MAIL HANDLERS AND USPS REACH TENTATIVE AGREEMENT

BALLOTS MAILED
FEB 18, 2020
COUNT SET FOR
MARCH 23, 2020

SUMMARY OF TENTATIVE AGREEMENT

HOUSE PASSES H.R. 2382
USPS FAIRNESS ACT

HOW TO PROPOSE CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS
Welcome new MHBP enrollees and returning members. Thank you for supporting your union-sponsored health plan. We appreciate the important work you do each day in service to this country and are happy to provide you with the health coverage you need.

Your MHBP provides health coverage that truly sets the standard for all Federal employee health plans. You can count on us to be there for you with:

- Superior customer service
- A nationwide network — freedom to choose your own doctors and hospitals
- 100% coverage for Network preventive care
- No referrals required to see specialists

Plus, certain plans allow members to earn wellness credits for completing certain healthy lifestyle tasks. See your Resource Guide for more information!

Did you miss your chance to join your colleagues in enrolling in an MHBP plan? It’s not too late! You can sign up the next time you have a qualifying life event.*

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

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ON THE COVER:
On January 22nd, the NPMHU announced that it had reached a tentative agreement with the U.S. Postal Service over the terms of the 2019 National Agreement.
On January 22nd, the NPMHU announced that it had reached a tentative agreement with the U.S. Postal Service over the terms of the 2019 National Agreement. The announcement was made during a conference call through which Regional and Local Union representatives were briefed on the terms of the negotiated settlement. The 2016 bargaining agreement expired on September 20, 2019. Although no final agreement was reached before that deadline, the parties agreed to extend their negotiations past the deadline in order to give their bargaining representatives additional time to reach a comprehensive settlement agreement. During this extended negotiation period, the parties were ultimately successful in reaching a negotiated settlement.

Our priorities entering bargaining included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Lay Off 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.

We believe that the tentative agreement addresses most, if not all, of our bargaining priorities. Throughout the negotiation process, the union submitted proposals to achieve these bargaining goals. This was 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, the continuing uncertainty about Postal Reform legislation, the anti-worker/anti-union climate in Washington, DC, and the Postmaster General’s recent retirement announcement made these negotiations extremely difficult.

The 2019 National Agreement will cover a period of three years expiring at midnight on September 20, 2022. There will be four general wage increases totaling 3.9% during the three-year period covered by the contract. The NPMHU was successful in negotiating the continuation of the Cost of Living Adjustments (COLA) in the tentative agreement. The contract calls for six COLAs during the term of the contract to be paid every March and September beginning in March of 2020. Although MHAs do not receive COLAs, they will receive annual wage increases that are 1% higher than career employees.

There are other significant improvements in the proposed contract, including the retention of the no-layoff MOU which guarantees that career mail handlers on the rolls as of September 20, 2019 will be protected from layoff. This is extremely important in light of the USPS’ projections of continuing declines in revenue and mail volumes. The NPMHU was also successful in negotiating the elimination of the casual category in the Mail Handler craft.

As this article goes to press, contract ratification ballots are being mailed to the membership. We believe that this is a contract which is worthy of ratification.
We believe that the tentative agreement addresses most, if not all, of our bargaining priorities

The tentative agreement also provides that all current MHAs (in 200-workyear facilities) with at least 30 months of service as of ratification will be converted to full-time career positions. MHAs will now receive overtime pay for work performed in excess of eight (8) hours on duty in a service day (or in excess of 40 hours in a service week), while career Mail Handlers who seek overtime will maintain their preferences for such work.

Under Article 2 of the National Agreement, a new MOU will be added about a Workforce Free of Harassment. The parties commit to providing employees with a safe, productive, and inclusive workplace, and establish a Task Force on Preventing Harassment that will be used to ensure that employees are fully aware of policies and procedures that exist to combat harassment. Special thanks are extended to the NPMHU Women’s Committee for their work on this important MOU.

The tentative agreement also provides for improved health insurance options for MHAs including self plus one and family coverage. Following their first year, MHAs will be given the option of the USPS Noncareer Health Plan or using the same dollar contributions from the Postal Service (at $125 per pay period for self only, or with USPS paying 75% of the total premium for self-plus-one or family coverage) towards the MHBP Consumer Option or MHBP Value Plan, which are two of the plans sponsored in the Federal Employees Health Benefits program by the NPMHU.

There are also several improvements to Article 12 which will minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments.

The NPMHU bargaining team was led by the National President and included National Secretary-Treasurer Michael 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 National Executive Board was fully engaged in this process and was deeply involved in the bargaining decisions. I want to thank the members of the bargaining team and the National Executive Board for their hard work during these negotiations. I also want to thank all the Regional and Local Union representatives who provided us with information when we reached out to obtain research for some of the proposals and counter-proposals.

As this article goes to press, contract ratification ballots are being mailed to the membership. We believe that this is a contract which is worthy of ratification. We urge you to vote “yes” on the tentative agreement. If the tentative agreement is not ratified, the parties will adopt dispute resolution procedures that will include mediation and, if necessary, binding interest arbitration.

If we do enter Impasse Arbitration and if the APWU negotiations are any indication, we expect that the USPS will submit regressive and draconian economic proposals which 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.

Should we enter impasse arbitration, 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.

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.***
On January 22, 2020, the National Postal Mail Handlers Union reached a tentative agreement with the United States Postal Service. This announcement culminated nearly 18 months of work that began during the summer of 2018, and continued into September 2018, when President Hogrogian first issued the official call for bargaining proposals.

The informal kick-off to bargaining began with a strategy session occurring during the August 2018 SAMLU meeting in Washington, DC. In February 2019, the Field Negotiating Committee gathered in the NPMHU’s National Headquarters to review and debate over hundreds of potential bargaining proposals — previously submitted by members, stewards, officers, and Local Unions across the country.

The parties began formal bargaining toward the end of June 2019, and endured round-the-clock bargaining sessions for the final six days of the agreement, essentially locked in a hotel and accessible to each other twenty-four hours a day. Ultimately, in late September 2019, the parties announced that they were 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. However, the NPMHU and USPS agreed to extend negotiations, giving their bargaining representatives additional time to reach a comprehensive settlement agreement. The NPMHU agreed to extended talks provided they were productive. On September 30, 2019, President Hogrogian briefed all Local Presidents on the status of national negotiations in Washington, DC. Under a mutual extension, bargaining continued for the next four months. Finally, Local Presidents were briefed on the details of the tentative agreement in a national conference call in January 2020.

The highlights of the tentative agreement can be found on page 9 of this magazine. In addition, in accordance with ratification procedures adopted by the National Executive Board, all eligible voters will be furnished with the text of any proposed changes and deletions. We expect to mail the ratification package to all eligible members on February 18, 2020. Additionally, the highlighted changes were mailed and faxed to all Local Unions. Finally, the proposed changes are posted on the National website (npmhu.org), included in the January 2020 Update, and made available on the mobile app. The Contract Ratification Procedures were posted in the February Update and widely distributed via mail, fax, website, and the mobile app. This is a lot of information delivered being made available to members in electronic and print form.

The tentative agreement provides for guaranteed wage increases, continues the cost of living allowance, eliminates casuals, renews the no-layoff provision, improves healthcare options for MHAs and makes incremental improvements on night shift differential to highlight a few of the more prominent changes. All members are encouraged to review the material and cast your vote. As required by the referenced ratification procedures, the balloting period shall extend for at least thirty (30) days after the mailing of ballots, which will occur on February 18, 2020. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on March 23, 2020. The entire NPMHU National Executive Board has unanimously approved the tentative agreement and we encourage you to do the same.

I thank you for your continued support during this lengthy and often arduous negotiation. I’d also like to thank the Locals that provided feedback and supporting information, on short notice, when requested during bargaining. With this documentation, your negotiators pushed back, and were able to squash all harmful proposals.

Shifting focus to the NPMHU 2020 Convention, preparations are well underway for our quadrennial National Convention set to take place on August 11-15, 2020 in Denver, Colorado. Based on rules governing the selection of Local Union delegates to the NPMHU National Convention, each Local was required to determine the number of delegates that each will be sending to the 2020 National Convention. I can report that there will be 340 delegates attending the 2020 National Convention. Thirteen of 37 Locals are sending a single delegate, meaning in those Locals, the Local President is automatically a delegate and no election is required. The remaining 24 Locals are in the process of conducting elections to determine who will represent each respective Local at the 2020 National Convention. Most Local elections will be certified by March 25, 2020. Once the delegates are known, we will
begin to communicate with each delegate directly sharing registration details. Please do not contact the hotel directly. Room reservation details will be shared with each Local Union in the coming months, and reservations will be made through the National Office.

