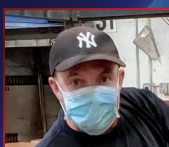


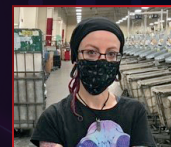
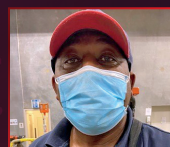
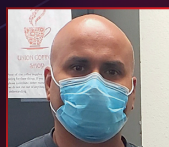
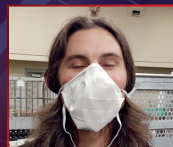
# THE MAIL HANDLER

SPRING 2020

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



MAIL HANDLERS PERFORM  
**ESSENTIAL SERVICE**  
DURING PANDEMIC





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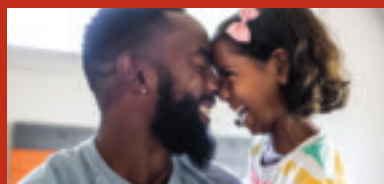
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This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2020 official Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the 2020 official Plan Brochure. For more information about MHBP plans, please refer to [www.MHBP.com](http://www.MHBP.com).

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# THE MAIL HANDLER

## NATIONAL POSTAL MAIL HANDLERS UNION

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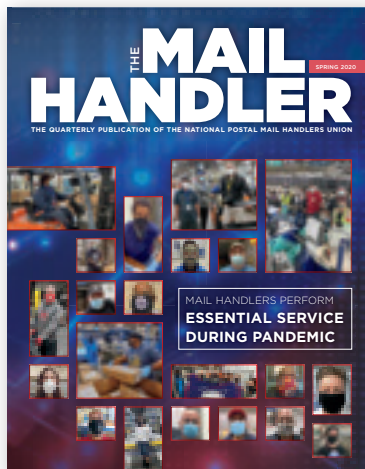
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Mailhandlers bravely face the COVID-19 pandemic every day. We dedicate the cover to our members that perform the essential services of moving the mail.

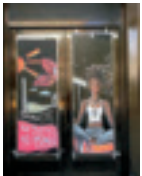
THE QUARTERLY PUBLICATION OF THE  
NATIONAL POSTAL MAIL HANDLERS UNION



# 2019 CONTRACT RATIFIED AS COVID-19 PANDEMIC TIGHTENS GRIP

ON ESSENTIAL WORKERS AND MAIL HANDLERS

Paul V. Hogrogian, National President



3. Keep the No Lay Off clause
4. Improve the wages, rights and benefits for our MHAs
5. Increase 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. This was not a particularly

**T**he NPMHU is outraged and saddened over the senseless and disgraceful deaths of George Floyd, Ahmaud Arbery and Rayshard Brooks. Unfortunately, racism still exists and continues to affect the lives of all working people of color. Racism is indeed a workplace issue which cannot be ignored. The NPMHU stands with those who fight to end racial, social and economic injustice and support the right to peacefully demonstrate on these issues. The NPMHU will continue to fight for justifiable police reform and oppose bigotry and discrimination. We encourage our members to join us in this fight.

\* \* \*

I am pleased to report that the terms of our 2019 National Agreement were officially ratified by our membership on April 7, 2020. The results were 7,003 (96%) in favor of ratification and 255 opposed, and the ratification vote was certified by True Ballot.

It was a long and tough bargaining process, but after all was said and done, we achieved many gains and benefits for all Mail Handlers, without making any significant concessions.

Our priorities entering bargaining included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)





opportune time during which to bargain considering the Postal Service's dire financial situation and the anti-worker/anti-union climate in Washington, DC.

The conversion of MHAs to career employees remains a priority for the NPMHU. One of the provisions of the newly ratified National Agreement provides for the conversion to full-time regular career status of all MHAs who have served as a MHA for more than two and a half years as of the ratification of the contract. This resulted in the conversion of hundreds more MHAs.

The NPMHU bargaining team was led by the National President and included National Secretary-Treasurer Mike Hora, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National President Bobby Blum, National CAD Representatives Kevin Fletcher and Charles Manago and our legal team from the NPMHU's General Counsel's office. The 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 as well as many rank and file members who provided us with information when we reached out to obtain research for some of the proposals and counter-proposals.

The Contract Administration Department will now focus its efforts on the implementation of the terms of the new

National Agreement. These efforts will include updating the Contract Interpretation Manual (CIM) to incorporate new and modified contract provisions and language as well as adding the National Arbitrations and Step 4 agreements that were issued since the last update. I am confident that we will have an updated CIM in the near future.

