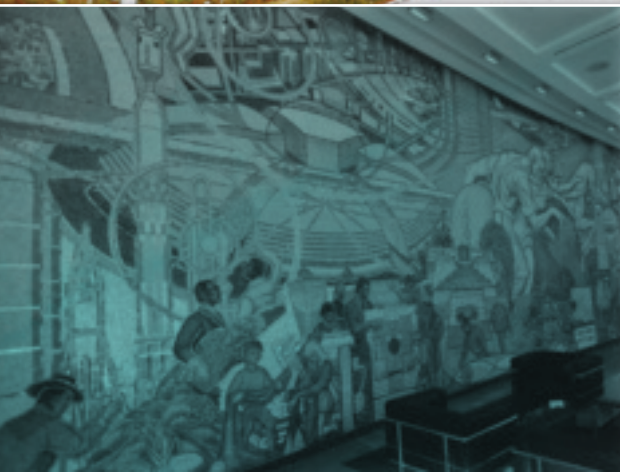


THE MAIL HANDLER

SUMMER 2018

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



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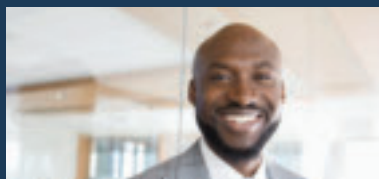
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The Mail Handler, ISSN:1098-5689, is published quarterly by the National Postal Mail Handlers Union, 1101 Connecticut Avenue, N.W. Suite 500, Washington, DC 20036. Periodicals postage paid at Washington, D.C. and additional mailing offices.

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CONTENTS

4 President's Report

President Hogrogian Reports on Pressing Issues

6 Secretary-Treasurer's Report

Secretary-Treasurer Dwyer Announces NPMHU Relocation

8 Contract Administration Department Report

NPMHU, APWU AND USPS Reach Agreement to Update RI-399 procedures

16 NPMHU Arthur S. Vallone Scholarship Awards**19 Legislative and Political Report**

House Members Introduce Bi-Partisan Anti-Privatization Resolution

28 Mail Handlers Across the Country

National Executive Board Visits Austin, TX

**ON THE COVER:**

Mail Handlers announce upcoming relocation to AFL-CIO headquarters.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

AN UPDATE ON PRESSING ISSUES

Paul V. Hogrogian, National President



As I have previously reported, in April 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's report is due 120 days from the issuance of the Executive Order or August 10, 2018.

Representatives of the NPMHU, including National Secretary-Treasurer Tim Dwyer, National Political and Legislative Director Bob Losi and myself, met with the Task Force on May 15, 2018. In attendance were a host of government officials designated by the Treasury Department, the Office of Management and Budget (OMB), and the Office of Personnel Management (OPM). The NPMHU representatives led the discussion by providing a brief overview of USPS finances in relation to the decline in mail volume as a result of the Great Recession of 2008 and electronic diversion. NPMHU representatives stressed that despite the decline in mail volume, the USPS would have recorded surpluses in four of the past five years if it were not for the retiree health prefunding mandate of the PAEA enacted in 2006.

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.

There were also discussions stressing the need for the continuation of the existing USPS monopolies and the need for continuing universal service. Only time will tell whether this Task Force is able to stimulate appropriate reform or just be another excuse to advocate for the privatization of the Postal Service.

The Task Force has the potential to have a major effect on all postal workers and is a major concern to the NPMHU. We will continue to keep all members informed as more developments unfold.

The Trump Administration on June 21, 2018 released its so-called Reform Plan and Reorganization Recommendations. The plan includes various Trump proposals for reorganizing the federal government. Buried deep in the Report is

the President's plan to restructure and privatize the Postal Service. This proposal is simply absurd. The report starts by noting that public trust in the federal government has declined over the last decade, but then proposes to dismantle the most trusted component of that government – the Postal Service—and move it into the private sector. The inevitable result of such privatization would be to destroy universal service for every American. Many Americans would lose daily access to postal services and the cost of services for other Americans would greatly increase.

Policymakers should take the time to read the materials that all four major postal unions recently submitted to the White House Task Force on the USPS. They should work with us to fix the USPS, not sell it off to some corporate robber barons.

The NPMHU will fight all attempts to privatize the Postal Service. We will stand shoulder to shoulder with our sister postal unions in this battle. We are not alone in this fight. We have the support of our parent organization LIUNA, we have the support of all federal workers, we have the support of the entire labor movement, and we have the support of the American people.

A bi-partisan resolution (H. Res. 993) was recently introduced in the House of Representatives which if adopted would express the sense of the House of Representatives “that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.” For a more detailed explanation of this resolution, please see National Political and Legislative Director Bob Losi's report on page 19.

More recently, President Trump has continued his attack on federal workers by signing a series of Executive Orders. These Executive Orders severely limit official union time, change disciplinary procedures to make it easier for federal agencies to terminate federal employees by disregarding progressive discipline, and direct federal agencies to renegotiate existing collective bargaining agreements. While these Executive Orders do not directly apply to postal workers, we may feel their effects down the road. The NPMHU supports our brothers and sisters in the Federal Unions in their fight against these unjust attacks on their members.

The NPMHU continues to fight the USPS' implementation of its extremely flawed Function 1 Scheduler. The Postal Service reverted many vacant assignments and abolished many encumbered positions indiscriminately, and without regard to how this drastically affects the lives of Mail Handlers and their families or how it would affect service.

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. Local Unions have been successfully challenging many of the reversions and abolishments in the grievance procedure and at arbitration.

USPS management had also planned to involuntarily reassign Full-Time Regular Career Mail Handlers out of their current installations. At the high point, the Postal Service had targeted 76 installations, in which over 2,200 Mail Handlers would be adversely affected. 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 most cases having the impact canceled in its entirety. Through the efforts of these representatives the number of impacted installations is currently down to only 1 installation (down from 76) and the number of potential impacted Mail Handlers is now 50 (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.

The National Office continues to work with all postal stakeholders (postal unions, management associations, USPS management, and major mailers) to achieve meaningful postal reform legislation. Legislation is currently pending in both houses of Congress. However, everything appears to be on hold pending the release of the White House Task Force report. NPMHU Legislative and Political Director Bob Losi continues to work on these pieces of legislation.

As I have previously reported, the Postal Regulatory Commission (PRC) issued its proposed decision on if and how to change the USPS ratemaking system based on its 10-year review of ratemaking as contained in the 2006 postal reform legislation.

While the NPMHU believes that the PRC's proposed decision to loosen the price cap is a move in the right direction, we 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. It

also appears that the PRC is waiting for the Task Force report before issuing its final decision.

The NPMHU continues its efforts to insource some of the work that has been subcontracted out. The Postal Service recently agreed to bring the Consolidation/Reconsolidation Facility (CDF) operations back in house to the NDCs. The work will be brought back in phases. Phase 1 and Phase 2 have already been completed. Phase 3 should be completed by this fall.

USPS and NPMHU representatives continue to discuss the establishment of 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 still searching for a site for this project.

The NPMHU, APWU, and USPS recently entered into a historic agreement that updates the RI-399 Dispute Resolution Procedures that were originally signed in 1992. The parties have been negotiating and discussing the terms of this Update MOU for several years, and its execution marks an important milestone in the history of RI-399 and the process for deciding jurisdictional disputes between NPMHU Mail Handlers and APWU clerks.

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 next SAMLU scheduled for this August in Washington, DC. The Field Negotiating Committee will meet in Washington, DC in February and negotiations will officially open in June 2019. 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 am also very pleased to report that we recently passed the 10,000 mark regarding conversion of MHAs to Full-Time career status. The MOU on Filling Residual Vacancies continues to pay dividends.

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.

Faternally,



Paul V. Hogrogian
National President

NPMHU ON THE MOVE . . .

NPMHU MOVING TO NEW LOCATION AT 815 16TH STREET, NW

Timothy M. Dwyer, National Secretary-Treasurer



The NPMHU has been headquartered at 1101 Connecticut Avenue, NW in Washington, DC for almost twenty years. The current lease is set to expire on June 30, 2019. As with most leases in DC, the provision regarding extensions or terminations of a lease require a minimum notification of one year. So, our deadline on notification to either seek a lease extension or notify our landlord that we intended to terminate was June 30, 2018.

We formed an exploratory team to start the process of informed lease extension. The loosely assembled team consisted of NPMHU Comptroller Mitzi Montemore, Mail Handlers Benefit Plan Executive Director and Assistant to the National Secretary-Treasurer Mike Hora, Internet Technologies and Special Projects Manager Noah Giebel and yours truly, National Secretary-Treasurer Tim Dwyer, with President Hogrogian overseeing the entire process.

Faced with deciding on extending or terminating our lease, in September 2017 our team began the exploration of available locations in the immediate area of our current Washington, DC office location for comparison and to prepare for expected economic negotiations to extend the lease at our current location. Over the next four or five months, we reviewed hundreds of available locations and visited dozens of buildings. What we found was as we expected: comparable office space in the immediate area was generally the same price as our current location or even more expensive, depending on the precise condition of the building and its particular

amenities. When we factored in the daunting prospect of picking up and moving twenty-seven employees and tons of office equipment and files, we knew any minor savings we might obtain would be overwhelmed by the cost of moving. So, we began negotiations to extend our current lease.