In the coming months, we will be setting the agenda for the 2020 National Convention, as committees will consider possible constitutional amendments and resolutions that will be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees, the NPMHU will empanel a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters. Appointments to these important committees will occur once all Local Union delegates elections are complete.

Members of the NPMHU who wish to submit proposals for consideration by the delegates at the 2020 National Convention may turn your attention to page 13 of this Mail Handler magazine for submission details. As set forth in Article XII of the National Union Constitution, proposed resolutions and amendments to the Constitution must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention. Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for Tuesday, August 11, 2020, all submissions must be received at the National Office no later than Friday, June 12, 2020. Each proposal will receive the attention it deserves. Delegates may introduce, debate, amend, and vote upon properly submitted proposals over the course of the Convention. As the Convention nears, additional information will be published. Watch your bulletin boards and npmhu.org for updates.

Finally, I'd like to report on the status of conversions to fulltime regular. I am pleased to report that we have exceeded 14,000 MHA conversion to fulltime regular. As of PP02-2020, 14,018 MHAs have been converted to fulltime regular. The pace of conversions prior to the signing of the MOU on Filling of Residual Vacancies in August of 2015 (prior to PP 18-2015) averaged 50 conversions per pay period. After this memorandum was signed and implemented, the pace of conversions increased significantly, averaging 129 per pay period in 2016, 70 per pay period in 2017, 92 per pay period in 2018, and 100 per pay period in 2019. MHAs are a key component of our craft and represent the path to career status. I am pleased that we were able to secure improvements specific to MHAs in the 2019 tentative agreement and hope you agree.

In Unity,

Michael J. Hora
National Secretary-Treasurer
The following procedures have been adopted by the National Executive Board of the National Postal Mail Handlers Union, pursuant to Article V, Section 9 of the NPMHU National Constitution, to govern the referendum vote that will be held to ratify the terms of the tentative 2019 National Agreement between the Union and the U.S. Postal Service.

1. All regular members who are employed by the U.S. Postal Service as of the last pay period of January 2020 shall be eligible to vote. It will take a majority of the votes properly cast to ratify the tentative agreement.

2. The voting shall be by mail ballot in postage-guaranteed return envelopes that are pre-addressed to a Post Office Box rented for the collection of such ballots. Voters will be asked to set forth their name, their address, their Local Union, and the last four digits of their employee identification number on the return envelope, but not on the inside envelope containing their secret ballot.

3. All eligible voters will be furnished with the text of any proposed changes and deletions, together with their ballots and return envelopes, as soon as practicable after the tentative agreement has been reached. It is the present intention of the National Office to mail these materials to all eligible voters no later than sixty (60) days after the date on which a tentative agreement is announced.

4. The balloting period shall extend for at least thirty (30) days after the mailing of ballots. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on that day. The Union shall retain the American Arbitration Association or a similar organization to certify the ballot count. All Local Unions may send observers to be present at the collection, verification, opening, and counting of the ballots.

5. Any member who does not receive a ballot or the accompanying information must call the Ratification Ballot Coordinator at 202-833-9095, extension 1029, to request those materials.

6. The results of the voting will be announced publicly after the final ballot count is available. Copies of the official ballot count will be furnished to all Local Unions for posting.

7. All envelopes and ballots, together with other pertinent records pertaining to the vote, shall be maintained by the National Office for at least one year.
The following is a summary of the tentative agreement reached between representatives of the NPMHU and the Postal Service to establish the terms of the 2019 National Agreement.

TERM
The 2019 National Agreement will cover a period of three years, and will expire at midnight on September 20, 2022.

GENERAL WAGE INCREASES
All career Mail Handlers will receive four general wage increases during the term:

• the first, retroactively effective to November 23, 2019, will be 1.1%;
• the second, effective on November 21, 2020, will be 1.0%;
• the third, effective on November 20, 2021, will be 1.0%; and
• the fourth, called a special pay adjustment, also effective on November 20, 2021, will be 0.8%.

For Mail Handler Assistants (MHAs), the first three general wage increases will be 1% higher per year, or 2.1% retroactively to November 2019, 2.0% in November 2020, and 2.0% in November 2021. MHAs also will receive the 0.8% wage increase in November 2021, but will not receive Cost of Living Adjustments (COLAs).

COST-OF-LIVING ADJUSTMENTS
All career Mail Handlers will receive six cost-of-living adjustments, using the July 2019 CPI index as a base:

• the first COLA will be effective in March 2020
• the second COLA will be effective in September 2020
• the third COLA will be effective in March 2021
• the fourth COLA will be effective in September 2021
• the fifth COLA will be effective in March 2022
• the sixth COLA will be effective in September 2022

All cost-of-living adjustments paid during the 2019 National Agreement will be rolled into basic salary immediately. The exact amount of the COLAs will be based on future increases in the Consumer Price Index. As Mail Handlers know from previous years, because of largely unpredictable fluctuations in the rate of inflation, economists have great difficulty in accurately projecting the amount of these COLAs. For example, the seven COLAs paid during the 40-month term of the 2016 National Agreement averaged $345 per COLA, even though one COLA was 0 and another was only $21 because of minimal inflation in the economy. If that average were to repeat itself during the term of the 2019 National Agreement, the COLA provision, by itself, would provide over $1,800 in additional base wage increases over the next three years. Of course, should inflation moderate, these guaranteed COLA payments will be lower, and should inflation increase more than expected, these guaranteed COLA payments could provide larger wage increases.

OVERALL IMPACT OF WAGE INCREASES
For a Level 4 Mail Handler at top step, the wage increases during the three years of the 2019 National Agreement — not including COLA — will total $2,370, including $668 retroactively effective in November 2019; $607 effective in November 2020; and $1,093 effective in November 2021. For a Level 5 Mail Handler at top step, these general wage increases — again not including COLA — will total $2,413 over the three years of the contract, including $681 retroactively effective in November 2019; $619 effective in November 2020; and $1,114 effective in November 2021. When projected COLA payments are added at the consensus estimate of $250 per increase, at top step for career employees
there will be an additional $1,500 in base wage increases — over and above the general wage increases described above — during the term of the 2019 National Agreement. And, of course, protection against future inflation is precisely why the COLA provision remains an important component of the National Agreement.

For MHAs, at Level 4, the rate that started in 2013 at $13.75, and has recently been $16.21, will immediately go to $16.55 per hour retroactively effective in November 2019. By November 2021, the Level 4 rate will go to $17.36.

NO LAYOFF CLAUSE

All career Mail Handlers employed as of September 20, 2019 will be protected against layoff or force reduction during the entire term of the Agreement, unless Congress repeals or significantly relaxes the Private Express Statutes.

ONE-TIME CONVERSION OF MHAS

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

ELIMINATION OF ALL CASUAL EMPLOYEES FROM THE MAIL HANDLER CRAFT

The agreement also eliminates all casual employees from the Mail Handler craft within 120 days of the ratification of the agreement. Under the 2016 National Agreement, the Postal Service has been allowed 3% casuals, down from prior contracts when casual percentages have been as high as 12.5%. In return, the tentative agreement will increase the percentage of MHAs to allow up to 24.5% by Installation (up from 23.5% by Installation and 18.5% by District), and this cap will apply at the Installation level, making enforcement easier for the Union. The tentative agreement will eliminate the District cap, and instead apply a hard cap at the Installation level. In addition, during the peak mailing season, there will be a 56-day period for unlimited hiring of MHAs instead of casuals. This is a historic achievement, as non-career and non-union casuals without a path to career employment have been used in the Mail Handler craft since the 1970s. This also will mean approximately 1,400 additional members of our bargaining unit, which will be good for the employees who are new MHAs and good for the overall strength of the Union.

NIGHT SHIFT DIFFERENTIAL

For the first time since 1996, the Postal Service and the NPMHU have agreed to unlock, each year of the contract, the flat dollar amounts paid for night differential at each grade and step of the wage scales. Under this agreement, all night differentials will increase by 2% per year, effective in May 2020, in May 2021, and in May 2022.

HEALTH INSURANCE

For career employees, in 2020 there will be no change in the percentage of employee contribution to health insurance. For 2021, the Postal Service’s share of the cost of health insurance, which currently is at 73% of the weighted average formula used by OPM for federal employees with a maximum percentage of 79.25%, will have its final 1% reduction. Thus, the Postal Service will contribute 73% of the weighted average in 2019 and 2020, and 72% of the weighted average in 2021 and 2022. At 72%, the Postal Service will pay the same as the federal government pays for health insurance costs for federal employees, who receive exactly the same health insurance benefits.

