National Contract Administration Department.



ELECTIONS HAVE CONSEQUENCES!

Robert Losi, Legislative and Political Director

On November 6, 2018, the mid-term congressional elections will be held, and thus all 435 seats U.S. House of Representatives will be up for re-election. Also during this cycle, 33 out of 100 U.S. Senate seats will be in play. Much is at stake for both political parties during this most important election season.

Taking control of the House, which until recently seemed nearly impossible for the Democrats, now is give a 50-50 chance by some of the most experienced political prognosticators inside the Washington Beltway. If the Democrats gain a majority and take control, they would take over the Speaker's Rostrum, as well as all Committee and Subcommittee chairmanships. To accomplish this, the Democrats must capture 24 seats currently held by members of the Republican Party. Coincidentally, there are 25 seats presently held by Republicans in congressional districts that Hillary Clinton won in her ill-fated 2016 Presidential Election.

In the Senate elections this November, the Republicans have a huge advantage this cycle. There are 33 seats up for re-election, 9 of which are held by incumbent Republicans, with the other 24 seats being held by incumbent Democrats and 2 Independents who vote with the Democrats. To make it even more difficult for the Democrats to regain control of the upper body, they must defend ten seats in States where President Trump won over Hillary Clinton in the 2016 Presidential elections. Today the Senate is comprised of 51 Republicans and 49 Democrats, due to the shocking election of Doug Jones in a special election win in Alabama last December. Although it appears that the Democratic Party is close to taking control of the Senate, it is also a reach to think that the Democrats can retain all of the seats they currently control while winning two additional seats. And if the Democrats only win one seat, Vice President Pence gets to break the tie in favor of the Republicans!

History has shown that, since 1946, the average loss of House seats in the mid-term elections for the President's political party is 14 if the President's approval rating is over 50%; if the President's approval ratings under 50%, the party of the President loses an average of 36 seats. President Trump's favorability rating currently is hovering between 38% to 43%, based on a combination of the top nine national polling data companies. Everyone should stay tuned.

Regarding State capitols, 36 governorships are up for re-election, with 26 currently held by Republicans, 9 by Democrats and one (Alaska) by an Independent. State legislatures are also being contested in 46 states, with over 6,000 seats up for re-election this November or during other dates during 2018.

So there is a lot of partisan political activity going on during 2018, both in Washington, DC and in the State in which you reside. You can help by going to the polls and voting for candidates that have the interests of the working class in mind. If you have family members or friends not registered yet, please advise them to register by contacting their Secretary of State's Office.

LEGISLATION UPDATE

S. 2629

On March 22, 2018, Senators Tom Carper (D-DE), Heidi Heitkamp (D-ND), Jerry Moran (R-KS), and Claire McCaskill (D-MO) introduced a bi-partisan bill, S. 2629, the Postal Reform Act of 2018.

This bill has many similarities to H.R. 756, which is the House version of postal reform that was introduced in January 2017, passed out of the full Committee by a voice vote

If the Democrats gain a majority and take control of the House, they would take over the Speaker's Rostrum, as well as all Committee and Subcommittee chairmanships.



HELP JDRF TURN TYPE ONE INTO TYPE NONE

JDRF One Walk has one goal: to create a world without type 1 diabetes (T1D). We know you want to make a cure a reality too—and we can't wait for you to join us!

When you participate in your local JDRF One Walk, the money you raise supports life-changing breakthroughs that give hope to everyone impacted by this disease. And, you'll have a great time doing it! That's because you'll walk with a committed community that is passionate



about doing whatever it takes to help turn Type One into Type None.

Type 1 diabetes is an autoimmune disease that strikes children and adults suddenly. It has nothing to do with diet or lifestyle—and it's serious and stressful to manage. There is nothing you can do to prevent T1D and there is currently no

cure, but there is something you can do to help. Please support those that walk on Sunday, June 3, 2018 by registering here: <http://www2.jdrf.org/goto/NPMHU>

NPMHU has been a sponsor and participant for over 20 years. Join our walk-team and give generously. We can't do it without you.

in March 2017, but still lingers today in both the Energy and Commerce and the Ways and Means Committees.

