

THE MAIL HANDLER

WINTER 2019

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



FIELD NEGOTIATING COMMITTEE

MEETS IN PREPARATION FOR **NATIONAL BARGAINING**



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THE MAIL HANDLER

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The Field Negotiating Committee met during the first full week of February at the NPMHU's National Headquarters.

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

PREPARATIONS FOR NATIONAL BARGAINING UNDERWAY

Paul V. Hogrogian, National President



The President's Task Force on the U.S. Postal Service has finally issued its report and delivered it to the White House on December 4, 2018, almost four months after the August 10, 2018 deadline mandated by the Executive Order that created it. The results were disappointing to say the least, but not totally unexpected.

The Task Force had the opportunity to recommend changes that would truly provide the Postal Service with a sustainable path forward. Notably, the Task Force did address the Postal Service's obligation to fund retiree health benefits when writing that "[t]he Task Force believes that the obligation, including the \$43 billion in pre-funding payments that the USPS failed to pay into the PSRHB and the unfunded actuarial liability, must be restructured with the payments re-amortized with a new actuarial calculation based on the population of employees at or near retirement age."

Unfortunately, the Task Force also issued some very detrimental recommendations which, if implemented, would cut services to the American public, raise postal rates to major mailers, and reduce the wages, benefits and collective bargaining rights of all postal employees. The Task Force's recommendations include the following:

- Redefining and reducing the Postal Service's Universal Service Obligation
- Reducing the number and density of Post Offices
- Reducing delivery frequencies
- Reducing door to door delivery
- Retaining the mailbox monopoly but allowing regulated access to private sector competitors
- Lowering Service Standards
- Raising rates for major e-commerce mailers
- Increasing subcontracting of mail processing operations
- Eliminating collective bargaining over the wages of postal employees
- Reducing the wages of postal employees
- Reducing pension or workers compensation benefits of postal employees

Some of these proposals could be implemented through administrative action, while others would require legislation.

The NPMHU believes that many of the Task Force's recommendations would adversely affect the Postal Service, postal customers, postal employees, and the American public. Service would deteriorate, causing further decline in mail volume and creating a death spiral.

While the report itself did not advocate for the full privatization of the Postal Service, it did recommend the expansion of subcontracting mail processing operations. This would set the stage for privatizing the Postal Service.

The NPMHU will continue to work with all stakeholders, including the other postal unions, USPS management, major mailers, Congress, and the White House, to find solutions that will truly put the USPS on a sustainable path forward.

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 NPMHU is about to begin negotiations with the Postal Service over the terms of our collective bargaining agreement. The opening of negotiations is scheduled for June 27th at USPS Headquarters. Our National Agreement is set to expire on September 20, 2019. Preparations for these negotiations began in earnest when a bargaining strategy session was held during the August SAMLU in Washington, DC. Mail Handler representatives from throughout the country discussed the priorities for these negotiations. Solicitations for contract proposals were sent to the field on several occasions in the later part of 2018 and the early part of 2019. I want to thank each and every Mail Handler who submitted a proposal for participating in our process to achieve a fair contract. Proposals generated by mail handlers from around the country are an important aspect in preparing for bargaining. The Field Negotiating Committee met in Washington, DC during the week of February 4th (see related articles in this magazine) to review, discuss, and evaluate every contract proposal that was submitted and to formulate contract proposals of its own.

Our priorities in bargaining include fair and just general wage increases, continuation of our current Cost of Living Adjustments (COLAs), keeping the No Lay-Off clause,



improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler Craft, putting a stop to future subcontracting, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions including proposals to implement new lower wage scales for future career employees that would limit wages or reduce benefits further.

This is not a particularly opportune time during which to bargain. The Postal Service's financial situation, the political stalemate in Congress, the President's Task Force on the Postal Service, the OMB privatization recommendations, and the continuing uncertainty about Postal Reform legislation lead us to believe that these negotiations will be extremely difficult. The APWU's contract with the Postal Service expired on September 20, 2018. However, despite four extensions of negotiations, the parties were unable to reach final agreement and have declared an impasse.

The NPMHU bargaining team is up to the task at hand and will work tirelessly to achieve a fair contract for all Mail Handlers. The NPMHU will keep the membership informed of the progress of these negotiations.

The NPMHU continues to meet with the coalition consisting of postal unions, the Postmaster General and her senior staff, and representatives of the mailing industry to advocate for postal reform that is good for postal employees, good for the Postal Service, and good for the American people. The NPMHU will continue to work with the members of our coalition and with Members of Congress from both sides of the aisle to achieve meaningful postal reform.

The NPMHU, APWU, and USPS continue to implement the terms of the recently negotiated agreement that updates

the RI-399 Dispute Resolution Procedures that were originally signed in 1992. This agreement establishes the process for deciding jurisdictional disputes between NPMHU Mail Handlers and APWU clerks. The parties are in the process of formulating jurisdictional inventories for every postal installation across the country that employs Mail Handlers.

I want to take this opportunity to congratulate former National Secretary-Treasurer Tim Dwyer on his retirement and thank him for his long and illustrious career and for all that he did for our great organization during that career.

At the same time, I want to congratulate Mike Hora on his unanimous appointment to the position of National Secretary-Treasurer. Mike brings a wealth of experience, knowledge, and energy to the position. We are extremely fortunate to have someone of Mike's qualifications available to us to serve in his new capacity.

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

TRANSITION, RELOCATION, NATIONAL NEGOTIATIONS, AND A QUADRENNIAL CONVENTION

AN OVERVIEW OF THE NEXT 20 MONTHS

Michael J. Hora, National Secretary-Treasurer



In 1985, I was hired into the Denver Terminal Annex as a young and eager mail handler with no clue of what my postal future held. I transferred to the USPS from the Federal Bureau of Investigation after a stint in the FBI's Field Office in Denver. I grew up in a Union family and knew the value of organized labor and union representation. In my new position at the post office, I had a contract, union representation, and a bright future; it felt right. Some might say that with time, I became a frequent visitor to the union office, and I missed very few branch meetings. Eventually, I realized that I could not watch from the sidelines and needed to be more involved—never imagining that 34 years later, I would be accepting an appointment to the position of National Secretary-Treasurer (NST) for the NPMHU.

I am deeply honored by the support shown to me by National President Paul Hogrogian and the National Executive Board. I am humbled by their unanimous vote in support of my appointment to NST. I have had the privilege of working closely with the previous two NSTs, Tim Dwyer and Mark Gardner. While these are two distinctly different men with unique personalities and styles, they have one thing in common. They are dedicated unionists to their core.

In the next 20 months, we are facing national contract negotiations, we are preparing for a quadrennial convention and we are physically relocating the NPMHU Headquarters into the AFL-CIO building.

I am honored to have had the opportunity to work with and learn from both over the past many years, and I commit to you that I will work hard to be the best National Secretary-Treasurer I can be.

Collective bargaining and contract negotiations are what we do; everything else is secondary. In 2019 and 2020, the cyclical nature of National negotiations will intersect with several other obligations, including all events leading to our quadrennial convention. The next 20 months will be extremely busy. The informal kick-off to bargaining began with a strategy session occurring during the August 2018 SAMLU meeting in Washington, DC. Preparations continued during the NPMHU's Field Negotiating Committee meetings in February of this year, when 25 leaders from Locals large and small poured through a wide assortment of contract proposals submitted by the membership, offering analysis and opinion of each and every proposal. The committee's recommendations will serve to formulate the Union's bargaining agenda with the formal kick-off to this round of negotiations set for June 27, 2019.

Right in the middle of preparations for collective bargaining, we face the enormous task of moving the NPMHU headquarters. Our current lease expires in June 2019; we have worked out of our current Connecticut Ave location for 16 years, but it is time to go. We will relocate to the 5th floor of the AFL-CIO headquarters, into Suite 5100 at 815 16th Street, NW, Washington, DC, 20005. We have leased about 11,500 square feet, a footprint like that in our current suite. The timing is not the most advantageous, but we simply cannot afford to extend the lease at our current location. The relocation is expected to generate modest savings, but we are faced with significant expenses related to the move and build out of the new office space. We have signed a 10-year lease and expect to recoup costs associated with the relocation within the first two years.

The physical move will occur on Saturday, May 18, 2019. Staff and crew will pack out the current Connecticut Avenue office during the week of May 13, and we will unpack and move into the AFL-CIO the week of May 20, 2019. Our headquarters' phones and our internal network will be out of service for 3 days beginning on May 16. A team of 26 movers with

In 2019 and 2020, the cyclical nature of National negotiations will intersect with several other obligations, including all events leading to our quadrennial convention.