\* \* \*

The COVID-19 pandemic has had a devastating effect on the Postal Service and all of its employees. Mail Handlers and postal workers from around the country continue to courageously perform essential federal service under the extraordinary circumstances created by the COVID-19 pandemic. The American public, especially rural America, has come to depend on the Post Office and Mail Handlers for the processing and delivery of prescription drugs, social security and pension checks, ballots and other election materials, e-commerce and other items of critical importance. All postal employees have stepped up and provided the needed services. Mail Handlers deserve to be provided with the protections that they need in order to do their jobs as safely as possible. The NPMHU strongly believes that Mail Handlers and all postal workers, who put their health and safety on the line every day, are entitled to hazard pay and calls on Congress to pass the appropriate legislation.

Thousands of postal workers have been confirmed to be COVID-19 positive or presumed to be positive. The latest numbers show that over sixty seven postal workers have passed away as a result of the pandemic, including four Mail Handlers. We all mourn for them.

NPMHU representatives continue to meet on a regular basis with their counterparts in postal management to discuss the Postal Service's response to the outbreak of the virus and to ensure that the proper protocols are in place during ever-changing circumstances. NPMHU representatives insist that all Mail Handlers be provided with the personal protective equipment (masks, gloves, hand sanitizers, wipes, etc.) that they need, as well as ensuring that the proper protocols are in place





to minimize the exposure of Mail Handlers to the COVID-19 virus. As more and more postal workers are returning to work, the NPMHU and the other postal unions are in discussions with senior postal management to implement temperature taking procedures in postal installations. Postal management has stated that the Postal Service will continue to follow the guidance of the "health experts" such as CDC and HHS.

Our Regional Directors also are in constant contact with their counterparts in the Postal Area Offices to discuss COVID-19 issues. If you are aware of any violations of the protocols listed above, please bring them to the attention of your local union representatives so that they may refer them to the Regional Directors. Our Regional Directors have been extremely successful in rectifying problems brought to their attention. However, they cannot correct a problem of which they are not aware.

A liberal leave policy remains in effect with regard to COVID-19 related absences including childcare related absences. The Postal Service has assured us that liberal leave (Sick Leave/Annual Leave/LWOP) will be granted in these situations.

The recently enacted Families First Coronavirus Response Act (FFCRA) also provides additional paid leave (up to 80 hours) for certain COVID-19 related absences and up to 12 weeks of paid leave to provide for childcare needed because of the virus.

The Postal Service has agreed with us that COVID-19 related absences should be recorded as a "scheduled" absence and not be used as a basis for discipline or for termination during probationary periods. These absences should also not be considered when rehiring MHAs for new terms or for conversion to Full-Time Regular career status.

To address the understaffing of Mail Handlers as a result of the large number of COVID-19 related absences, the NPMHU has negotiated an MOU that allows the Postal Service to exceed the allowable percentages for MHAs for a period of 60 days. The MOU also ensures that those Mail Handlers on the Overtime Desired List will not be adversely affected by the hiring of the extra MHAs. This MOU along with the Liberal Leave policy is set to expire on July 17, 2020 unless mutually extended by the parties.

The health and safety of our members continues to be our priority. We will continue to ensure that the Postal Service complies with its own protocols by providing the needed supplies and cleaning materials, by performing the necessary cleanings on a regular basis, by keeping employees informed with daily stand up talks, and by ensuring that our members are protected by following the quarantine recommendations of the CDC.

It is crucial that lines of communication among the Postal Service, unions, and employees remain open. It is equally as important that all our members be kept informed of the latest developments. Please read your bulletin boards and visit

our website (NPMHU.org) and our mobile APP on a regular basis to obtain the latest information. We must be vigilant about how we go about our business, but we must remain as calm as possible. We will all get through this together. Please stay safe.

If you have any questions, please contact your steward or another Union Representative.

\* \* \*

I want to take this opportunity to recognize my friend and brother Sam D'Ambrosio who passed away in early April. Sammy was truly one of the "greats" of the Mail Handlers Union. Sam served the Union at both the Local and National levels. He served as AVP (Branch President) of the Pittsburgh BMC (NDC), President of Local 322 for nine years, and Eastern Region Vice President on the National Executive Board for twenty years. However, the position of which he was most proud was National Shop Steward Trainer. Sam trained and molded hundreds, if not thousands, of Mail Handler representatives. The NPMHU and all Mail Handlers are in a much better place because of him. Sam may be gone, but he will never be forgotten.