The Senators that introduced S. 2629 stated in a press release that the Postal Service plays an integral part in the well-being of our country and has been serving its citizens for nearly two and one-half centuries. It is the centerpiece of a \$1.4 trillion industry that employs over 7 million people in different industries other than the Postal Service, such as printing, paper, manufacturing, banking, and much more. This legislation has strong support from many fronts, including the Postal Unions, the Management Associations, and many organizations from the mailing community.

The bill addresses postal rates to include Postal Regulatory Commission reviews of postal rates; negotiated service agreements; addressed mail delivery points; the process of closing post offices; changes in the Board of Governors; contracting services; Non-Postal Services; beer, wine & distilled spirits delivery; service standards, and language relating to the Inspector General, the Chief Innovation Officer, and a Long-Term Solvency Plan.

It is hoped that introduction of this bill in the Senate will help to jumpstart postal reform as an issue during the remaining days of this Congress.

SENATOR GILLIBRAND INTRODUCES LEGISLATION TO CREATE POSTAL BANKING S. 2755

On April 25, 2018, Senator Kirsten Gillibrand (D-NY) introduced legislation that, if passed, would provide certain financial

services in all 30,000 post offices throughout the country. This Postal Bank would effectively end predatory, payday lending-industry practices overnight by giving low-income Americans, particularly communities of color and rural communities, access to basic banking services that they currently do not have, said Senator Gillibrand in her explanatory statement supporting the bill.

These Postal Banks would offer remittance services, small-dollar loans, small-dollar checking, as well as various types of transactional services.

Historically speaking, the Postal Service was required by Congress to offer postal banking from 1910 through 1967, but the banking industry and its lobbyists have opposed the reintroduction of postal banking in recent years. Their views have not changed, and passage of this bill will be an uphill struggle.

NOMINATION HEARING FINALLY HELD FOR USPS BOARD OF GOVERNOR NOMINEES

There are currently nine vacancies on the USPS Board of Governors. A nomination hearing was held on April 18, 2018, in front of the Senate Committee of Homeland Security and Government Affairs, to review three nominees for the Board that were submitted by President Trump. Those nominees are former Inspector General of the Postal Service, David C. Williams; a former board member of the Tennessee Valley Authority, Robert Duncan; and Calvin Tucker of Pennsylvania, who has served many small financial organizations. The next step will be a full vote of the Senate, but a date on that vote has not yet been scheduled.

2018 PAC

INCENTIVE AWARDS



2018 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumbler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Hoodie
Ambassador	\$500	PAC Raincoat w/ Weekender bag (2 items)

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 21 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

PAC CONTRIBUTION BY PERSONAL CHECK, MONEY ORDER, OR CREDIT CARD:

You can contribute directly to the Mail Handlers PAC by filling out the following information and mailing it to:

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

☐ VISA ☐ MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

1. Dial **1-877-4PS-EASE**—(877-477-3273) and follow the prompt for the Employee Services Main Menu.
2. When prompted, press **#1** for PostalEASE
3. When prompted, enter your eight-digit USPS employee identification number.
4. When prompted again, enter your USPS PIN number.
(This is the same as the PIN number you use for telephone bidding and/or other payroll allotments.)
5. When prompted, choose option **#2** (to select payroll allotments)
6. Then choose option **#1** (to select allotments)
7. When prompted, press **#2** to continue
8. When prompted, press **#3** to add the allotment
9. When prompted for the routing number, enter **054001220**
10. When prompted for the account number, enter the following:
11260001 _____ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
11. Press **#1** if correct
12. When prompted, press **#1** for “checking”
13. When prompted, input the bi-weekly dollar amount of your PAC allotment.
14. Press **#1** if correct
15. When prompted, press **#1** to process
16. You will be provided a confirmation number as well as the start date for the salary allotment.
17. For your records:
 - Record the confirmation number
 - Record the start date of the salary allotment
18. Press **#1** to repeat, or press **#9** to end call

PostalEASE on the WEB:

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

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.