In today’s dollars, the 1% increase in health care contributions is equivalent to an increase of approximately $75 per year for self-only coverage and between $100 and $175 per year for family coverage, depending on the particular health plan selected. These amounts automatically are paid with pre-tax dollars, so the actual out-of-pocket cost to each Mail Handler should be less by the percentage of income taxes usually paid.

For MHAs, during their first year of employment, MHAs will be able to maintain their participation in the USPS Noncareer health plan. The Postal Service will continue to pay $125 per pay period for self-only coverage, but under the tentative agreement, the Postal Service will pay significantly more — namely, 65% of the total premium for any MHA who chooses to participate in the USPS Noncareer plan for self-plus-one or family coverage.

Moreover, after an MHA completes one 360-day appointment, beginning in each MHA’s second year of employment, an MHA will be able to choose coverage under the USPS Noncareer health plan (at $125 per pay period for self only, or with the Postal Service paying 75% of the total premium for self-plus one or family coverage) or the MHA will be able to use the same dollar amounts from the Postal Service to obtain coverage from the MHBP Consumer Option or the MHBP Value Plan, which are two of the three plans sponsored in the Federal Employees Health Benefits program by the NPMHU.
CLOTHING ALLOWANCE
There will be a 2.5% increase in clothing allowance during each year of the contract.

ADDITIONAL HIGHLIGHTS
Under Article 2, a new MOU has been added about a Workforce Free of Harassment. The parties commit to providing employees with a safe, productive, and inclusive workplace, and to establish a Task Force on Preventing Harassment that will be used to ensure that employees are fully aware of policies and procedures that can be used to combat harassment.

A change in Article 8 will guarantee that MHAs receive overtime pay for work performed in excess of eight (8) hours on duty in any one service day or in excess of forty (40) hours on duty in any service week.

The language of Article 12.3B12 has been improved, so that a temporary supervisor returning to the craft for one continuous pay period of 14 consecutive days in order to bid is required to complete that continuous pay period prior to submitting a bid. This effectively increases the period of time during which a temporary supervisor must return to the craft before bidding.

OTHER CONTRACTUAL PROVISIONS
Article 6 will be amended to ensure that layoffs of career employees, if ever implemented, are prohibited unless preceded by reductions in overtime, MHA hours, and PTF hours.

Another change to Article 8 will allow employees who bid or are reassigned during a calendar quarter to a duty assignment in a different facility, in a different section, or on a different tour may add their names to the overtime desired list, even if not on the OTDL in their prior assignment.

A letter will be issued by USPS management to make clear that MHAs can request use of annual leave in increments of between one (1) and forty (40) hours.

Other changes in Article 10 and related MOUs will provide:

• That access to choice vacation periods for MHAs will be a mandatory topic of discussion during local implementation
• That PTFs have access to the Annual Leave Exchange Option
• That employees will be authorized to receive donated leave under the Leave Sharing MOU to provide care to children born or adopted within the past twelve months
• That guarantee the continuation of National Days of Observance upon the death of former U.S. Presidents
• That the current instructions governing Wounded Warrior Leave are incorporated into the National Agreement

Article 12.2C is amended to require management to provide a hard or electronic copy of the seniority list to union representatives at the Installation level.

The MOU on Relative Standing of MHAs and Subsequent Conversion to Career Mail Handler is amended to require management to provide, upon request, a hard or electronic copy of the relative standing list to union representatives at the Installation level.

The same MOU is amended to use, for MHAs hired after ratification, the Saturday at the beginning of the pay period during which the MHA was hired as the date of relative standing for purposes of future conversion to full-time career. Tie-breaking procedures remain the same, but this change will eliminate potential manipulation of the relative standing list by managers.

Article 12.5 is clarified to ensure that meetings about potential relocation of mail handlers will be held at the Regional level, and that Local Union representatives may attend.

A revised MOU will require any new or vacant part-time career positions (PTR or PTF) be offered to MHAs within 50 miles of the position, offering new conversion opportunities to current MHAs.

Article 12.2G is being amended to provide that Mail Handlers who are involuntarily excessed outside of the installation will have their seniority established by the employee’s service time in the losing installation, not the employee’s complete Mail Handler service.

Article 12.3B6 is amended to provide that changes in starting time for purposes of bid posting and incumbency rights will be measured on a cumulative basis from the latest of ratification of each National Agreement or the start time at the beginning of each bid.

Articles 12.3B4 (fixed days of work), 12.3B5 (change in duties or change in principal assignment area), and 12.3B6 (change in starting time) have been amended to provide for an expedited selection process within the section when these changes require that an assignment be posted installation-wide bidding.

There are two minor changes to Article 15 in the tentative agreement, including (a) the addition of Employer Letters of Demand (up to $3,000) to the list of expedited arbitrations and (b) the holding of grievances at Step 3 if locally-filed grievances present the same interpretive issue as interpretive disputes pending at the National level at Step 4.
A change to Article 16.5, providing that a suspension of fourteen (14) days — if a timely grievance is appealed to Step 2 — will not be served until disposition of the grievance, either by settlement, withdrawal, or an arbitrator’s final and binding decision.

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

A change to Article 17.5 will ensure that union representatives may attend orientation for new employees transferred to the Mail Handler craft. A separate letter from USPS management will reaffirm that local union representatives must be given advance notice of these orientation meetings.

Article 30 is amended to establish the period for negotiations over Local Memoranda of Understanding to run for 30 consecutive days between May 2, 2020 and June 30, 2020.

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

A Task Force will be created under Article 35 to facilitate NPMHU representation on EAP committees at the District and National levels.

All other MOUs and Letters of Intent, including the MOU on Filling of Residual Vacancies, have been continued, except for certain agreements relating to casual employees, which will remain in effect until all casuals are eliminated but then will be deleted from the 2019 National Agreement as obsolete.

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

All other provisions of the 2016 National Agreement are being maintained, except for date changes or other cosmetic changes that may be necessary to accommodate the new contract.

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**HOUSE PASSES H.R. 2382 USPS FAIRNESS ACT**

On Wednesday, February 5, members of the House of Representatives voted in favor of H.R. 2382, the USPS Fairness Act, calling to repeal the Postal Service’s mandate to prefund its retiree health-care costs.

The National Postal Mail Handlers Union, along with other postal unions, worked tirelessly to educate Representatives of the financial burden prefunding causes, creating an annual loss of $5 billion for over a decade. Because of this loss, the Postal Service has been forced to cut service standards and close facilities, and caused it to be unable to focus on revenue growth. By repealing the prefunding mandate, the Postal Service will return to a pay-as-you-go means of funding retiree healthcare benefits, a practice that is used in all other federal agencies, and within the private sector. NPMHU, the National Association of Letter Carriers, the American Postal Workers, and the National Rural Letter Carriers Association expressed in a letter to members of House, “After 13 years of gridlock over more comprehensive postal reform, the USPS Fairness Act would ease the burden on Congress by reducing the size of the financial hole to be filled.”

Upon the passage of the bill, NPMHU National President Paul V. Hogrogian commented, “This bill is an important first step towards obtaining fiscal stability for the Postal Service. As H.R. 2382 received overwhelming bipartisan support with a vote of 309–106, it is obvious Representatives recognize how vital the Postal Service is to all Americans.”

However, today’s passage in the House does not mark the end of NPMHU’s efforts to repeal the prefunding mandate. In order for the USPS Fairness Act to become law, it needs to next be passed in the Senate, the signed by the President. On December 3, 2019, Senators Steve Daines (R-MT) and Brian Schatz (D-HI) introduced a companion bill, S. 2965, in the Senate. NPMHU will continue its dedicated work to fully repealing the prefunding mandate and other avenues to create a sustainable Postal Service while protecting its dedicated mail handlers.
MAIL HANDLERS TO CONVENE IN
DENVER, COLORADO
MEMBERS MAY SUBMIT PROPOSED CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS

Planning is well underway for the 2020 NPMHU National Convention, which is scheduled to take place at the Hyatt Regency Convention Center & Hotel in Denver, Colorado during the week of August 11, 2020. Three-hundred and forty mail handlers from across the country, who are currently being chosen through the Local Union delegate election process, will serve as delegates and will help to set the agenda of the Union for the next four years.

The theme for our 2020 National Convention is ‘NPMHU — Believe and Achieve.’ This theme reflects on the importance of our craft, our faith in the value of the work we do and the many triumphs of our organization. Mail Handlers are united in our economic, political, and workplace struggles. Together, in unity, we can overcome adversities: we can Believe and Achieve.