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.

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

Fraternally,

**Paul V. Hogrogian**  
National President



# A RATIFIED CONTRACT, UNION DUES AND HEALTHCARE:

## LET'S TALK MONEY

Michael J. Hora, National Secretary-Treasurer



**T**he coronavirus pandemic has disrupted the economy and life as we know it. COVID-19 has contributed to the death of four active mail handlers, hundreds more have tested positive or are presumed positive, and the volume of positive cases are trending up. I am deeply saddened by this loss of life. We will continue to take necessary steps to mitigate the spread. Representatives of the NPMHU are on call to meet with the USPS at all levels of the organization daily to discuss abatement control measures and operational concerns, and to address issues that arise as a result of the pandemic. We will continue to disseminate relevant information to the Local Unions, and to post resources at the COVID-19 hot topics tab at [npmhu.org](http://npmhu.org).

Because of the pandemic, the National Executive Board made the decision to postpone the 2020 spring Semi-Annual Meeting of the Local Unions (SAMLU) and the NPMHU 2020 quadrennial Convention. The NPMHU was able to adapt and bring representatives together remotely to conduct the first ever virtual SAMLU meeting in April. However, a virtual Convention is another story altogether. Out of an abundance of concern for all delegates, guests, and staff, postponing the convention was the correct thing to do; the Convention is now set to begin on March 29, 2021 in Denver, CO. Because of this postponement, the timeline for submission of any constitutional amendments or resolutions is also extended. All submissions must now be received at the National Office no later than Thursday, January 28, 2021, which is sixty days prior to the rescheduled opening of the 2020 National Convention. Some coronavirus adaptations are simple, it is easy to cancel a meeting or delay a convention. But never forget, the real work is being performed by the front-line workers, including our mail handlers.

The coronavirus pandemic also affected ratification of the 2019 National Agreement. The ballot verification and count initially scheduled for March 23, 2020 was postponed until early April in part because the original count and verification service was unable to perform the terms of its contract. They understandably refused to travel to Washington, DC as the pandemic escalated. The National Executive Board was forced to abruptly modify ratification procedures to accommodate social distancing requirements, enabling the verification and

count to occur simultaneously in four separate locations with remote observation on the actual count. The terms of the 2019 National Agreement between the NPMHU and the U.S. Postal Service were officially ratified on April 7, 2020, when the results of the membership ratification vote were certified by the replacement election service, True Ballot Inc. The final vote tally was 7,003 in favor of ratification and 255 in opposition, meaning that 96.49% of the voting membership voted yes on ratification.

Now comes the task of implementing the terms of the 2019 agreement. President Hogrogian's overview in the preceding pages highlights terms and conditions of a new contract that include four wage increases, a continuation of cost of living allowances, the elimination of casuals, improvements to MHAs health benefits and no significant concessions. Contract Administration Department Manager Teresa Harmon touches on some of the contractual implications in her article beginning on page 28 and I will focus on the financial and technical components.

The timing of this round of bargaining, which started in June 2019, could not have been predicted. At its end, the COVID-19 pandemic was strangling the world economy and the Trump Administration's appointment of a new Postmaster General should have given even the most casual observer reason for concern. Given our economic and political circumstances, the terms of this contract were worthy of swift approval. A draft version of the 2019 National Agreement is posted and available for download at [npmhu.org](http://npmhu.org). The print version is in final review with a union printer and will be mailed to each dues paying member in the coming weeks.

The implementation of these contract changes has proven to test the resources and administrative capabilities of the Postal Service. The Service is faced with initiating a retroactively effective general wage increase to November 23, 2019 and correlating dues increase of one dollar per pay period, a retroactively effective COLA increase to February 29, 2020, and implementation of several iterations of MHA health benefit improvements including the timing of one's entitlement to the newly negotiated USPS non-career plan contributions of 65% for Self Plus One enrollment and 75% for Family



enrollment effective upon one's reappointment to a second term, and the right to apply these same dollar benefits to the (FEHB) Mail Handler Benefit Plan's Consumer or Value Plan options. As of now, the Postal Service is not expected to make payment on retroactive wage increases until October 2020. There is also much consternation over the implementation of MHA health benefits as shown by the filing of several National level grievances.

Specifically, the Postal Service has refused to implement the new health insurance rates for those MHAs either already participating in the self plus one or family coverage options of the USPS Noncareer Health Care Plan as of April 25, 2020, or for those MHAs who chose to participate after that date upon their eligibility for the plan because of, for example, a reappointment date or a qualifying life event occurring on or after April 25, 2020. Instead, the Postal Service only plans to conduct an open season for this plan in July and August 2020, with an effective date of August 1, 2020.