NPMHU WOMEN'S COMMITTEE HOLDS INAUGURAL MEETING

June Harris, Central Region Vice President,
Local 306 President, Women's Committee Chairperson



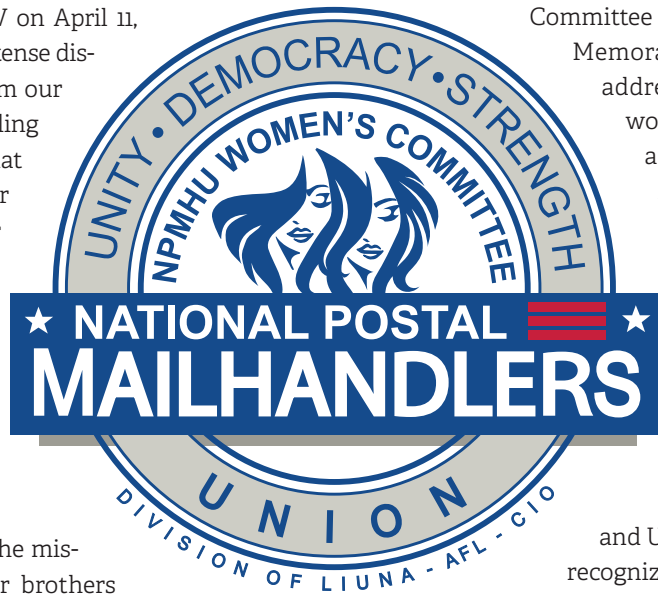
Wow. We are off and running. The NPMHU Women's Committee had its first official meeting on the last day of the SAMLU Meeting held in Las Vegas, NV on April 11, 2018. It was a time of energy, intense discussion, and fierce passion from our members, all aimed at fulfilling our mission. It is important that we continually state that our goal is not to be a "man hater club," but to pursue equality and respect for all members of our great union.

The level of support that was expressed by our brothers and sisters was a positive catalyst in our forward momentum. It has allowed us to openly discuss the misconceptions that some of our brothers have regarding the committee's formation. It is important to reiterate that we are not a "man hating club." Our goal is to be an integral component in creating a safe and respectful workplace of equality. We need all of our co-workers, craft and management, to understand the hostile work environment that discrimination, bullying, intimidation (verbal/physical) creates. Safety in the workplace must include the work environment in a facility and not just traumatic and industrial injuries.

We can no longer close our eyes to the sexual harassment and intimidation that women suffer in the Postal Service on a daily basis. Per our National Agreement, we are guaranteed a non-hostile work environment. We have a right to report any and all violations of this contractual right, without the threat of reprisal or removal. No more playing ostrich. Let's take our heads out of the sand and deal with the violators, whether they are management or craft. This will not be an easy task, but with the commitment of all our postal and union families, we can change the "see no evil", "hear no evil" climate.

With the support of our National President Paul Hogrogian and the entire National Executive Board, we have decided to tackle this task head on. The NPMHU Women's Committee is in the process of authoring a Memorandum of Understanding that addresses sexual harassment in the workplace. We are working diligently and thoughtfully in the wording and development of such. We want the compassion and urgency that we have to be reflected in this very important MOU. We want women of all races and nationalities to recognize their inclusion and importance in the implementation of the finalized product. We want to create truthful dialogue with our peers and USPS management that will honestly recognize that this is a real problem that has to be addressed and eliminated.

The Women's Committee members represent all regions of our union. We believe that this will allow greater access and input regarding issues. By contacting the member in your region, you will have direct involvement in reporting problems or getting direction for potential or current violations. We need the participation and input of all of our Brothers and Sisters to make a difference. In solidarity, we will persist and prevail!!!





MHBP OFFERS DIABETES MANAGEMENT INCENTIVE PROGRAM

Michael J. Hora, Executive Director, MHBP

Diabetes is a disease that occurs when your blood glucose, also called blood sugar, is too high. Over time, having too much glucose in your blood can cause health problems, such as heart disease, nerve damage, eye problems, and kidney disease. You can take steps to prevent diabetes or manage it.

An estimated 30.3 million people in the United States, or 9.4 percent of the population, have diabetes. About one in four people with diabetes don't know they have the disease. An estimated 84.1 million Americans aged 18 years or older have prediabetes.

The most common types of diabetes are type 1, type 2, and gestational diabetes.

TYPE 1 DIABETES

If you have type 1 diabetes, your body does not make insulin. Your immune system attacks and destroys the cells in your pancreas that make insulin. Type 1 diabetes is usually diagnosed in children and young adults, although it can appear at any age. People with type 1 diabetes need to take insulin every day to stay alive.

TYPE 2 DIABETES

If you have type 2 diabetes, your body does not make or use insulin well. You can develop type 2 diabetes at any age, even during childhood. However, this type of diabetes occurs most often in middle-aged and older people. Type 2 is the most common type of diabetes.