A bit of wonderful coincidence and luck intervened on behalf of our organization in March 2018, when President Hogrogian received an internal notice from our Brothers and Sisters at the AFL-CIO. The notice stated that the AFL-CIO was consolidating its own office space in their headquarters building at the corner of 16th and I Streets, NW, and making space in their building available for lease to affiliated Unions.

Brother Hora and I decided we should go look at the space. We made a few calls and arranged for a tour. What we found was a real eye opener: A large building full of affiliated Unions located about three blocks from our current site, with tremendous additional features. Upon touring the building, we were truly taken with the beauty of the building and many of the available amenities we might need: an on-site Union print shop; dozens of meeting and conference rooms; fantastic location (one block from Lafayette Square and two blocks from the White House), and 100% UNION!

Brother Hora and I gathered up the remaining members of our team, and we all went over for another look. We wanted to hear our companions' views on the available space, the technology compatibility, and everything else that must be considered for our Union's future offices. We all concurred that this space would be perfect for the NPMHU. We set a meeting to discuss lease terms, expectations, requirements, and of course, price. What we found was that our Brothers and Sisters at the AFL-CIO were offering a better space at a significant savings to our Union. As a group, we were all in agreement that we had to explore the possibility and the costs associated with moving our National Headquarters.

During most of this activity, Brother Hogrogian was traveling around the country, attending various Local Union activities, so upon his return, I asked him to accompany me over to the AFL-CIO building for a look at the space. He was immediately taken with the location, the space, and all the



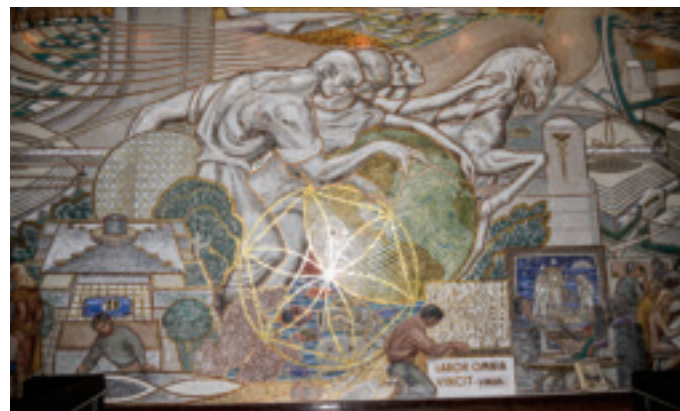


available amenities that would benefit our Union. He authorized me to begin negotiations on a lease.

On June 27, 2018, just three days before our self-imposed deadline, I signed a ten-year lease with the AFL-CIO to occupy the South half of the Fifth Floor in their building starting next year and continuing until the year 2029. The office will cover approximately 11,500 square feet of prime space, that is one half block away from our parent organization, the Laborers' International Union of North America (LIUNA). For those wondering why we wouldn't just move in with our Brothers and Sisters at LIUNA, the answer is simple: they did not have the space to accommodate our needs.

We will begin the process of re-shaping the space to fit our needs in January 2019, and by April 2019, we expect to begin moving our Contract Administration Department, MHBP Department, Legislative Office, and the Resident Officers into the new space. It is expected that by the end of May 2019, the remaining departments (Accounting and Membership Services) will move into the new space. It is essential to our organization that we move the first group a little early, so that our preparations for 2019 National Negotiations—which begin in earnest in May or June 2019—are not in any way interrupted.

The AFL-CIO Headquarters building boasts dozens of conference rooms and meeting spaces that will be available to us for use as a member-tenant. As I mentioned above, there is a Union Print Shop on-site to assist with all of our printing needs and will save our organization significant dollars and help to support the AFL-CIO at the same time. We will be able to use the purchasing power of millions of workers/members



to save money on everything we need to run our organization, from printing to office supplies. We will be supporting our Sisters and Brothers in the Union movement while they support us. And we will be in a 100% UNION environment. Everyone is excited and elated to be sharing a building full of Union Brothers and Sisters, and we are certain you will agree should you have the opportunity to visit.

More details to follow in the upcoming months.

I remain,
Fraternally,

Timothy M. Dwyer
National Secretary-Treasurer

NPMHU, APWU AND USPS REACH AGREEMENT TO UPDATE RI-399 DISPUTE RESOLUTION PROCEDURES WHAT DOES THIS MEAN TO YOU

Teresa Harmon, Manager, CAD



As you probably already know, on June 26, 2018 the NPMHU, the American Postal Workers Union (APWU), and the U.S. Postal Service agreed to a tripartite Memorandum of Understanding that updates the RI-399 Dispute Resolution Procedures that were originally signed in 1992. The parties have been negotiating and discussing the terms of this Update MOU for several years, and its execution marks an important milestone in the history of RI-399 and the process for deciding jurisdictional disputes between NPMHU mail handlers and APWU clerks.

Most of you have heard the term RI-399 but may not know what exactly it means or how it actually affects you as a mail handler. Before I explain what the updated MOU means, I am going to give you a little history of how RI-399 came to be and why it effects the day to day life of each and every mail handler.

For many years prior to and after the Postal Reorganization Act of 1970, the Postal Service had experienced numerous jurisdictional disputes between the clerk craft represented by the APWU and the mail handler craft represented by the NPMHU. Jurisdictional disputes are those disputes about what work should be performed by which craft.

In 1975, when all the unions were still bargaining together, the National parties entered into a Memorandum of Understanding establishing a National-level Committee on Jurisdiction as part of the 1975 National Agreement. Under this MOU, each Union had until early December 1975 “to submit to the Committee a written description of the scope of duties it believes are properly assignable to employees that it represents.” Representatives of the Postal Service and the appropriate unions would then meet to discuss, and possibly resolve, work assignments that were in dispute, by considering “among other relevant factors,” the following expressed criteria:

1. Existing work assignment practices;
2. Manpower costs;
3. Avoidance of duplication of effort and “make work” assignments;
4. Effective utilization of manpower, including the Postal Service’s need to assign employees across craft lines on a temporary basis;

5. The integral nature of all duties which compromise a normal duty assignment;
6. The contractual and legal obligations and requirements of the parties.

These six criteria were ultimately incorporated into the bargaining agreements of both the APWU and the NPMHU. They are now found in the NPMHU National Agreement in Article 1.5.

After the submission of competing claims for work by the APWU and the NPMHU, the Committee on Jurisdiction met to develop jurisdictional guidelines to differentiate between the work assignments of the clerk and mail handler crafts. A “special subcommittee” was formed to address the “overlapping claims of the Clerks and Mail Handlers,” but the joint efforts by this subcommittee were unsuccessful. Given the lack of agreement, the Postal Service created its own task force, which included management representatives from the Committee and postal field operations, to draft jurisdictional guidelines.

The Postal Service assembled a team to develop a proposal on resolving the conflicting jurisdictional claims. This team was guided by the six criteria mentioned in the 1975 Memorandum of Understanding, past practice, and certain previous arbitration decisions dealing with conflicting jurisdictional claims. The team was also directed to keep in mind the desire of the USPS to achieve greater efficiency and economy of operations. The team was to consult various handbooks issued by the Service containing bargaining unit descriptions, personnel practices, and the qualification standards for all Postal Service positions. The overall goal of their efforts was to develop an efficient and cost-effective way to resolve the jurisdictional claims while creating the least amount of confusion in the field.

The draft guidelines resulting from this effort were submitted to representatives of both Unions in the fall of 1977. Both Unions offered their comments and criticisms, and compromises were reached based on the discussions that followed. Eventually, after several revisions, the Postal Service published Regional Instruction No. 399 Mail

Processing Work Assignment Guidelines on February 16, 1979 which was to:

“provid[e] primary craft designations relative to the performance of specific mail processing work functions. Compliance with the principles contained therein is mandatory and applicable to the assignment of all categories of employees in the regular work force. These assignment guidelines are to be implemented at all postal installations which perform mail processing, in accordance with the implementation criteria outlined below and consistent with the terms of the 1978 National Agreement.”

These guidelines recognized and incorporated several general principles to govern its implementation, including:

“All actions taken relative to implementation of these guidelines must be consistent with an efficient and effective operation.”

“If there are four or more hours of continuous work consisting of one or more work functions in one or more operations designated to the same primary craft, the performance of the work should be assigned to an employee of the primary craft.”

“Where the functions of obtaining empty equipment, obtaining unprocessed mail, loading ledges and sweeping are an integral part of the distribution and cannot be efficiently separated, the entire operation will be assigned to the primary craft performing the distribution activity.”

“Assignment of new or additional work, not previously existing in the installation, shall be made in accordance with the primary craft designations contained in this instruction.”

The entire RI-399 document, with a few subsequent amendments made in 1979 and subsequent years, is included in the back of our National Agreement.

The APWU continued to voice its dissatisfaction about RI-399 after its issuance in February 1979, most notably raising 13 specific objections that were included in a September 28, 1979 letter to the Postal Service. These issues ultimately evolved into a National-level arbitration being taken forward by the APWU. This National case was presented in front of Arbitrator Gamser in case number AD-NAT-1311, which is available through MAILs on the National's website. In 1981, Gamser issued his award, denying each and every one of the claims put forward by the APWU:

“For the reasons set forth above, the Undersigned must ultimately conclude that the publication and

implementation of Regional Instruction No. 399 has not violated the cited provisions of the National Agreement, the Memorandum of Understanding on Jurisdiction appended thereto, or any of the other accepted criteria for jurisdictional determinations to which the APWU made reference.”