4 trucks will loop between both properties on May 18, until everything being retained is moved. As part of the relocation and construction, we are tasked with managing every piece of the move from easy things like paint and carpet color, and glass or drywall decisions – to the physical layout of the entire office. We have designed a space that gives consideration to departmental responsibilities, technology, productivity and work-flow with appreciation to grouped office locations, aiseways, and egress. We are optimistic that the new design will enable us to reduce remote document storage needs. We are working with a qualified team at the AFL-CIO that has offered continuous guidance throughout the process.

The move-team includes President Hogrogian, Mitzi Montemore, Bobby Blum, Noah Giebel and me. In the early stages, we met with the AFL-CIO building engineers on a bi-weekly basis. It is noteworthy that the 5th floor (and our new space) is not the only construction underway in the AFL-CIO headquarters; construction crews are being pulled in several directions as other tenants modify their space. We are now at a stage of the process where someone on the move team is meeting with the building engineers several times a week, and frequently, multiple times in a day. Some of the final decisions to be made relate to furniture and lighting. Every choice is being made with an eye on finances. Much of the furniture in the new space will be repurposed from the AFL-CIO; other furniture will look familiar, as we are moving from the Connecticut Avenue location to the new location all that is serviceable and still has value. We want to ensure that our transition to the new office location is seamless. We will continue to prepare for National negotiations; we will continue to receive and process Step 3 appeals for the Eastern, Northeastern, and Southern regions and National-level appeals, and we will continue the business of the organization. NPMHU phone numbers and office extensions should not change. However, you may notice that calls originating from the NPMHU office after we move on May 18, 2019 will originate from the AFL-CIO Voice Over Internet Protocol (VOIP) network and may show as “AFL-CIO” on caller-ID. To ensure a smooth transition, we will provide specific move details to the field in the coming months, with a detailed presentation during the April SAMLU in Atlantic City, NJ.

Finally, to wrap up my overview of the next 20 months, I call your attention to the activities required by the Constitution to

prepare for and support the upcoming National Convention, which will be held in Denver, Colorado in August 2020. Soon, the NEB will adopt rules for the required Delegate elections. Locals will be asked to determine the number of Delegates each will send to the National Convention and elections will occur throughout the country to determine who will be seated as Delegates. In preparation for the Convention, President Hogrogian will announce assignments to the Constitution, Credentials, Rules, Legislative & Political, and Resolutions Committees.

Throughout the summer of 2020, committees appointed by the National President will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the membership. These constitutional amendments and resolutions will be solicited and accepted for consideration as set forth in Article XII of the National Constitution.

To recap, in the next 20 months, we are facing national contract negotiations, we are preparing for a quadrennial convention (including delegate elections and procedures to consider constitutional amendments and resolutions), and we are physically relocating the NPMHU Headquarters into the AFL-CIO building. In addition, we are hosting a Legislative Conference in June 2019 so that the NPMHU and Mail Handlers maintain their presence on Capitol Hill in the newly elected 116th Congress, we are organizing three SAMLU meetings, two meetings of the Committee of the Future, and there will be two dozen Local Unions with officer elections.

As noted, it is going to be a busy stretch. Rest assured that the National Executive Board and National staff are prepared and excited to work with the Local leadership to handle these tasks. With your continued support, we will accomplish the mission at hand.

In Unity,



Michael J. Hora
National Secretary-Treasurer

FIELD NEGOTIATING COMMITTEE MEETS IN WASHINGTON DC

With formal negotiations between the NPMHU and the Postal Service over the terms of the 2019 National Agreement scheduled to begin in June 2019, preparations for bargaining are moving forward in the National Office. One critical aspect of those preparations is now completed, as the Field Negotiating Committee met during the first full week of February at the NPMHU's National Headquarters. During those meetings, hundreds of potential bargaining proposals—previously submitted by members, stewards, officers, and Local Unions across the country—were reviewed and analyzed by the Committee.

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



LiUNA General President Terry O'Sullivan with NPMHU President Paul Hogrogian speaking to the Field Negotiating Committee





National President Paul Hogrogian met with the Field Negotiating Committee to express the Union's appreciation for the invaluable work performed by all of its members. The 2019 Field Negotiating Committee members include:

Paul Hogrogian
National President

Michael Hora
Secretary-Treasurer

June Harris
Central Region Vice
President & L306 LP

John Gibson
Eastern Region Vice
President & L308 LP

David Wilkin
Northeastern Region Vice
President & L309 LP

Don Sneesby
Western Region Vice
President & L316 LP

Lawrence Sapp
Southern Region Vice
President & L318 SEBM

Chris Bentley
President Local 297

Kevin Tabarus
President Local 300

Dan St. Marie
President Local 301

Tony Coleman
President Local 302

Felandria A. Jackson
President Local 305

Pervous Badilishamwalimu
President Local 310

Charles Charleston
President Local 311

Nick Mosezar
President Local 318

Alex Cervantes
President Local 320

Kelly Dickey
President Local 322

Jeff Larsen
President Local 323

Todd Larson
President Local 328

J. R. Macon
President Local 329

Woody Hendrickson
President Local 332

Teresa Harmon
Manager/Contract
Administration Department

Charles Manago
CAD National Representative

Kevin Fletcher
CAD National Representative

Bobby Blum
CAD National Representative

THE PROCESS OF COLLECTIVE BARGAINING AND PATH TO RATIFICATION

Teresa Harmon, Manager, CAD



With our National Agreement expiring later this year, the National Office has begun preparing for the upcoming round of bargaining. Since many of you are not familiar with the actual bargaining process, I have decided to write this month's article on how this process works.

The framework for collective bargaining between the U.S. Postal Service and the NPMHU is governed by the Postal Reorganization Act (PRA) of 1970. Bargaining begins when one party to the contract serves a written notice to the other of its intent to modify the current agreement. Under Article 39 of our National Agreement, this notice must be served "not less than 90 or more than 120 days before the expiration date of the Agreement." Our National Agreement is set to expire on September 20, 2019.

However, the preparation process begins many months before official bargaining starts. It begins with an official call for submission of bargaining proposals from all mail handlers and all Local Unions around the country. President Hogrogian issued this official call on September 19, 2018, requesting all members and all affiliates to submit their bargaining proposals no later than January 19, 2019. This resulted in almost 400 proposals being sent in to the National Office as suggestions for changes in the National Agreement.

Once proposals from the field are received, they are reviewed by the Field Negotiating Committee which is comprised of the National President, the National Treasurer-Secretary, the members of the National Executive Board members, fourteen Local Presidents, the entire National CAD staff, and the Union's legal team. During the first week of February, this Committee reviewed each of the proposals that

had been submitted and had in depth discussion on which of these should be proposed by the NPMHU in the upcoming round of bargaining.

From this time until bargaining officially begins, the National Negotiating Team will meet numerous times to prepare our proposals that will be submitted to the Postal Service, and to guide the process for researching the issues, gathering documentation to support why a change is needed, etc. These internal meetings will continue throughout the bargaining process.

Bargaining will officially begin on June 27, 2019. Negotiations will consist of Main Table meetings and Subcommittee meetings. The Main Table meetings are on-the-record meetings during which the parties exchange their official proposals. Both parties will bring their initial submissions to this table. Main Table meetings continue during the course of the negotiation period, with discussions meant to explain why the proposal is needed, to answer any questions for the other party, to exchange any documentation that supports the need for the change, and to discuss or debate the issues presented by any proposal or counter-proposals.

Subcommittee meetings are not considered on the record. These meetings focus on particular portions of the National Agreement. In the 2016 negotiations, there were subcommittees for Article 7 (Employee Classifications), 8 (Overtime), 11 (Holidays), 12 (Principles of Seniority, Posting and Reassignments), 32 (Subcontracting), Mail Handler Assistants (MHAs), and Memoranda of Understanding and Letters of Intent (MOUs and LOIs).

If the bargaining results in a tentative agreement between the parties, that agreement is subject to a ratification vote by the NPMHU membership. As required by the NPMHU

Bargaining will officially begin on June 27, 2019. Negotiations will consist of Main Table meetings and Subcommittee meetings. The Main Table meetings are on-the-record meetings during which the parties exchange their official proposals.