WHO IS MORE LIKELY TO DEVELOP TYPE 2 DIABETES?

You are more likely to develop type 2 diabetes if you are age 45 or older, have a family history of diabetes, or are overweight. Physical inactivity, race, and certain health problems such as high blood pressure also affect your chance of developing

type 2 diabetes. You are also more likely to develop type 2 diabetes if you have prediabetes or had gestational diabetes when you were pregnant. Learn more about risk factors for type 2 diabetes.

WHAT HEALTH PROBLEMS CAN PEOPLE WITH DIABETES DEVELOP?

Over time, high blood glucose leads to problems such as:

- **Heart Disease and Stroke**—Diabetes can damage blood vessels and lead to heart disease and stroke. You can do a lot to prevent heart disease and stroke by managing your blood glucose, blood pressure, and cholesterol levels; and by not smoking.
- **Kidney Disease**—Diabetic kidney disease, also called diabetic nephropathy, is kidney disease caused by diabetes. You can help protect your kidneys by managing your diabetes and meeting your blood pressure goals.
- **Eye Problems**—Diabetes can damage your eyes and lead to low vision and blindness. The best way to prevent eye disease is to manage your blood glucose, blood pressure, and cholesterol; and to not smoke. Also, have a dilated eye exam at least once a year.
- **Dental Disease**—Diabetes can lead to problems in your mouth, such as infection, gum disease, or dry mouth. To help keep your mouth healthy, manage your blood glucose, brush your teeth twice a day, see your dentist at least once a year, and don't smoke.
- **Nerve Damage**—Diabetic neuropathy is nerve damage that can result from diabetes. Different types of nerve damage affect different parts of your body. Managing your diabetes can help prevent nerve damage that affects your feet and limbs, and organs such as your heart.

SOURCES:

American Diabetes Association: <http://www.diabetes.org/>

American Association for Clinical Chemistry/Lab Tests Online: <https://labtestsonline.org/>

National Institute of Health: <https://www.niddk.nih.gov/>

MHBP®: www.MHBP.COM

- **Foot Problems**—Diabetes can cause nerve damage and poor blood flow, which can lead to serious foot problems. Common foot problems, such as a callus, can lead to pain or an infection that makes it hard to walk. Get a foot checkup at each visit with your health care team.

You can take steps to lower your chances of developing these diabetes-related health problems.

HOW CAN I LOWER MY CHANCES OF DEVELOPING TYPE 2 DIABETES?

Research such as the Diabetes Prevention Program shows that you can do a lot to reduce your chances of developing type 2 diabetes. Here are some things you can change to lower your risk:

- **Lose weight and keep it off.** You may be able to prevent or delay diabetes by losing 5 to 7 percent of your starting weight.¹ For instance, if you weigh 200 pounds, your goal would be to lose about 10 to 14 pounds.
- **Move more.** Get at least 30 minutes of physical activity 5 days a week. If you have not been active, talk with your health care professional about which activities are best. Start slowly to build up to your goal.
- **Eat healthy foods most of the time.** Eat smaller portions to reduce the amount of calories you eat each day and help you lose weight. Choosing foods with less fat is another way to reduce calories. Drink water instead of sweetened beverages.

Ask your health care professional about what other changes you can make to prevent or delay type 2 diabetes.

If you have diabetes, you already know it can result in serious complications. Chronically elevated glucose levels can cause problems such as progressive damage to the kidneys, eyes and nerves.

When managing your diabetes, it's important to consider how to decrease the complications that come from it. Your goal should be to keep glucose levels as close to normal as possible over time. It's important to monitor those levels on a regular basis, even if you don't check your blood sugar every day.

Your physician can monitor your average glucose levels over time with a blood test called a hemoglobin A1c test. This test has several names. It's often called simply an A1c test, or you might hear it referred to as an HbA1c, glycohemoglobin, glycated hemoglobin or glycosylated hemoglobin test. An A1c test differs from a simple glucose level test. When you check blood sugar levels, sometimes several times a day, you get a snapshot of what the glucose level is right then. An A1c test reflects the average blood glucose levels over time, usually from the past 60 to 90 days.

So an A1c test gives you and your doctor a good picture of how well your diabetes treatment plan is working. The results are expressed as a percent. An A1c of less than 8% is considered

to be under "good control." However, the American Diabetes Association recommends certain A1c levels for different types of diabetes patients. This means your goals may vary depending on the treatment plan you've established with your doctor, your overall health status or your risk for complications. It's recommended that persons with diabetes have an A1c test done at least two times per year, or more often if needed.