The battle between the clerk craft and the mail handler craft for jurisdiction of work continued even after the publication of RI-399 and its confirmation by Arbitrator Gamser, as both unions continued to file grievances over jurisdictional issues. Since these grievances were often arbitrated bi-laterally, under the respective Article 15 processes that each Union had with the Postal Service, this led to an extremely burdensome process and many instances of the same issue being arbitrated separately by each Union and resulting in conflicting arbitration decisions on which work belonged to each craft.

As time went on, the parties realized that the grievance/arbitration forum to contest jurisdictional assignments was not working. Initially the parties tried on their own to find solutions. One result was the Mail Handlers negotiating a Letter of Intent during their 1987 National Negotiations and the APWU negotiating a Memorandum of Understanding during their 1987 National Negotiations. These two documents included attempts by both parties to resolve issues revolving around Operations 110–129 and 180–189, which were a focus of many disputes between mail handlers and clerks around the country. But even after these agreements were negotiated, the reality was that the problems got even worse and even more challenges were filed. In the following years, many discussions were held at the National level, which ultimately culminated into the tripartite agreement of 1992.

In April 1992, the Postal Service, the APWU, and the NPMHU established the RI-399 Dispute Resolution Procedures, which was “aimed at resolving the longstanding jurisdictional disputes” among the parties. For the first time since the Gamser award in 1981, all three parties were able to agree to a set of procedures that would require them to resolve disputes and conduct arbitration hearings on a tripartite basis. The Memorandum of Understanding on RI-399 Dispute Resolution Procedures froze craft jurisdiction as of the date of the Dispute Resolution Procedures, which was April 29, 1992, unless there was an already pending dispute. The parties at the Local level also were to record which craft was performing what work in each mail processing operation in each installation. The parties were also to identify live, pending jurisdictional disputes that existed prior to the effective date of the April 1992 MOU.

The resulting “Installation Inventories” of operations not in dispute were to become the governing documents for

craft jurisdiction in each installation. Under the April 1992 MOU, craft jurisdiction could only be changed or challenged in very limited circumstances. Those circumstances that would allow for a new primary craft dispute included the introduction of “New Work,” a “New or Consolidated facility,” or an “Operational Change” that justified the transfer of work from one craft to another. The MOU created a separate forum and separate procedures through which craft jurisdictional disputes were to be processed. This process also established dispute resolution committees at the Local (LDRC), Regional (RDRC) and National (NDRC) levels as well as a panel of RI-399 arbitrators separate from the Article 15 grievance/arbitration process.

The parties also jointly issued a set of Questions and Answers in October of 1992 to aid their local representatives in implementing the Dispute Resolution Procedures. The intent was to ensure that, when a dispute arose, no jurisdictional changes in existing craft assignments in a facility would be made except through either a trilateral agreement or trilateral arbitration.

By 1994, it was recognized at the National level that many facilities had not developed inventories and a directive was sent out to the field stating that if the parties had not or could not jointly develop an inventory, then management would be tasked with developing the inventory for each facility. Inventories for all practical purposes were to be a snapshot of who did what work within each facility or installation. Basically, these inventories were to show what was viewed as proper craft jurisdiction. These inventories in some fashion replaced how the parties were applying RI-399 as printed in the back of the National Agreement.

Even though the Dispute Resolution Procedures were well intended, the results have clearly missed the mark. Of most importance, many inventories were not completed or updated, many disputes were not heard, and many advocates have been using the RI-399 docket as a dumping ground for delaying or denying the resolution of disputes.

The parties at the National level recognized these problems, and for the last several years have been negotiating and discussing ways to fix the process. These discussions recently led to the signing of the Update MOU on June 26, 2018.

The Update MOU resolves many of the pending disputes now being held at the National, Regional, and Local levels. The Update MOU also requires all local facilities employing both mail handlers and clerks to develop updated or “Revised 9-1-2017 Inventories” to reflect the actual assignment practices in each facility as of September 1, 2017, with a status quo agreement being enforced as of that date on most jurisdictional

issues. If the local facilities do not sign their own inventories, then the National parties will send in representatives to complete these documents. The Update MOU provides for certain monetary payments to mail handlers and clerks, with details about the distribution of such amounts still to be determined. And, the Update MOU adopts new procedures to reduce future disputes and to keep the RI-399 process from again becoming a bottomless pit where jurisdictional disputes reside, but never get resolved.

Here are details of the Update MOU:

1. All National disputes pending as of September 1, 2017 are withdrawn, with the parties accepting the USPS determinations previously issued. These cases include
 - a. Containerization of Trays/Tubs;
 - b. Presort;
 - c. Containerization of ACDCS Mail;
 - d. Filing of Post-Hearing Rebuttal Briefs;
 - e. Air Records Processor Position Description;
 - f. Buffer System Prototype;
 - g. Tabbings Machine;
 - h. Automated Package Processing System (APPS);
 - i. Craft Jurisdiction at PMPCs Converted to L&DCs;
 - j. Automatic Induction (AI) and Automatic Tray Handling System (ATHS) for the AFSM 100;
 - k. Increase in Work Resulting in More than 4 Hours Continuous Work;
 - l. A second dispute about Automatic Induction (AI) and Automatic Tray Handling System (ATHS) for the AFSM 100;
 - m. Flat Sequencing System (FSS); and
 - n. Conversion of SPBS to APBS Machines.
2. Disputes regarding the Low Cost Tray Sorter (LCTS), the High Speed Tray Sorter (HSTS), the Low Cost Universal Sorter (LCUS), the High Speed Universal Sorter (HSUS), and the Passive Adaptive Scanning System (PASS) shall all be governed by the status quo rule as of September 1, 2017.
3. There are two exceptions to this rule on pending National disputes: the Small Parcel Sorting System (SPSS) and the Advanced Facer Cancellor System (AFCS). Both of these jurisdictional disputes will be arbitrated at the National level in two cases, first all disputes remaining over

the SPSS, and then a hearing on the three appeals pending relative to the AFCS.

4. With regard to pending Local and Regional disputes, within the next 90 days, the representatives of the parties will be required to take the following actions:

- a. Identify all disputes, grievances, or arbitrations currently pending in the RI-399 process that present contractual issues other than jurisdictional or Article 7.2 (cross-craft) issues, and remand those non-jurisdictional and non-crossing-craft issues to the Article 15 process of the grieving Union.
- b. Withdraw and administratively close all other pending disputes that were filed in or referred to the RI-399 process before September 1, 2017—whether they are jurisdictional or cross-craft cases.
- c. Continue to process in each union's Article 15 process all grievances filed in that process and not referred to RI-399 before September 1, 2017.
- d. Send any grievances that initially were filed in either union's Article 15 process but were referred to RI-399 on or after September 1, 2017, to the NDRC for resolution, with any remedial issues remanded for resolution by the Article 15 process on a bilateral basis.
- e. Fully implement or arbitrate any disputes that already have been resolved by a tripartite agreement or in arbitration or are the subject of a pending arbitration in which the hearing opened prior to the signing date of the Update MOU.

5. The prohibition on jurisdictional changes occurring outside of the RI-399 process, or on a bilateral basis, will continue, with any such changes considered null and void.

6. As noted, the National parties will apply the status quo on September 1, 2017 (reflected in the Revised 9-1-2017 Inventories) to resolve all pending disputes filed in or referred to the RI-399 process on or after September 1, 2017. Future disputes may only be filed in accordance with the new work, new or consolidated facilities, or operational change criteria of the RI-399 Dispute Resolution Procedures, as amended.

7. When determining the status quo as of September 1, 2017, the local jurisdictional work assignment practices as of that date shall be controlling, *unless* those practices were contrary to a National-level craft determination previously issued by

the Postal Service, a National-level or local-level jurisdictional settlement signed by all three parties, a National-level or Regional-level tripartite arbitration award determining jurisdiction, or an existing inventory signed by all three parties. If there is a disagreement as to whether any of these exceptions (following the word “unless”) apply to a particular Revised 9-1-2017 Inventory, it will be referred to the NDRC for resolution by the NDRC.

8. The Revised 9-1-2017 Inventory for all postal facilities without mail handlers assigned as of September 1, 2017 shall reflect that all operations are assigned to the clerk craft. Any future changes shall be determined in accordance with the new work, new or consolidated facilities, or operational change criteria of the RI-399 Dispute Resolution Procedures, *unless* these clerk-only facilities had mail handlers working in mail processing prior to September 1, 2017 who were excessed out of the facility and that excessing remains disputed by a timely grievance initially filed by the NPMHU under its Article 15 grievance process or a timely dispute initially filed by the NPMHU under the RI-399 Dispute Resolution Procedures. In these situations, the Revised 9-1-2017 Inventory will note whether any of the exceptions to the status quo as of September 1, 2017 apply in the event the NPMHU grievance or dispute is arbitrated in the NPMHU's favor.

The Update MOU adopts new procedures to reduce future disputes and to keep the RI-399 process from again becoming a bottomless pit where jurisdictional disputes reside, but never get resolved.