National Constitution, the vote would be by secret mail ballot.

If the parties fail to reach a tentative agreement, either because the parties are unable to agree or because a tentative agreement is not ratified by the NPMHU membership, the PRA has a procedure that is followed to resolve the parties' remaining dispute, which procedure must be followed unless the parties mutually agree to another dispute resolution procedure themselves.

The PRA procedure contains several steps. First, the Federal Mediation and Conciliation Service (FMCS) would establish a three-person fact finding panel. Two of the members would be selected by the parties from a list of 15 names given to them by the FMCS. The third person would be selected by the other two, or if they cannot agree, by the Director of the FMCS. The fact-finding panel would have 45 days in which to investigate the bargaining dispute and issue a report of its findings.

If an agreement still cannot be reached by the parties after the fact finding, the PRA requires the establishment of an arbitration board within 90 days of the contract expiration. This board normally consists of three members—one appointed by the Union, one appointed by the Postal Service, and a third neutral member. The neutral member is appointed either by agreement of the two other members or, if they cannot agree, by the Director of the FMCS.

After the arbitration board is selected, it holds hearings during which both parties are given the chance to present testimony and evidence. The board is required to make a decision within 45 days after its appointment. This arbitration decision is binding on both parties.

Once bargaining starts in late June, the National Office will be sending out regular updates on its progress. Please watch your bulletin boards or the NPMHU website for all updates.

NPMHU ANNOUNCES PAYMENTS BASED ON RI-399 UPDATE MOU

On June 26, 2018, the NPMHU, the APWU, and the United States Postal Service executed a tripartite Memorandum of Understanding (MOU) that updated the RI-399 Dispute Resolution Procedures that were originally signed in 1992.

The MOU effectively withdrew and administratively closed all cross-craft grievances that were pending in the RI-399 process prior to September 1, 2017. The Update MOU also provides for monetary payments to mail handlers and clerks in consideration of the withdrawal of these grievances. The parties have agreed that \$14,500,000 will be distributed among mail handlers designated by the NPMHU. The parties also agreed that APWU represented employees will be similarly compensated.

The NPMHU National Executive Board approved the following criteria to determine which mail handlers will receive payments as well as the amount each mail handler will receive.

1. In order to be eligible for payment, a Mail Handler had to be in the NPMHU Bargaining Unit (Career or MHA) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 AND the Mail Handler has to be in the NPMHU Bargaining Unit (Career or MHA) and on the rolls of the Postal Service during the Pay Period which ends on March 15, 2019. A Mail Handler must satisfy both of these criteria to be eligible for payment.
2. Eligible payees in the Bargaining Unit for less than 5 years (as of September 1, 2017) will receive 1 Share.
3. Eligible payees in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017) will receive 2 Shares.
4. Eligible payees in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017) will receive 3 Shares.
5. Eligible payees in the Bargaining Unit for 20 years or more (as of September 1, 2017) will receive 4 Shares.

The exact amount that each mail handler is to receive is not determined as of yet. Once the number of mail handlers in each category is compiled, the precise payment amounts can be announced.

Updates will be provided to the membership as more details become finalized.



RI-399

TRAINING



Hundreds of mail handlers who serve on their respective Local Dispute Resolution Committees (LDRC) along with members of the National Executive Board and Contract Administration Department Representatives gathered in Las Vegas, NV and Atlantic City NJ with an equal number of their USPS and APWU counterparts to participate in multiple joint training sessions conducted by the members of the National Dispute Resolution Committee (NDRC) on the newly signed Updated MOU on RI-399 Dispute Resolution Procedures; the MOU was issued in June 2018.

This historic MOU comes 26 years after the original Dispute Resolution Procedures (DRP) were issued in 1992 and marks an important milestone in



the history of RI-399 and the process for addressing jurisdictional disputes between the NPMHU-represented mail handlers and APWU-represented clerks.

Members of the NDRC conducted five joint sessions in total, training over 1,500 LDRC members across the country. Manager of Contract Administration Teresa Harmon and CAD representative Kevin Fletcher, with General Counsel Bruce Lerner represented the NPMHU on the panels. The parties are optimistic that the training will help ensure proper implementation of the Updated RI399 procedures.



FINANCE

MANAGEMENT SEMINAR

The NPMHU's Local leadership participated in a comprehensive Finance Management Seminar at the Maritime Conference Center in Linthicum Heights, MD. The three-day session, in December 2018, included presentations and group discussions on a wide variety of topics related to financial administration at the Local Union level, including: the fiduciary duties and responsibilities of Local Union Presidents and Treasurers; IRS and DOL issues and reporting requirements; budgeting; financial statements; records management; annual audits; payroll issues; and more.

The third day of training was dedicated to using QuickBooks™ computer software as a tool to easily organize the daily financial activities of the Local Union. This training will help facilitate necessary reporting to fellow officers and union membership, as well to assist in preparing the reports required by the Department of Labor and the Internal Revenue Service.



The following trainers helped make the program a huge success: (Retired) National Secretary-Treasurer Tim Dwyer, Local 300 President Kevin Tabarus, Local 301 Treasurer Neil Ryan, Local 318 Treasurer Joyce Weber, Comptroller Mitzi Montemore, Accounting Specialists Deb Meyers, Keanna Whitlock, and Rachelle Clark, MHBP Executive Director Nina Gallauresi, and NST Michael Hora. Our thanks to all that attended this important program.





RETIRED TIM DWYER

On February 1, 2019, National Secretary-Treasurer Tim Dwyer retired after more than three decades of service to the National Postal Mail Handlers Union. Tim started as a Mail Handler in Manchester, NH in 1984. During his esteemed career spanning 33 years, he served the members of this organization in various capacities.



Tim served as a shop steward from 1985 through 2002, and as the New Hampshire State Executive Board Member from 1997 through 2002. He later held the position of Local 301 Treasurer from 2002 to 2006, and then began serving as the President of Local 301 in 2006 until 2012, representing

thousands of Mail Handlers throughout the six states of New England. During this period, Tim has served as the lead advocate in scores of arbitration hearings. In conjunction with these duties, he was first appointed to the Local 301 Arbitration Task Force in 1998 and has served on the National Task Force on Discipline and was an active member of the National Training Committee, covering various topics such as arbitration advocacy, the Family and Medical Leave Act, and LMOU negotiations.

In April 2012, Tim was appointed to the NPMHU's Contract Administration Department in Washington D.C. In this position, Tim also represented the NPMHU on the Article 12 Task Force and served as the Union's national shop steward trainer. In April 2017, the National Executive Board unanimously selected Brother Dwyer to fill the unexpired term



as National Secretary-Treasurer, a position he held until his recent retirement.

Please join us in thanking Tim for his unyielding commitment and dedication to this organization. He is a committed leader who always fought for the betterment of others. His wit, wisdom, and whimsical vocabulary will be sorely missed. The NPMHU offers its sincere gratitude for Tim's many years of faithful service. May you and Vivian have a most enjoyable retirement.





SWORN IN

MICHAEL HORA SELECTED **NATIONAL SECRETARY-TREASURER**

In early December 2018, President Hogrogian announced that, by a unanimous vote of the National Executive Board, Michael Hora was selected to be the new National Secretary-Treasurer, effective upon the retirement of former NST Tim Dwyer on February 2, 2019.

Brother Hora has been a Mail Handler for more than thirty-three years, beginning his career as a mail handler in the Denver Terminal Annex in 1985. Mike has served the members of the NPMHU in a wide variety of positions and assignments at the Local and National level. Before transitioning to the National Office in 2011, Brother Hora served as shop steward, arbitration advocate, and both Vice President and President of Local 321 in Denver, Colorado for more than four terms of office. Also before accepting a full-time assignment at NPMHU National Headquarters, Hora served as a member of the Committee on the Future, on the Resolutions and Constitution Committees at several NPMHU National Conventions, and on the 2006, 2011, and now 2019 Field

Negotiating Committees in preparation for those rounds of national negotiations.

Upon his initial appointment to Washington, DC, Brother Hora served as a National Representative in the Contract Administration Department, as Executive Director of the NPMHU-sponsored health plan known as the Mail Handlers Benefit Plan, and finally as Assistant to the past two National Secretary-Treasurers.