Individual diabetic education provided by a qualified health care professional for MHBP members with an established diagnosis of diabetes, including: Educational supplies, Patient instruction or Medical nutrition therapy.

Please contact us at 800-410-7778 to obtain information on the specific MHBP services covered under this benefit. MHBP offers a diabetes management incentive program that will reward participating members who comply with the program's requirements.

DIABETES MANAGEMENT INCENTIVE PROGRAM

MHBP offers a wellness incentive program for members with diabetes. The program will reward members with a \$75 credit toward your Wellness Fund account that can be used for qualified medical expenses, such as your cost sharing amounts for future services in 2019.

To be eligible, you must: Obtain all of the following medical services during 2018 to monitor your diabetes:

- Routine physical examination
- Hemoglobin A1C blood test
- LDL test
- Dilated retinal eye exam
- Maintain diabetic medication compliance throughout 2018
- Continue your MHBP enrollment for 2019

MHBP members may also access AbleTo Support, an 8-week personalized web-based video conferencing treatment support program designed to help you address the unique emotional and behavioral health needs of living with conditions such as heart disease, diabetes, chronic pain, or life events such as losing a loved one or having a baby. MHBP members work with the same therapist and coach each week to set reasonable goals toward healthier lifestyles.

MHBP members may obtain more information or enroll in this voluntary program by calling AbleTo at 866-287-1802. To self-enroll, go to www.AbleTo.com/enroll, enter all the required information on the Speak to an AbleTo Specialist landing page, then submit using the "Request a Call" icon. An AbleTo specialist will contact you within 24 hours.

For more information on the MHBP incentive program or personalized web-based diabetes treatment support please contact us at 800-410-7778.

MAIL HANDLERS

ACROSS THE COUNTRY

NPMHU NEB TOURS JAMES C. BROWN JR LAS VEGAS P&DC



The NPMHU National Executive Board toured the Las Vegas P&DC following the Semi-Annual Meeting of Local Unions. Local 303 President Eddie Cowan and other members of Local 303 were on hand to lead the walk through the facility.



LOCAL SOLIDARITY COMMITTEE MEET AND GREET WITH CONGRESSMAN CONOR LAMB (PA-18TH)

Local 322 President Kelly Dickey was on hand for a meet and greet with Congressman Conor Lamb. Pictured (l-r) Retired Mail Handler Joe Anthony, Retired Mail Handler John Richards, Congressman Conor Lamb, Local President Kelly Dickey, APWU Rep. Bob Montana and APWU rep. Joe Radovich



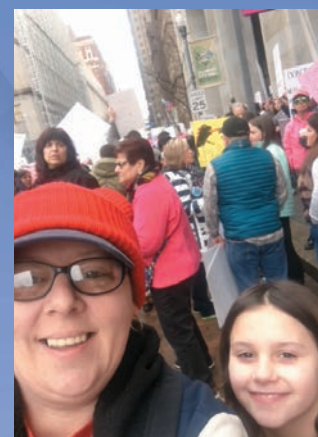
LOCAL 308 STEWARD TRAINING

National Trainer, Vice President Eastern Region and Local 308 President John Gibson along with Co Trainer Nick Campellone conducted a Steward training at their local office. Pictured (l-r) Seamus Gaffney, John Gibson, Jeff Liek, Leeann Smith, Ryan Sharpe, Nick Campellone, Harvey George, Shandra Fallen and Gregory Garey.



LOCAL 307 INSTALLATION OF OFFICERS

National President Paul Hogrogian reads the oath of office to the newly elected officers of Local 307. Pictured (l-r) Recording Secretary Lolita Wallace, Local President James Haggerty, National President Paul Hogrogian, Treasurer Fayelynn Robinson-Smith and Vice President Marlon Harris.