9. The Revised 9-1-2017 Inventories will be binding on all parties at all levels, and on all employees, supervisors, managers, and representatives. The process for developing Revised 9-1-2017 Inventories will include a deadline by which the Local parties, acting on a tripartite basis, will have an opportunity to prepare and submit signed Revised 9-1-2017 Inventories to the NDRC. Absent the local parties completing a Revised 9-1-2017 Inventory, Regional or National Representatives will visit the postal facilities to complete Revised 9-1-2017 Inventories based on the jurisdictional work assignment practices for each facility as of September 1, 2017. A form for the completion of Revised 9-1-2017 Inventories shall be developed by the parties at the National level.
10. Article 7.2 cases filed after the signing date of the Update MOU may be referred to the RI-399 process by management or the non-grieving Union *only* at the Step 3 level of the grievance-arbitration process. In particular, upon receipt of a Step 3 appeal from the Clerk Craft or the Mail Handler Craft, the Postal Service Step 3 representative shall forward a copy of the case file to the Step 3 representative of the other, non-grieving Union. Upon receipt of the case file, the non-grieving Union at Step 3 only will have twenty-one (21) calendar days to refer the grievance to the RI-399 Dispute Resolution Procedures via written notice to the other parties; failure to refer the grievance during this 21-day period will forfeit the Union's right to do so at a later date and will prohibit the non-grieving Union from seeking to intervene in the subsequent grievance or arbitration proceedings in that case. If the Postal Service at Step 3 decides to refer the case to the RI-399 Dispute Resolution Procedures, the referral must be done no later than the timely issuance of the Step 3 answer; failure of the Postal Service to refer the grievance by this deadline will forfeit the Postal Service's right to do so at a later date.
11. In addition to limiting future referrals to the RI-399 process to Step 3 representatives during a limited period of time, the parties also have agreed to other changes to the RI-399 Dispute Resolution Procedures. These changes include the following:
 - a. Any operational changes occurring or implemented by the Postal Service at the Local level on or after the signing date of this Update MOU will require a written notification to the Local Dispute Resolution Committee (LDRC) and the Regional Dispute Resolution Committee (RDRC) at least fourteen (14) calendar days prior to implementation.
 - b. The Postal Service at the National level shall issue a Memorandum, with copies to both Unions, requiring its local and regional managers to notify the Postal Service at the National level and all parties at the impacted LDRC and RDRC at least forty-five (45) days prior to any new work or new or consolidated facilities occurring or being implemented at the Local level.
 - c. Any changes caused by new work, new or consolidated facilities, or operational changes occurring or implemented at the National level will require a notification to the NDRC at least forty-five (45) calendar days prior to implementation.
 - d. If timely notice is not provided, when the adversely affected Union identifies a change in jurisdiction that was implemented without said notice, the assignments will be returned back to the craft that was performing the work prior to the change until the full fourteen (14) or forty-five (45) calendar days of notice is provided.
 - e. A local dispute must be filed with the LDRC within twenty-one (21) days of the date on which the union first learned or may reasonably have been expected to have learned of its cause.
 - f. At the National level, either union may initiate a dispute at the National level within twenty-one (21) calendar days from the date of receipt of a National craft determination made by the Postal Service; otherwise, that craft determination will be final and binding on the parties. The NDRC shall have sixty (60) calendar days after receipt of the dispute to attempt to resolve the dispute. If the dispute is resolved, a tripartite settlement agreement will be signed by the three parties. If the dispute is unresolved at the end of the sixty (60) calendar day period, a tripartite decision will be written by the NDRC setting forth the position of each party. The moving party may appeal the dispute to National arbitration within twenty-one

The Update MOU resolves many of the pending disputes now being held at the National, Regional, and Local levels.

(21) calendar days of the receipt of the written decision of the NDRC. Copies of the appeal must be provided to the other parties through the NDRC within the twenty-one (21) day timeframe.

- g. Disputes concerning National craft determinations may be initiated only at the National level.
- h. National RI-399 settlements or arbitration awards shall be binding on all parties nationwide, whether or not a Local or Regional dispute has been filed.
- i. Any National-level case disputing a craft jurisdictional determination will be arbitrated within six (6) months of the implementation of the determination.
- j. Any liability resulting from any National-level arbitration, dating back to the initial filing of any National-level dispute, will be determined utilizing the moving party's Article 15 grievance-arbitration process. Once the National arbitration award is issued, no additional liability shall be incurred until thirty (30) calendar days after the issuance of the jurisdictional award; liability shall continue starting on the 31st day following the issuance of the award.
- k. To ensure timely notification and to resolve RI399 disputes filed on or after September 1, 2017, the parties agree to the following:
 - i. The LDRCs shall meet at 10:00 a.m. local time on the last Wednesday of every month (other than December), at which meetings the three parties shall discuss any issues covered by the RI-399 Dispute Resolution Procedures, including new work, new or consolidated facilities or operational changes for which the Postal Service has provided notice in advance of the meeting. If this monthly meeting does not occur because one (or two) of the parties refuse to meet, any party may refer this failure to meet for discussion and resolution by the appropriate RDRC; in addition, if this monthly meeting does not occur, the disputing union party has the right to appeal the dispute to the RDRC without the application of any time limits.
 - ii. The parties at the Regional (District or Area) level and their RDRCs shall meet at 10:00 a.m. local time on the last Wednesday of every calendar quarter (except for the last quarter of each calendar year, which meeting shall occur on the second Wednesday of December). If this quarterly meeting does not occur because

one (or two) of the parties refuse to meet, any party may refer this failure to meet for discussion and resolution by the NDRC.

- iii. The parties at the National level and the NDRC shall meet at 10:00 a.m. local time on the last Wednesday of every calendar quarter (except for the last quarter of each calendar year, which meeting shall occur on the second Wednesday of December), at which meetings the three parties shall discuss any issues covered by the RI-399 Dispute Resolution Procedures.

- 12. The National level arbitrator shall be prescheduled for two consecutive days every six months to resolve pending disputes among the parties.
- 13. In addition to the required meetings, the parties may hold meetings of the LDRC, the RDRC, and/or the NDRC more frequently, as they mutually agree.
- 14. In addition to the quarterly meetings of the NDRC, the parties at the National level shall meet on a tripartite basis in a Joint Technological and Mechanization Committee on a semiannual basis, or more frequently if necessary, to discuss from the conceptual stage onward any issues concerning proposed technological and mechanization changes which may affect jobs or operations, including new work, new or changed jobs, new or consolidated facilities, or operational changes that may affect the wages, hours, or working conditions of employees in the clerk and/or mail handler crafts.
- 15. The NDRC will meet within 30 calendar days of the signing date of this Update MOU to discuss amendments to the RI-399 Dispute Resolution Procedures to include this Update MOU, the RI-399 Transitional Procedures, and the Questions and Answers issued by the parties in 1992.

The National parties will be implementing various training programs, circulating questions and answers, and identifying other means in the upcoming weeks to ensure that this Update MOU is properly implemented.

The Update MOU also provides for certain monetary payments to mail handlers and clerks, with details about the distribution of such amounts still to be determined but will be widely shared when finalized. The complete Update MOU was transmitted to all Local Presidents and posted on the National website on June 26, 2018. We remain optimistic that this Update MOU will enable the parties to resolve anti-quated cases and move forward, appropriately focusing on current jurisdictional issues.

Let's Support PERF

DON'T LET IT BECOME PART OF POSTAL HISTORY

Please send a check/ money order directly to:

Postal Employees' Relief Fund
PO Box 7630
Woodbridge VA 22195-7630

**Or if you prefer to make
a credit card contribution
go to our website:**
www.postalrelief.com

> Click on donate to PERF

**Or contribute to PERF
through the upcoming
Combined Federal Campaign**

> Designate CFC#10268

*Any donation made to PERF,
a non-profit 501-C (3)
organization, is a charitable
tax deduction.*

The Postal Employees' Relief Fund (PERF) was created on Oct. 23, 1989, with the signing of the Declaration of Trust Agreement. With a goal of raising \$5 million, the fund was established to provide assistance to postal employees and family members rendered needy or distressed by national disasters.

The charitable purpose of providing assistance to postal employees through grants originated with the APWU. Equally impressive was the full support of the grantors of the fund: then Postmaster General Anthony Frank and the presidents of the participating postal unions—APWU, NALC, NPMHU and NRLCA—and the management organizations—NAPS, NAPUS and the League.

The grantors added two amendments to the trust agreement in 2004 that extended eligibility to retired postal employees and expanded coverage beyond “national disasters” to include property damage sustained to primary residences as a result of isolated fires.

The non-repayable, tax-free grants were established to provide relief to qualifying victims to re-establish residences and replenish basic necessities in the aftermath of a devastating loss. Currently, all relief grants are considered on one of two categories: Primary residence is destroyed (never able to return) or primary residence is significantly damaged (left temporarily uninhabitable for at least 90 days).


Initially, the primary source of PERF revenue was from pledges and contributions directly received from active and retired postal employees. Several years in, PERF petitioned and was accepted as a member of the Combined Federal Campaign (CFC)

and began receiving contributions through employee payroll deductions. Postal retirees were not able to give through the CFC but, just this year, they are able to contribute from their monthly annuity checks.

The pledges received through CFC are subject to fees from administrative costs for the CFC and fees from the Office of Personnel Management (OPM). As a result, CFC pledges may not be the best way to raise funds. Administrative costs, plus the declining rate of participation, may make direct contributions a better alternative. CFC pledges across the board saw a 39 percent decline in 2017, with PERF pledges dropping 57 percent, from \$509,000 in 2010 to \$381,000 in 2015—a 74 percent decline. In three of the past five years, PERF's total expenses (including relief grants authorized) have exceeded its total revenue.

The cost of running the CFC (and its federations) is deducted from the money pledged to charities. Pledges made through the CFC are subject to administrative and shrinkage fees of 19 percent. Combined, these fees resulted in a deficit of \$72,378.69 in PERF funds in 2016. Charities also receive fewer dollars than pledged when employees stop their pledges—either because they left the government (retired) or no longer could afford their pledges.

