

THE MAIL HANDLER

FALL 2019

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

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More than 200 guests attended and toured the Union headquarters during the NPMHU Open House

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL AGREEMENT EXPIRES

TALKS CONTINUE

Paul V. Hogrogian, National President



The collective bargaining agreement between the NPMHU and the USPS expired on September 20, 2019. Although the deadline for bargaining over the terms of the 2019 National Agreement with the Postal Service has now passed without a tentative agreement, discussions are continuing and the parties agreed to extend their negotiations past the deadline to give their bargaining representatives additional time to reach a comprehensive settlement agreement.

Although negotiations officially opened on June 27, 2019, the process began almost a year ago, when the National Office solicited proposals from the entire membership and from all Local Unions for possible contract proposals. Each and every one of those proposals was fully reviewed by the Field Negotiating Committee, which met for a full week here in Washington during February of this year.

Recommended proposals were reviewed, revised, and eventually submitted to the Postal Service since the end of June, when bargaining began.

The NPMHU bargaining team is led by the National President and includes National Secretary-Treasurer Mike Hora, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National President Bobby Blum, National CAD Representatives Kevin Fletcher and Charles Manago and our legal team from the NPMHU's General Counsel's office. The NPMHU bargaining team has been hard at work, analyzing and developing proposals and meeting frequently with Postal Service representatives to bargain over these proposals.

Our priorities in bargaining include:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Layoff clause
4. Improve the wages, rights and benefits for our MHAs
5. Increased MHA conversions to career status
6. Return subcontracted work to the Mail Handler Craft and stop future subcontracting
7. Minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments

8. Fight any USPS proposals to implement any new lower wage scale and reduced benefits for future career employees
9. Address the issue of MHAs serving as 204Bs
10. Achieving an MOU on Sexual Harassment and Discrimination in the USPS

Throughout the negotiation process, the union submitted proposals to achieve these bargaining priorities.

This is not a particularly opportune time during which to bargain. The Postal Service's financial situation, the Postmaster General's 10-year plan, 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 has made these negotiations extremely difficult.

The Union submitted 94 pages with proposals, but some of those pages had more than one proposal embedded in the language, so we probably submitted about 120 proposals. The USPS submitted about 14 of its own proposals. The parties exchanged many more counter-proposals through the 90 days of bargaining.

Although the USPS submitted only 14 proposals of its own, many of these were immediately deemed by the NPMHU Bargaining team to be totally unacceptable. These proposals included the following:

- Declare all LMOUs null and void, and allow local bargaining only over specific requirements of the National Agreement

While the NPMHU prefers and will strive to reach a negotiated agreement, we are not afraid to fight in arbitration for a fair and just contract that our members deserve.

- No pay for union reps at step 1 or step 2
- Scheduling of MHAs and casuals for OT before for OTDL or FTR volunteers
- Scheduling MHAs for holidays before FTR Holiday Volunteers
- Increase the number of Casual Exception Periods
- FLSA overtime for all Mail Handlers
- Eliminate the no-layoff clause

Though many topics have been discussed, the number of tentative agreements is rather limited. However, we believe that significant progress has been made in the struggle to achieve our demands. We believe that this progress justifies extending the bargaining process with the hope that further discussions could still lead to a negotiated agreement.

The NPMHU bargaining team is now focused on securing the key economic items contained in our contract – particularly general wage increases, cost of living adjustments, and night differential—and to reach final agreement on the precise language to be included in the contract concerning all of the non-economic proposals that were discussed during the bargaining process. The parties must also review every Memorandum of Understanding and Letter of Intent in the current agreement to determine which should remain, which should be modified, and which should be eliminated. The parties are also discussing the possible elimination of the casual category in the Mail Handler craft.

Please keep in mind that there is no agreement on anything unless there is agreement on everything. This means that all previously agreed to or initialed tentative agreements could be declared null and void. They could be brought into the arbitration process to be revised and revisited or they could be totally ignored by the panel of arbitrators.

Every Mail Handler should rest assured the NPMHU bargaining team will never agree to the Postal Service's draconian proposals that many of you have read or heard about.

If the parties are able to reach a tentative agreement, it will be subject to membership ratification in a mail referendum ballot. If the parties are unable to reach a tentative agreement, the parties will adopt dispute resolution procedures that may include mediation and, if necessary, binding interest arbitration.

If we do enter impasse arbitration and if the APWU negotiations are any indication, the USPS can be expected to submit regressive and draconian economic proposals that may include:

- A wage freeze for current employees
- Lump sum payment(s) in lieu of raises and Cost of Living adjustments
- Increasing the non-career workforce

- Current employees with less than 6 years of service must work 15 years of service to achieve no lay off protection
- Elimination of no layoff clause for future employees
- Pay and benefits substantially cut for all future career hires, including MHAs who are converted to career.

While the NPMHU prefers and will strive to reach a negotiated agreement, we are not afraid to fight in arbitration for a fair and just contract that our members deserve. However, it must be kept in mind that given the dire condition of Postal finances and the current anti-union climate in Washington, interest arbitration will be a tough way to go to say the least.

Regardless of the forum, the NPMHU will continue to make all the arguments that we have to support our proposals, presenting experience and evidence from across the field in this round's discussions. The NPMHU will continue to contest the draconian proposals submitted by management.

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 continue to consult with the Union's Local and Regional leadership and will continue to keep the membership informed of the progress of these negotiations.

As part of these communication efforts, and in conjunction with the SAMLU that was recently held in Washington, DC, the National Office convened a meeting on September 30, 2019 to discuss with Local Union officers and representatives the status of the negotiations with the Postal Service over the terms of the 2019 National Agreement. The representatives in attendance received a comprehensive report on the bargaining process as it pertains to our negotiations.

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

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

Fraternally,



Paul V. Hogrogian
National President

****This article reflects the status of the bargaining process as it existed at the time that this magazine went to press.*

A REPORT ON CURRENT AFFAIRS

NPMHU LAUNCHES MOBILE APP

Michael J. Hora, National Secretary-Treasurer



A recurring question that is raised in union meetings relates to the distribution of RI-399 settlement funds. *I did not get the correct settlement amount, what should I do?* The USPS made payment on this settlement in the final pay period of the 2019 fiscal year, with the payment being included in the October 4, 2019 regular paycheck.

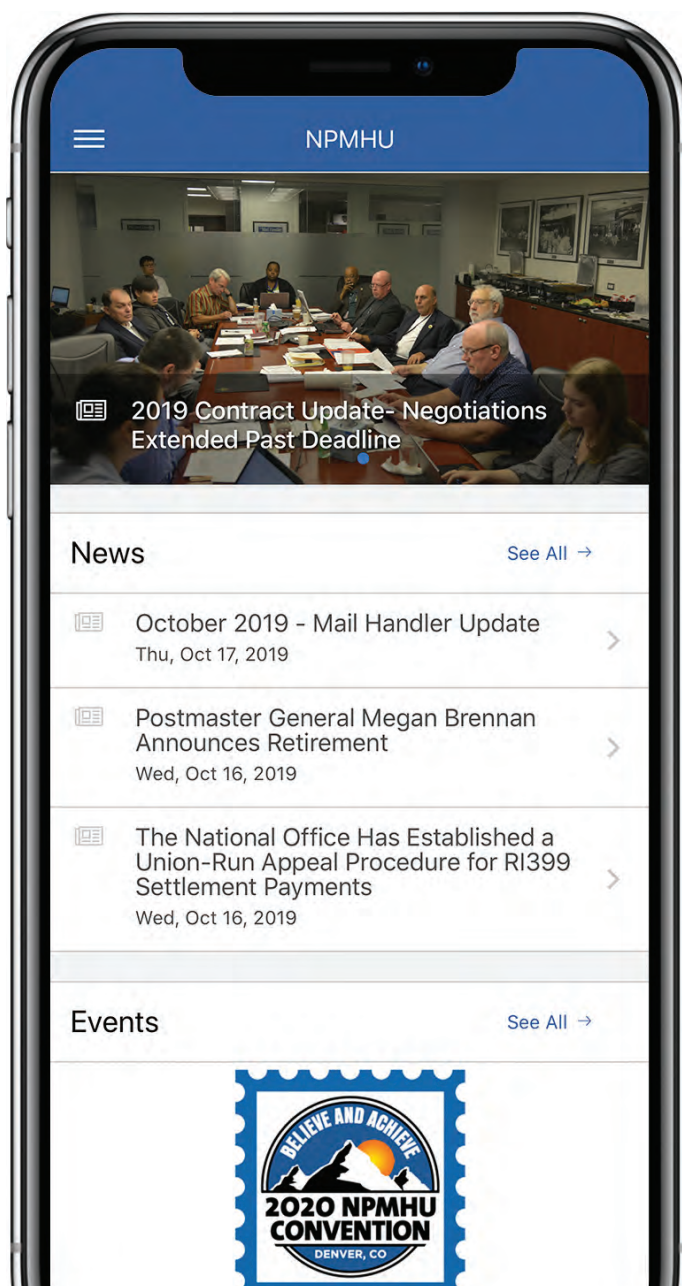
Mail Handlers who did not receive a monetary payment on October 4, 2019 but believe that they should have been eligible or eligible Mail Handlers who received a payment on October 4, 2019 but believe they did not receive the proper number of shares may file an appeal claim. A copy of the appeal form is included at page 31 of this Fall edition. As we go to press, I can report that nearly 400 mail handlers have filed appeals. Appeals must be filed by January 17, 2020. Please remember to include any applicable supporting documentation. Each appeal will be reviewed and processed by a committee at the National Office. The decisions made by the committee will be final and binding.

In the Summer edition of Mail Handler magazine, I eluded to a forthcoming mobile App; well the time has arrived. On October 28, 2019, the National Office launched our official NPMHU mobile App. We've heard from more and more members that use smartphones to stay connected. They would like to have an NPMHU App to get their information; we are pleased to provide this communication tool. You can access the latest news, updates, events, and information of organizational importance. In addition, the App will access photos and videos that are posted on the website. The App will also have significant value when it comes to the 2020 Convention. A component of the App will be specific to Convention updates, reports, and activities, but more on this in the coming months. The platform supports iPhone and Android devices. You can now download the App from Apple App Store or Google Play store—simply search for NPMHU and get connected. You can also use your smartphone to scan the QR Code shown on this page to acquire a direct link to the NPMHU mobile App in the App store.