On Monday, February 4, 2019, LIUNA General President Terry O'Sullivan was on hand at NPMHU Headquarters in Washington, DC to officiate at the ceremony to install Brother Hora as NPMHU National Secretary-Treasurer. Brother Hora was honored to be joined by President Hogrogian, the National Executive Board, and his spouse Carol Hora. Also in attendance were NPMHU Headquarters staff and the 2019 Field Negotiating Committee. "I am honored by the support shown to me by the Board. I will work hard to serve the membership to the best of my abilities," said Hora.

THE 116TH CONGRESS

DEMOCRATS CONTROL THE HOUSE, BUT REPUBLICANS RETAIN THE SENATE

Robert Losi, Legislative and Political Director



The 116th Congress has now reorganized, with a Democratic majority (235 to 197, with 3 seats vacant) taking over in the U.S. House of Representatives and a Republican majority (53 to 47) remaining in the U.S. Senate. Nancy Pelosi (D-CA) has been re-elected as Speaker, and all committee chairs and staff in the House have been taken over by the Democrats.

With everyone focused on the recent shutdown of the Federal Government and the possibility of others to come, it has been extremely difficult for the new Members of Congress to focus on all of the pending issues. Even then, the House majority will no doubt be expending much of its time on providing oversight, and when necessary, investigating President Trump and his Administration which remains in control of the Executive

Branch. Meanwhile, the issues of key concern to mail handlers will also remain on the agenda during the next two years. Of most importance, expected to be on the front burner will be (1) the continuing debate over postal reform legislation; (2) attempts by the Trump Administration and certain Republicans to reduce the costs associated with various benefit programs applicable to federal and postal employees; and (3) efforts by the postal unions and coalition supporters to severely restrict or eliminate any privatization of the Postal Service.

Most notably, the new Democratic majority in the House has taken over the Committee on Oversight and Reform. Elijah Cummings (D-MD) is the new chairman, and Jim Jordan (R-OH) is the new Ranking Member. The overall division is 24 Democrats and 18 Republicans.

DEMOCRATS

- | | | |
|------------------------------|---------------------------------|---------------------------------|
| • Carolyn B. Maloney (NY) | • Harley Rouda (CA) | • Brenda L. Lawrence (MI) |
| • Eleanor Holmes Norton (DC) | • Katie Hill (CA) | • Stacey E. Plaskett (VI) |
| • Wm. Lacy Clay (MO) | • Debbie Wasserman Schultz (FL) | • Ro Khanna (CA) |
| • Stephen F. Lynch (MA) | • John P. Sarbanes (MD) | • Jimmy Gomez (CA) |
| • Jim Cooper (TN) | • Peter Welch (VT) | • Alexandria Ocasio-Cortez (NY) |
| • Gerald E. Connolly (VA) | • Jackie Speier (CA) | • Ayanna Pressley (MA) |
| • Raja Krishnamoorthi (IL) | • Robin L. Kelly (IL) | • Rashida Tlaib (MI) |
| • Jamie Raskin (MD) | • Mark DeSaulnier (CA) | |

REPUBLICANS

- | | | |
|----------------------|-----------------------|--------------------------|
| • Justin Amash (MI) | • Glenn Grothman (WI) | • Chip Roy (TX) |
| • Paul A. Gosar (AZ) | • James Comer (KY) | • Carol D. Miller (WV) |
| • Virginia Foxx (NC) | • Michael Cloud (TX) | • Mark E. Green (TN) |
| • Thomas Massie (KY) | • Bob Gibbs (OH) | • Kelly Armstrong (ND) |
| • Mark Meadows (NC) | • Clay Higgins (LA) | • W. Gregory Steube (FL) |
| • Jody B. Hice (GA) | • Ralph Norman (SC) | |

The Senate Committee on Homeland Security and Governmental Affairs has experienced less turnover in the 116th Congress, and thus will present larger obstacles for legislation favorable to mail handlers and other postal employees. Republican Senator Ron Johnson of Wisconsin remains as chair, and Democrat Gary Peters of Michigan is the Ranking Member. Here is a list of the other committee members:

REPUBLICANS

- Rob Portman (OH)
- Rand Paul (KY)
- James Lankford (OK)
- Mike Enzi (WY)
- Mitt Romney (UT)
- Rick Scott (FL)
- Josh Hawley (MO)

DEMOCRATS

- Tom Carper (DE)
- Maggie Hassan (NH)
- Kamala Harris (CA)
- Kyrsten Sinema (AZ)
- Jacky Rosen (NV)

With the partisan split on Capitol Hill, the NPMHU will have to redouble its legislative efforts to protect the future of the Postal Service and the various federal benefit programs that are applicable to mail handlers. Another Legislative Conference already has been scheduled for June 2019, and the National Office is hopeful that many mail handlers will be able to travel to Washington, DC and participate in lobbying their elected representatives.

If you have not done so already, please sign up as a legislative activist on the NPMHU website, and please watch your NPMHU publications and alerts for the latest information.

Listed below are four resolutions already introduced in the House of Representatives—all of which are supported by bi-partisan coalitions—that will be used to start the process of passing legislation that will put the U.S. Postal Service in a position to succeed for years to come. Resolutions are often used as a vehicle to start the legislative process, as a stepping stone to more comprehensive and much-needed legislation.

H. Res. 33—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.

Sponsor: Rep. Stephen Lynch (introduced 01/09/2019). **Cosponsors:** 51 Latest **Action:** Referred to the House Committee on Oversight and Reform

H. Res. 23—Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.

Sponsor: Rep. Susan Davis (introduced 01/04/2019). **Cosponsors:** 3 Latest **Action:** Referred to the House Committee on Oversight and Reform

H. Res. 54—Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.

Sponsor: Rep. Gerald Connolly (introduced 01/16/2019). **Cosponsors:** 1 Latest **Action:** Referred to the House Committee on Oversight and Reform

H. Res. 60—Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

Sponsor: Rep. David McKinley (introduced 01/17/2019). **Cosponsors:** 5 Latest **Action:** Referred to the House Committee on Oversight and Reform

Thanks to all of the 2018 contributors to the
NPMHU Political Action Committee —
the many members who have contributed to the
growing political power of your Union.

2019 PAC

INCENTIVE AWARDS



2019 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Cooler
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Umbrella
Ambassador	\$500	PAC Garment Bag

YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on page 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.



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NPMHU PAC

2018 CONTRIBUTORS



The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2018 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

PAC CONTRIBUTIONS FOR 2018

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297	Chris Bentley	304	Harmon Dixon	310	Carlton Stephens	322	John Szewcyk
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300	Mark Palovchek	304	Gloria Ward	315	Jerry Alexander	327	Ronnell Smith
300	James Smith	305	Lamar Grigsby	316	Pago Afualo	328	Todd Larson
300	Kevin Tabarus	306	Mark Blough	316	Renita Conley	329	Samuel Hudson
300	Donald Utz	306	Richard Coleman	316	Leo Ebio	329	Charles Smith
301	Jeffrey Anderson	306	Miller Hall	316	Irene Lowery	329	Julius Takacus
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301	Mark Elia	306	Kenneth Leftridge	316	Don Sneesby	333	Doris Hampton
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301	Patrick O'Rourke	307	Rita Tripp	318	Carlos Davila	334	Sheldon Adams
301	Martin Paredes	308	John Gibson	318	Lawrence Sapp	334	Alexander Adams
301	Charles Pierce	308	Michael Rembelinsky	318	Ricky Western	Nat'l Staff	Robert Blum
301	Neil Ryan	309	Joyce Miskell	320	Arturo Aguilar	Nat'l Staff	Timothy Dwyer
301	Daniel St. Marie	309	Mark Nitkiewicz	320	Alex Cervantes	Nat'l Staff	Kevin Fletcher
301	Joseph Stanlione	309	David Wilkin	320	Robert Fournier	Nat'l Staff	Nina Gallauresi
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301	William Zayat	310	Willie Burks	320	Felipe Ruiz	Nat'l Staff	Teresa Harmon
302	Anthony Coleman	310	Carlos Castellucci	320	Simon Spotts	Nat'l Staff	Paul Hogrogian
303	Denise Brown	310	Reginald Chambers	321	Chance Goodson	Nat'l Staff	Michael Hora
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303	Lance Holmes	310	Charles Franklin	321	Jeffrey Morgan	Nat'l Staff	Robert Losi
303	Daniel Ortega	310	Lisa Greer	321	Claude Ridley	Nat'l Staff	Charles Manago
303	Abel Padilla	310	Robert Larmore	321	Michael Ruiz	Nat'l Staff	Eileen Mills
303	Juan Torres	310	Nolan McClendon	321	Samuel Tweneboa-Koduah	Nat'l Staff	David Ross
303	Debra Works	310	Chawanda Parson	322	Kelly Dickey	Nat'l Staff	Thomas Ruther