2018 WOMEN'S MARCH

Local 322 President and NPMHU Women's Committee member Kelly Dickey was on hand for the 2018 Anniversary of the Women's March across America



LOCAL 308 DINNER DANCE

National President Hogrogian was on hand to attend the Local 308 Dinner Dance



LOCAL 313 SITE VISIT

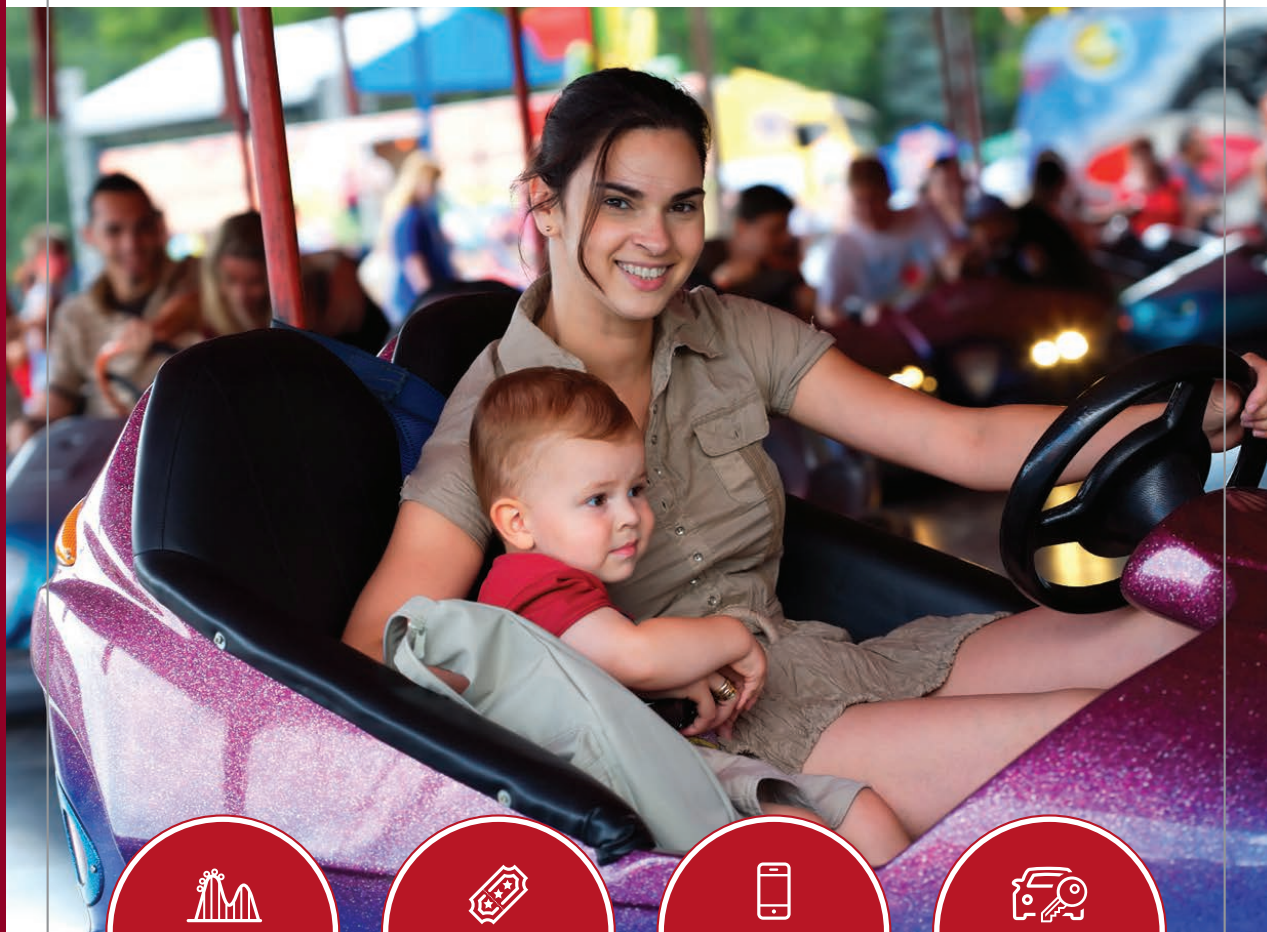
National President Hogrogian was on hand to tour to support hurricane struck Puerto Rico. Pictured (l-r) Local President Maurice Torres, Puerto Rico Coordinator Laborers Eastern Region John Vigueras and National President Paul Hogrogian



NATIONAL CIVIL RIGHTS MUSEUM, MLK 50 AN EVENING OF STORYTELLING IN MEMPHIS

Local 329 President JR Macon was on hand for the National Civil Rights Museum event in Memphis, TN.

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