Convention preparations are continuing, but many remaining tasks are directly related to the number of Delegates that

will attend. As of today, this is unknown. How many e-Readers/tablets should we order? Then there is the plethora of Convention swag to consider, including shirts, hats, bags, flags, pens, and the like. This begs the question, who will attend as Delegates?

The maximum number of Delegates that each Local Union may send to the 2020 National Convention is determined by

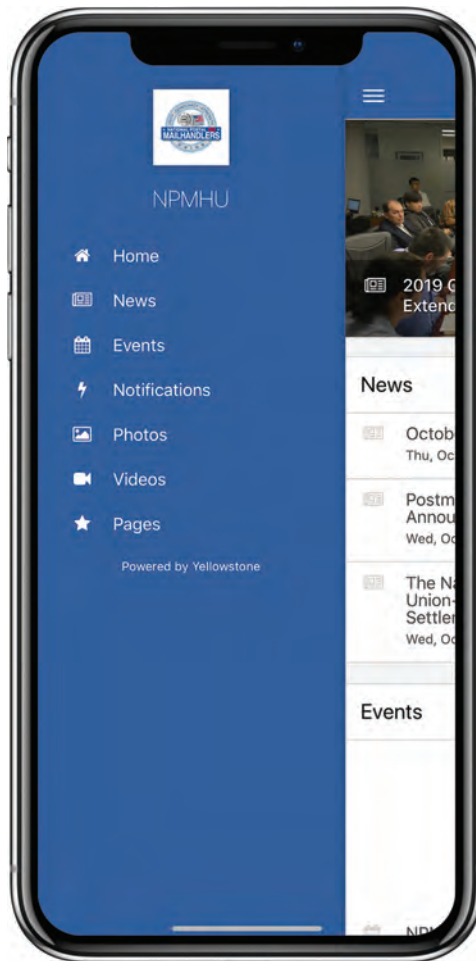


This forthcoming PMG appointment is critical and will affect Postal Unions and postal employees for years to come.

a mathematical formula that takes into account the average monthly number of regular members in the Local Union during calendar year 2019. Each Local Union is entitled to a maximum of 1 Delegate for each 25 members or major fraction (13/25) thereof. Obviously, a precise calculation under this formula is not possible until the end of 2019. In the meantime, each Local Union can estimate its maximum number of Delegates by dividing its current membership by 25. In 2016, there were 287 Delegates in attendance, in 2012 there were 280, and in 2008, the NPMHU seated 362 Delegates.

It is the Local Union Council that decides how many Delegates to send to the Convention within the parameters described above, and the Local Executive Board determines the approved expenditures that the Local Union will pay for the Delegates elected to represent the Local Union at each National Convention. Delegate elections are conducted locally, consistent with the Rules for Delegate Elections as adopted by the National Executive Board on June 26, 2019. For reference, the Delegate Election rules were posted in the Summer edition of the Mail Handler magazine and describe Delegate election tasks and deadlines in precise detail.

Finally, I will wrap up on politics and bargaining. To say we are in tumultuous times may be the understatement of the century. President Hogrogian described the state of negotiations during his September 30th briefing with Local Presidents as *productive despite an unfriendly bargaining environment*. The White House seems to be out of control and relations are fractured at best on Capitol Hill. Despite this, we have managed to hold it together with the USPS. We have agreed to extend



bargaining and continue discussions if talks are productive. Notably, about four weeks after agreeing to extend bargaining talks, Postmaster General Megan Brennan announced her retirement, to be effective January 31, 2020. It is difficult to predict how the PMG's retirement might impact Postal Service and the current round of collective bargaining. Prior to 1970, vacancies of the Postmaster General were filled by the President of the United States. I am thankful that this is not the case today. In 1970, the Postal Reorganization Act established the USPS Board of Governors; their initial appointments were for nine-year terms. The BOG was then responsible for PMG appointments. In 2006, President George W. Bush signed the Postal Accountability and Enhancement Act, which changed the terms of subsequently appointed governors from nine to seven years. Seven years is still a long time, not as powerful as a harmful lifetime Supreme Court appointment, but still very bad. This forthcoming PMG appointment is critical and will affect

Postal Unions and postal employees for years to come. If this is troublesome to you at all, I'd ask you to register and vote. The only way out of this situation is to take back control of the Senate and the White House.

In Unity,

Michael J. Hora
National Secretary-Treasurer



MAIL HANDLERS HOST OPEN



Nearly five months ago, the National Office officially opened at our new location in the headquarters of the AFL-CIO. We are now located at 815 16th St NW, Suite 5100, Washington DC 20006-4101. On September 30, 2019, the National Postal Mail Handlers Union hosted an Open House and reception, welcoming hundreds of guests to visit our new National Office. President Hogrogian spoke briefly at the reception, offering gratitude to those that worked on the project over the past fourteen months. Headquarters staff provided tours to Local Presidents and SAMLU attendees, family, friends and honored guests. Visitors were also able to explore the George Meaney conference room on the top floor of the AFL-CIO and take in the panoramic view from the balcony overlooking the White House. Attendees greatly admired the new office space; the Open House was well received by all.

HOUSE

IN NEW NATIONAL HEADQUARTERS

OPEN HOUSE



CONTINUED





National President Emeritus John Hegarty



WASHINGTON DC SAMLU REPORT

Officers and representatives from nearly every local gathered in our nation's capital to participate in the Semi-Annual Meeting of the Local Unions (SAMLU). The typical SAMLU meeting schedule was modified slightly to accommodate the national negotiations update that is required by our National Constitution.

On Monday, September 30, 2019, the meeting convened with a bargaining update detailing the status of national

negotiations with Local Presidents as required by Article VII, Section 9 of the NPMHU National Constitution. Mail Handlers were honored to conduct this bargaining update and SAMLU in the headquarters of our international parent organization, the Laborers' International Union of North America (LIUNA). NPMHU President and chief spokesperson Paul Hogrogian introduced the National Bargaining Team that includes National Secretary-Treasurer Michael

Hora, CAD Manager Teresa Harmon, Executive Assistant to the National President Bobby Blum, National CAD Representatives Kevin Fletcher and Charles Manago, as well as General Counsel Bruce Lerner and his colleagues, attorney Matt Clash-Drexler and paralegal Phyllis Thompson, all from Bredhoff & Kaiser, PLLC. To kick things off, the assembly was honored to receive opening remarks from LIUNA's General President Terry O'Sullivan.



President Hogrogian reports on bargaining status



National Secretary-Treasurer Emeritus Mark Gardner.



National Secretary-Treasurer Michael Hora



LIUNA's General President Terry O'Sullivan.



Terry spoke about the importance of the United States Postal Service and the work performed by mail handlers and all postal employees. He railed against the continued threats of closures and consolidations promising that LIUNA's support is all-in during our fight. "There is no retreat and there is no surrender. We are with you shoulder to shoulder—ready to do whatever it takes," said President O'Sullivan. SAMLU attendees were moved by the remarks, recognizing

General President O'Sullivan with a heartfelt standing ovation.

The National President then provided a report, led discussions, and received advice and counsel on a variety of topics relative to national negotiations, including USPS finances, the future impact of possible plant closings and consolidations, changes in Service Standards, Postal Reform legislation and the Postmaster General's 10-Year Plan to cut costs. President Hogrogian also provided the body with an update on the status of the American Postal Workers Union interest arbitration, the National Association of Letter Carriers bargaining impasse, and the potential impact of a Rural Carriers recent ratification vote as it related to the principles of patterned bargaining. To the extent permissible and within the guise of the agreed bargaining ground rules, President Hogrogian discussed economic and non-economic positions, noting the NPMHU's goal of continued general wage increases while preserving the formula for Cost of Living Adjustments (COLA) and no layoff protections. The President also discussed efforts to improve on MHA wages and benefits.

In view of the economic shortfalls, volume declines, and legislative challenges, it is hard to imagine a more unfriendly bargaining environment. Despite this, the parties were able to reach tentative agreements (TAs) on

some issues. However, TAs do not stand on their own, and are only agreed if the entire contract is accepted and approved for ratification. "We are making progress towards a comprehensive agreement but have several hurdles to clear," said President Hogrogian. With an eye on several unresolved issues, the parties have agreed to extend bargaining and continue discussions if talks are productive.

If an agreement is reached, the tentative agreement will be sent out to the field for ratification. If an agreement is not reached, the parties may enter into fact finding or mediation. If an agreement is still not reached, the Union could declare impasse and pursue arbitration. Before concluding the meeting, President Hogrogian and guests were honored to receive remarks from LIUNA General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni. Armand warmly welcomed all Mail Handlers to Washington D.C. and LIUNA's headquarters.

President Hogrogian concluded his bargaining update by thanking the members of the Field Negotiating Committee, the bargaining team and individual locals that reacted to our continuous requests for fact specific examples and documentation to support bargaining positions over the past many months. The bargaining team fielded questions and comments until the meeting adjourned.

On the evening of September 30, 2019, the NPMHU hosted an Open House welcoming Local Presidents, SAMLU attendees, family, friends and distinguished guests to the NPMHU's new National Headquarters located in Suite 5100 at 815 16th Street. The National Staff provided tours of the new office, which is located within the AFL-CIO headquarters. More than 200 guests attended and toured the Union headquarters. The NPMHU Open House is featured on pages 8–12 of this magazine.

On Tuesday, October 1, 2019, the SAMLU meeting was convened. During his welcoming remarks, President Hogrogian introduced honored guests including National President Emeritus John Hegarty and National Secretary-Treasurer Emeritus Mark Gardner. President Hogrogian then introduced newly installed Local 313 President Irene Sanchez (Puerto Rico) and re-elected Local 319 President Robert Jacknitsky (Wyoming). Brother Hogrogian also congratulated other recently elected and re-elected Local Union officers who were in attendance. NPMHU Local 305 President Felandria Jackson then delivered welcoming remarks.

Following these opening activities, President Hogrogian provided a report to the assembly. As is customary, the National President's report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics, beginning with the USPS financial situation. The financial information provided by USPS for the second quarter of FY 2019 reflects that the Postal Service had a net loss of \$2.3 billion for the quarter and a net operational loss of \$1.1 billion for the second quarter of 2019.

A discussion on mail volume, including USPS reports that the parcel business growth has slowed in four consecutive years culminating with the first quarterly decline in years. In



Local 305 President Felandria Jackson welcomes attendees to the SAMLU



Q2-2019, package volume declined 3.2% with preliminary July figures showing a 7% decrease compared to last year. This is due in large part to the increased efforts by large mailers such as Amazon to develop their own delivery networks.