MEMBERSHIP LEVEL: **LEADER** (contributed at least \$250 last year)

297	Pamela Grant	303	Osvaldo Quintana	316	John Luke	332	Woodrow Hendrickson
297	William Staab	303	William Roux	316	Gregory McGovern	332	Robert McFall
299	Tanya Arcangel	304	Steve Lenzly	316	Petra Rezac	332	James Smith
300	Raymond Bermudez	305	Michael Perry	316	Mark Sagatu	333	Barry Adair
300	Richard Couvertier	305	Amber Slater	318	Wayne Campbell	333	Mike Ballard
300	Irene Delgado	305	Shavonnie Zimmerman	318	Luis Centeno	333	Steve Benshoof
300	Terrence Flynn	306	Jeff Bridges	318	Larry Dowdell	333	Charles Blair
300	Yvette Johnson	306	George Cantrell	318	Shawndala Jones	333	Tim Brettmann
300	Daniel Martinelli	306	Austin Carr	318	Enrico Reedy	333	Wayne Burch
300	Charles Price	306	John Corley	318	Thomas Sheldon	333	Susan Cowman
301	John Bessette	306	Richard Porter	318	King Solomon	333	Bernal Gutierrez
301	Michael Bisono	307	Derek Douglass	318	Chris Strang	333	Kyle Hanks
301	Paul Bureau	307	Christina Larkins	318	Ronnie Whitfield	333	Robert Howe
301	Michael Coletta	308	Nicholas Campellone	320	Adrian Alvarez	333	Alan Joiner
301	Scott Curtis	308	Mitch Fite	320	Darren Dankert	333	Jeffery Marean
301	Michael Hatem	308	Jeanne Gladilina	321	Daniel Elliot	333	Monica Marshall
301	Geoff Henderson	308	Robert Glycenfer	321	Curtis Grantham	333	Ervin McKnight
301	Charles Masterson	308	Michael Mohan	321	Roberto Hernandez	333	Frankie Micile
301	Jeffrey Maxner	308	Mildred Wagner	321	Richard Lairscey	333	Jeffrey Mount
301	Rene Morissette	308	Richard Zeh	321	Daniel Oliver	333	Sally Myers
301	James Roche	308	Joseph Zelenenki	321	Jenny Rose	333	Baribor Ngia
301	Victorino Tiongson	309	Rebecca Bicksler	322	William Best	333	Mark Sanders
301	Dorothy Wollensack	309	Daniel Cornish	322	David Cavalier	334	Barbara Pridgen
302	Kimberly Garcia	309	John Esterdahl	322	Joseph Fitzgerald	334	Octavia Sas
302	Paula Ward	309	Howard Fagan-Solis	323	Brian Blatchford	334	Anthony Shell
303	Phillip Ciulla	309	Lisa McDonell	323	Brock Engstrom	Nat'l Staff	Noah Giebel
303	Gary Doss	309	Timothy Morath	328	Troy Noonan	Nat'l Staff	Mitzi Montemore
303	Cesar Enciso	309	Nick Pruchnicki	329	Calvin Booker		
303	Wendell Jackson	316	Thomas Bilodeau	329	Woodrow Douglas		
303	Jason Marlow	316	Gary Kalich	330	Robert Griffith		

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299	Jason Adachi	301	Marty Jarmulowicz	303	Henrietta Hogg	306	Joseph Sell
299	Jose Bautista	301	Thomas Kondroski	303	Kathleen McNeil	306	Cheryl Vague
299	Ronald Fisher	301	Scott Lasell	303	David Palmas	306	Judy Wells
299	Ernest Knight	301	Allen Lecours	303	Ray Paniagua	306	Anthony Williams
300	Gloria Barrios	301	Agostino Lopes	303	Carlos Perez	306	Mae Winters
300	Peter Bilotta	301	Mathew McGrath	303	Aukushan Scantlebury	306	Dani Zimmerman
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300	Alfred Conyers	301	Jacqueline O'Connell	303	Kenneth Smith	307	Marlon Harris
300	Latina Crenshaw	301	Michael Pasquale	303	John Stewart	307	Bill Harris
300	Howard Curry	301	Vincent Riallo	304	James Clark	308	Ottina Fallz
300	Tanya Elder	301	John Reilly	304	Thomas Davis	308	William Harris
300	Robert Koontz	301	Dennis St Pierre	304	Grag Wake	308	Kris Keehn
300	Dawn Licata	301	Timothy Sullivan	305	David Cocke	308	Ken Koscinski
300	Lucy Lombardo	301	Keith Vincent	305	Richard Flanagan	308	Christopher Lee
300	Frank Longo	302	Glenn Bell	305	Danny Mangan	308	Matthew Matteis
300	Thomas Mullahey	302	Helen Cerda	305	Jose Pena	308	Shelby Root
300	Joseph Palau	302	Dean Deluna	305	Byron Scott	308	Raymond Rosenberger
300	Sharon Scott	302	Ruben Martin	306	Brian Bragg	308	Laurene Smith
300	Theresa Start	302	Dwight Parker	306	Tiffany Byers	308	Ronald Sweetman
301	Phillip Alvarado	303	Loren Chase	306	Michael Fromme	308	Anthony Wilson
301	Christin Chartier	303	Terrie Collins	306	Vincent Gross	309	Robert Albright
301	Cindy Depietro	303	Paul Costello	306	Robert Howze	309	James Ditchfield
301	David Desharnais	303	Howell Fontanilla	306	Jeanine Hutcherson	309	Paul Forshey
301	Robert Fisher	303	Cathy Gravino	306	Sharifa Knowles	309	Edward Hamlin
301	William Flynn	303	Larry Hall	306	Manuel Lazus	309	Ronald Heiss
301	Robert Goggin	303	Christina Harper	306	Nick Lehto	309	Gregg Hubbard
301	Fred Hickey	303	Christopher Harris	306	Max Rehbein	309	Robert Law

MEMBERSHIP LEVEL: ACTIVIST (contributed at least \$100 last year) continued

309	Raymond Morrison	318	Ben Martin	331	Lloyd Johnson	333	Sherri Kingery
309	Christopher Rine	318	Ronald Nordyke	331	Nathan Price	333	Danelle Krull
309	Lori Sabatino	318	Jorge Ortiz	332	Steven Jensen	333	Robert Lawson
309	John Tankalavage	318	Donna Turner	332	Matthew Stevens	333	Danny Luig
310	Troas Boyd	318	Suzanne Viveiros	332	Edvina Tesch	333	Angela Marshall
310	James Densler	320	Theresa Corcoran	333	Mark Alexander	333	Francis Montgomery
310	William Hopkins	320	Bernie Gonzalez	333	Marvin Bennett	333	Calvin Nettles
310	Reginald Riggins	321	Deb Alder	333	Bryant Blackman	333	David Parrish
311	Linda Lewis	321	Curtis Beattie	333	Harvey Blackman	333	James Pledger
311	Bridget Lightbourne	321	Michael Blackburn	333	Thomas Blair	333	Dennis Reeser
311	Kenneth McFarland	321	Robert Koryto	333	Denise Brown	333	Douglas Riseley
311	Lelo Simmons	321	Ed Oliver	333	Michael Carpenter	333	Michael Rolniak
311	Abdul Whisenhunt	321	Richard Ruiz	333	Wayne Coe	333	Larry Rose
313	Juan Morales	321	Errol Wilson	333	David Coffman	333	Dwayne Schoep
313	Irene Sanchez	322	Kamayu Collins	333	Robert Connair	333	Blake Scott
313	Maurice Torres	322	James Lubbert	333	Dave Current	333	Corey Smith
315	Colin Moore	322	Michael McIntyre	333	Lorren Dennison	333	Jeffrey Smith
315	Kevin Parsons	322	William Potochnik	333	John Fickes	333	Michael Smith
316	Alan Brashear	322	Donna Truschel	333	Terry Fitzgerald	333	Brian Tallman
316	Aaron Doherty	323	Dean Abatte	333	Shane Ford	333	Karen Tallman
316	Sean Fryer	323	Patricia O'Brien	333	David Freeman	333	Donald Thomas
316	Steven Kim	323	Michael Straiton	333	Deborah Hall	333	Leslie Trujillo
316	Johnny McKissick	324	Stephen Ikley	333	John Haus	333	Susanna Ward
316	Richard Neal	327	Larry Burk	333	James Heath	333	Lawrence Ware
316	Salvatore Schillaci	327	Brock Isakson	333	Kenny Hepker	333	Kurtis Weeks
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316	Anthony Watson	328	Darren Marso	333	Stephan Hopkins	333	David Williams
317	Rodney Tyus	328	Arlan Smedsrud	333	Larry Humeston	333	Stephanie Yang
318	James Becker	329	John Macon	333	Dennis Irvin	334	Ronald Sodaro
318	Shimmel Brown	330	John Regis	333	Lee Kessler	Nat'l Staff	Debra Meyers
318	Charlotte Douglas	331	Daniel Barnaby	333	Caral Kingery		