In 2017, Hurricane Harvey hit Aug. 25 and Hurricane Irma hit Sept. 10. Two weeks later, on Sept. 20, Hurricane Maria hit, and on Oct. 10, the California wildfires were declared a natural disaster. Postal Service employees rallied to help their fellow coworkers. In three months, contributions totaling \$260,521.51 were sent directly to PERF.



This outstanding response was raised through direct online contributions and checks mailed directly to the PERF post office box. No CFC administrative fees were paid on this money. In three months, more money was collected from direct contributions than realized from CFC contributions in all of 2017. The PERF Executive Committee has solicited its grantors to contribute funds in order to maintain its solvency. NAPS Headquarters donated \$10,000, plus, starting in July 2017, made its first monthly donation of \$1,000.

In 2017, the NRLCA National Office contributed \$20,000; the NPMHU National Office contributed \$10,000. In 2018, UPMA contributed \$2,509. Also worth noting: In 2012, NAPUS and the League prevailed in a class-action suit filed on behalf of all female Postmasters. Surplus funds from the settlement in the amount of \$65,492.01 were donated to PERF.

Over the years, PERF has reduced the amount of grants a few times. From a high of \$35,000 in 2003, grants were reduced to \$14,000 in 2005 and to \$7,500 in 2011. The trend continued in 2014: grants were reduced to \$5,000. Most recently, in the fall of 2016, flooding in Louisiana led to a spike of 85 grant requests. The surge of requests caused PERF to reduce its grants from \$3,200 for active employees and \$1,600 to each retiree to \$2,000 per grant—active or retired employee.

In 2017, 343 grants were awarded, totaling \$623,000. The vast majority—82 percent—of grants were awarded to active employees. The current bottom line of the PERF account stands at approximately \$1.9 million—profoundly short of the initial \$5 million.

Halting the steady decline of pledges and donations has been difficult, despite the best efforts of the PERF Executive Committee. The committee has offered some new strategies, including the production of a video of testimonies. The best people to promote pledges and donations to PERF are grant recipients. A video featuring heartfelt, authentic testimonies by postal employees touched by disaster can make the connection to being a postal family.

Also, recently discussed was designating a PERF awareness month wherein PERF would be promoted; EAP awareness currently is recognized in every Postal Service location across the country. Promotional items could be available to host a PERF booth/table at a USPS event or organizational convention/conference to promote awareness and encourage giving.

It's time to raise the alarm! Unless the Postal Service commits to supporting PERF, the fund is in serious trouble. It's imperative that the agency become more actively involved and allow solicitations to be conducted outside the CFC window. It's important to push for contributions being made directly to PERF. Alternative technologies, such

as instant texting, should be provided to generate interest among younger employees. Raising awareness while a natural disaster is occurring and providing a method to instantly contribute could prove helpful.

Faced with declining donations and rising grant requests, PERF is faced with serious financial challenges. Grantors' contributions will help stabilize the fund, but they are not the cure. Without a coordinated grantor effort led by the Postal Service to promote awareness and the benefits of participation, PERF and its charitable assistance may sadly be relegated to postal history.

The Postal Service is under tremendous pressure to recover from its precarious financial challenges and continues to push for meaningful postal reform legislation that would help right the ship. But being part of the postal "family" is an important part of working for the USPS. PERF is a great example of Postal Service employees helping each other. Historically, Postal Service employees have earned a well-deserved reputation for rendering charitable assistance whenever a societal need arises in communities across the United States. PERF was established to help its own. Together, we can ensure this worthy endeavor continues for years to come.

—
*Source: Gerri Swarm,
PERF Executive Committee*

NPMHU Arthur S. Vallone SCHOLARSHIP

RIISING UP AND MOVING FORWARD



ARTHUR S. VALLONE



NOAH GIEBEL

The NPMHU Scholarship Committee recently completed their task of reading over hundreds of applications from qualified union members and their immediate families. Fifteen new applicants have now been awarded the NPMHU National Scholarship and are now officially Vallone Scholars.

The Arthur S. Vallone Scholarship is now in its 18th year of existence and was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With several avenues for paying for higher education it can be overwhelming for a family to develop a plan to pay for higher education. Most families have some money tucked away for financing higher education, but some do not that's where the NPMHU Arthur S. Vallone Scholarship comes into focus. Each NPMHU Region has been granted a total of three scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first, for a maximum of \$4,000 per recipient over four years.

The NPMHU National Scholarship was dedicated and named after Arthur S. Vallone after his passing in 2005. Arthur S. Vallone served as the elected president of Local 309, which was headquartered in Buffalo, New York and represented approximately 1,000 Mail Handlers throughout upstate New York. Vallone also served 3 terms on the National Executive Board for three years as the Northeast Region Vice President. Vallone's strong belief in learning and education are just a few reasons why the NPMHU dedicated this legacy to brother Vallone.

Recently I received an email from a past Vallone Scholar Haley Chinander. Haley recently graduated early and accepted a teaching position in the Dominican Republic teaching Kindergarten. Haley wrote, "Thank you so much for your financial support over my college career. I am so grateful and would not have been able to achieve my goals without your assistance." I think it's students like Haley that would have made Arthur Vallone proud; not only did Haley finish college early but she is using what she has learned to **rise up** and give to others in need of an early head start in their education.

Congratulations to the most recent Vallone Scholars, we wish you all the best in your endeavors and pursuit of a Higher Education as you **move forward**. Applications for the 2017 NPMHU Arthur S. Vallone Scholarship Program will be available in late November 2018. For details, you may contact your Local Union or the National Union Headquarters, the application will be available for download on the NPMHU website at www.npmhu.org.



Local 311-S
ADRYANNA HAWKINS



Local 321-C
AMBER TAYLOR



Local 300-NE
ANNA JELLINEK



Local 305-E
ANNIKA GODWIN



Local 301-NE
ANSON O'YOUNG



Local 329-S
ELIZABETH SHANE



Local 305-E
JACOB CARLSON



Local 315-W
JORDYN MARSHALL



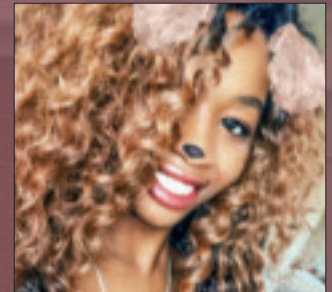
Local 305-E
JOSE EMILSON



Local 300-NE
JOSHUA JACOB



Local 323-C
KATHRYN HANKS



Local 312-S
KIRSTEN TURNER



Local 306-C
OCTAVION SPEARS



Local 331-W
TATUM BARNABY



Local 302-W
VINCENT ZHHANG



Union Plus recently released their awards for the Union Plus Scholarship, a scholarship award worth \$1,000 was given to Tulsi Patel daughter of Chhaya Patel a Local 315 member. Tulsi's application was chosen out of a pool of over 6,000 applicants spread out over 32 unions, 115 total scholarships were awarded for the calendar year. Tulsi was also awarded the Local 315

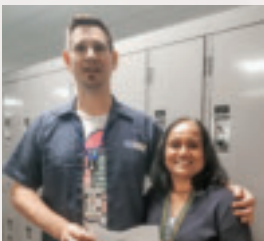
*Kirkpatrick Scholarship award worth \$1,500. **WOW CONGRATULATIONS TULSI!***

At right, please find the press release detailing the Union Plus scholarship award won by Tulsi Patel.

To inquire further about the Union Plus Scholarship and other education saving offerings please visit www.unionplus.org.



Union Plus Scholarship Award Recipient Tulsi Patel



NPMHU Local 315 President Bryan Easley (L) presents the Local 315 Kirkpatrick Scholarship award to Tulsi Patel's mother, Local 315 Member Chhaya Patel (R).

NPMHU Family Member Awarded 2018 Union Plus Scholarship

WINNER HONORED FOR ACHIEVEMENT AND UNION VALUES

Washington, D.C. — Union Plus recently awarded \$150,000 in scholarships to 115 students representing 32 unions, including one winner representing the National Postal Mail Handlers Union (NPMHU). This year's group of scholarship recipients includes university, college, and trade or technical school students from 36 states. The NPMHU winner is:

Tulsi Patel of Eugene, Oregon. Patel, whose mother, Chhaya Patel, is a member of NPMHU Local 315, has been awarded a \$1,000 scholarship.

"Union Plus is pleased to help these incredibly talented union family members offset the high cost of college education," Union Plus President Mitch Stevens said. "Education is a vital building block for success, and we're happy that the Union Plus Scholarship Program provides assistance and support for 115 deserving students."

MEET THE 2018 NPMHU HONOREE: TULSI PATEL

Tulsi is a third-year human physiology major at the University of Oregon (UO). She plans to attend medical school and aspires to be a pediatrician. Tulsi was a teaching and lab assistant for UO biology professor Mark Carrier in spring of 2017 and shadowed a doctor at the Oregon Health & Science University Child Development and Rehabilitation Center in Eugene beginning in October 2017. She graduated valedictorian from Clackamas [Oregon] High School (CHS). Tulsi said her family's quality of life has been improved due to her mother's NPMHU membership. "Through my mom's experiences, I have learned that NPMHU always has the employees' interests at heart," Tulsi said. "The union sticks up for the workers in cases of discrimination, harassment, and troubles with management. Because of NPMHU, my mom has a group of people who have her back."