President Hogrogian reviewed mail volume trends and offered an analysis of each major product line highlighting trends and concerns. The more profitable first-class mail continues to decline, hurting the bottom line more than parcels are helping. First-class mail volume is down 2.7% from last year and is projected to continue the decline through 2019. Overall, the USPS

projects mail volumes to continue to decline and projects an overall decline in volume of 33% over the next 10 years. While cognizant of the timing of this projection as it related to bargaining of four National Agreements, the outlook is very concerning.

President Hogrogian discussed the USPS rate case that is currently before the Postal Regulatory Commission (PRC). The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that ended in April 2017. The PRC has recommended changes to the rate system that would allow the Postal

National Executive Board and Contract Staff at the SAMLU





National President Paul Hogrogian addresses the SAMLU



National Secretary-Treasurer Michael Hora with the Treasurer's Report

Service to increase rates at inflation plus 2% per year, plus another 1% based on meeting certain quality improvements. The NPMHU has intervened in support of the Postal Service, and filed comments with the PRC, as have the other postal unions.

As for the USPS Board of Governors, currently there are 5 Postal Governors in addition to the PMG and DPMG; those Governors are the previously confirmed former USPS Inspector General David Williams; Robert Duncan, the former president of the Republican



NPMHU SAMLU Attendees

National Committee from Kentucky and the recently confirmed Ron Bloom of New York; Roman Martinez of Florida and John Barger of California are the other nominees. Along with the other postal unions, the NPMHU has been lobbying for other individuals to be nominated.

Paul spoke about the Office of Management and Budget (OMB) reorganization recommendations. In a June 21, 2018 report, OMB released a plan entitled "Reform Plan and Reorganization Recommendations."

Buried in the report is a Presidential plan to restructure the USPS into a 'sustainable business model,' and thereby prepare it for future conversion into a privately held corporation. This restructuring purports to reduce door-to-door service and the frequency of these deliveries and seeks to reduce the wages and benefits of postal employees to highlight the most draconian recommendations. OMB's proposal has already drawn criticism from both Democrats and Republicans in Congress.



Northeastern Vice President and Local 309 President David Wilkin



Central Region Vice President and Local 306 President June Harris



Western Region Vice President and Local 316 President Don Sneesby



Southern Region Vice President Lawrence Sapp

From OMB, President Hogrogian transitioned to President Trump, Amazon, and the Presidential Task Force on the Postal Service. The discussion centered on the Executive Order creating the Task Force that was charged with evaluating the operations and finances of the USPS covering topics such as pricing, USPS policies, workforce, and costs, as well as President Trump's incorrect contentions regarding companies like Amazon causing postal deficits. President Hogrogian, former Secretary-Treasurer Tim Dwyer, Legislative Director Losi and General Counsel Lerner met with the Task Force on May 15, 2018. The four postal unions jointly submitted



LiUNA General Secretary-Treasurer and New England Regional Manager Armand E. Sabitoni addresses the SAMLU.



NPMHU SAMLU Local leaders at the SAMLU





a report to the Committee entitled Making the Postal Service Great Again. The Task Force report has been issued, and adds virtually nothing to the ongoing debate. While the report did not call for the outright privatization of the Postal Service, it did coordinate with President Trump's and OMB's plan to restructure the USPS into a sustainable business model and thereby prepare it for future conversion into a privately held corporation. Many elements of the Task Force's recommendations eventually found their way into the Postmaster General's 10-year plan.

Paul then turned his focus to President Trump's Executive Orders and the harm they will bring to federal employees and their Unions. The Executive Orders concern limitations on paid Union Time, a government-wide approach to bargaining issues, and an order making it easier to discipline federal workers through the elimination of due-process rights.

These Executive Orders are all subject to ongoing legal challenges. The first round was won by the federal unions, but on appeal, the U.S. Court of Appeals for the D.C. Circuit decided that the courts do not have jurisdiction to rule on the issues presented, and therefore referred the matter to the useless Federal Labor Relations Authority. As of October 2019, therefore, the Executive Orders are currently in effect. OPM has already published regulations to implement the President's Executive Order on discipline. Federal agencies had already been circumventing the district court's injunction on impasses in collective bargaining by impassing collective bargaining agreement negotiations as the various contracts expire. The NPMHU participated in an AFGE organized rally on Capitol Hill on September 24, 2019 to show our solidarity with the brothers and sisters of other federal unions. Images from this event are found on pages 42-44 of this Fall edition



NPMHU Leaders Past and Present: **Top Row (l-r)** Northeastern Region Vice President David Wilkin, Central Region Vice President June Harris, Western Region Vice President Don Sneesby, Eastern Region Vice President John Gibson, Southern Region Vice President Lawrence Sapp. **Front Row (l-r)** National President Emeritus John F. Hegarty, National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, National Secretary-Treasurer Emeritus Mark A. Gardner.

Mail Handler magazine. While these Executive Orders do not directly apply to the Postal Service and postal workers, we must keep a close eye on how postal management reacts to them.

President Hogrogian next spoke about the USPS Function 1 Scheduler

tool and the threats of reversions, abolishments, excessing, and withholding to more the 2,200 Full-Time Regular (FTR) Mail Handlers. Through the efforts of our Regional Directors working in conjunction with Local Presidents, Branch Presidents, and Stewards, the NPMHU

collectively and successfully minimized the impact of the first round to mail handlers nationwide. The USPS has begun to implement its new version of the Function 1 Scheduler, a.k.a. the *Function One Review*. Early reports generated by this new version have been



MHBP Executive Director Nina Gallauresi addresses the SAMLU



Aetna Manager National Accounts Brad Corban presents to the SAMLU



positive, and in many cases resulted in increased mail handler staffing and MHA conversions. However, the Chief Operating Officer of the USPS, David Williams has now announced a freeze on all staffing increase recommendations resulting from a Function 1



Legislative and Political Director Bob Losi with his report.

Review. The NPMHU has requested copies of all the new Function 1 scheduler/reviews, including all underlying data. The Postal Service is beginning to implement the second phase of its new Function 1 scheduler, to include bid abolishments and reversions, start time and rest day changes, and some instances of exceeding from the installations. Union officials at the regional, local and branch levels must once again challenge all unwarranted start time changes, reversions, and abolishments and file and continue to file the appropriate grievances.

Hogrogian spoke about the continued threat of closing and consolidations of USPS Installations. In view of a projected shortfall of \$125 billion over the next 10-year period, the Board of Governors directed the PMG to develop a strategy to offset these losses. The plan is still a work in progress but borrowed several elements from the OMB report, the President's Task Force on the Postal Service, the Postal Regulatory Commission's recommendations, the President's proposed budget, and proposed postal reform



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



Treasurer's Report

bills. The preliminary 10-year plan contains some of the following: redefining the universal service obligation, reducing door-to-door delivery to compensate for volume trends, reducing employee benefits, reducing FERS benefits and increased employee contributions with no defined pension plans for new employees, OWCP reform, various outsourcing initiatives including automation, NMOs and platform operations, and closure or consolidation of plants and non-profitable post offices.

President Hogrogian discussed critical issues pending in the U.S. Congress, including a status report on Congressional activity relative to possible postal reform legislation and bi-partisan support for potential legislation.



National CAD Representative Charles Manago with the CAD Report



National CAD Representative Kevin Fletcher with an RI-399 Update



Paul next led discussions regarding the presumed existence of a restricted overtime policy that unilaterally limits overtime to 6 days per week and/or 10 hours per day. Such pretextual caps are not permitted. CAD will canvas Local Unions to determine whether or not to file a national grievance.

Shifting focus to employee complement, Paul spoke about the “Residual Vacancy MOU,” which created a pecking order for conversion of Mail Handler Assistants (MHAs) to FTR positions. Negotiated in 2015 and incorporated

into the 2016 National Agreement, the NPMHU recently surpassed 13,000 MHAs converted to FTR as a result of this Memorandum.

President Hogrogian discussed a recently announced craft determination for the USS and EPPS. The mail handler craft has been granted jurisdiction over a majority of the functions on these machines. These craft determinations will provide for hundreds of mail handler jobs nationwide. He also spoke about our continued efforts to insource mail handler work from





Surface Transfer Centers (STCs) and Mail Transport Equipment Centers (MTEC) including a possible pilot site.

Following discussion of the issues presented by President Hogrogian, National Secretary-Treasurer Michael Hora provided a detailed presentation and entertained questions and comments on a variety of topics, including NPMHU financial statements for the quarter ending June 30, 2019 and deficit control measures; Mail Handler complement, regular and associate membership trends and revenue projections and allocation among our Union's affiliated organizations; the NPMHU Revenue Sharing Program; an in-depth

membership review, recruitment initiatives with the introduction of the Spanish version orientation video, the relocation of NPMHU National Headquarters to 815 16th St, Suite 5100, Washington, DC, 20006; NPMHU merchandise; OLMS compliance and LM filings; the NPMHU 2020 Quadrennial Convention and Delegate Election schedule; the forthcoming NPMHU mobile app; and a report on scheduled NPMHU national meetings and training programs.

The assembly heard a report from General Counsel Bruce Lerner on litigation and other pending legal matters involving the NPMHU National Union.



National Assistant to the National President
Robert Blum



Western Region Vice President and Local 316
President Don Sneesby making a point at the mic.



(l-r) National Secretary-Treasurer Michael Hora, Aetna Manager National Accounts Brad Corban, MHBP Executive Director Nina Gallauresi, MHBP Manager Health Plan Operations Melissa Shea.



Local 302 President Anthony Coleman

The assembly then received a report on the NPMHU Women's Committee, from Committee Chair and Vice President Central Region/Local 306 (Illinois and Wisconsin) President June Harris.