MEMBERSHIP LEVEL: SPONSOR (contributed at least \$52 last year)

297	Cecil Brown	301	Michael Normandin	306	Tamara Jackson	312	Kevin Perry
297	Joseph Denner	301	John O'Connell	306	Michael Schultz	313	Fredis Maldonado
299	Edelmiro Rodriguez-Moral	301	Susan O'Leary	306	Geiselle Williams	313	Abdiel Quinones
300	Mark Chandler	301	Eric Reen	308	Brian Carson	313	Xaira Rivera
300	John Costigan	301	Hiram Velez	308	Joann Colella	313	Richard Sierra
300	Spencer Elfenbaum	301	Mark West	308	Steven Harvey	316	Betty Finley
300	Stephen Fletcher	302	Juanita Contreras	308	Sandford King	318	James Cerniglia
300	Alex Frazier	302	Shawn Dalton	308	Richard Leinbach	318	Andrew Robertson
300	Steve Morrow	302	Linda Ishmael	308	Warren Mclendon	320	Daniel Barrett
300	Atika Muhammad	302	Leroy Vance	308	Robert Nuss	320	Marcosa Vargas
300	Kim Pinkney	302	Chrystal Wilson	308	Geraldine Sterrette Cooper	320	David Worhack
300	Gilbert Stevens	303	Van Cunningham	308	Richard Vennera	321	Mark Amaro
300	Victor Stewart	303	Christopher Gayles	308	Gregory Waters	321	Linda Solomon
300	Trevor Stuart	303	Maura Pettit	309	James Colling	322	Joseph Harker
300	Charsesa Tevenal	303	Robert Rodriguez	309	Rick Frantz	322	Roberta Wanner
300	Fitzgerald Turkvan	303	Thomas Sansevere	309	Gary Gove	323	John Frey
301	Gregory Barberian	303	Ronald Williams	309	Douglas Heyden	323	Gary Tollefsrud
301	George Buckley	304	Clarence Phelps	309	Michael Knapik	324	Joe Impson
301	Jennifer Conderino	304	Fred Topping	309	Jeffrey Rusack	325	Tarus Esco-Cole
301	Reynaldo Figueroa	305	Phillip Johnson	310	Gary Reid	328	Neil Edberg
301	Thomas Hackett	305	Cheryl Johnson	310	Tabatha Smith	331	David Wisneski
301	Gerald Hunt	305	Ernie Sawyer	311	Jennifer Price	332	Robert Greenwell
301	Sharlene Labore	306	Kurt Anderson	312	Alice Bingham	332	Karl Salzer
301	Linda Lee	306	Steven Barber	312	Vanessa Emery	332	Michael Tucker
301	Scott McEnaney	306	Dennis Gunn	312	Troy Gallet	333	Laura Barefield

MEMBERSHIP LEVEL: **SPONSOR** (contributed at least \$52 last year) *continued*

333	Grant Bresley	333	Steve Huth	333	Lonnia Whisler	Nat'l Staff	Clare Hurley
333	Geralyn Doescher	333	Joseph Reese	333	John Wright		
333	Edna Grayson	333	Craig Thompson	334	Kent Holliday		

MEMBERSHIP LEVEL: **MEMBER** (contributed at least \$26 last year)

299	Deanna Parker	302	Brian Sheehan	308	Floyd Steinmetz	318	Cono D'Elia
300	Dave Basch	303	Jose Alvarado	308	Amber Wintermute	318	Louis Garnett
300	Minerva Fuentes	303	Christopher Marrero	309	William Goeseke	318	Gary Jones
300	Lakiesha Lyons	303	Rose Skibinski	309	Gregory Murzynski	318	Nicholas Mosezar
300	Alen Sacks	303	Christopher Socha	309	Donald Slate	318	Robin Person
300	Antonio Sanchez	303	Dorleatha Willoughby	309	Jerry Smith	318	Santo Romano
300	Nancy Simmons	304	Raymond Butts	309	James Williams	318	Stephen Weber
300	Andre Spence	304	Rakel Dudley	310	Adrien Rameau	320	Robert Tallent
301	Nicholas Bessette	305	Terry Claytor	311	Carl Debnam	321	Patrick Bond
301	Todd Bjunes	305	Lori Freeman	311	Belvin Eddington	321	Richard Eckhart
301	Philip Devlin	305	Richard Mason	311	Paul Kanoa	329	Lyndon Cox
301	Earl Kimball	306	Jacqueline Jarr-Camps	311	Frank La	332	David Gomez
301	Steven Punzo	308	Willam Cross	312	Eric Hardnett	333	Cody Current
301	Joseph Robinson	308	Joseph Labriola	312	Robert Williams	333	Gary Terrell
301	William Smith	308	Neil Muller	313	Carlos Zeno	334	Michael Howell
301	Stephen Zaccaro	308	Sheila Powell	315	Rodney Cardwell	334	Paul Jorgensen
302	Edward Alcantar	308	Craig Rollerson	316	Eric Snyder	Nat'l Staff	Elizabeth Johnson
302	James Carlson	308	Alicia Smith-Allen	318	Ken Czwojdak		

CAMP LEJEUNE VETERAN AND FAMILY HEALTH & DISABILITY BENEFITS

In the 1980s, contaminants were found in several wells that provided drinking water at Camp Lejeune, N.C. The contaminants included the volatile organic compounds trichloroethylene (TCE), perchloroethylene (PCE), vinyl chloride, benzene, and other compounds. The primary sources of this contamination were on-base leaking storage tanks and industrial activities, and an off-base dry cleaner. It is estimated that the contaminants were in the water supply from the mid-1950s until February 1985, when the wells were shut down.

Benefits for Camp Lejeune Veterans and family members include health care for 15 conditions listed in the Honoring America's Veterans and Caring for Camp Lejeune Families Act

of 2012. In addition, Veterans can receive disability and health care benefits for eight presumptive disease conditions associated with contaminants in the water at Camp Lejeune. Veterans, National Guard and reserve members, and family members who lived on the base for at least 30 days (cumulative), between August 1, 1953 and December 31, 1987 are eligible.

The Camp Lejeune Act of 2012 provides health care and health care funding assistance to Veterans and family members who lived on Camp Lejeune, meet the time-on-station and service date requirements, and have one of the covered conditions.

Qualifying health conditions:

- Bladder cancer
- Breast cancer

- Esophageal cancer
- Female infertility
- Hepatic steatosis
- Kidney cancer
- Leukemia
- Lung cancer
- Miscarriage
- Multiple myeloma
- Myelodysplastic syndromes
- Neurobehavioral effects
- Non-Hodgkin's lymphoma
- Renal toxicity
- Scleroderma

Veterans eligible for health care under the Camp Lejeune Act of 2012 may enroll in VA health care and receive medical services for any of the 15 covered health conditions, and eight disability conditions at no cost.

To enroll in VA health care, apply at www.va.gov/healthbenefits/apply/ or call 1-877-222-8387 for help. Inform VA staff that you served on active duty at Camp Lejeune for at least 30 days during the covered time period.

For more information on how to apply and for tips on making sure your claim is ready to be processed by VA, visit the VA How to Apply page at <https://explore.va.gov/disability-compensation>.

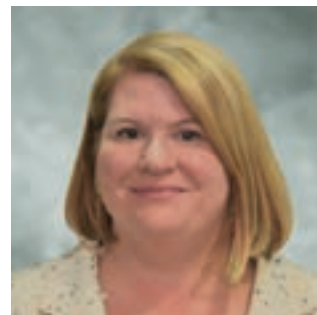
FOR INFORMATION CALL:

VA Health Care
1-877-222-8387

VA Benefits
1-800-827-1000

Camp Lujune Family Health
Care 1-866-372-1144

Source: U.S. Department of Veterans Affairs



MANAGING DIABETES

NEW TECHNOLOGIES AND BENEFITS CAN MAKE IT EASIER

Nina Gallauresi, Executive Director, MHBP

Your body takes care of countless tasks for you. You might not notice all it's doing to keep you healthy until something goes wrong.