As a member of the NPMHU, you are a component of our future and a key to the success of the organization. Believe and Achieve!

Throughout the summer, committees appointed by National President Paul Hogrogian will meet to review and establish a full agenda for the 2020 Convention, including possible constitutional amendments and resolutions that may be submitted for consideration by the delegates. In addition to the traditional Constitution and Resolution Committees — and in recognition of the increasing role that the NPMHU has played in ongoing legislative issues on Capitol Hill — President Hogrogian has once again empaneled a Legislative Committee to review and recommend the adoption of resolutions concerning legislative and political matters.

Members of the NPMHU who wish to submit proposals for consideration by the delegates at the 2020 National Convention must follow the requirements set forth in the NPMHU National Constitution.

PROPOSED CONSTITUTIONAL AMENDMENTS

As set forth in Article XII of the National Union Constitution, the delegates to the 2020 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10:

“For proposed amendments to this Constitution to be considered by a National Convention, such amendments must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than sixty (60) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention.”

Although not required by the Constitution, it would greatly assist the Constitution Committee if submissions were formatted as follows: (1) List the current constitutional language; (2) List the new or changed language that you are proposing; and (3) Explain the reason for the proposed change.

PROPOSED RESOLUTIONS

In addition, the current National Constitution also sets forth the governing procedure for the consideration of resolutions, whether related to legislation or other topics of interest to mail handlers. In particular, Article XII, Section 15 provides as follows:

“Resolutions submitted for consideration of the National Convention must be received by the National President no later than sixty (60) days prior to the opening date of the National Convention. Such resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof.”

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in Article XII of the National Constitution. Because the opening of the National Convention is set for Tuesday, August 11, 2020, all submissions must be received at the National Office no later than Friday, June 12, 2020, which is sixty days prior to the opening of the 2020 National Convention. The address for submitting any proposed amendments or resolutions is:

NPMHU
2020 National Convention
815 16th Street NW, Suite 5100
Washington, DC 20006

Finally, please be aware that the National Postal Mail Handlers Union has a 2020 Convention website that will go live in the next few months. The site will feature convention news and announcements, convention resources and committee assignments and reports. During the 2020 NPMHU Convention, the site will be updated daily with photos, videos, committee reports and the event agenda.
UPDATE ON THE RI-399 MONETARY SETTLEMENT APPEAL PROCESS

Teresa Harmon, Manager, CAD

The RI-399 Update MOU provided monetary payments to approximately 38,000 eligible mail handlers, for a total of almost $14.5 million dollars.

The criteria approved by the NPMHU National Executive Board to establish eligibility for this payment is as follows:

1. In order to be eligible for payment, a Mail Handler had to be in the NPMHU Bargaining Unit (Career or Mail Handler Assistant) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 and the Mail Handler had to be in the NPMHU Bargaining Unit (Career or Mail Handler Assistant) and on the rolls of the Postal Service during the Pay Period which ended on March 15, 2019. A Mail Handler must satisfy both of these criteria for payment.

2. Eligible payees in the Bargaining Unit for less than 5 years (as of September 1, 2017) were awarded 1 Share.

3. Eligible payees in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017) were awarded 2 Shares.

4. Eligible payees in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017) were awarded 3 Shares.

5. Eligible payees in the Bargaining Unit for 20 years or more (as of September 1, 2017) were awarded 4 Shares.

The Share amounts were calculated to be worth:

- 1 Share: $143.90
- 3 Shares: $431.70
- 2 Shares: $287.80
- 4 Shares: $575.60

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. However, the information that was provided by the Postal Service and used to determine share amounts did not provide accurate information of mail handler service time if the employee had either transferred facilities or had been excused to another postal facility. Instead, the information only included mail handler service time in each employee’s current facilities. With that in mind, and with the potential for inadvertent errors when there are such a large number of payees, the National Office established a Union-run appeals committee to process for any claims of payment error. The decisions made by this appeals process are final and binding. Mail Handlers had until January 17, 2020 to submit an appeal. The National Office received approximately 800 appeals by that deadline. Of those, approximately 600 did not include enough information for the committee to properly process the appeals. Thus, on January 17, 2020, the appeals committee sent those 600 a request for additional information to support their claims. That information must be received by the National Office on February 14, 2020.

The appeals committee is diligently reviewing the appeals as we receive them. The list of approved payees will be submitted to the Postal Service after the final date passes for additional information. It is anticipated that the Postal Service will have them processed in or around April 2020, but we will update that information as we receive it. Letters will be sent to all mail handlers who have submitted appeals to inform them of their appeal status at the end of the review period.

LOCAL MEMORANDUM OF UNDERSTANDING/IMPASSE PROCEDURES

In anticipation of having a ratified National Agreement before the next quarterly magazine is published, I want to go over the process for negotiating the Local Memorandum of Understanding and the Impasse Procedures that are contractually mandated based on the time for Local negotiations to start.

The National Agreement under Article 30 allows for Local negotiation of 20 specific items, provided that no Local Memorandum of Understanding may be inconsistent with or vary the terms of the National Agreement.

These items include the following:

a. Additional or longer wash-up periods

b. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions

c. Formulation of local leave program
d. The duration of the choice vacation period
e. The determination of the beginning day of an employee’s vacation period
f. Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days

g. Whether jury duty and attendance at National or State Conventions should be charged to the choice vacation period

h. Determination of the maximum percentage of employees who shall receive leave each week of the choice vacation period

i. The issuance of official notices to each employee of the vacation schedule approved for such employee

j. Determination of the date and means of notifying employees of the beginning of the new leave year

k. The procedures for submission of applications for annual leave during other than the choice vacation period

l. Whether “Overtime Desired” lists in Article 8 shall be by section and/or tour

m. The number of light duty assignments to be reserved for temporary or permanent light duty assignment

n. The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected

o. The identification of assignments that are to be considered light duty

p. The identification of assignments comprising a section, when it is proposed to reassign, within an installation, employees excess to the needs of a section

q. The assignment of employee parking spaces

r. The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan

s. Those other items which are subject to Local negotiations as provided in the following Articles:

- Article 12, Section .3E5
- Article 12, Section .3C
- Article 12, Section .6C4a
- Article 12, Section .3E3g
- Article 13, Section .3

t. Local implementation of the National Agreement relating to seniority, reassignments and posting.

Either party can open negotiations with notification to the other party on or before May 15, 2020. The key timeframes to remember regarding Local negotiations are as follows:

1. The deadline for notification of intent to open negotiations is May 15, 2020. If neither party provides written notification of its intent to invoke Local implementation procedures by May 15, 2020, presently effective Memoranda of Understanding that are not inconsistent or in conflict with the 2019 National Agreement shall remain in effect during the term of the Agreement. The 2019 National Agreement will be in effect from September 21, 2019 through September 20, 2022.

2. Initial proposals must be exchanged by the parties within the first twenty-one (21) days of the thirty (30) consecutive day Local implementation period.

3. In the event that any issue(s) remain in dispute at the end of the thirty (30) consecutive day implementation period, each party shall identify such issue(s) in writing. Initialed copies of this written statement and copies of all proposals and counterproposals pertinent to the issue(s) in dispute shall be appealed within fifteen (15) days after June 30, 2020 to all of the following:
   - LR Service Center, Installation Head, Local Union President, NPMHU Regional Representative

4. The appropriate management official at the Area office and the Regional Union representative shall attempt to resolve the matters in dispute within seventy-five (75) days of June 30, 2020. The appropriate management official at the Area office and the Regional Union representative will have full authority to resolve all issues at dispute.

5. If the parties at the Area/Regional level are unable to reach agreement by the end of the seventy five (75) day period, the issues may be appealed to final and binding arbitration within twenty one (21) days of the seventy five (75) day period. The issues may be appealed by either the Union or the Postal Service’s Vice President of Labor Relations. An appeal by the Union is done by the National Office.

6. Once the case is appealed to arbitration, it will be returned to the Local Union for processing. The appeal will be given priority scheduling on the District Regular Contract Docket, meaning that it will be moved to the top of the arbitration docket for contract/non-disciplinary cases.

There is a training scheduled on Local Memorandum of Understanding for April 8, 2020, during the next SAMLU meeting, contingent on ratification of the contract.

If you have any questions, please talk to your Local Union official for more information.

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Welcome Home

Whether you are in the market to purchase a home or refinance an existing mortgage, **Union Plus offers two mortgage providers** designed to help union families. Every mortgage provides hardship assistance in case of disability, layoff, lockout, or strike.