Next, NPMHU Legislative and Political Director Bob Losi provided a report on various legislative and political efforts with which the NPMHU and its activists continue to be involved. Brother Losi provided a review of the recent Legislative Conference held on June 4 and 5, 2019 in Washington, DC. Bob discussed several initiatives which the NPMHU is supporting with a focus on the upcoming 2020 elections. Brother Losi reviewed the possibilities of achieving Postal Reform, House Resolutions 23, 33, 54, and 60, the USPS Fairness Act (H.R. 2382), and the Federal Retirement Fairness Act (H.R. 2478). Brother Losi also provided an update on the members political survey that will be included in the Fall edition, Mail Handlers magazine. Bob then turned his focus to the PACIE Awards recognizing locals with the greatest participation of its members in the NPMHU Political Action Committee. The winners included Local 300, 301, 316 and Local 333 and are featured on page 38 of this magazine. Finally, Brother Losi concluded his presentation by announcing his upcoming retirement. Brother Losi has served this organization in a variety of positions at the local and national level including Treasurer, Vice President and President of Local 301. In July of 2007, Bob Losi was named Legislative and Political Director; a position he has held since. Bob's legislative experience and wisdom guided the Mail Handlers' political program. With his leadership, the NPMHU political program pursued favorable legislation while working to stem anti-Union agendas. Please join the Union in offering Bob our deepest gratitude and thanks for his many years of work; Bob will retire effective January 24, 2020.



Local Leaders engaged in debate at the SAMLU



Legislative and Political Director Bob Losi announces his plans to retire during his SAMLU address.



Local 298 President Aubrey Foster



Local 329 President John R. Macon



Local 334 President Sheldon Adams



Local 304 President William McLemore

On Wednesday, October 2, 2019, the attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallauresi and Aetna's Director of National Accounts Brad Corban. Nina also provided a comprehensive presentation on the Partial Reimbursement Program.

Next, National Contract Administration Department Representative Charles Manago provided a report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Brother Manago's presentation was based on the written report that was circulated at the meeting and is available to all NPMHU Officers and Stewards through the MAILS Steward



Local 320 President Alex Cervantes



NPMHU SAMLU Attendees



NPMHU SAMLU Attendees



Local 310 President Andy Badilishamwalimu



Local 324 Vice President Camalita Reynolds



Local 311 President Charles Charleston

Resources portal at npmhu.org. CAD Representative Kevin Fletcher next led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned. The SAMLU meeting was well attended and resulted in a wide array of discussion and debate. The next SAMLU meeting is scheduled for April 2020 in Biloxi, MS.

NATIONAL OFFICE ESTABLISHES APPEAL PROCEDURES

FOR RI-399 PAYOUT DISPUTES

Teresa Harmon, Manager, CAD



As you are likely aware, on June 26, 2018, the NPMHU, the APWU, and the United States Postal Service executed a tripartite Memorandum of Understanding (“Update MOU”) to update the RI-399 Dispute Resolution Procedures that were originally signed in 1992.

With some exceptions, 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 provided 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 the APWU represented employees will be similarly compensated. The settlement and monetary payment distribution details were widely released and are also posted at npmhu.org.

After reviewing documents provided by the Postal Service, it was determined there were more than 38,000 mail handlers that were eligible for payment.

The USPS made the payment on this settlement in the final pay period of the 2019 fiscal year, with the payment being included in the October 4, 2019 regular paycheck. For those mail handlers who have retired since March 2019, they will pick their checks up at their last postal facility where employed.

The information that was provided by the Postal Service that was used to determine share amounts did not provide accurate information of mail handler service time if the mail handler had either transferred facilities or had been excessed to another postal facility. The information only included mail handler service time in their current facilities. With that in mind, as well as the potential for inadvertent errors when there are such a large number of payees, the National Office has established a union-run appeal procedure for any claims of payment error.

Mail Handlers who did not receive a monetary payment on October 4, 2019 but believe that they should have been eligible or eligible Mail Handlers who received a payment on October 4, 2019 but believe they did not receive the proper number of shares may file an appeal claim. The claim form can be found on the NPMHU website and on the adjacent page. Please provide any supporting documentation that is deemed appropriate to support your appeal such as a copy of your October 4, 2019 paystub as well as any documentation that shows any transfers. The completed form should be mailed to:

National Postal Mail Handlers Union
Attn: RI-399 Monetary Payment Appeals
815 16th Street NW, Suite 5100
Washington, DC 20006

All forms must be received by Friday, January 17, 2020. The decisions made by this appeal procedure will be final and binding.

If you have any questions, please see your union official.

Please provide any supporting documentation that is deemed appropriate to support your appeal such as a copy of your October 4, 2019 paystub as well as any documentation that shows any transfers.



RI-399 – MONETARY PAYMENT APPEAL FORM

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP _____

PHONE: _____

EIN NUMBER: _____

FACILITY NAME: _____

FINANCE NUMBER: _____

Check the appropriate box:

☐

I did not receive any payment and I believe I should be eligible

☐

I received a payment, but did not receive the proper number of shares

Explain why you believe you are eligible for the payment or why you believe you did not receive the proper number of shares.

Attach additional sheet(s) if necessary.

This form must be received at the address below no later than Friday, January 17, 2020.

Attach any supporting documentation you deem appropriate to support your appeal.

Submit the completed form to: National Postal Mail Handlers Union
Attn: RI-399 Monetary Payment Appeals
815 16th Street NW, Suite 5100
Washington DC 20006



PAUL V. HOGROGIAN
NATIONAL PRESIDENT

MICHAEL J. HORA
SECRETARY-TREASURER

2019 CONTRACT UPDATE #5

SUBCOMMITTEE PROGRESS

2019 NO. 5 — AUG. 16, 2019

You are reading the fifth Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

The NPMHU and the Postal Service have now been engaged in collective bargaining for over a month. As the September 20, 2019 expiration date grows closer, the parties are meeting more frequently to discuss the importance of Union proposals. Subcommittees continue to meet as scheduled, in addition to weekly main table meetings. At this

time, the Union's economic proposals (covering Articles 9, 21, and 26) have not yet been presented—we are working through our noneconomic demands first.

The Postal Service continues to delay submitting its own proposals, and as of this writing still has not presented any official counterproposals. Perhaps patience is a virtue.

FINAL COLA SET AT \$624

All career Mail Handler craft employees are scheduled to receive another cost-of-living adjustment, based on an annual increase of \$624 for all Table 1 Steps and Table 2's Step P. Other steps on Table 2 will receive their proportional share. The new pay scales are posted online at npmhu.org and will be posted in the next monthly bulletin.

OTHER UNION UPDATES

The Rural Letter Carriers just ratified a new three-year agreement covering the period from May 2018 to May 2021. The APWU is still bargaining from last year's May 20, 2018 contract expiration, and the NALC just started its round of bargaining in June 2019, following the same timing as the NPMHU.

USPS FINANCES: HERE'S WHAT WE KNOW

While everyone continues to await the release of the Post Office's 10-Year-Plan, as well as the official USPS financial presentation to be provided directly to our bargaining team, the following related developments are worth noting:

- "Very happy," said Robert Duncan, USPS Board of Governors chairman, in regards to the board's new quorum, which was confirmed by Congress on August 1, 2019. This is the BOG's first quorum since 2014.
- The expected 10-Year-Plan will not be released until it

has been reviewed by all new members of the BOG.

- USPS continues to tout its recent reductions in work hours as one of the primary methods of cost-cutting.
- An outline of the 10-Year-Plan, in draft form, has been shared with key leaders in Congress, and included cuts in other workforce expenses, such as reductions in pay, leave, and benefits.

It remains to be seen whether the final 10-Year-Plan will provide more sustainable possibilities for the Postal Service's economic future, and what impact the final plan may have on National negotiations.

Updates will continue to be published whenever possible in the coming days and weeks. Continue to watch your bulletin boards and the National website for the latest information.

PLEASE POST!

June Harris

Vice President
Central Region

John Gibson

Vice President
Eastern Region

David Wilkin

Vice President
Northeastern Region

Lawrence Sapp

Vice President
Southern Region

Don Sneesby

Vice President
Western Region

2019 CONTRACT UPDATE #6

CONTRACT EXPIRATION APPROACHES

2019 NO. 6 — SEPT. 6, 2019

You are reading the sixth Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

With two weeks remaining before the current National Agreement expires at midnight on September 20, 2019, your bargaining team has been hard at work. In spite of management's sluggish pace—the Postal Service announced their first proposals only last week—we have continued to hash out the history and evidence behind each of our proposals in Main Table and Subcommittee meetings. Those proposals that were submitted to us from the field by our membership have been especially helpful in making our needs known.

During the most recent Main Table meetings, management reviewed all of the proposals submitted so far, one by one. As our proposals were submitted in segments, this was the NPMHU's first time to get an overall

look at what management is thinking. Some topics were officially designated 'economic' issues in this meeting, so we will know more about their considerations and potential offers soon. As several of our highest negotiation priorities, like Night Shift Differential and Overtime, fall into this deferred economic discussion category, we are working to learn more.

Meanwhile, the USPS canceled its formal presentation on the current state of Postal Service finances, which originally was scheduled for August 30, 2019. Instead, the Union were presented with a written presentation and we are awaiting additional relevant documents that, management claims, will give the Union a better understanding of the current financial outlook.

Both the Union and USPS proposals that have been discussed at length during Main Table bargaining will be further reviewed within the various subcommittees. The proposals that are talked about most extensively are typically the ones that are more likely to be adopted in some form, as these are continuously considered and refined throughout the bargaining process. On the other hand, those proposals which have not sparked lengthy discussions, but rather feelings of fear or even ridicule, are less likely to find their way into any agreement. But that doesn't mean these less-discussed proposals are over and done with, unless and until they are withdrawn by the party that initially proposed them. Finally, even relatively minor or cosmetic changes to the National Agreement, including the updating of dates and alterations to Article and Section headings, will take some time to process, even if they eventually will be written fairly quickly.

THE TENTATIVE AGREEMENT PROCESS

On the topic of tentative agreements—the first hints toward possible "TAs,"

as they are known—a limited number of references to TAs have begun to appear in ongoing conversations at the bargaining table. Tentative agreements follow the presentation and discussion of proposals, but also must be initialed by both parties and are dependent upon agreement on all terms in the new National Agreement.

In previous Contract Updates, we have taken a closer look at the general workings of the bargaining process. Tentative Agreements are the semi-final phase of that process. As the name suggests, however, these *tentative* agreements are only final and binding when they are inserted into and become part of an overall settlement on all terms of the next National Agreement. The final collection of TAs, signed by both parties, will then be dependent on ratification by the NPMHU membership. If the eligible membership does not vote to ratify the negotiated settlement agreement, these agreed-upon TAs will become null and void.

Looking Forward: The remainder of this month leading up to contract expiration will include more frequent meetings, with the final submission of documents obtained from the NPMHU's records and archives, the Regional Offices, and the Local Unions aimed at strengthening our case for each proposal. During the current contract's final week, the negotiating teams will be available to meet around the clock at a hotel in downtown Washington, DC. Team members' schedules will be cleared to focus entirely on bargaining; it is hoped that such concentration of effort will create an abundance of TAs during that time.