Additionally, the Postal Service has refused to implement the new employee contribution rates for those MHAs who, after an initial appointment for a 360-day term, chose to participate in the self plus one or family coverage options in the MHBP Value Plan or the MHBP Consumer Option. Instead, the Postal Service only plans to participate in the OPM open season for these plans in November and December 2020, which only makes these rates effective in January 2021 and is not sufficient under the National Agreement. To that point, the USPS recently initiated a mailing to all eligible MHAs entitled *HEALTH BENEFITS ENROLLMENT OPPORTUNITY — DEADLINE APPLIES* in which the Postal Service promotes a special enrollment period for the noncareer plan only. It bears noting that this special enrollment opportunity was unilaterally established and then modified by the USPS; the USPS initially proposed a special enrollment opportunity to begin in early June. This is also addressed in the national level grievance. Moreover, this recent enrollment notice only offers information specific to the USPS Health Benefits Plan. The USPS does not provide FEHB rates for the newly negotiated access to the MHBP Consumer Option or the MHBP Value Plan. The USPS does, however, acknowledge that those MHAs currently enrolled in self plus one or family coverage will see reduced premiums in the paycheck received on July 24, 2020. We continue to discuss this matter with the Postal Service in pursuit of full resolution.

Finally, a word about union dues. As required by Article XIV, Section 3 of the National Constitution, each time that

Mail Handlers receive a general negotiated or arbitrated wage increase, the dues for each Local's regular members shall be increased by one dollar (\$1.00) per pay period, of which amount twenty cents (\$.20) shall be deducted by the National Office as increased per capita tax. Article XIV also directs that the dues and per capita tax increase shall go into effect as soon as possible after the effective date of each general negotiated or arbitrated wage increase. Please note that, because of programming workload, the Postal Data Center (PDC) in Eagan, MN is unable to process the NPMHU dues increase until PP19-2020. The current schedule calls for the PDC to first withhold this one dollar (\$1.00) membership dues increase during PP19-2020, with retroactive collection back to PP25-2019 (when the wage increase takes effect). The retroactive amount for the dues increase will total \$21.00 (one dollar per pay period covering each of the twenty-one pay periods from PP25-2019 thru PP 19-2020). This retroactive amount is expected to be withheld from regular members' payroll during PP19-2020, reflected in paychecks issued on September 18, 2020. In the next pay period, PP20-2020, the bi-weekly dues will revert back to the regular amount which will then be \$26.00 for most locals.

I will wrap it up with a comment on the upcoming Presidential elections. It is imperative that every mail handler register and vote in the upcoming election. Equally important, we should all embrace voting by mail. I will not comment on the divisive, racist, antagonistic, egotistical, or narcissistic nature of the sitting President. Rather, I will call your attention to his direct impact on mail handlers, our paycheck, our benefits, and the very existence of your ability to earn a living with the USPS. If President Trump secures a second term, we may be remembered as the ones that used to work for the Postal Service before it was broken up, privatized, and sold off. I am calling on all mail handlers to vote your paycheck. As a union leader, my primary consideration is the existence and solvency of the United States Postal Service. Be a single-issue voter and support the candidate that does not want to dismantle the USPS.

In Unity,



**Michael J. Hora**  
National Secretary-Treasurer

**There is also much consternation over the implementation of MHA health benefits as shown by the filing of several National level grievances.**

# CORONAVIRUS PANDEMIC

## FORCES POSTPONEMENT OF NPMHU CONVENTION



## QUADRENNIAL GATHERING RESCHEDULED FOR MARCH 2021

In view of the coronavirus pandemic and in concert with state and federal social distancing and COVID-19 abatement recommendations, the National Executive Board has decided to postpone the NPMHU 2020 Convention, previously scheduled for Denver, Colorado from August 11 to August 16, 2020. The health and wellbeing of NPMHU delegates, guests, and staff is the paramount consideration.

The NPMHU 2020 Convention has been rescheduled and will now begin on Monday, March 29, 2021, at the same location in Denver, Colorado. The program will last four days, concluding on Thursday, April 1, 2021. Additional

details will be provided directly to each delegate during the coming months by the National Office, as the schedule of events is developed.

One matter that cannot be delayed is the election of National Officers, an important piece of business typically handled by delegates at each Convention. The Convention may be postponed for eight months; the nomination and election of National Officers cannot.