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

Learn more at unionplus.org/mortgage
As 2020 has just begun, the NPMHU is hopeful that the new year in Congress is just as positive as the last.

2019 provided many positive steps forward for the United States Postal Service and its employees on Capitol Hill. The year began with members of the House of Representatives immediately introducing resolutions calling for the Postal Service to remain a public institution and not become subject to privatization, and for the Postal Service to return to its 2012 service standards. It ended with positive movement on H.R. 2382, the USPS Fairness Act. This legislation calls for the repeal of the onerous mandate to prefund retiree healthcare benefits, which is responsible for 100 percent of USPS’s financial losses since 2013. In a hearing on the financial status of USPS in April 2019, it was repeatedly noted that no other federal agency is forced to prefund retiree healthcare benefits, and if a private company were forced to do so, it would risk bankruptcy. While the bill would not resolve all of USPS’ financial problems, it would help move it onto the right path.

The NPMHU worked with other postal unions to ensure that there was strong support for H.R. 2382, and our actions resulted in over 300 bipartisan members of the House cosponsoring the bill. This support led to a vote on H.R. 2382 being called during the week of February 3, 2020. On the Senate side of Capitol Hill, Senators were equally as supportive, obtaining a majority of support on its own resolution protecting against privatization, S. Res. 99, as well as introduction of companion language to the USPS Fairness Act, S. 2965.

In order to do so, NPMHU members must remain vigilant against threats against their professional livelihoods. Recently, these threats have been seen with the USPS Five-Year Plan and a Government Accountability Office (GAO) report, GAO-20-140, on USPS employee compensation, both released in January 2020.

The Five-Year Strategic Plan, which initially was proposed as a ten-year plan scheduled to be released in January 2019, is vague in its recommendations, but its proposed changes for middle-mile operations could result in plant restructuring or closures. The plan also repeatedly mentions utilizing more public-private partnerships as a means of increasing efficiencies and lowering costs, which could result in privatizing jobs.

Further threatening employees, the GAO report called upon USPS and Congress to review employee structure and compensation in order to obtain significant financial savings. This included utilizing non-career employees at greater rates in order to save on benefits and salary payments. The report also suggested reducing USPS contributions to healthcare coverage. While this would create savings for USPS, it would be accomplished only at the expense of workers. The report further called for moving away from collective bargaining rights over compensation, allowing USPS to implement pay cuts. This is similar to the proposal seen in the Postal Task Force report issued in December 2018.

Though these suggestions from USPS and GAO would be detrimental to postal employees, to implement them would require congressional approval. Members of Congress, however, have recently shown strong support to not only protect the Postal Service from privatization, but also union jobs. It is unlikely these propositions will go far on Capitol Hill.

One member of Congress who will be genuinely missed in the new year is House Committee on Oversight and Reform (COR) Chairman Elijah Cummings (D-MD-07). Chairman Cummings passed away on October 17, 2019. Chairman Cummings served in the House since he was first elected in 1996, and held a leadership position on COR since December 2010. During his tenure, he was a consummate champion of postal employees’ rights and thoroughly understood the need for a sustainable Postal Service.

After his passing, the House Democratic Caucus elected Representative Carolyn Maloney (D-NY-12) to take over as
Chairwoman Maloney has been a longtime supporter of working families, and the NPMHU looks forward to working with her on postal issues. Other changes to COR include the additions to the majority side with Katie Porter (D-CA-45) and Deb Haaland (D-NM-01), as well as to the minority side with Fred Keller (R-PA-12).

ELECTIONS 2020

While November 3, 2020 seems far away, NPMHU members are preparing to vote for not only the President of the United States, but also for their members of Congress. At the time of publication, presidential primary caucuses have already begun in select states, and congressional primary elections are set to begin in the first week of March. Election Day 2020 will be here before we know it.

All 435 seats within the House of Representatives will be up for re-election, as well as 35 seats (including 2 special elections) in the Senate. We’ve already seen Representatives and Senators announcing they will not seek office again in 2020: 35 Representatives are leaving office, while 5 Senators are leaving. Historical voting trends show Democrats likely to retain power with the House and current polls show it is likely that Republicans will retain their majority in the Senate. But this information should not be taken as election decisions are already made. There are currently 17 House races rated as a toss-up (5 currently held by Republicans and 12 currently held by Democrats), while 3 Senate races (all currently held by Republicans) are rated as such. In the 2018 elections, 98 Representatives won their elections with 55 percent of the vote or less, and 19 Senators won with 55 percent of the vote or less. Voter participation matters.

The NPMHU encourages all of its members and their families to participate in the upcoming elections. You can check with your state’s Secretary of State office, or visit www.canivote.org to see your registration status, polling locations, and when primary and general elections will take place.

Of greater notoriety, there also will be a presidential election in eight months. While postal issues are not getting as much press time as topics such as immigration, healthcare, or education, candidates have commented on their policy on USPS. President Trump let his stance on the future of the Postal Service and its employees be known with the report of the Postal Task Force, which called for an end of collective bargaining rights and a move towards privatization. Many of the Democratic candidates have spoken out on the importance of unions in the workforce, as it is a means of strengthening the middle-class and provides fair pay and benefits for hard working Americans. Candidates Biden, Bloomberg, Buttigieg, Gabbard, Klobuchar, Sanders, Warren, and Yang have explicitly stated to the AFL-CIO their support for keeping the Postal Service a public entity as privatization would be harmful to both employees and customers.

Regardless of political party or ideology, consider candidates who are supportive of ensuring a sustainable Postal Service that protects its workers and their jobs, while meeting the demands of all Americans. We can work together to elect postal friends and champions to Congress and the White House.

THANK YOU, BOB LOSI

I want to extend my deepest thanks and congratulations to my predecessor, Bob Losi, as he begins his much-deserved retirement. Not only was he a dedicated servant of the union, he also is a great philanthropist, working for charities to serve those in need. I have known Bob for the better part of the last decade during my time working for other unions and associations. Throughout the years, he provided me not only professional guidance but also (sometimes much needed) laughs; I am truly indebted to him. While he’ll only be a phone call away, he will be greatly missed at NPMHU Headquarters.

Thank you and good luck, Bob!
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 20 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.

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<td>Sponsor</td>
<td>$52 ($2 per pay period)</td>
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<td>Ambassador</td>
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2020 PAC INCENTIVE AWARDS

Randolph Glasses
Intruder
NPMHU
Customer:

Item:
Description:
Sublimated
Price:

Leather Wine Tote
NPMHU
Customer:

Item:
Description:
Deboss
Price:
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.# ____________________________ Expiration Date ____________________________
Signature ____________________________

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](http://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.
The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate "concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement." The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. Our PAC membership is small but growing larger. Below is a list of the 2019 contributors to the NPMHU Political Action Committee. It is an honor roll of members who have contributed to the growing political power of your Union.

### PAC CONTRIBUTIONS FOR 2019

#### MEMBERSHIP LEVEL: AMBASSADOR (contributed at least $500 last year)

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

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

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The Mail Handler • Winter 2020 | 23

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

MEMBERSHIP LEVEL: ACTIVIST (contributed at least $100 last year)
### Membership Level: Activist (contributed at least $100 last year)