The next Contract Update will focus on the state of USPS finances, and what it means for this year's round of negotiations—and beyond.

Continue to watch your bulletin boards and the National website for the latest information.

2019 CONTRACT UPDATE #7

USPS PRESENTS ON OPERATIONS, FINANCES . . . FINALLY

2019 NO. 7 — SEPT. 13, 2019

You are reading the seventh Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

Representatives from the Postal Service, led by Chief Operating Officer & Executive Vice President David Williams, met with the NPMHU bargaining team on September 10, 2019 to discuss USPS operations forecasts. The USPS also provided the Union with relevant financial materials after cancelling a live presentation on USPS Finances that originally was planned for August 30.

OPERATIONS OVERVIEW

Williams presented a doom and gloom picture of the future state of mail processing operations, emphasizing several key points along the way. The growth of package mail has not offset the continuing decline in first-class

mail, and even package mail is slowing as the Postal Service's four largest competitors are developing of their own delivery networks. USPS claims that the mail volume which is processed by the mail handler craft is "leaving the system," and that "growth ... is going into delivery injection." Moreover, investments needed for a new vehicle fleet may be made by cutting the workforce of other crafts. Also highlighted were the automation systems that have been implemented at the Portland, OR P&DC, which were called "the model for the future." At that facility, mail processing work hours have been reduced by 17%. USPS investments in the Universal Sorting System (USS) are expected to increase, with 23 sites now planned, and even the supersized EPPS machine may be the subject of additional orders. As these sites receive new automation, machines like the APPS and APBS are being re-deployed to other facilities.

While the growth of automation is inevitable, the Postal Service also believes that the total number of mail handler employees is expected to remain fairly stable over the next several years. Management's emphasis, as always, is in increasing the "flexibility" of workforce hours rather than reducing the total number of hours.

A LOOK AT FINANCES

Although the Postal Service has now shared its economic forecasts, the economic bargaining proposals from both parties still have not officially be introduced at the Main Table. Nonetheless, it is safe to predict that the ultimate debate during upcoming negotiations will have to address some of the trends and arguments put forth in the USPS, including that:

- Mail volume mix is changing, with declines led by electronic mail.
- Intense competition will incentivize the workforce and customers in ways that USPS cannot.

- 2018's total expenses were \$76.1B.
 - Wages = \$32.7B
 - Benefits = \$20.5B
 - Paid Time Off = \$5.1B
- Labor & benefit costs make up approximately 80% of USPS total costs.

THE FINAL STRETCH

The NPMHU bargaining team will be checking into its hotel residence for round-the-clock bargaining this week-end. Several TAs have been agreed upon and are in the editing process. As several important understandings have already been reached at the Main Table, the parties are ready to focus their discussions on those most disputed and prioritized issues that have emerged in this round of negotiations.

Continue to watch your bulletin boards and the National website for the latest information.

PLEASE POST!

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Western Region

2019 CONTRACT UPDATE #8

THE LAST DAYS OF BARGAINING

2019 NO. 8 — SEPT. 19, 2019

You are reading the eighth Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, will keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

Bargaining has escalated in intensity, as both USPS representatives and the NPMHU team have spent the past six days in meeting rooms of the hotel discussing revisions, continuing subcommittee discussions on especially heated topics, and holding internal team meetings to assess the state of negotiations.

At the time of this writing, the parties have agreed to initial six tentative agreements, and have decided which of the contracts existing Memoranda of Understanding will continue as written without further debate. The Postal Service has only begun to present additional revisions to our team at daily Main Table meetings. We are reviewing and revising all new submissions, while emphasizing those the Union has submitted previously to encourage their continued discussion.

The CAD representatives on our bargaining team have been reaching out regularly, sometimes repeatedly over the course of a day, to the field—to our Local Unions and Regional Offices—to obtain more evidence which demonstrates the necessity of certain proposals. The Postal Service might not take our word for it, but they certainly will be listening to yours. This collaboration is crucial, and greatly appreciated. Our side of the bargaining table extends far beyond the eight chairs present in the room.

The NPMHU also is carefully watching the recent and ongoing negotiations amongst our fellow postal unions. The Rural Letter Carriers have all but finalized their new three-year agreement, and the APWU remains engaged in interest arbitration. Meanwhile, the NALC is bargaining toward the same deadline as the NPMHU.

Still, though the parties have met almost daily for the past two weeks, the parties have only recently begun their discussions of the crucial economic proposals—including those that are high priority and must-have items for our workforce. Of course, the NPMHU will continue to focus on these issues as bargaining nears its conclusion.

THANK YOU

All of our membership plays a role in bargaining by continuing to stay informed. We thank you for your participation—from your earlier submission of proposals during the survey by the Field Negotiating Committee, to your responsiveness in the contract's final days. Our September Update discussing this round of bargaining in full will be released soon, as well as any further updates stemming from these last 24 hours of negotiations. It is certainly not over until it's all over.

LOOKING FORWARD

Following this final week of negotiations, we will be looking ahead to



PAUL V. HOGROGIAN
NATIONAL PRESIDENT

MICHAEL J. HORA
SECRETARY-TREASURER

the SAMLU meetings scheduled for the end of September and the beginning of October. Local Union Presidents will meet here in Washington, DC to review the state of negotiations. Many discussions will be facilitated to ask and answer questions, provide feedback, and present specific priorities for the period of this contract and beyond.

Continue to watch your bulletin boards and the National website for the latest information.





PAUL V. HOGROGIAN
NATIONAL PRESIDENT

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SECRETARY-TREASURER

2019 CONTRACT UPDATE #9

NEGOTIATIONS EXTENDED PAST DEADLINE

2019 NO. 9 — SEPT. 20, 2019

This is the ninth Contract Update produced and distributed by the NPMHU during the course of 2019 negotiations. These updates, along with the Union's magazine and monthly bulletins, are used to keep mail handlers throughout the country informed about the issues raised during this round of bargaining.

The final days and hours of bargaining over the terms of the NPMHU-USPS 2019 National Agreement have now passed, with the parties unable to reach a tentative agreement over all of the terms and conditions that need to be covered by the National

Agreement as of contract expiration at midnight on September 20, 2019.

Discussions are continuing, however, and thus the parties have agreed to extend their negotiations past last night's deadline to give their bargaining representatives additional time to reach a comprehensive settlement agreement.

Though many topics have been discussed, the scope of tentative agreements reach to this point is relatively limited. At the same time, the parties have agreed to extend their negotiations because there remains a shared hope that an overall agreement can still be reached.

More details about the past three months of bargaining, and the plans for future negotiations, will be shared in NPMHU publications and discussed with Local Union representatives at a meeting now scheduled for Monday, September 30, 2019.

As always, please watch your bulletin boards and the National website for the latest information.



PLEASE POST!

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Vice President
Western Region

USPS BOARD OF GOVERNORS

Robert Losi, Legislative and Political Director



For the first time since 2014, the United States Postal Service Board of Governors has in place enough members for a quorum. New members just approved by the U.S. Senate include John M. Barger, who is listed as an investor and frequent director serving on corporate boards; Ronald A. Bloom, a former investment banker, negotiator for the Steelworkers Union, and advisor to the Obama Administration on restructuring the auto industry and revising manufacturing policy; and Roman Martinez, IV, an investment banker and director serving on several corporate and non-profit boards. These three new members now join Robert M. Duncan and David C. Williams, as well Postmaster General Megan Brennan and Deputy PMG and Chief Government Relations Officer Ronald Stroman, as Governors on the Board.

The USPS Board of Governors approves compensation for USPS officers, authorizes capital projects and investments that exceed \$25 million, and develops new service standards. Although the BOG now has a quorum, and can operate normally, the BOG still has not had its full complement of 11 members in place since 2010.

POSTAL REGULATORY COMMISSION

On August 1, 2019, the full U.S. Senate approved two new members of the Postal Regulatory Commission. The new members are Ann Fisher and Ashley Poling.

Fisher has worked the last 11 years as the Postal Regulatory Commission's Director of Public Affairs and Government Relations. Prior to that, she worked on Capitol Hill as a staffer on the Senate's Committee on Homeland Security and Government Affairs. Poling holds a law degree from Elon University. She has served as an advisor to three Democratic Senators on Capitol Hill dealing with postal reform and federal workforce issues.

Both Commissioners were appointed to 6 year terms that will end in 2024. The PRC Commission was originally enacted as the Postal Rate Commission as part of the 1970 Postal Reorganization Act signed by President Nixon, and then was subsequently renamed as the Postal Regulatory Commission to reflect its enlarged authority under the 2006 Postal Accountability and Enhancement Act. The

Commission works as an independent regulatory agency that has oversight over the USPS.

NPMHU FIGHTS TO KEEP USPS IN UNIVERSAL POSTAL UNION

President Hogrogian and his counterparts from the other postal unions (APWU, NALC, and NRLCA) sent a letter to all 435 members of the U.S. House of Representatives opposing a threat issued by the Trump Administration to leave the Universal Postal Union. The UPU is a specialized agency of the United Nations which has been in place since 1874, and just celebrated its 145th anniversary. On that anniversary, the UPU issued a statement saying that "[w]ithout the 1874 treaty signed by 22 nations and the 170 other members who followed, we would not have today's postal network. A network spanning hundreds of thousands of post offices, employing millions of staff and delivering billions of letter mail."

That network of 192 countries allows all their citizens and businesses the ability to mail letters and packages from country to country at affordable rates. President Hogrogian and the other labor leaders argued that leaving the UPU made no sense, for upon leaving the United States would be forced to negotiate separate deals with the other 191 member countries. The letter to the House of Representatives also noted that the USPS earned a surplus of over \$600 million through this UPU agreement in 2018.

Fortunately, the Trump administration listened not only to Members of the House, but also to the concerns of an International Mailers Advisory Group, and recently agreed on September 25, 2019 to continue as a UPU member with certain additional language to be finalized within five years.

POLITICS 2020

U.S. PRESIDENTIAL ELECTION

On November 3, 2020 voters will go to the polls and either reelect President Trump or elect our Nation's 46th President of the United States.

In an unusual move, a sitting President (Trump) is being challenged within his own political party by former Congressmen Mark Sanford of South Carolina and Joe Walsh

of Illinois, as well as by former Massachusetts Governor William Weld. The Democratic field has been reduced from the initial 27 major candidates who started election campaign, and will continue to dwindle as the start of the 2020 caucuses and primaries draws near.