- *Activities and honors: UO Students of the Indian Subcontinent; CHS Health Sciences Student of the Year; National Honor Society; CHS varsity soccer*
- *Volunteerism: BAPS Charities; Key Club*

LEARN MORE ABOUT THE UNION PLUS SCHOLARSHIP PROGRAM

The Union Plus Scholarship Program, now in its 27th year, awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation.

Since starting the program in 1991, Union Plus has awarded more than \$4.3 million in educational funding to more than 2,900 union members, spouses, and dependent children. Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school, or recognized technical or trade school. The selection process is very competitive, and this year over 6,000 applications were received from 70 unions and all 50 states, plus the District of Columbia and two U.S. territories.

Visit unionplus.org/scholarship for applications and benefit eligibility.

ABOUT UNION PLUS

Union Plus, founded by the AFL-CIO in 1986, uses the collective buying power of America's 12.5 million union members to deliver top-quality benefits and services at competitive prices to working families. In addition to the scholarship program, Union Plus offers the new Free College program which makes it possible for union members and their families to earn an associate degree completely online at no cost. Union Plus also provides a wide range of money-saving programs, including discounts on wireless services from AT&T, the only nationwide unionized wireless carrier, savings on travel and recreation, and more. To learn more, visit unionplus.org.

WASHINGTON UPDATE

HOUSE MEMBERS INTRODUCE BI-PARTISAN ANTI-PRIVATIZATION RESOLUTION

Robert Losi, Legislative and Political Director



Ten members of the U.S. House of Representatives introduced resolution (*H.Res.993*) on July 16, 2018, asking the entire House of Representatives to take all appropriate measures not to privatize the Postal Service and let it continue to operate as an independent establishment of the federal government. Congressman Stephen Lynch (D-MA) and Congressman Rodney Davis (R-IL) are the lead sponsors. The additional cosponsors are Representative Paul Cook (R-CA), Congressman Brian Fitzpatrick (R-PA), Congresswoman Marcia Fudge (D-OH), Congressman David Loebsack (D-IA), Congressman Brian Mast (R-FL), Congresswoman Stephanie Murphy (D-FL), Congressman Cedric Richmond (D-LA), and Congressman Donald Young (R-AK).

President Hogrogian thanked both the lead sponsors and cosponsors for their support for this bi-partisan resolution and for showing leadership and vision by being proactive in attempting to protect this 243-year-old constitutionally mandated institution. President Hogrogian went on to say that we are at a critical point in USPS history, with “President

Trump’s Task Force” reviewing the financial and operational issues surrounding Postal Service and expected to issue the results of that review in early August, and with the recent release of the Office of Management and Budget’s plan called the “Delivering Government Solutions in the 21st Century” calling for the privatization of the Postal Service over the long term. “At this point in time,” Hogrogian said, “we need all the friends we can get on Capitol Hill.” Hogrogian continued: “The discussions should be about enhancing services, not privatizing them, so that we can serve the American people into this century and beyond.”

One way of improving services for the general public and businesses would be by returning service standards to those in effect on July 1, 2012 and passing comprehensive postal reform legislation that grows USPS business does not restrict or cut services. Such legislation has already been introduced in both the Senate and House: the bill in the Senate is S. 2629 and the bill in the House is H.R. 6079.

PLEASE SEE THE RESOLUTION BELOW:

115th CONGRESS 2nd Session H. RES. 993

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

IN THE HOUSE OF REPRESENTATIVES July 16, 2018

Mr. Lynch (for himself, Mr. Rodney Davis of Illinois, Mr. Young of Alaska, Mr. Cook, Mr. Mast, Mr. Fitzpatrick, Mrs. Murphy of Florida, Ms. Fudge, Mr. Richmond, and Mr. Loebsack) submitted the following resolution; which was referred to the Committee on Oversight and Government Reform

RESOLUTION

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an

independent establishment of the Federal Government and is not subject to privatization.

Whereas the United States Postal Service is a constitutionally mandated service per article I, section 8, clause 7 of the Constitution;

Whereas the United States Postal Service is a self-sustaining, independent establishment that does not receive taxpayer funding and relies solely on revenue derived from the sale of postal services and products;

Whereas the United States Postal Service and its more than 500,000 employees are at the center of the \$1.4 trillion mailing industry, employing a total of 7.5 million Americans;

Whereas the United States Postal Service serves the needs of 157 million business and residential customers at least six days a week, maintains an affordable and universal network, and connects the country’s rural, suburban, and urban communities;

Whereas the United States Postal Service is consistently the highest-rated agency of the Federal Government in nonpartisan opinion polls;

Whereas the United States Postal Service is the Nation’s second-largest employer of military veterans;

Whereas postal employees are dedicated public servants who do more than process and deliver the Nation’s mail, they serve as the eyes and ears of the Nation’s communities and often respond first in situations involving health, safety, and crime in their communities;

Whereas privatization of the United States Postal Service would result in higher prices and reduced services for its customers, especially in rural communities; and

Whereas privatization of the United States Postal Service would jeopardize the booming e-commerce sector and cripple a major part of the Nation’s critical infrastructure: Now, therefore, be it

Resolved, that it is the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and not subject to privatization.

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 22 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.

WOMEN'S HEALTH & SAFETY: CAREGIVERS

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



We've all heard the phrase "a woman's job is never done." How true!!

Since the inception of our National Women's Committee, I have been fortunate enough to speak with many of our Sisters across the nation. I have heard numerous issues they are facing, but one in specific that grabbed my attention is their role as caregivers to various family members: children, parents, spouse, and others. I can relate to this serious role that they are required to fill because I too am a caregiver for an aging parent.

I wouldn't trade a minute of the time that I share with my elderly Mom. She is well deserving of the royal treatment that a Queen is due. She made immeasurable, loving, sacrifices to raise her tribe of seven. But even within that bubble of love and support, there are times when caregivers do get tired and worn out both physically and mentally.

According to the Family Caregiver Alliance National Center on Caregiving, the value of the informal care that women provide ranges from \$148 billion to \$188 billion annually. Many studies have looked at the role of women and family caregiving. Although not all have addressed gender issues and caregiving specifically, the results are still generalizable to women because they are the overwhelming majority of informal care providers in this country. Consider these statistics:

- An estimated 66% of caregivers are female.
- The average caregiver is a 49-year-old woman who works outside the home and provides 20 hours per week of unpaid care to her mother.
- Although men also provide assistance, female caregivers may spend as much as 50% more time providing care than male caregivers.
- Female caregivers are lax or forgo their own healthcare needs.

Sisters, we have to take time to care for ourselves. We must allow time to "pamper" ourselves. If we don't, the daily duties of our job can lead to health problems such as stress, hypertension, and diabetes to name a few.

If you are the primary or only caregiver for someone away from your USPS employment, you should seek out resources to



help alleviate some of the responsibilities you have. Because of the multi-faceted role that family and informal caregivers play, they need a range of sup-

port services to remain healthy, improve their caregiving skills, and remain in their caregiving role. Caregiver support services include information, assistance, counseling, respite, home modifications or assistive devices, support groups and family counseling.

While many services are available through local government agencies, service organizations, or faith-based organizations, don't be afraid to utilize the Employee Assistance Program (EAP). Speak to your union representatives regarding the importance of utilizing Family and Medical Leave and/or Sick Leave for Dependent Care. These are valuable protections that will aid you while caring for your love ones.

The NPMHU Women's Committee will be having its second official meeting at the conclusion of the August SAMLU Meeting being held in Washington, DC. As a result of numerous inquiries about acquiring an official Women's Committee polo, President Hogrogian has approved the production of this highly sought item of clothing. The shirts are being developed now and will feature the official NPMHU Women's Committee logo. These shirts will be made available for purchase by the National Office on the merchandise section of our website at a "no-loss, no-gain" price. Further information will be disseminated once the shirts are ready and the numbers are finalized.

Get control over your healthcare



*This plan is
YOUR plan*

If you like being in control of how your healthcare dollars are spent, **MHBP Consumer Option** is for you.

Your preventive care is covered at 100 percent when you use a doctor in our network. Plus, we contribute up to \$1,800 for family enrollment tax-free to your Health Savings Account (HSA).

- You own your HSA.
- You can use it for qualified medical expenses
- Unused funds in your HSA roll over from year to year.

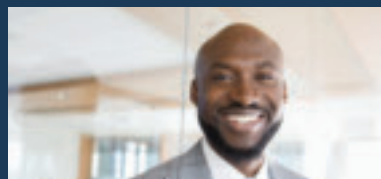
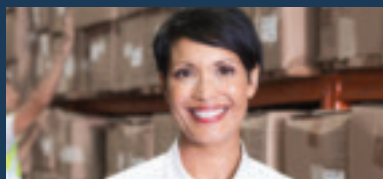
And once you meet your deductible, you pay only low copayments — or nothing — for your covered care:

- \$15 doctor's office visit copay – primary care or specialist
- \$5 convenient care center visit copay
- Nothing for maternity care

Dental and Vision available year round

MHBP offers **dental benefits** with nearly 183,000 Network dental locations nationwide to choose from. You can also get great **vision benefits** including national coverage and affordable rates.

You don't have to enroll in a MHBP medical plan to participate in these programs.** **And the best part...you can enroll year round!**



** You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans.

This is a summary of the Mail Handlers Benefit Plan (MHBP). Before making the final decision, please read the 2018 official Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2018 official Plan Brochures. ©2018 Aetna Inc. All rights reserved. All other names and (registered) trademarks are the property of their respective owners.