- Troas Boyd
- Derek Burke
- James Densler
- William Hopkins
- Orlando Nichols
- Kenneth Watson
- Dana Davenport
- Linda Lewis
- Lelo Simmons
- Abdul Whisenhunt
- Irene Sanchez
- Maurice Torres
- Luis Toyo
- Collin Moore
- Kevin Parsons
- Tammy Ryan-Lucky
- Alan Brashear
- Aaron Doherty
- Sean Fryer
- Steven M. Kim
- Timothy Kovac
- John Luke
- Johnny McKissick
- Richard Neal
- Michael Rolnick
- Salvatore Schilaci
- Kathryn Triggs
- Anthony Watson
- Rodney Tyus
- Shimmel Brown
- Charlotte Douglas
- Ben Martin
- Jorge Ortiz
- Donna Turner
- Suzanne Vieiros
- Theresa Corcoran
- Bernie Gonzalez
- Jeramy Wood
- Deb Alder
- Michael Blackburn
- Robert Koryto
- Richard Ruiz
- Joseph Burns
- Linda DeHaven
- Ken Koscinski
- James Lubbert
- Patricia O'Brien
- Michael Straiton
- Stephen Ikley
- Larry Burke
- Brock Isakson
- Larry Karsten
- Darren Marso
- Arlan Smedsrud
- Robert Griffith
- John Regis
- Daniel Barnaby
- Lloyd Johnson
- Nathan Price
- Steven Jensen
- Matthew Stevens
- Edvina Tesch
- Mark Alexander
- Marvin Bennett
- Bryant Blackman
- Harvey Blackman
- Thomas Blair
- Tim Bretmann
- Denise Brown
- Michael Carpenter
- Wayne Coe
- David Coffman
- Robert Connair
- Cody Current
- Dave Current
- Lorren Dennison
- John Fickes
- Terry Fitzgerald
- Deborah Hall
- John Haus
- James Heath
- Kenny Hapker
- Lori Heuton
- Stephan Hopkins
- Larry Humeston
- Dennis Irvin
- Lee Kessler
- Sherri Kingery
- Danelle Krull
- Robert Lawson
- Denny Luining
- Angela Marshall
- Ervin McKnight
- Francis Montgomery
- Calvin Nettles
- David Parrish
- James Pledger
- Dennis Reerer
- Douglas Risseley
- Larry Rose
- Mark Sanders
- Dwaynise Scoep
- Blake Scott
- Corey Smith
- Jeffrey Smith
- Michael Smith
- Brian Tallman
- Karen Tallman
- Gary Terrell
- Donald Thomas
- Leslie Trujillo
- Susanna Ward
- Lawrence Ware
- Greg Webb
- Kurtis Weeks
- Richard White
- David Williams
- Stephanie Yang
- Octavia Sas
- Ronald Sodaro
- Rudolph Stephens
- Noah Giebel
- Debra Meyers

### Membership Level: Sponsor (contributed at least $52 last year)

- Cecil Brown
- Deanna Parker
- Mark Chandler
- Joseph Costigan
- Spencer Elenbaum
- Stephen Fletcher
- Steve Morrow
- Atika Muhammad
- Kim Pinkney
- Charles Price
- Gilbert Stevens
- Victor Stewart
- Trevor Stuart
- George Buckley
- Timothy Dwyer
- Reynaldo Figueroa
- Gerald Hunt
- Linda Lee
- Agostino Lopes
- Scott McEnaney
- Michael Normandin
- Mark West
- Anthony Dering
- Linda Ishmael
- Leroy Vance
- Christopher Gayles
- Christopher Harris
- Henrietta Hogg
- Maura Pettit
- Robert Rodriguez
- Thomas Sanssevere
- Eric Schneider
- Brenda Thompson
- Ernie Sawyer
- Steven Barber
- Dennis Gun
- Michael Schultz
- Judy Wells
- Geiselle Williams
- Brian Carson
- Brian Clark
- Sean Craig
- Steven Harvey
- Keith Johnston
- Joseph Labriola
- Richard Leinbach
- Warren Mcclendon
- Craig Rollerson
- Geraldine Sternette Cooper
- Richard Vennera
- Gregory Waters
- Daniel De Rouville
- Gary Gove
- Douglas Heyden
- Michael Knapik
- Douglas Marinelli
- Adrien Rameau
- Gary Reid
- Bridget Lightbourne
- Jennifer Price
- Alice Bingham
- Vanessa Emery
- Fredis Maldonado
- Abdell Quinones
- Xaira Rivera
- Richard Sierra
- Carlos Zen
- El Dwan
- Betty Finley
- Katrina Tua
- Rick Frantz
- Andrew Robertson
- Tonya Ferguson
- Eric Reen
- Linda Solomon
- Cicero Untalan
- Joseph W. Harker
- William Potochnik
- Donna Truschel
- Roberta Wanner
- John Frey
- Gary Tollesrdu
- Joe Impson
- Carmalita Reynolds
- Tanus Esco-Cole
- Neil Edberg
- Robert Greenwell
- Karl Saltzer
- Michael Tucker
- Edna Grayson
- Steve Huth
- Sally Myers
- Joseph Reese
- Craig Thompson
- Kent Holliday
- Nat’l Staff
- Noah Giebel
- Debra Meyers
On November 6, 2019, the NPMHU and the Postal Service reached a pre-arbitration settlement on the interpretative dispute concerning payment to Mail Handler Assistants (MHAs) for retroactive holidays during the first year of the 2016 National Agreement. The issue in the dispute was the effective date of the provisions of Articles 11.1 and 11.3 of the 2016 National Agreement, as well as the subsection of the MOU on Mail Handler Assistant Employees governing Article 11 issues for MHAs. Together these provisions guarantee that MHAs receive pay for up to six holidays per year, but there was a dispute as to when that provision actually was to begin. Management had taken the position that the provisions of Article 11 only applied after the ratification of the Agreement, which occurred in February 2017. The Union took the position that the holiday pay provision should be fully retroactive to May 21, 2016, the first day of the National Agreement. The case was scheduled for National Arbitration on November 7, 2019, and this settlement is a compromise of the parties’ respective positions.

It was agreed that:

- “Employees who were on the rolls as MHAs on Thanksgiving Day 2016 (November 24, 2016), Christmas Day 2016 (December 25, 2016) and New Years Day 2017 (January 1, 2017) and remain on the rolls as an MHA or a career Mail Handler as of the date of this agreement, will receive holiday pay pursuant to Article 11.3 of the 2016–2019 National Agreement for the above mentioned dates. These payments will be made as soon as administratively practicable.”

As an update, the Postal Service has compiled the list of who is to be paid. USPS is currently working on inputting pay adjustments and are hoping to have the adjustments processed by the end of March 2020. We will keep everyone updated as the process nears completion.
2020 is the year of major events that can and will shape our existence. We have elections, not just in our National Union, but also in many of our locals. We have an upcoming U.S. Presidential Election. All are extremely important to the viability of the Mail Handler craft. We are currently under attack on various fronts. Put out one fire, and up comes another. Fortunately, thanks to the leadership that steers our Union, we have been able to survive and advance. But we must continue to stand strong and support those that have our best interest at heart.

It’s important that we not forget the sacrifices and efforts of others to ensure that we have an option in the election process. The year 2020 is the 100th year anniversary of the 19th Amendment to the U.S. Constitution that allowed women the right to vote. People, both men and women, have lost their lives to ensure that women would get the invaluable right to vote. The suffrage story is long and twisted. The organized movement lasted from 1848, with the first women’s rights convention in New York, until 1920, when the amendment was ratified by thirty-eight states. It took almost seventy years before a woman’s right to vote became law. It was a long and hard fought battle that continues today. Some states are attempting to adopt laws that eliminate the right to vote for minorities or immigrants. Again, we must make sure that we elect the “right” people to represent us. Decisions have long term consequences.

January 18, 2020 was the annual Women’s March. The theme for this year was “Women Rise.” Depending on your geographical location, the theme had a different variation. “Together We Rise” or “Women Rising Up” just to name a couple. But no matter the mantel, the meaning was the same. This is the year that the voice of women will be heard throughout these United States of America. We will let all of the political candidates know that we have a strong presence in this world and we will be heard. We are educating women on a very substantial level. Making sure that they too know they are important to the direction of our country. We are bringing our female family members and friends with us to engage them in the upcoming elections.

Finally, International Women’s Day is being celebrated on March 8, 2020. A world celebration of all nations and cultures with a unified goal: making sure that the voice of all women, regardless of race, color, nationality, economic status, sexual orientation and educational level, are given their equal audience. Ignoring us will not be acceptable. This year’s theme is “Each for Equal.” We believe that an equal world is an enabled world. This year we will offer an opportunity to reflect on progress made, to call for change, and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their communities and countries.

“WOMEN RISING UP”

WOMEN’S DAY AND THE 100TH ANNIVERSARY OF THE 19TH AMENDMENT TO THE US CONSTITUTION

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

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Stay Connected

Exclusive Wireless Savings, Just for Union Members
Save on the monthly service charge of qualified wireless plans, take advantage of additional savings on select accessories, and get the activation fee waived on select devices for new lines of service.

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

Learn more at unionplus.org
How would you react to a medical emergency? When it comes to life-threatening conditions like heart attack or stroke, every minute counts. Get to know the signs and symptoms of these health threats. If you think you or someone else might be having a heart attack or stroke, get medical help right away. Acting fast could save your life or someone else’s.

Heart disease and stroke are 2 of the top killers among both women and men in the U.S. Nationwide, someone dies from a heart attack about every 90 seconds, and stroke kills someone about every 4 minutes, according to the U.S. Centers for Disease Control and Prevention. Quick medical help could prevent many of these deaths. Fast action can also limit permanent damage to the body.