U.S. SENATE

Thirty-four members of the U.S. Senate will be up for reelection on November 3, 2020. This includes 22 Republicans and 12 Democrats. So far, four members of the Senate have announced they are not running for reelection: Republican Senators Pat Roberts, KS; Senator Mike Enzi, WY; and Senator Lamar Alexander, TN, and Democrat Tom Udall, NM.

U.S. HOUSE

All 435 members of the House of Representatives are up for reelection on November 3, 2020, as they are every two years. As this magazine goes to print, already 13 Republicans and 3 Democrats have announced they have decided not to seek another term.

Please make sure you participate in the 2020 election cycle. If you don't vote, your voice will not be heard and your opinion will not count. If you or your family members are not registered, check with your Secretary of State's office or your Local Union on how to register.

TIME TO SAY GOODBYE

In the beginning of next year, I'll be retiring from my position as Director of Legislative and Political Affairs. As the Irish Rock Band Drop Kick Murphy's would say, I'll be shipping up to Boston!! I have had the pleasure to work with the last three National Presidents, all very unique and all very talented. My wife Karen and I met so many nice people over the last 30 plus years, the last 13 in Washington, DC. Many we hope will be friends for life. I am grateful to all the officers and members of the Mail Handlers Union family who have been so kind to me, as I've done my best to inform them about happenings on Capitol Hill! I will personally miss the NPMHU Staff, who are second to none. I am not fully retiring, but just moving onto a new phase in my life. Thank you. Bob.

NPMHU PACKie Awards

PACKie awards are accolades of recognition highlighting a Local's commitment to the success of the NPMHU Political Action Committee. **The winners exemplify excellence amongst our NPMHU locals.**



LOCALS WITH 1-499 MEMBERS

(L-R) National President Paul Hogrogian, Local 333 President Randy Krueger, Legislative and Political Director Bob Losi



LOCALS WITH 500-1499 MEMBERS

(L-R) Local 316 SEBM Shawn Bezella, National President Paul Hogrogian, Western Region Vice President and Local 316 President Don Sneesby, Legislative and Political Director Bob Losi.



LOCALS WITH 1500 OR MORE AND PACKIE AMBASSADOR AWARD

(L-R) Legislative and Political Director Bob Losi, National President Emeritus John F. Hagerty, National President Paul Hogrogian, Local 301 President Dan St. Marie, Local 301 Vice President Sean Sweeney.



MOST IMPROVED LOCAL

(L-R) Local 300 Treasurer Wilfredo Delgado, Local 300 Branch President New York City Irene Delgado, Local 300 SEBM Lucy Lombardo, Local 300 President Kevin Tabarus, National President Paul Hogrogian, Local 300 Vice President M. Yvette Johnson, Legislative and Political Director Bob Losi, Local 300 Recording Secretary Ray Bermudez, Local 300 Connecticut SEBM Don Utz.

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 40 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.

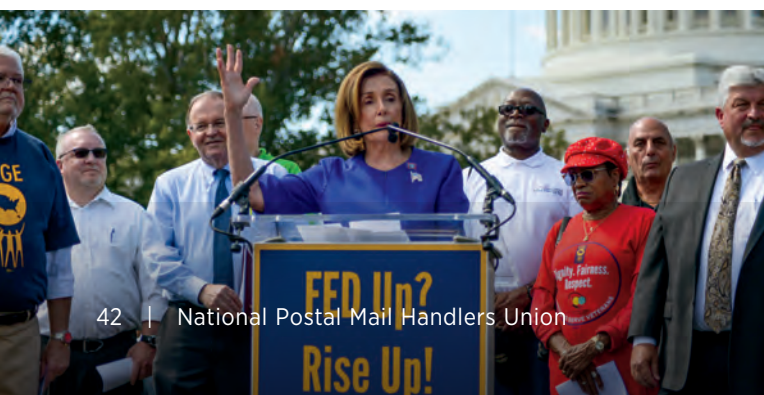


MAIL HANDLERS JOIN AFGE IN CAPITOL HILL RALLY

WE'RE FED UP WITH ATTACKS
ON FEDERAL UNIONS

Hey, hey, ho, ho, union busting has got to go! That was the message heard echoing off the Capital dome on September 24th as members of the AFGE and other participating union joined in solidarity to rally and protest union busting. Mail Handlers joined AFGE and other labor organizations with hundreds of union activists on Capitol Hill to send a message that we're FED UP with the attacks on federal unions, employees and our contracts. Demonstrating the collective power of unified opposition—together we demand action to protect our voice at work. We have the power to make change when we join together in unity and solidarity.

National President Paul Hogrogian and National Secretary-Treasurer Michael Hora along with a group of Mail Handlers were at the rally lending their voice to the cause. J. David Cox President of AFGE, AFL-CIO President Richard Trumka and various members of congress were on hand to make their voices heard in the name of protecting union members from unfair management practices and union busting. Also, in attendance and speaking at the rally were House Speaker Nancy Pelosi (CA), Senate Minority Leader Chuck Schumer (NY), Representatives Gerry Connolly (VA), Don Beyer (VA), Jamie Raskin (MD), Jan Schakowsky (IL), Mark Takano (CA), Susan Wild PA), Senators. Chris Van Hollen (MD), Sherrod Brown OH), and Mazie Hirono (HI).





MAIL HANDLERS JOIN AFGE IN CAPITOL HILL RALLY CONTINUED





Let's Travel

Whether you want to travel the world or see America from sea to shining sea, the **Union Plus Travel** benefit offers a one-stop shop for all your travel needs. Book your flights and hotels together and save. Start planning your trip today!

Find out more about this and other great Union Plus programs by visiting unionplus.org.



Learn more at
unionplus.org/travel



 **UNIONPLUS**



A LOOK AT OPEN SEASON

A HEALTH PLAN THAT WORKS FOR YOU AND YOUR FAMILY

Nina Gallares, Executive Director, MHBP

If you could design a health insurance plan, what would it include?

- A nationwide network of over 1.2 million healthcare professionals and almost 6,000 hospitals? **YES**
- The choice to use providers who are not in the network? **YES**
- Coverage for generic prescriptions? **YES**
- Coverage for preferred brand prescriptions? **YES**
- Coverage for non-preferred brand prescriptions? **YES**
- No cost sharing for in-network preventive services? **YES**
- Exceptional customer service? **YES**
- 100% coverage for telehealth? **YES**
- 100% coverage for lab work through Quest or LabCorp? **YES**
- Rates that cost less than they did six years ago? **YES**

YES, it's time to take a look at MHBP, the health insurance plan proudly sponsored by the National Postal Mail Handlers Union. For over 50 years, MHBP has served postal employees and annuitants, offering comprehensive benefits at affordable rates.

We've added some great benefits for 2020, including increased home health care benefits; coverage for Prostate Specific Antigen (PSA) preventive screening for men; increased physical, occupational and speech therapies; removed authorization requirements for home sleep studies; and modified wellness incentives for completing healthy actions.

OPEN SEASON CHANGES

Federal Health Benefits Open Season provides an opportunity for career mail handlers to make any necessary changes to their health insurance coverage through the Federal Employees Health Benefits Program (FEHBP). During this open season, employees may make any one, or a combination of, the following changes to their health insurance: enroll if not enrolled; cancel enrollment; or select and change to one of the following options: Self only, Self and Family, or Self Plus One. All of these open season changes may be made using PostalEASE, which may be accessed online at <https://liteblue.usps.gov> or by calling 1-877-477-3273, option 1. Open Season begins on Monday,

November 11, 2019 and ends on Monday, December 9, 2019 at 11:59 PM Eastern Standard Time.

MHBP PLAN OPTIONS

Standard Option. Our most comprehensive plan at a surprisingly affordable price, which provides you with low out-of-pocket costs. With copays for most services, the MHBP Standard Option will help make your out-of-pocket expenses more predictable and affordable. Standard Option's In-Network Benefits Have You Covered. Highlights of the benefits include:

- 100% coverage for routine services when you use a doctor that's part of our network, with No Deductible
- Annual routine physical exam (age 18 and over) and immunizations
- Covered wellness screenings such as mammograms and cholesterol test
- Well-child care visits and immunizations
- Complete maternity care—including inpatient hospital care, pre- and postnatal care and anesthesia
- You pay nothing for covered lab tests with the Lab Savings Program through Quest Diagnostics and LabCorp
- Predictability for the not-so-routine services
- \$20 adult primary care doctor's office visit copay (\$10 for dependent children under age 22)
- \$30 specialist visit copay
- \$5 convenient care center visit copay
- \$5 copay for generic medications from network retail pharmacies
- \$20 copay for chiropractic visits (up to the 26-visit maximum, includes chiropractic and alternative therapies combined)

Comprehensive coverage when you need it most. You pay:

- \$200 copay per inpatient hospital admission and 10% of Plan allowance for ancillary services
- 10% of Plan allowance for surgical procedures*
- 10% of Plan Allowance for Lab, X-ray and other Diagnostic tests*

**Calendar year deductible applies.*

Consumer Option. Our Consumer Option is a High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA) that gives you traditional coverage and helps you build savings for future medical costs.

If you like being in control and can pay for your health care until your deductible is met, MHBP Consumer Option is just what you've been looking for. Your preventive care is covered at 100 percent. Plus, we contribute up to \$2,400 tax-free to your Health Savings Account (HSA). You own your HSA and can use those funds for covered care or save for future needs.

MHBP Consumer Option's In-Network Benefits Are Just What You Need when you use a doctor in our network. Highlights of the benefits include:

- Preventive care benefits with No Copayment and No Deductible (Non-Network benefits are not available)
- 100% for one annual routine physical exam (adults, age 18 and over)
- 100% for well-child care visits
- 100% for covered wellness screenings such as mammograms, cholesterol tests and more
- 100% for covered immunizations, including flu shots

After 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
- \$10 for generic medications from network retail pharmacies
- \$75 per day, limited to \$750 per admission, for inpatient hospitalization
- Nothing for maternity care
- And Consumer Option comes with a tax-advantaged Health Savings Account (HSA).

We contribute up to \$2,400 per year for Self Plus One or Self and Family coverage (\$1200 for Self Only) to use for qualified medical expenses. The money is yours to spend or save.

You own your HSA. We'll help you open the account, which doesn't cost you anything, and we'll make monthly deposits. You can make deposits too. All deposits are federal tax-free, up to IRS defined limits.