To that end, the National Executive Board has appointed the following delegates to serve as the Elections Committee (or Judges of Election) for the 2020 National Officer election: Yvette Johnson (Chairperson), Ira Edelstein, and Greg Newsome. The judges will conduct and oversee every aspect of the nomination and election process beginning with the Nomination Meeting, which will be conducted in a virtual setting on July 21, 2020. The Election Judges have distributed details about these modified procedures to all delegates.

The postponement of the NPMHU Convention has a downstream impact

on all related activities, including the work of Convention Committees and the timelines relative to submission of resolutions and proposed amendments to the constitution; the procedures outlined in Article XII of the National Constitution remain applicable.

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 now set for Monday, March 29, 2021, all submissions must be **received** at the National Office no later than Thursday, January 28, 2021, which is sixty days prior to the rescheduled opening of the 2020 National Convention.

Despite a delay to the start of the 2020 Convention, committees appointed by National President Paul Hogrogian will meet in early 2021 to review and establish a full agenda for the NPMHU 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 empanelled 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 govern 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.”*

The address for submitting any proposed amendments or resolutions is:

#### NPMHU

2020 National Convention  
815 16<sup>th</sup> Street NW  
Suite 5100  
Washington, DC 20006

## PRACTICE YOUR CONSTITUTIONAL RIGHT: VOTE!

**T**he NPMHU is constantly fighting for our members on Capitol Hill here in Washington, DC. We're educating lawmakers on issues directly impacting your pay, your retirement, your health insurance, your life insurance, and even your health and safety. The Union advocates to protect your job and your and your family's wellbeing.

But NPMHU members can also advocate on their own behalf by voting. Because you are a postal employee, your pay and benefits are directly tied to the actions taken by elected officials. You can vote to keep our friends and champions in office, and vote out those who attack your job.

Members often ask, “Why should I vote? My vote never really matters.” Many non-voters do not think that voting will change their lives for the better. But that is simply false. As we have seen in prior elections, it takes just a few votes to

make a difference between electing a President or members of Congress who understand what's important to mail handlers and those who want to destroy or reduce what you have earned through hard work.

If you need information on how to register to vote, your polling location, or what is on your ballot, [www.canivote.org](http://www.canivote.org) has information from every states' board of elections to help you take part in the democratic process. As an informed voter will make the best decisions, please contact the NPMHU National Office if you have questions about our elected officials' record on postal issues and how they have voted on legislation impacting NPMHU. You can only elect responsible leaders if you cast your vote, and you can only cast that vote if you are registered. You have a voice. Make it heard. Register and VOTE!



# ZOOM SAMLU REPORT

Officers and representatives from nearly every Local Union came together for the very first SAMLU meeting conducted in a virtual environment by way of the networking platform ZOOM. Attendees participated remotely on computers, laptops, tablets, eReaders, smart phones, and even land-line telephones. The NPMHU did not surrender to the limitations imposed by the COVID-19 pandemic and social distancing requirements. Instead, the Union adapted and successfully conducted the business of the organization; all whom participated should be commended.

On Tuesday, April 22, 2020, President Hogrogian convened the meeting to order and began by honoring the mail handlers that have passed as a result of the coronavirus. (Those honored and others were memorialized

in the NPMHU May 2020 Update.) Additionally, President Hogrogian paid tribute to Regional Vice President and National Trainer Sam D'Ambrosio; Brother D'Ambrosio recently passed. The President spoke warmly about his experience working with Sammy. Sam was a dedicated unionist who will be forever remembered by those who had the honor of working with him.

President Hogrogian then introduced newly installed Local 327 President Steve Buksch (Montana) and Local 333 President Eric Cory (Iowa). The President next recognized re-elected Local Presidents: Local 298 Wayne Foster (Nebraska), Local 299 Keala Parker (Hawaii), Local 301 Danny St. Marie (New England states including Maine, New Hampshire, Vermont, Rhode Island, Massachusetts, and most of Connecticut), Local 302 Tony

Coleman (Northern California and Reno, Nevada), Local 304 Bip McLemore (Ohio, Indiana, and Kentucky), Local 306 June Harris (Wisconsin and Illinois), Local 308 John Gibson (Central and Southeastern Pennsylvania, Southern New Jersey, and Delaware), Local 310 Andy Badilishamwalimu (Georgia), Local 314 Scott Rodgers (Eastern Missouri), Local 318 Nick Mosezar (Florida), Local 328 Todd Larson (South Dakota) and Local 334 Sheldon Adams (South Carolina).