Heart attack and stroke are caused by interruptions to the normal flow of blood to the heart or brain — 2 organs that are essential to life. Without access to oxygen-rich blood and nutrients, heart or brain cells begin to malfunction and die. This cell death can set off a series of harmful effects throughout the body. The changes ultimately lead to the familiar symptoms of a heart or brain emergency.

You might know the most common symptoms of heart attack: sustained, crushing chest pain and difficulty breathing. A heart attack might also cause cold sweats, a racing heart, pain down the left arm, jaw stiffness, or shoulder pain.

Many don’t know that women often have different heart attack symptoms than men. For instance, instead of having chest pain during a heart attack, women may feel extremely exhausted and fatigued or have indigestion and nausea.

“If you have high blood pressure, high cholesterol, or diabetes, work with your doctor to get these conditions under control”

The symptoms of stroke include sudden difficulty seeing, speaking, or walking, and feelings of weakness, numbness, dizziness, and confusion. “Some people get a severe headache that’s immediate and strong, different from any kind you’ve ever had,” says Dr. Salina Waddy, an NIH stroke expert.

At the first sign of any of these symptoms, fast action by you, someone you know, or a passerby can make a huge difference. NIH-funded research has helped ensure that more people survive heart attacks and strokes every year. We now have medicines, procedures, and devices that can help limit heart and brain damage following an attack, as long as medical help arrives quickly.

If the heart is starved for blood for too long — generally more than 20 minutes — heart muscle can be irreversibly damaged, Desvigne-Nickens says. “You need to be in the hospital because there’s a risk of cardiac arrest [your heart stopping],” which could be deadly. At the hospital, doctors can administer clot-busting drugs and other emergency procedures.

With stroke, Waddy says, “The longer you wait, the more brain cells are dying,” and the greater the chance for permanent damage or disability.

Emergency treatment for stroke depends on the kind of stroke. The most common type, ischemic stroke, is caused by a clot that clogs a blood vessel in the brain. The clot-dissolving drug tPA works best when given soon after symptoms begin. NIH research shows that patients who received tPA within 3 hours of stroke onset were more likely to recover fully.

Other strokes are caused by a hemorrhage — when a blood vessel breaks and bleeds into the brain. “The patient can have a larger hemorrhage within the first 3 hours,” Waddy says. A hospital medical team can help contain the bleeding, so every moment counts.
Even if you’re unsure, don’t feel embarrassed or hesitate to call 9-1-1 if you suspect a heart attack or stroke. “You should not go get your car keys. Your spouse shouldn’t be driving you to the hospital,” advises Desvigne-Nickens. “The emergency crew is trained to treat these symptoms, and it could mean the difference between life and death.”

Heart attack or stroke can happen to anyone, but your risk increases with age. A family or personal history of heart attack or stroke also raises your risk. But some risk factors for heart attack and stroke are within your control. Treating them can dramatically reduce your risk.

“If you have high blood pressure, high cholesterol, or diabetes, work with your doctor to get these conditions under control,” Waddy says. “Know your numbers [blood pressure, blood sugar, and cholesterol] and what they mean.”

You can also prepare for a medical emergency, to some degree. A hospital may not have access to your medical records when you arrive. Keep important health information handy, such as the medicines you’re taking, allergies, and emergency contacts. It would be important for the medical team to know, for example, if you’ve been taking anticoagulants to help prevent blood clots; these blood thinners put you at increased risk of bleeding. You might consider carrying an NIH wallet card that lists heart attack symptoms and has room for your personal medical information.

NIH researchers are studying new drugs and procedures to help the heart and brain repair themselves and improve organ function. “But there is absolutely nothing that will save both your time and health as well as prevention,” says Dr. Jeremy Brown, director of NIH’s Office of Emergency Care Research. Studies show that making healthy lifestyle choices can help prevent these medical emergencies from happening in the first place. Eat a healthy diet rich in protein, whole grains, and fruits and vegetables, and low in saturated fat. Get regular physical activity and don’t smoke.

“I think one of the most important things we can do is to take a basic CPR and first aid course,” recommends Brown. “We know the majority of cardiac arrests happen outside of hospitals and of that many, many can be saved if we get people with basic training on the scene quickly. An ambulance can never get there as quickly as a citizen passing by.”

Whether or not you’re trained to offer help, if you see someone having symptoms of a heart attack or stroke, call for help immediately.

“If you’re even thinking about calling 9-1-1, you should call,” Desvigne-Nickens says. “Yes other conditions can mimic the signs and symptoms of a heart attack or stroke, but let the emergency physician figure that out in the emergency room.”

KNOW THE SYMPTOMS

Don’t hesitate to call 9-1-1 if you see these symptoms of heart attack or stroke. Every minute counts.

Heart attack:
• Chest pain or discomfort
• Pain, stiffness, or numbness in the neck, back, or one or both arms or shoulders
• Shortness of breath
• Cold sweat, nausea, dizziness

Stroke:
• Sudden numbness or weakness of the face, arm, or leg, especially on one side of the body
• Sudden severe headache, dizziness, confusion
• Sudden difficulty with vision, balance, speech

STAY ON TOP OF YOUR HEALTH CARE BENEFITS

If you ever experience an emergency, dial 911 immediately! But if you need medical care and it’s not life threatening, it pays to know your options. Choosing the right care setting can save time and money. For more information, visit MHBP.com or contact MHBP at 800-410-7778 for Standard Option and Value Plan or call 800-694-9901 for Consumer Option.

SOURCES:

National Institutes of Health
https://newsinhealth.nih.gov/
MHBP.com

Even if you’re unsure, don’t feel embarrassed or hesitate to call 9-1-1 if you suspect a heart attack or stroke
National President Paul Hogrogian and National Secretary-Treasurer Michael Hora along with members of the National Office Contract Staff joined the APWU at USPS Headquarters to demand the USPS hire a Postmaster General that supports the public Postal Service. Well over one hundred activists showed up to show support and assist in the delivery of a petition signed by over 400,000 people demanding the preservation of the public postal service.

Several labor leaders spoke at the rally held at USPS Headquarters. National President Paul Hogrogian speaking through a megaphone demanded “we call on the Board of Governors to do the right thing”. Also, in attendance and speaking at the rally was AFL-CIO President Richard Trumka and APWU President Mark Dimondstein.

Before the rally was over AFL-CIO President Richard Trumka and APWU President Mark Dimondstein walked the box of signatures into USPS Headquarters and delivered them to the Board of Governors. The rally ended with echoes of “The US Mail is not For Sale”.

POSTAL HEADQUARTERS RALLY
TO DEMAND A POSTMASTER GENERAL WHO SUPPORTS THE PUBLIC POSTAL SERVICE
TSP IMPLEMENTS TWO-STEP AUTHENTICATION

All TSP participants now must have validated contact information and use two-step authentication to log into My Account. Two-step authentication helps protect your account against fraud. This login process is more secure because it means that online access to your account requires something you know (your account number or username and password) and something you have (the one-time code you receive in your email or on your phone). Someone who tries to log into your account fraudulently won’t be able to gain access without the code.

SET UP TWO-STEP AUTHENTICATION BY VALIDATING YOUR CONTACT INFORMATION.

You must add and validate at least one email address or a phone number in order to use two-step authentication. You may add and validate up to two email addresses and one phone number to your TSP account.

You can manage your contact information in the “Profile Settings” area of My Account after you log in. If you log in and haven’t yet enabled two-step authentication, you will see a prompt to validate an email or phone number before you access your account.

If you already have contact information in your account, you will see a label underneath each email or phone number that reads “Validated” or “Not Validated.” Select the “Validate” link for the contact method you want to validate. We will send you a validation code by email or text message, depending on the contact method you select. Enter the validation code in the appropriate field in your browser to complete the validation process.
Each year, JDRF One Walk brings together more than 900,000 people across the country to change the future for people living with type 1 diabetes (T1D).

This fun, family-friendly event gives people with T1D—and their friends, family and co-workers—the opportunity to raise money for life-changing research.

**JDRF One Walk, Ashburn, VA**  
Sunday, May 3, 2020  
Brambleton Town Center, Ashburn, VA  
9:00AM Check-In / 10:30AM Walk Begins  

**JDRF One Walk, Washington, DC**  
Sunday, May 31, 2020  
National Mall, Washington, DC  
9:00AM Check-In / 10:30AM Walk Begins  

Register for a JDRF One Walk today at [walk.jdrf.org](http://walk.jdrf.org)

Support the Mail Handlers JDRF One Walk Team  
Watch the website for details: [npmhu.org](http://npmhu.org)
MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 314 INSTALLATION OF OFFICERS

Members of the National Executive Board were on hand for the Local 314 Installation of Officers. Pictured (l-r): Local 314 President Scott Rodgers, National Secretary-Treasurer Michael Hora, Central Region Vice President June Harris, Local 314 P&D Branch President Monica Williams, Local 314 Vice President Sam Brown III, Local 314 Recording Secretary Latonia Johnson, Local 314 Annex Branch President Armando Sanchez, Local 314 Treasurer Yvette Luster, Local 314 SEBM Charles Miller, Local 314 P&DF Branch President Matt McCune, and Local 314 NDC Branch President Renee Rodgers.