A debit card that gives you easy access to your HSA funds. Use it when you need to pay for qualified medical expenses.

Rollover HSA funds from year to year—there is no “use it or lose it” rule. Any unused funds in your HSA roll over from year to year, so you can use them to pay for future health care expenses.

Value Plan. Our most affordable plan that provides you with valuable protection against an unforeseen illness of

event. Looking for preventive care and the occasional visit to the doctor's office, but still need protection from major expenses at an affordable premium? Then the MHBP Value Plan is the right fit for you. Doctor visits, prescription drugs and unexpected trips to the emergency room or Urgent Care Center are all covered.

MHBP Value Plan's In-Network Benefits Are Just What You Need. Highlights of the benefits include:

- You get 100% coverage, with no deductible, for...
- Annual physical exam, screenings and immunizations
- Women's Preventive Care
- Primary care doctor visits (after a \$30 copay, or \$10 copay for dependents through age 21)
- Convenient care clinic visits (after a \$15 copay, or \$5 copay for dependents through age 21)
- Maternity care
- Well child care and immunizations
- Lab tests when you use our Lab Savings Program through Quest Diagnostics and LabCorp

And there's more...

- Benefits for alternative care, such as chiropractic and acupuncture, up to 26 visits per year
- Coverage for specialist visits, hospitalization, emergency treatment and more
- Generic prescriptions at a network pharmacy—just a \$10 copay and no deductible.

MHBP AND MEDICARE

It's never too early to start thinking about retirement planning and your health care insurance needs. When you become eligible for Medicare, MHBP's Standard and Consumer Options will coordinate benefits with Medicare. All you have to do is enroll in Medicare and leave the rest to us.

CHOOSING THE MHBP PLAN THAT WORKS FOR YOU

Take a good look at MHBP, your union sponsored health plan. We have a large, nationwide provider network. We feature great MHBP service for which our Plan has been known. Rates are impressively low. And you don't have to compromise on valuable benefits. You can review information about all three MHBP plan options for 2020 by visiting MHBP.com.

Please read the official Plan brochures for Standard and Value Plan (RI 71-007) and Consumer Option (RI 71-016). Click on the *Medical Plans* tab. Or, for help with any questions you may have, call MHBP: 1-800-410-7778, 24/7 except major holidays.

This Plan Is ***Your*** Plan

**Setting a new standard
for federal health plans**



Support your Union-sponsored health plan

MHBP offers three worldwide health plans designed to fit every need and budget. Regardless of your stage in life, location or health status, there's an MHBP plan for you. You can count on:

Nationwide network of doctors and hospitals backed by Aetna
No specialist referrals or PCP selection required — you direct your care
Wellness tools and rewards to help keep you healthy
24/7 customer service (except major holidays)

Call us at **800-410-7778** or visit **MHBP.com**
for more information about our plans.



MHBP Standard Option

Comprehensive coverage at a surprisingly low cost

Our most comprehensive plan at a surprisingly affordable price, which provides you with low out-of-pocket costs.

MHBP Value Plan

Preventive care and catastrophic coverage at an affordable cost

Our most affordable plan, which provides you with valuable protection against an unforeseen illness or event.

MHBP Consumer Option

A high-deductible plan with an HSA

Our Consumer Option is a High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA) that gives you traditional coverage and helps you build savings for future medical costs.

Postal Category 1

Biweekly Premium (NPMHU)

	Self	Self+1	Family
Standard Option	\$63.23	\$145.55	\$146.95
Value Option	\$50.21	\$118.98	\$121.35
Consumer Option	\$63.50	\$140.53	\$147.55

It's Open Season, so now is the time to make changes to your Union-sponsored health plan.



CANCER AWARENESS

THE IMPORTANCE OF SCREENING AND EARLY DETECTION

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



As this year nears an end, we can think about all that we are thankful for. Family, friends, health and security rank at the top of the list. Unfortunately, most of us have had a loved one or know someone who has had to deal with some form of terminal illness. Most commonly, cancer. This devastating disease has attached itself to people in various forms. Cancer has no particular person, age, race, gender, or economic status to attack. We are all susceptible. We have heard the numerous stories of those who have prevailed against this devastating disease. But on the flip side, others have succumbed to this illness.























While researching the monthly awareness programs, various forms of cancer were the common denominator.

In an effort to protect ourselves from this disease, we must begin to educate ourselves. There are preventive measures that we can take to help minimize our risk and also detect the illness as early as possible. It is vitally important that we have screening tests performed by our physician. A **screening test is done to detect potential health disorders or diseases in people who do not have any symptoms of disease.** The goal is early detection and lifestyle changes or surveillance, to reduce the risk of disease, or to detect it early enough to treat it most effectively. Screening tests are not considered diagnostic, but are used to identify a subset of the population who should have additional testing to determine the presence

or absence of disease. What makes a screening test valuable is its ability to detect potential problems, while minimizing unclear, ambiguous, or confusing results. While screening tests are not 100% accurate in all cases, it is generally more valuable to have the screening tests at the appropriate times, as recommended by your healthcare provider, than to not have them at all.

We owe it to ourselves and those who we love to take care of ourselves. One of our goals should be to live a healthier life. Enter into this New Year with an action plan. Make it realistic and not some out of this world, impossible to achieve plan. Involve your circle of loved ones to help keep you in line as you work to reach each milestone. A little effort and commitment on our behalf will go a long way. Happy Thanksgiving to all of our NPMHU family and friends!!!

Calendar of Cancer Awareness Months

January	February	March	April
 Cervical Cancer	National Cancer Prevention Month  Gallbladder/Bile Duct Cancer	 Colorectal Cancer  Kidney Cancer  Multiple Myeloma	 Testicular Cancer  Esophageal Cancer  Head & Neck Cancer
May	June	July	August
 Melanoma and Skin Cancer  Brain Cancer  Bladder Cancer	 National Cancer Survivor Month	 Sarcoma/ Bone Cancer	
September	October	November	December
 Childhood Cancer Uterine Cancer Leukemia Lymphoma Ovarian Cancer Prostate Cancer Thyroid Cancer	 Breast Cancer  Liver Cancer	 Pancreatic Cancer  Lung Cancer  Stomach Cancer  Carcinoid Cancer  Honoring Caregivers	 CHOOSE HOPE® <small>HOPE BEING BUILT IS TO END CANCER</small> 1-888-348-HOPE www.choosehope.com

NATIONAL POSTAL MAIL HANDLERS UNION

A DIVISION OF LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

DECEMBER 31, 2018 AND 2017

ASSETS

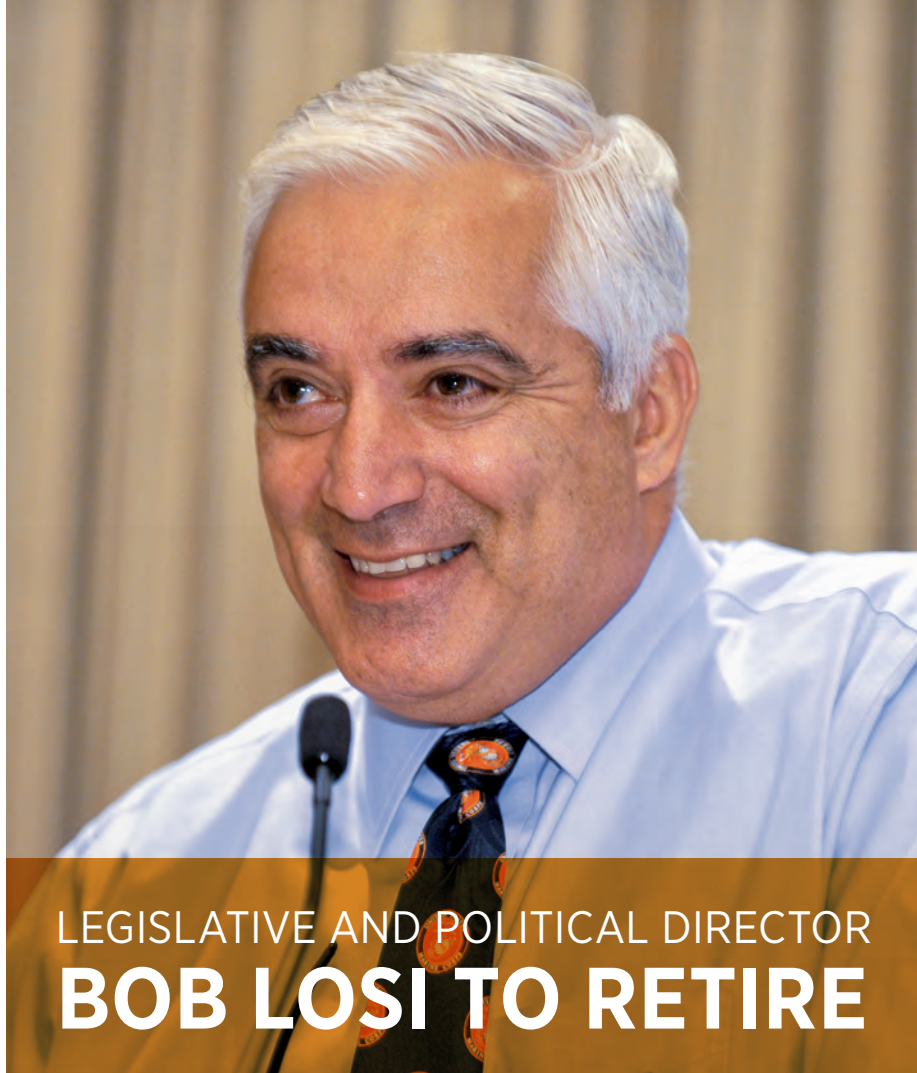
	2018	2017
CURRENT ASSETS		
Cash and cash equivalents	\$10,295,887	\$680,960
Accounts receivable — local unions	59,986	59,200
Accounts receivable — other	1,421,885	2,069,545
Tax refunds receivable	1,720,647	1,411,787
Interest receivable	69,406	48,782
Loans to local unions	57,303	50,000
Prepaid expenses	290,249	239,931
Total current assets	13,915,363	4,560,205
LONG-TERM RECEIVABLES		
Loans to local unions	—	66,318
INVESTMENTS		
Marketable securities — at fair value	7,650,945	18,862,283
FIXED ASSETS		
Furniture, fixtures and equipment	2,181,710	2,055,850
Leasehold improvements	291,600	291,600
	2,473,310	2,347,450
Accumulated depreciation and amortization	(1,822,006)	-1,578,962
Total fixed assets	651,304	768,488
OTHER ASSETS		
Inventory of promotional items	13,571	17,747
Deposits	194,509	101,227
Total other assets	208,080	118,974
TOTAL ASSETS	\$22,425,692	\$24,376,268