Following these opening activities, President Hogrogian provided a report to the assembly. As is customary, the National President's report was a comprehensive account of the activities of the National Union since the previous meeting of the Local Presidents. President Hogrogian addressed a wide array of topics, beginning with



the implications of the coronavirus on mail handlers and the USPS. President Hogrogian discussed operational protocol, safety measures, infection rate, contamination abatement, cleaning, quarantines, and social distancing policy, stressing the importance of open communications with the USPS. Representatives at all levels of the NPMHU are on call and available to participate in around the clock COVID-19 meetings at the local, district, and headquarters levels with our USPS counterparts to ensure we have the most current information available. Additionally, National CAD Representative Charles Manago was named by President Hogrogian as the union's point person on COVID-19 matters. President Hogrogian reminded attendees that the union has established a process for systematic dissemination of all COVID-19 resources to representatives and members, noting that the union will continue to ensure that sensitive or location specific information is pushed directly to relevant local president(s), and the more generally applicable COVID-19 resources are widely distributed, updated regularly, and consolidated on the NPMHU website at [npmhu.org](http://npmhu.org).

President Hogrogian also spoke about COVID-19 by reviewing complement caps, leave policies, and related Memoranda of Understanding which can be viewed at [npmhu.org](http://npmhu.org). President Hogrogian also discussed the Families First Coronavirus Response Act (FFCRA) which allows for up to 12 weeks of Expanded Family and Medical Leave (EFML) to an employee who is caring for a child whose school or place of care is closed (or child care provider is unavailable) due to Coronavirus Disease 2019 (COVID-19) related reasons.

Coronavirus protocols have also impacted implementation of the recently ratified National Agreement and operations at the NPMHU national

headquarters within the AFL-CIO building. President Hogrogian spoke about our remote operations procedures and reviewed the modified ballot verification and counting procedures given rise by COVID-19 social distancing guidelines.

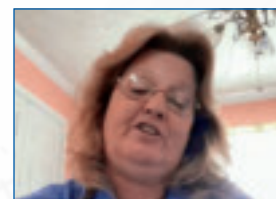
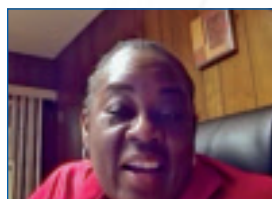
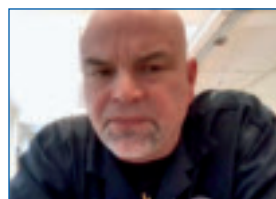
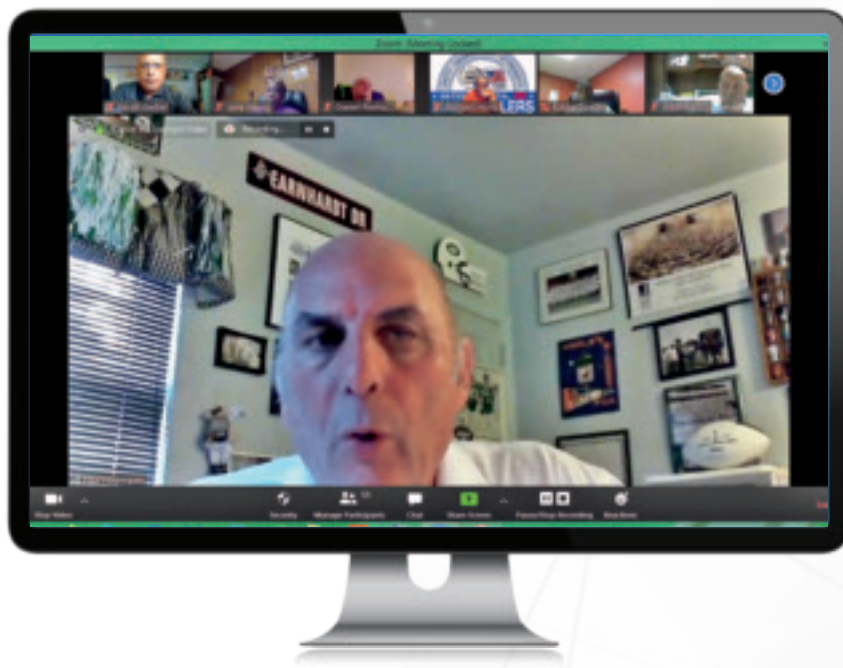
The President's report went on to review the achievements of the 2019 Agreement including fair wage increases, the continuation of cost of living allowances (COLA), retention of the no layoff clause, improved wages and benefits for MHAs with increased conversions to career status. A draft of the National Agreement is posted at [npmhu.org](http://npmhu.org) and will be distributed to all members in the coming weeks.