LOCAL 306 INSTALLATION OF OFFICERS

A) National President Paul Hogrogian and National Secretary-Treasurer Michael Hora were both in attendance for the Local 306 installation of Officers. Sitting: (l-r): Manuella Morris - Palatine P & DC, Tanisha Ruth - Local 306 Recording Secretary, June Harris - Local 306 President, Sheila Spaulding - Carol Stream P & DC, Tiffany Byers - Chicago NDC, Carmela Catchings-Tyler - Chicago IMSC.


LOCAL 306 SHOP STEWARD TRAININGS

Central Region Vice President, Local 306 President and National Trainer June Harris along with Vice President Local 306 Gregory Newsome conducted Shop Stewards Training for Local 306 throughout the year — from Springfield Illinois, Wisconsin, and Chicago.


LOCAL 306 RETIREMENT CEREMONY

C) Local 306 President June Harris along with her Executive Board and Local members celebrated the 60 plus years with the postal service for Mail Handler Mr. Theodore Rogers.

LOCAL 328 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were in attendance for the Swearing in of the officers for Local 328 including Local President Steve Buksch, VP Jason Baum, Recording Secretary Misty Mullenberg, Treasurer Richard Newton and Branch President Jeffrey Milton

LOCAL 327 INSTALLATION OF OFFICERS

National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were in attendance for the Swearing in of the officers for Local 327 including Local President Steve Buksch, VP Jason Baum, Recording Secretary Misty Mullenberg, Treasurer Richard Newton and Branch President Jeffrey Milton

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MAIL HANDLERS ACROSS THE COUNTRY

LOCAL 313 VISIT
A) The NPMHU National Executive Board were on hand to get an update on hurricane recovery and to visit Mail Handlers from Local 313. Pictured (l-r) Eastern Region Vice President John Gibson, National Secretary-Treasurer Michael Hora, Local 313 President Irene Sanchez, Central Region Vice President June Harris, Western Region Vice President Don Sneesby, Northeast Vice President David Wilkin, National President Paul Hogrogian and Southern Region Vice President Lawrence Sapp.

LOCAL 320 ELECTS NEW RECORDING SECRETARY
Local 302 swore in new Recording Secretary Isaiah Dixson a Mail Handler since 2001 and currently Chief Steward and Step 2 designee for Tour 3 GMF.

LOCAL 320 INSTALLATION OF OFFICERS & LOCAL FUNCTIONS
Local 302 hosted a myriad of events over the past few months.
A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, and NPMHU Legislative and Political Director Bob Losi were all on hand for the Local 302 Installation of Officers.
B) National President Paul Hogrogian was on hand for a class led by Local 301 VP Sean Sweeney at the Labor Guild of Boston.
C) Branch 237, Manchester, NH function/meeting with National Secretary-Treasurer Michael Hora, Legislative and Political Director Bob Losi, Local 301 President Dan St. Marie and Local 301 officers and Stewards.
D) Branch 103, North Reading, MA function/meeting with Congresswoman Lori Trahan (D-MA-03), National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President Dave Wilkin, Legislative and Political Director Bob Losi, Local 301 President Dan St. Marie, and Local 301 officers and Stewards.

LOCAL 302 INSTALLATION OF OFFICERS
A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were all on hand for the Local 302 Installation of Officers Ceremony.
B) Local 302 President Tony Coleman, Local 302 Vice President Juanita Contreras and Branch President Tony Mayes were on hand to present an NPMHU Gold Card and bid happy retirement to Ernie Roberts a San Francisco ISC long time Mail Handler.

LOCAL 301 INSTALLATION OF OFFICERS & LOCAL FUNCTIONS
Local 301 hosted a myriad of events over the past few months.
A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, and NPMHU Legislative and Political Director Bob Losi were all on hand for the Local 301 Installation of Officers.
B) National President Paul Hogrogian joined Richie Neal (D-MA-01) for a meeting on Capitol Hill.

LOCAL 313 INSTALLATION OF OFFICERS
A) National Executive Board were on hand to get an update on hurricane recovery and to visit Mail Handlers from Local 313. Pictured (l-r) Eastern Region Vice President John Gibson, National Secretary-Treasurer Michael Hora, Local 313 President Irene Sanchez, Central Region Vice President June Harris, Western Region Vice President Don Sneesby, Northeast Vice President David Wilkin, National President Paul Hogrogian and Southern Region Vice President Lawrence Sapp.

B) National Trainers and Executive Board members: John Gibson (Eastern Region), David Wilkin (Northeast Region), and Lawrence Sapp (Southern Region) joined Local 313 President Irene Sanchez and Local 313 members for a Shop Steward & Arbitration Advocate training.

LOCAL 302 ERNIE ROBERTS RETIREMENT
Local 302 President Tony Coleman, Local 302 Vice President Juanita Contreras and Branch President Tony Mayes were on hand to present an NPMHU Gold Card and bid happy retirement to Ernie Roberts a San Francisco ISC long time Mail Handler.

LOCAL 302 INSTALLATION OF OFFICERS
A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were all on hand for the Local 302 Installation of Officers Ceremony.

NPMHU NATIONAL PRESIDENT ON CAPITOL HILL VISIT
National President Paul Hogrogian joined Richie Neal (D-MA-01) for a meeting on Capitol Hill.
LOCAL 300 NEW OFFICE OPENING
National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, Northeast Vice President David Wilkin, Executive Assistant to the National President Bobby Blum and Northeast Regional Director Tom Ruther were on hand to celebrate the opening of the new Local 300 office in New York. While addressing the guests at the reception Local 300 President Kevin Tabarus along with his Executive Board and Local 300 members announced that they would be naming the new office “Hoagie Hall” dedicated to former Local 300 President and now National President Paul Hogrogian.

LOCAL 300 SHOP STEWARD TRAINING
Northeast Regional Director Tom Ruther and Local 300 President Kevin Tabarus conducted a Shop Steward training with members of Local 300.

LOCAL 304 INSTALLATION OF OFFICERS
A) National President Paul Hogrogian, National Secretary-Treasurer Michael Hora, and Eastern Region Vice President John Gibson were on hand to swear in the offices for Local 304.

LOCAL 304 RETIREMENT CEREMONY
B) Local 304 honored several Mail Handler retirees. Pictured (l-r) Former Branch President of the Cincinnati MPO, Charlie Gordon, former Indiana State Representative Ron Pitcock, former Dayton Branch President Raymond Hummons, former Columbus Branch President Mark Bayer, and former Ohio State Representative Beverly Bell.

LOCAL 333 INSTALLATION OF OFFICERS
National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Central Region Vice President June Harris were all on hand to swear in the officers of Local 333. Pictured (l-r) Local 333 Treasurer Monica Marshall, Local 333 Vice President Steve Huth, National President Paul Hogrogian, Local 333 President Eric Cory, Local 333 SEBM Mike Bush II, National Secretary-Treasurer Michael Hora and Central Region Vice President June Harris.

LOCAL 299 SWEARING IN AND TRAINING
A) National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby were on hand to swear in the new officers for Local 299. Pictured (l-r) Western Region Vice President and Local 316 President Don Sneesby, Local 299 Recording Secretary Julie Ancheta, Local 299 Vice President Tanya Arcangel, Local 299 Treasurer Davelyn Okamoto, Local 299 President Deanna Parker and National Secretary-Treasurer Michael Hora.

LOCAL 299 SHOP STEWARD TRAINING
B) Following the swearing in of the new Local 299 officers, National Secretary-Treasurer Michael Hora and Western Region Vice President Don Sneesby participated in a Shop Steward Training with Local 299 members.
Did you forget to enroll in a dental or vision plan during Open Season? Don’t worry. You can easily enroll in MHBP Dental and Vision Plans at any time in the year—even if you aren’t enrolled in an MHBP health plan!

Our comprehensive dental benefits include:

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

Our comprehensive vision benefits include:

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

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

For more information, call 800-254-0227 or visit MHBP.com to learn more and enroll.