LIABILITIES

CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$2,699,989	\$2,579,312
Dues collected for local unions	22,485	654,508
Deferred dues revenue	8,798	239,675
Deferred rent abatement	56,115	113,274
Total current liabilities	2,787,387	3,586,769
LONG-TERM LIABILITIES		
Deferred rent abatement	19	67,868
Security deposit — sublease	9,377	9,377
Net unfunded pension liability	1,223,586	1,558,853
Total long-term liabilities	1,232,982	1,636,098
TOTAL LIABILITIES	4,020,369	5,222,867
NET ASSETS WITHOUT DONOR RESTRICTIONS	18,405,323	19,153,401
TOTAL LIABILITIES AND NET ASSETS WITHOUT DONOR RESTRICTIONS	\$22,425,692	\$24,376,268

STATEMENTS OF ACTIVITIES

	2018	2017
REVENUE		
Per capita assessments		
Member per capita	7,087,454	7,096,374
Associate per capita	1,013,875	1,014,077
	8,101,329	8,110,451
MHBP SERVICE FEE	5,615,412	5,624,220
Investment return, net	35,565	416,347
National Billing Program	147,448	186,578
Royalties	290,163	565,287
Rental income	176,320	166,825
Sale of promotional items	29,134	19,539
Miscellaneous	32,575	87,803
Total revenue	14,427,946	15,177,050
EXPENSES		
Per capita taxes	2,433,965	2,591,229
Salaries and wages	3,354,497	3,599,176
Payroll taxes and employee benefits	2,188,744	2,336,628
Revenue Sharing Program	2,074,876	2,078,012
Income and property taxes	1,285,012	1,511,191
Automobile and housing	112,325	132,240
Bank charges	52,296	50,277
Charitable contributions	43,206	114,192
Computer services	77,877	57,613
Convention	5,352	267
Depreciation and amortization	243,420	224,204
Election	—	—
Insurance and bonding	34,312	32,223
Leased equipment	34,922	35,293
Meetings and conferences	323,098	554,121
Miscellaneous	36,535	75,617
Office supplies and postage	127,158	353,724
Printing and publications	364,611	716,311
Professional fees	623,686	819,616
Promotional items	27,821	16,912
Rent	877,595	885,895
Repairs and maintenance	46,993	60,574
Scholarships	51,000	54,000
Telephone	81,146	83,682
Travel and lodging	312,261	434,307
Total expenses	14,812,708	16,817,304
DEFICIENCY OF REVENUE OVER EXPENSES	(384,762)	(1,640,254)
Pension-related changes other than net periodic pension cost	(363,316)	(222,984)
DECREASE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	(748,078)	(1,863,238)
NET ASSETS WITHOUT DONOR RESTRICTIONS	—	—
BEGINNING OF THE YEAR	19,153,401	21,016,639
END OF THE YEAR	18,405,323	19,153,401



Legislative and Political Director Bob Losi concluded his 25th SAMLU presentation on October 1, 2019, by announcing his upcoming retirement. Brother Losi has served this organization in a variety of positions at the local and national level including Treasurer, Vice President, and President of Local 301.

In July 2007, Bob was appointed to the national staff in support of our legislative department. In March 2009 Bob was named as Political Director of our National Union, and he served in that capacity until March 2011 when he was named both Legislative and Political Director, a position he has held since. Brother Losi has worked closely with our counterparts in the APWU, NALC, and NRLCA to help champion the collective cause of postal workers. Bob's legislative experience and wisdom

helped guide the Mail Handlers' political program. With his leadership, the NPMHU political program pursued favorable legislation while working to stem anti-Union agendas. Bob is widely known and respected on Capitol Hill, amongst congressional aides and Members of Congress on both sides of the aisle. Bob is also a champion of issues affecting our military veterans. He frequently volunteers to support the New England Center for Homeless Veterans, most notably supporting an annual golf tournament that has raised \$640,000 for the charity.

Bob has been a true asset to the organization and will be deeply missed. Please join the Union in offering Brother Losi our deepest gratitude and thanks for his many years of work; Bob's retirement will be effective January 24, 2020.

MAIL HANDLERS

ACROSS THE COUNTRY



LIUNA LEADERSHIP CONFERENCE 2019



NPMHU National President Paul Hogrogian was warmly welcomed and gave a rousing report on the state of the National Postal Mail Handlers Union and the challenges we face. In his remarks President Hogrogian touched on topics such as: Bargaining, Postal Reform, and the President's Task Force on The Postal Service. President Hogrogian wrapped up his remarks by commenting on the collective power and support of LIUNA. He went on to express gratitude for the LIUNA partnership and support received at the national and local level.

NPMHU National President Paul Hogrogian and members of the National Executive Board attended the 2019 LIUNA Leadership Conference. The conference featured a myriad of guests including Terry O'Sullivan, LIUNA General President, Armand E. Sabitoni, LIUNA General Secretary-Treasurer and Stacey Abrams, Founder & Chair Fair Fight



(l-r) back: David E. Wilkin—Vice President, Northeastern Region, John A. Gibson—Vice President, Eastern Region, June Harris—Vice President, Central Region, Lawrence B. Sapp—Vice President, Southern Region, and Don Sneesby—Vice President, Western Region.

(l-r) front: Michael J. Hora—National Secretary-Treasurer, Armand E. Sabitoni—LIUNA General Secretary-Treasurer, Paul V. Hogrogian—NPMHU National President and Terry O'Sullivan, LIUNA General President

MAIL HANDLERS ACROSS THE COUNTRY

NPMHU LABOR DAY SIGHTS



A



B



C



D

LOCAL 300

A) Local 300 Members join the New York City Labor Day Parade **B)** US Senator (D-NY) Charles Schumer marched alongside National President Paul Hogrogian, Local 300 President Kevin Tabarus and Local Members at the Labor Day Parade. **C)** (l-r) National President Paul Hogrogian, US Representative (D-NY 12th Dist.) Carolyn Maloney & Local 300 President Kevin Tabarus. **D)** AFL-CIO Secretary-Treasurer Liz Schuler greets National President Paul Hogrogian and Local 300 President Kevin Tabarus at the New York City Labor Day Parade.



A



B



C

LOCAL 308

A) US Senator (D-DE) Chris Coons Marching alongside Local 308 Members on Labor Day. **B)** Eastern Region Vice President and Local 308 President John Gibson with Local 308 Members at the Labor Day Parade. **C)** Local 308 members showing off their solidarity and strength by numbers at the Labor Day Parade.



LOCAL 301

Together for the Greater Boston Labor Day Breakfast are: (l-r) John Bessette, Branch President Brockton, US Senator (D-MA) Ed Markey, Local 301 Vice President Sean Sweeney, and Phil Alvarado Branch gather to discuss labor issues.



A



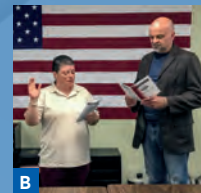
B

LOCAL 310 PICNIC

A) National President Paul Hogrogian and Southern Region Vice President Lawrence Sapp joined Local 310 President Andy Badilishamwalimu and members of Local 310 for their annual meeting and picnic. **B)** A Local 310 Award of Appreciation was given to National President Paul Hogrogian at the picnic. (l-r) Local 310 President Andy Badilishamwalimu, National President Paul Hogrogian, Local 310 Vice President Lisa Greer



A



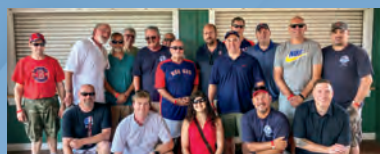
B

LOCAL 300 ANNUAL JETS GAME AND SWEARING IN CEREMONY

A) National President Paul Hogrogian joined members of Local 300 for their annual visit to see the NY Jets. **B)** Local 300 President Kevin Tabarus swearing in ISC/JFK Branch President Lucy Lombardo as New York State Executive Board member. **C)** Local 300 Jersey City NJ Mail Handler Bill Chandler celebrates 50 years of service.



C



LOCAL 301 PICNIC/ BASEBALL OUTING

Local 301 officers, branch 122 (Portland, ME) members along with Northeastern Vice President David Wilkin and Northeastern Regional Director Tom Ruth gathered for a Portland Sea Dogs (AA Boston Red Sox) baseball game.



LOCAL 306 ATTENDS REPRESENTATIVE (IL-7TH DISTRICT) DANNY DAVIS RALLY

Members of the Local 306 Executive Board attended a rally for Representative (D-IL) Danny Davis. Pictured (l-r) Local 306 SEBM Richard Coleman Sr., Local 306 Vice President Gregory Newsome, US Representative (D-IL) Danny Davis, Central Region Vice President and Local 306 President June Harris, Local 306 Recording Secretary Tanisha Ruth and Local 306 Treasurer Kenneth Leftridge Sr.



LOCAL 330 PICNIC

National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby joined Local 330 President Robert Griffith and members of Local 330 for their annual picnic.



LOCAL 322 PICNIC

National Secretary-Treasurer Michael Hora and Eastern Regional Director Eugene Horton joined Local 322 President Kelly Dickey and local members for their annual picnic.



LOCAL 334 TRAINING

Southern Region Vice President Lawrence Sapp and Eastern Region Vice President John Gibson joined Local 334 Executive Board Members: Local 334 President Sheldon Adams, Local 334 Treasurer Alexander Adams, Local 334 Vice President Tracei Ealey-Beard and members of Local 334 for their training.

A photograph of a woman with dark hair and bangs, wearing a white tank top, smiling broadly. She is standing behind two young children, a girl and a boy, who are also smiling and looking towards the camera. They appear to be on a yellow and green playground slide. The background is slightly blurred, showing other playground equipment and a clear sky.

We've got you

Why pay more for health care?

Reduced rates for 2020

Health plans for all postal and federal employees. Connect live and learn more.

MHBP.com

\$0 deductibles for in-network preventive care and prescription coverage as low as \$5 for federal employees

- Annual routine physical exams, well child visits, and immunizations
- Covered wellness screenings, such as mammograms and cholesterol tests
- Complete maternity care — including inpatient hospital care pre and postnatal care, and anesthesia

Open to Everyone

MHBPSM

Brought to you by Aetna