HEALTHY HABITS CAN LENGTHEN LIFE

Michael J. Hora, Executive Director, MHBP

Have you heard the advice to exercise, choose a healthy diet, keep a lean weight, never smoke, and limit alcohol?

Researchers wanted to find out whether people who follow this advice live longer than those who don't. So, they compared lifespan and other data from thousands of adults with all five of these healthy habits to those without.

People in the healthy habits group got at least 30 minutes of exercise each day. They ate the recommended amounts of fruits, vegetables, nuts, whole grains, and healthy fats. And they limited salt, sugary drinks, trans fat, and red and processed meats. They also limited alcohol. Women had no more than one drink each day and men no more than two drinks. They also maintained a normal weight and didn't smoke.

The people in the other group didn't exercise, have a healthy diet, or limit drinking. They smoked and were overweight.

Based on the results, the researchers estimated that a 50-year-old woman who had all five habits would live, on average, to age 93. In contrast, if she didn't have any of these habits, she would live on average to age 79.

For a 50-year-old man, the average lifespan was about 88 years old with healthy behaviors and only 76 years without.

"This study underscores the importance of following healthy lifestyle habits for improving longevity in the U.S. population," says Dr. Frank B. Hu of Harvard T.H. Chan School of Public Health, senior author of the study.

"We've had a significant increase in lifespan over the last century," says Dr. Marie Bernard, deputy director of NIH's National Institute on Aging. "Now if you make it to age 65, the likelihood that you'll make it to 85 is very high. And if you make it to 85, the likelihood that you'll make it to 92 is very high. So, people are living longer, and it's happening across the globe."

Older people tend to be healthier nowadays, too. Research has shown that healthful behaviors can help you stay active and healthy into your 60s, 70s, and beyond. In fact, a long-term study of Seventh-day Adventists—a religious group with a generally healthy lifestyle—shows that they tend to remain healthier into old age. Their life expectancy is nearly 10 years longer on average than most Americans. The Adventists' age-enhancing behaviors include regular exercise,

a vegetarian diet, avoiding tobacco and alcohol, and maintaining a healthy weight.

"If I had to rank behaviors in terms of priority, I'd say that exercise is the most important thing associated with living longer and healthier," says Dr. Luigi Ferrucci, an NIH geriatrician who oversees research on aging and health. "Exercise is especially important for lengthening active life expectancy, which is life without disease and without physical and mental/thinking disability."

Another sure way to improve your chances for a longer, healthier life is to shed excess weight. "Being obese—with a body mass index (BMI) higher than 30—is a risk factor for early death, and it shortens your active life expectancy," Ferrucci says. BMI is an estimate of your body fat based on your weight and height. Use NIH's BMI calculator to determine your BMI. Talk with a doctor about reaching a healthy weight.

Not smoking is another pathway to a longer, healthier life. "There's no question that smoking is a hard habit to break. But data suggest that from the moment you stop smoking, there are health benefits. So, it's worthwhile making that effort," Bernard says.

Source: National Institutes of Health

DID YOU KNOW?

MHBP health plan benefits include the following Wellness and Other Special Features:

- Health Risk Assessment
- Health Risk Assessment Reward (for Standard and Value plans)
- Biometric Screening
- Biometric Screening Award (for Standard and Value plans)
- Health Coaching Programs (Telephonic and Digital)

WHAT IS A HEALTH RISK ASSESSMENT?

A health risk assessment (HRA) can help individuals identify potential risks to their physical and mental health. The HRA starts with a questionnaire that asks about your nutrition, weight, physical activity, stress, safety and mental



<https://newsinhealth.nih.gov/2016/06/can-you-lengthen-your-life>

health, kind of like an interview. Your responses can lead to suggestions and programs that can help you improve your health by reducing risks. After you complete the questionnaire you'll get a personalized summary that helps you identify and understand potential risks. MHBP offers a free and confidential HRA

online at www.MHBP.com. To take the HRA, log in to Aetna Navigator, under Stay Healthy, select Health Assessment. If you would prefer to complete the HRA by phone, call *TrestleTree* at 855-580-2801 or go to enroll.trestletree.com (passcode: *MHBP*) to schedule an appointment with a health coach. You'll get your results by mail and you'll have the opportunity to participate in health coaching programs by phone. After you complete your HRA, MHBP members are eligible for a reward. MHBP members are eligible to annually receive a \$75 (Standard Option) or a \$50 (Value Plan) credit to your Wellness Fund account that can be used for qualified medical expenses, such as your cost sharing amounts for future services.

WHAT IS BIOMETRIC SCREENING?

A biometric screening measures certain physical characteristics: height, weight, body mass index, blood pressure, blood cholesterol, blood glucose, and aerobic fitness. It creates a benchmark for you to evaluate changes in your health status over time. As an MHBP member, your doctor can do one as part of your annual physical exam, or you can have a biometric screening done—at no cost to you—at a Quest Diagnostics Patient Service Center.

Complete a biometric screening through Quest Diagnostics and receive a Wellness Account incentive reward of \$75 (Standard Option) or \$50 (Value Plan) that can be used for qualified medical expenses, such as your cost sharing amounts for future services. Once your biometric screening is complete, your results will be available online at MyQuestforHealth.com.

WHAT ARE HEALTH COACHING PROGRAMS?

MHBP offers health coaching programs for members who complete a health risk assessment (HRA) to identify their health risks. The health coaching programs can help members identify behaviors that may lead to increased health risks, establish health goals and make lifestyle changes that can reduce those risks and lead to improved overall health.

The Telephonic Health Coach program provides you and your covered dependents the opportunity to work one-on-one with a Health Coach to improve your health. A Health Coach is a healthcare professional who partners with you to transform your health goals into action. Your Health Coach will provide guidance, support, and resources to help you overcome obstacles that may be keeping you from realizing optimal health. You can talk to a Health Coach about the following health-related matters: Weight Management; Exercise; Nutrition; Stress Management.

How does telephonic health coaching work? As an MHBP member, you talk with your Health Coach over the telephone through conveniently scheduled appointments and create a plan that is right for you to meet your health goals. Everything in the program is tailored to you. You explore ways to make changes in your behavior that will last. You receive written materials from your Health Coach that can help you decide where you want to go with your health and how to get there. Appointments can range from 15 to 30 minutes, once or twice a month. How long and how often you meet with your Health Coach depends on your individual needs.

Digital coaching programs include nine base programs for weight management, smoking cessation, stress management, nutrition, physical activity, cholesterol management, blood pressure, depression management, and sleep improvement. Programs are prioritized based on a MHBP member's health risk assessment to help create a personalized plan for successful behavior change. Members can engage and participate through personalized messaging with tools and resources to help track their progress and stay on the path to wellness. This provides you secure access to a broad range of your personal health information after you register.

For more information, visit MHBP.com or Call 800-410-7778.

Not smoking is another pathway to a longer, healthier life. There's no question that smoking is a hard habit to break. But data suggest that from the moment you stop smoking, there are health benefits.



Vehicle Savings

The Union Plus Auto Buying Service helps you find the right vehicle at the right price. Save thousands on the purchase of a new car or truck, get rebates on union-made cars, and unlock discounts on used cars. Compare prices hassle-free online.

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UNIONPLUS

MAIL HANDLERS

ACROSS THE COUNTRY

NATIONAL EXECUTIVE BOARD VISITS POSTAL FACILITIES IN AUSTIN, TEXAS

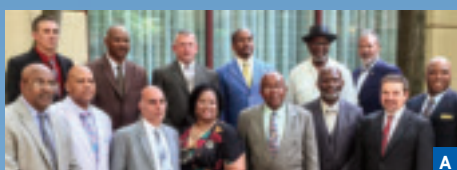


Members of the National Postal Mail Handlers Union National Executive Board recently toured the Austin P&DC and Austin Annex. Local 311 President Charles Charleston led the visit and was accompanied by some of the Local's leadership. The Board members enjoyed interacting with the Austin mail handlers.



LOCAL 332

Utah mail handlers gather for Local 332's annual dinner celebration



A



B



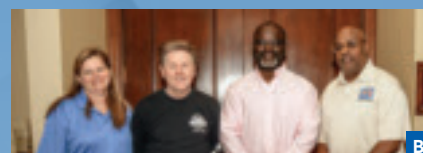
C

LOCAL 329 INSTALLATION OF OFFICERS

Local 329 recently held its installation of officers, amongst the local members and retirees in attendance National President Paul Hogrogian was on hand to administer the Oath of Office to the Local 329 Executive Board. **A)** Local 329 Executive Board: Back Row (l-r) John (JR) Macon Local 329 President, Taucha Stewart Local 329 Recording Secretary, Lyndon Cox Local 329 Arkansas SEBM, Charles Hill Local 329 Vice President, Clay Nelson Local 329 Tennessee SEBM and Greg King Local 329 Treasurer. Front Row (l-r) Paul Hogrogian NPMHU National President and Lawrence Sapp Southern Region Vice President. **B)** Local 329 Council: Back Row (l-r) Woody Douglas Branch President, Lyndon Cox Local 329 Arkansas SEBM, Dan Rudd Branch President, Chester Getter Branch President, Robert Mitchell Branch President, and Clay Nelson Tennessee SEBM. Front Row (l-r) Lawrence Sapp Southern Region Vice President, John (JR) Macon Local 329 President, Paul Hogrogian National President, Taucha Stewart Local 329 Recording Secretary, Charles Hill Local 329 Vice President, Charles Smith Branch President, Julius Takacs Branch President, and Greg King Local 329 Treasurer. **C)** Retired Local President William Whitley was present at the Local installation of officers. Pictured (l-r) Lawrence Sapp Southern Region Vice President, Retired Local 329 President William Whitley and Local 329 President John (JR) Macon.