President Hogrogian provided an update on the USPS financial condition, with emphasis on the fact that all reporting is from a pre-coronavirus environment, noting that the financial outlook will undoubtedly get worse.

The update included FY 2020, first quarter results reflecting a net loss of \$748 million, with a 2020 fiscal year loss of \$8 billion. Parcel business growth posted a Q1 decline of 4.6% with Amazon volume down 10%; overall volume decreased by 2.5 billion pieces of 6.7%. First-class mail was down by 3.8%, marketing and political mail dropped by 7.9% and periodicals dropped by 6.4%. The Board of Governors continues to project a \$125 billion shortfall over the next 10 years.

President Hogrogian said, "The USPS anticipates that the loss of mail volume as a result of the COVID-19 pandemic will continue into perpetuity," with volume projections down by 50% in Q3-2020 and 57% in Q4 compared to SPLY. The USPS projects a volume reduction of 26% in FY2021. If no action is taken, the USPS will be out of money by the end of the current fiscal year.

The decline in package mail relative to increased competition is due





to increased efforts by large mailers such as Amazon developing their own delivery networks, and the impact of FedEx retaining much of the last mile mail that they previously diverted to the Postal Service.

President Hogrogian next discussed the USPS rate case that is currently before the Postal Regulatory Commission (PRC). The current rate system is subject to an annual cap on rate increases equal to the rate of inflation, except for rare exigent rate increases like the one that ended in April 2017. The PRC has recommended changes to the rate system that would allow the Postal Service to increase rates at inflation plus 2% per year, plus another 1% based on meeting certain quality improvements. The NPMHU has intervened in support of the Postal Service, and filed comments with the PRC, as have the other postal unions. The NPMHU maintains that the rate

cap should be eliminated, or at least greatly softened, so that the Postal Service can raise rates in a manner that exceeds the rate of inflation if the situation warrants.

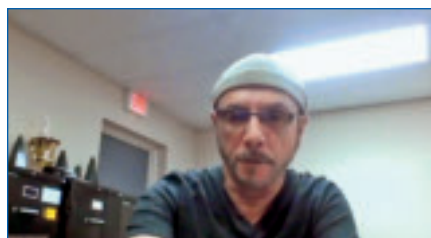
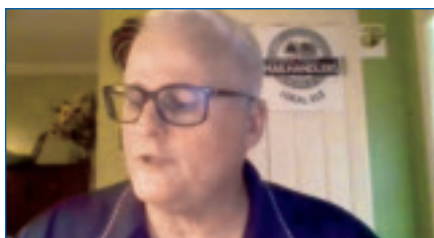
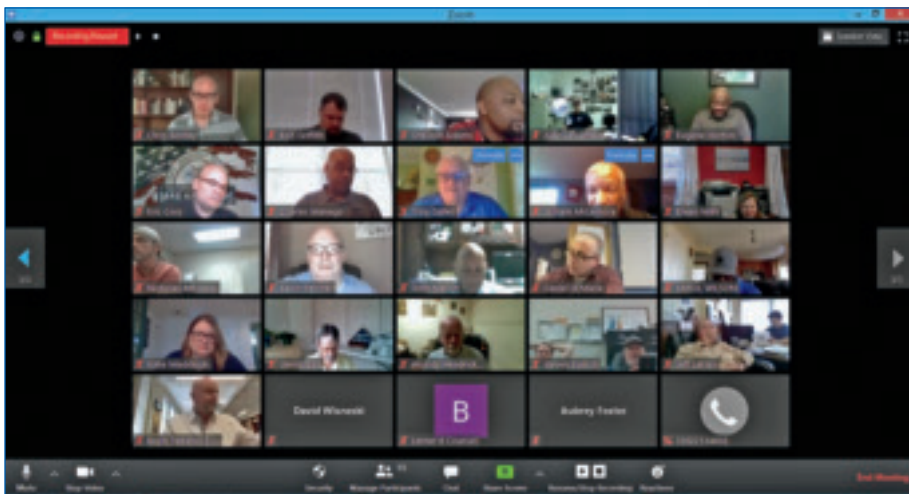
The next topic for discussion was the USPS Board of Governors. Currently there are 5 Postal Governors in addition to the PMG and DPMG; those Governors are the previously confirmed former USPS Inspector General David Williams; Robert Duncan, the former president of the Republican National Committee from Kentucky; the recently confirmed Ron Bloom of New York; Roman Martinez of Florida; and John Barger of California. Along with the other postal unions, the NPMHU has been lobbying for other individuals to be nominated.