Diabetes is a serious disease that happens when your body has trouble managing and using blood glucose, a sugar that your body uses as fuel. When you have diabetes, you must actively take on this process yourself. New technologies are being tested to make it easier for you to control diabetes and to help you stay healthy.

More than 100 million Americans are living with diabetes or prediabetes, a condition where blood glucose levels are higher than normal, but not high enough to be considered diabetes. People with diabetes must frequently check their blood glucose (or blood sugar) and take quick action if it gets too high or low. They must also constantly consider how all meals, physical activity, and things like stress will affect their blood glucose.

TYPES OF DIABETES

How people with diabetes manage their blood glucose levels depends, in part, on the type of diabetes they have. The most common are type 1, type 2, and gestational diabetes.

With type 1 diabetes, your body doesn't make enough of a hormone called insulin. Insulin signals the body's cells to let glucose inside. The body can't produce enough insulin because the immune system, your body's defense against germs and foreign substances, mistakenly attacks and destroys the cells in your pancreas that make insulin.

Type 2 diabetes is the most common. It occurs when either your body's cells have trouble using insulin or your body doesn't produce enough insulin to handle the glucose in your blood.

Both types can develop at any age. Type 1 is most often diagnosed in children and young adults, while type 2 shows

up most in middle-age and older people. Gestational diabetes occurs only during pregnancy, but increases your chances of developing type 2 later in life.

Diabetes symptoms can vary by type. Some shared symptoms include increased thirst, hunger, and urination. Symptoms of type 1 can start quickly, over a few weeks. Type 2 symptoms tend to develop slowly over years, making them less noticeable.

BLOOD GLUCOSE CONTROL

Many people with diabetes check their blood glucose with a blood glucose meter. This portable machine measures how much glucose is in the blood. You get a drop of blood by pricking the side of your fingertip with a small, specialized needle. Then you apply the blood to a test strip. The meter shows you how much glucose is in your blood at that moment.

People with type 1 diabetes, and some people with type 2, correct and manage their blood glucose with injections of synthetic insulin. A missed, or miscalculated, dose can lead to serious complications, immediately and over time. Diabetes increases your risk for blindness, heart disease, stroke, kidney failure, and amputation.

"It's a significant burden to self-test sugar levels several times a day, count carbohydrates with each meal, take into account the impact of physical activity, and then calculate the amount of insulin you need to inject multiple times a day with a syringe or the help of an insulin pump," explains Dr. Guillermo Arreaza-Rubín, who heads NIH's Diabetes Technology Program. Any error in this management may lead to life-threatening complications like severe hypoglycemia, which is very low blood glucose.

"Hypoglycemia is one of the main reasons people with type 1 visit hospital emergency rooms every day," Arreaza-Rubín

MHBP health offers a free program to its enrollees called Transform

Diabetes Care Program through CVS Caremark and its partner, Livongo, to help medication adherence, A1C control and lifestyle management.

says. “It happens more frequently during the night and is a major cause of fear and anxiety among people with diabetes and their families.”

HELP FROM TECHNOLOGY

New in 2019, MHBP health offers a free program to its enrollees called Transform Diabetes Care Program through CVS Caremark and its partner, Livongo, to help medication adherence, A1C control and lifestyle management. Transform Diabetes Care is a health benefit that combines advanced technology with coaching to support chronic health conditions like diabetes. It is available at no cost to members as part of MHBP's prescription benefit plan.

Participating in MHBP's Transform Diabetes Care Program gives you all this at no cost:

- An advanced, connected blood glucose meter
- Unlimited strips and lancets shipped to your door
- Personalized tips with each blood glucose check as well as real-time support
- Optional family alerts keep everyone in the loop
- Real-time support when you're out of range
- Your meter can send data directly to your doctor
- Strip reordering, right from your meter
- Automatic uploads mean no more paper logbooks

The connected blood glucose meter offered through MHBP's Transform Diabetes Care Programs provides personalized tips after each reading to support your diabetes management. From creating logs for your doctor's appointments, to alerting loved ones when your blood glucose is out of range, the connected blood glucose meter can upload and send alerts in real-time using a cellular connection if you choose. The connected meter will also automatically detect the wireless network that you are in and 'roam' if necessary. There is no charge to you for roaming or wireless connections.

Every time you test your blood glucose levels with the connected glucose meter your numbers will be automatically sent to a secure online account. With this program, you can easily:

- Track your levels, see trends and share your data with whomever you choose
- Get unlimited test strips and lancets delivered to your door at no out-of-pocket cost
- Receive personalized tips in real-time to help you stay on track and make informed choices

You know yourself better than anyone, but if you ever have a blood glucose reading that's out of range—or just want some quick tips on diabetes management—your meter will



<https://newsinhealth.nih.gov/2017/12/managing-diabetes>

offer instant tips after each check. It can also help you contact Certified Diabetes Educators when you want to dig a little deeper.

MHBP DIABETES MANAGEMENT INCENTIVE PROGRAM

MHBP offers a wellness incentive program for members with diabetes. The program will reward members with a \$75 credit toward your calendar year deductible in 2020. To be eligible, MHBP must be your primary payor for health

benefits and you must:

- Obtain all of the following medical services during 2019 to monitor your diabetes:
 - routine physical examination
 - hemoglobin A1C blood test
 - LDL test
 - dilated retinal eye exam
- Maintain diabetic medication compliance throughout 2019
- Continue your MHBP enrollment for 2020

For more information on this incentive program, please visit MHBP.com or contact us at 800-410-7778 for Standard Option and Value Plan or call 800-694-9901 for Consumer Option.

4 STEPS TO MANAGE YOUR DIABETES FOR LIFE

Each year, 1.7 million Americans, ages 20 and up, are diagnosed with diabetes. People with diabetes have high levels of blood glucose. If left undiagnosed or untreated, diabetes can lead to heart disease, stroke, kidney disease, blindness, and other health problems. That's why it's important to manage your diabetes ABCs: A1C (blood glucose), blood pressure, and cholesterol. The 4 steps below are a good start.

Step 1: Learn about diabetes. If you've got diabetes, you need to make healthy food choices, move more every day, stay at a healthy weight, and take recommended medicines even when you feel good.

Step 2: Talk to your health care team about how to manage your A1C, blood pressure, and cholesterol. Know your ABC goals, and track your progress.

Step 3: Learn how to live with diabetes. Even if you know the steps you should take to stay healthy, you may have trouble sticking with these steps over time. Work with your health care team to make a plan that will work for you.

Step 4: Get routine care to stay healthy. See your health care team at least twice a year to find and treat any problems early. Once each year, be sure to get a dilated eye exam and a complete foot exam.

THE WOMEN'S WAVE IS COMING

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



On January 19, 2019, millions of women worldwide participated in the Third Annual Women's March. The theme of this year's march was **"The Women's Wave Is Coming."** This historical rally of sisterhood began the day after the inauguration of President Donald Trump in 2017. Tensions rose due to statements made by Donald Trump, considered by many as anti-women or otherwise offensive. It was the largest single-day protest in U.S. history. The goal of the annual marches is to advocate legislation and policies regarding human rights and other issues, including women's rights and immigration.

The mission of Women's March is to harness the political power of diverse women and their communities to create transformative social change. Women's March is a women-led movement providing intersectional education on a diverse range of issues and creating entry points for new grassroots activists and organizers to engage in their local communities through trainings, outreach programs, and events. Women's March is committed to dismantling systems of oppression through nonviolent resistance and building inclusive structures guided by self-determination, dignity, and respect.

As the 2018 mid-term elections proved, there is power in the voice of women. After the new senators and representatives were sworn in, Congress became more diverse in terms of race and religion—with women making a major contribution to this shift. These miraculous events are a source of



encouragement to our sisters in the National Postal Mail Handlers Union and the U.S. Postal Service. We too must ensure that our voices are heard. Even as we speak, Donald Trump and other political leaders are attempting to change the benefits that we have worked for as postal employees. They are trying to diminish our health care benefits and attack the Union that has successfully fought for our rights. If it's left to them, our wages would be decreased and so would our retirement and social security benefits.