A



B



C



D



E



LOCAL 311 TRAINING AND COUNCIL MEETING

Members of: The National Executive Board, National CAD Staff, and National Training Team joined Local 311 for their union meeting and training. **A)** National President Paul Hogrogian leading an Article 12 training demonstration. **B)** 311 Training Team: Pictured (l-r) Eileen Mills Southern Region CAD Director, John Gibson Eastern Region Vice President and Local 308 President, Charles Charleston Local 311 President, and Southern Region Vice President Lawrence Sapp. **C)** 311 Local Executive Board: Pictured (l-r) Byron Bennett Local 311 Vice President, Roxie Olds-Pride Local 311 Treasurer, Dana Davenport Local 311 Recording Secretary, Linda Lewis Local 311 SEBM and Charles Charleston Local 311 President. **D)** Local 311 Fort Worth representatives: Pictured (l-r) Willie Peoples Jr. Steward, Ernesto Torres Jr. Steward, Charles Charleston Local 311 President, Jason Moss Branch President, and Antonio Romero Jr. Steward. **E)** National Trainer and Eastern Region Vice President John Gibson leading the Local 311 Training.

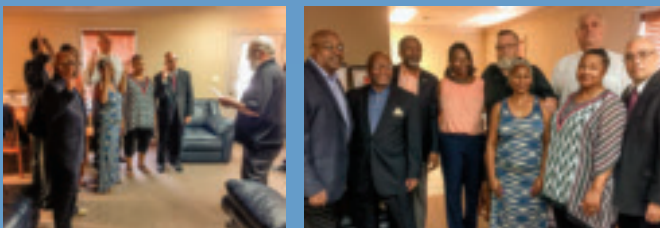


LOCAL 310 TRAINING

National Trainers, John Gibson—Eastern Region Vice President and Andy Badilishamwalimu—President, Local 310 were on hand to lead the Local 310 Training.

MAIL HANDLERS

ACROSS THE COUNTRY



LOCAL 324 SWEARING IN CEREMONY

National Secretary-Treasurer Timothy Dwyer and Southern Region Vice President Lawrence Sapp were on hand to swear in the new officers of Local 324. A) Pictured Front Row (l-r) Lawrence Sapp Southern Region Vice President, Alfred Andrews Tulsa Branch President, Christi Lee Branch President Oklahoma City, Sharon Dickerson Local 324 Treasurer and Jeff Chung Local 324 Recording Secretary. Back Row (l-r) Oliver Jackson Local 324 SEBM, Carmalita Reynolds Local 324 Vice President, Timothy Dwyer National Secretary Treasurer and Daniel Riemann Local 324 President. B) National Secretary-Treasurer Timothy Dwyer reading the oath of office to the new officers of Local 324.



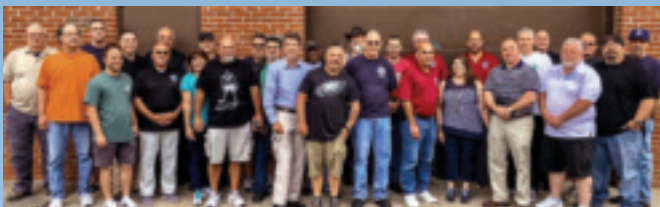
LOCAL 300 TRAINING

Local 300 hosts Arbitration Advocate training at Local 300 HQ. The training was given by NPMHU National Shop Steward Trainer John Gibson, NPMHU NE Regional Director Tom Ruther & Local 300 President Kevin Tabarus. The following representatives attended the training session: Alan Sacks—Bethpage Branch President, Frank Schultz—Bethpage, Malik Sheppard—Brooklyn, Mike King—Brooklyn, Linda Gibbs—DVD, Michelle Draganigos—Flushing, Jessie Lewis—Flushing, Trevor Stuart—Flushing Branch President, Latina Crenshaw—Greater Newark Branch President, Latoya Davis—Greater Newark, Danny Danzo—ISC/JFK, Michelle Kimber-Sadler—NJ/NDC, Terry Flynn—NJ/NDC NJSEBM, James Smith—Stamford Branch President, Mark Chandler—Teterboro Branch President, Alberta Prieto—Westchester Branch President, Jonathan Vargas—Westchester, Nancy Simmons—Westchester, Bob McFall—VP Local 332, Edvina Tesch—BP Local 332, Maurice Torres—LP Local 313 and Julio Collazo—BP Local 313.



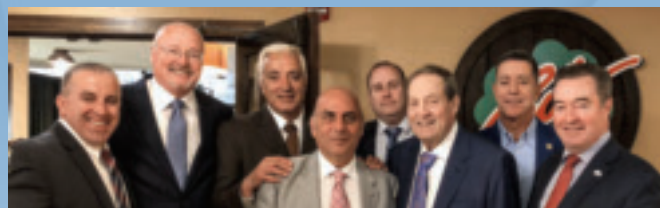
LOCAL 312 TRAINING

National Trainer and Eastern Region Vice President John Gibson and Southern Region Vice President Lawrence Sapp were on hand to lead the Local 312 Training.



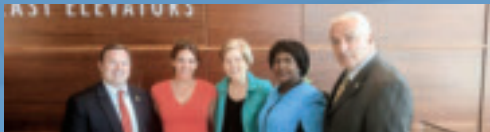
LOCAL 301 COUNCIL MEETING

Members of Local 301 welcomed: NPMHU President Emeritus John Hegarty, National President Paul Hogrogian, Northeast Region Vice President David Wilkin, Northeast Region Director Tom Ruther, Legislative and Political Director Bob Losi for their Local Council meeting and training.



LOCAL 301 LEGISLATIVE AND POLITICAL STRATEGY MEETING

National President Paul Hogrogian and Legislative and Political Director Bob Losi meet with Local 301 members and various labor leaders in Massachusetts to discuss legislative and political strategies. Pictured (l-r) NPMHU Local 301 President Dan St. Marie, Massachusetts AFL-CIO President Steven A. Tolman, NPMHU Legislative and Political Director Bob Losi, NPMHU National President Paul Hogrogian, NPMHU Local 301 Vice President Sean Sweeney, Massachusetts AFL-CIO Treasurer Louis A. Mandarin Jr., IAFF 3rd District Vice President Jay Colbert, and Massachusetts Building Trades President Francis Callahan Jr.



JOINT POSTAL MEETING WITH SENATOR ELIZABETH WARREN

Legislative and Political Directors from the NPMHU, NALC, APWU and NRLCA meet with Senator Elizabeth Warren (D-MA) to discuss joint political issues. Pictured (l-r) Paul Swartz NRLCA Director of Governmental Affairs, Kori Blalock-Keller NALC Director of Legislative and Political Affairs, Senator Elizabeth Warren (D-Mass.), Judy Beard APWU Legislative and Political Director and Bob Losi NPMHU Legislative and Political Director.



LOCAL 307 TRAINING

National Trainer and Eastern Region Vice President John Gibson and Central Region Vice President June Harris joined Local 307 President James Haggarty conduct new steward in the greater Michigan district.



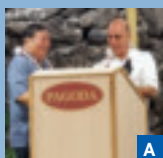
LOCAL 316

Local 316 hosts annual picnic. Raffle winners Irene Lowry and Tina Peterson shown with Local 316 President Don Sneesby.



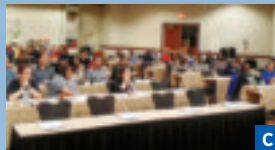
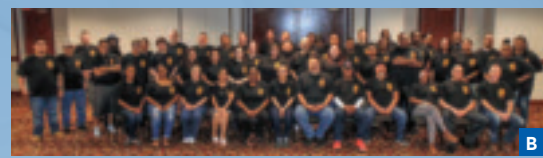
LOCAL 321 HOSTS ANNUAL PICNIC

Attendees include Local 321 President Tony Wilson, NPMHU President Hogrogian, NST Tim Dwyer, LiUNA-Local 720 Secretary-Treasurer Anthony Trujillo, and Regional Directors Dave Ross and Don Gonzales.



LOCAL 299 RETIREMENT CEREMONY AND INSTALLATION OF NEW OFFICERS

National President Paul Hogrogian was on hand to bid farewell to retiring Local 299 President Jason Adachi and swear in the new Local 299 Officers. **A)** National President Paul Hogrogian Presents Retired Local 299 President Jason Adachi with a Mail Handlers Gold card and an American Flag that was flown above the Capitol in his honor. **B)** National President Paul Hogrogian swearing in the new Local 299 Officers. Pictured (l-r) Deanna Parker Local 299 President, Paul Hogrogian NPMHU National President and Davlyn Okamoto Local 299 Recording Secretary.



LOCAL 302 TRAINING

Members of the National Executive board and National Trainers were on hand for the Local 302 meeting and training. **A)** Pictured (l-r) Andy Badilishamwalimu National Trainer and Local 310 President, June Harris Central Region Vice President and Local 306 President, Anthony Coleman Local 302 President, Don Gonzalez Central Region Director, and Don Sneesby Western Region Vice President and Local 316 President. **B)** Local 302 members and Trainers. **C)** Local 302 Training in session. **D)** Local 302 Training session.



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