Be aware of what is happening around you. The decisions that are made for us today by the Trump Administration will have long lasting effects on all of us. It is imperative that we become active in ensuring our unions and the Postal Service do not become extinct. **THE WOMEN'S WAVE HAS ARRIVED!**



In 1997, the National Postal Mail Handlers Union adopted JDRF as its official national charity, and we have been a proud sponsor of the JDRF Capitol Chapter's "Walk to Cure Diabetes" for each of the last 21 years. We will be walking in this important fundraiser with our co-workers, friends, and family members on the National Mall, Sunday, June 2, 2019. Please visit the NPMHU's JDRF One Walk Team page linked at www.npmhu.org, and consider making a donation today.

SHOW YOUR SOLIDARITY



NPMHU Hats
\$18.00

The NPMHU is in the final stages of revamping our merchandise line. We will be introducing new products in the coming weeks. All products are proudly made in the U.S.A. and union-printed.



NPMHU Zip-up Hoodie
\$35.00



NPMHU T-shirts
\$16.00



**Women's
Committee Polo**
\$38.00

NPMHU Mug
\$15.00



NPMHU Umbrella
\$37.00



MAIL HANDLERS

ACROSS THE COUNTRY

NATIONAL EXECUTIVE BOARD VISITS LOCAL 320'S WEST VALLEY PROCESSING & DISTRIBUTION CENTER



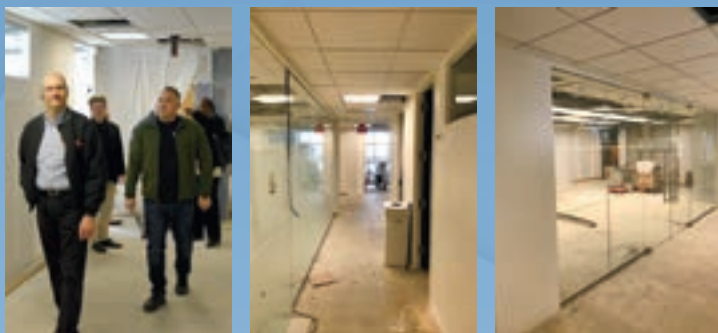
LOCAL 320 FACILITY TOUR

The National Postal Mail Handlers Union National Executive Board along with members of Local 320 were on hand for a Local 320 guided facility visit at the Priority Mail West Valley P&DC in Phoenix AZ. The visit included a walking tour of the facility along with an opportunity to meet and talk to Mail Handlers working mail at the facility.



LOCAL 313 MEETING AND TRAINING

NPMHU National Executive Board members and Contract Department personnel were on hand for the installation of officers for Local 313. **A)** Pictured Front Row (l-r) Julio Collazo Branch President, Richard Sierra Local 313 Vice President, Elsie Dos Santos Local 313 Treasurer, National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Miguel Castro Steward. Pictured Back Row (l-r) Maurice Torres Local 313 President, David Wilkin Northeast Region Vice President, Luis Toyos Local 313 SEBM, Tom Ruther CAD Regional Director Northeast Region, Jese Carrion Steward, Idelfonso Rivera Steward. **B)** National President Paul Hogrogian swears in new Local 313 Recording Secretary Juan Morales.



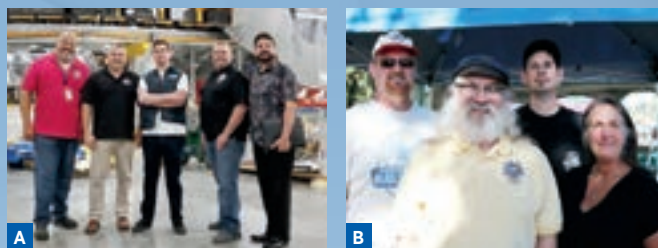
AFL-CIO/NPMHU-HQ VISIT

Members of the National Executive Board and Local Presidents sitting on the Field Negotiating Committee toured the new National Headquarters of the National Postal Mail Handlers Union located at the AFL-CIO Headquarters in Washington, DC. The construction, while ongoing is progressing rapidly and will be ready for occupation in May 2019.



LOCAL 305 SWEARING IN OF OFFICERS

National President Paul Hogrogian and National Secretary-Treasurer Michael Hora conducted the swearing in for Local 305 President Felandria Jackson at the National Office while the remainder of Local 305's Executive Board were on hand by phone for the swearing in ceremony. Pictured (l-r) National President Paul Hogrogian, Local 305 President Felandria Jackson, National Secretary Treasurer Michael Hora and Eastern Region Vice President and Local 308 President John Gibson.

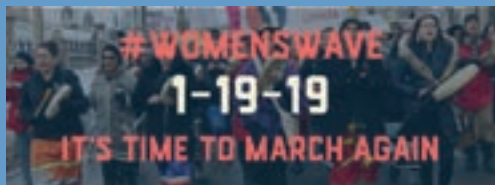


LOCAL 315 PORTLAND P&DC TOUR AND ANNUAL HANDLER HARVEST

Local 315 President Bryan Easley led a tour of the Portland P&DC which featured the new USPS EPPS Operation. Along for the tour were **A)** (l-r) Local 302 President Anthony Coleman, West Region Vice President and Local 316 President Don Sneesby, Local 315 President Bryan Easley, Local 320 Vice president Shawn Garey and Local 320 President Alex Cervantes. **B)** Members of the Local 315 Executive Board gather for their Annual Handler Harvest. Pictured (l-r) Don Beaton Treasurer, Doug Miller Vice President, Bryan Easley President, Laurie Harms Recording Secretary.

MAIL HANDLERS

ACROSS THE COUNTRY



2019 WOMEN'S MARCH (MULTIPLE CITIES)

A) Local 322 President Kelly Dickey and Local 322 Treasurer Donna Truschel representing Mail Handlers at the Pittsburgh Women's March. **B)** Local 302 Vice President Juanita Contreras marches with family friends and Union Brothers and Sisters at the Oakland Women's March.



LOCAL 300—BRONX, NY, RALLY FOR THE CAMPAIGN FOR POSTAL BANKING AND TO STOP THE PRIVATIZATION OF THE POSTAL SERVICE.

Current and former Members of congress along with postal service union personnel Joined together for a rally on Postal Banking and the end to talks of privatizing the post office. **A)** Local 300 President Kevin Tabarus gives his remarks at the Rally. **B)** Former Congressman Joseph Crowley spoke at the rally to drum up support for the cause. **C)** Local 300 Shop Steward Training.



A



C

LOCAL 301 ANNUAL WINTER BRANCH MEETINGS

Local 301 Members gathered for the Annual Branch meetings: **A)** Local 301 Executive board along with Stewards and Branch Presidents at the Annual Branch Meeting. **B)** Northeast Region Vice President David Wilkin addresses the Local 301 members at their meeting. **C)** Gathered at the Branch Meeting to discuss business were: (l-r) Northeast Region Vice President David Wilkin, Local 301 Treasurer Neil Ryan, Northeast Regional Director Tom Ruther, Local 301 President Dan St. Marie and Local 301 Vice President Sean Sweeney.



B




A



B

LOCAL 330 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and West Region Vice President & Local 316 President Don Sneesby were in attendance for the Swearing in of newly elected 330 officers. **A)** Pictured (l-r) National Secretary-Treasurer Michael Hora, National President Paul Hogrogian, Local 330 President Bob Griffith, Local 330 SEBM Gary Owen, Local 330 Vice President John Regis, Local 330 Recording Secretary Ken Rivas, Local 330 Treasurer Larry Bellizzi and Western Region Vice President Don Sneesby. **B)** Local 330 swearing in of officers ceremony.



Dental and Vision Plans Available All Year!

Did you forget to enroll in a dental or vision plan during Open Season? Don't worry. You can easily enroll in MHBP Dental and Vision Plans at *any* time in the year—even if you aren't enrolled in an MHBP health plan!

Our comprehensive dental benefits include:

- Preventive Care covered 100% twice a year
- Coverage for services from basic to major
- Orthodontic benefits

Our comprehensive vision benefits include:

- Eye exam and lenses every 12 months for just \$10
- Up to \$120 for frames every 24 months or contact lenses every 12 months
- Nationwide coverage for eye exams, frames and lenses, contacts, laser vision correction discounts and more!

No matter what job you do in the service of the U.S. public, this plan is your plan.

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

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