The President reported on the implications of replacing the Postmaster General. Megan Brennan announced her retirement and that she would

be stepping down from her position effective January 31, 2020. The current members of the Board of Governors are tasked with selecting the next Postmaster General. PMG Brennan has agreed to delay her retirement pending the ongoing search for her replacement. (Since the SAMLU, the Board of Governors has selected Louis DeJoy of Greensboro, NC to serve as the next Postmaster General and Chief Executive Officer of the U.S. Postal Service.)

The next subject was the Office of Management and Budget (OMB) reorganization recommendations. In a June 21, 2018 report, OMB released a plan entitled "Reform Plan and Reorganization Recommendations." Buried in the report is a Presidential plan to restructure the USPS into a 'sustainable business model,' and thereby prepare it for future conversion into a privately held corporation. This restructuring





purports to reduce door-to-door service and the frequency of these deliveries and seeks to reduce the wages and benefits of postal employees to highlight the most draconian recommendations. OMB's proposal has already drawn criticism from both Democrats and Republicans in Congress.

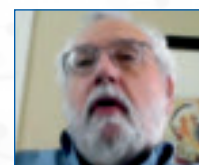
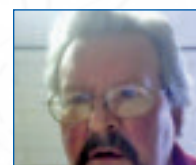
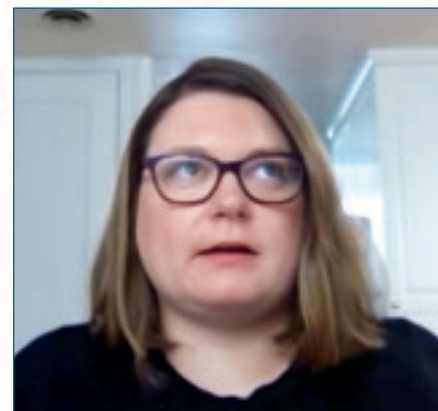
From OMB, President Hogrogian transitioned to President Trump, Amazon, and the Presidential Task Force on the Postal Service. The discussion centered on the Executive Order creating the Task Force that was charged with evaluating the operations and finances of the USPS covering topics such as pricing, USPS policies, workforce, and costs, as well as President Trump's incorrect contentions regarding companies like Amazon causing postal deficits. The Task Force report has been issued, and adds virtually nothing to the ongoing debate. While the report did not call for the outright privatization of the Postal Service, it did coordinate with President Trump's and OMB's plan to restructure the USPS into a sustainable business model and thereby prepare it

for future conversion into a privately held corporation. Many elements of the Task Force's recommendations eventually found their way into the Postmaster General's 10-year plan.

President Hogrogian also discussed Trump's Executive Orders that will harm federal employees and their Unions. The Executive Orders concern limitations on paid Union Time, a government-wide approach to bargaining issues, and an order making it easier to discipline federal workers through the elimination of due-process rights. He further explained that these Executive Orders have all been subject to ongoing legal challenges. The first round was won by the federal unions, but on appeal, the U.S. Court of Appeals for the D.C. Circuit decided that the courts do not have jurisdiction to rule on the issues presented, and therefore referred the matter to the useless Federal Labor Relations Authority. Several other federal courts have agreed. As of October 2019, therefore, the Executive Orders are currently in effect. OPM has already published regulations to

implement the President's Executive Order on discipline. Federal agencies had already been circumventing the district court's injunction on impasses in collective bargaining by impassing collective bargaining agreements as the various contracts expire.

President Hogrogian next spoke about the USPS Function 1 Scheduler tool and the threats of reversions, abolishments, excessing, and withholding to more the 2,200 Full-Time Regular (FTR) Mail Handlers. "Through the efforts of our Regional Directors working in conjunction with Local Presidents, Branch Presidents, and Stewards, the NPMHU collectively and successfully minimized the impact of the first round to mail handlers nationwide, said Hogrogian. The USPS has begun to implement its new version of the Function 1 Scheduler, a.k.a. the Function One Review. Early reports generated by this new version



have been positive, and in many cases resulted in increased mail handler staffing and MHA conversions.

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

Hogrogian cautioned, "Management remains steadfast in its intentions to realign the workforce and align employees' schedules/rest days/start times with the projected mail arrival profiles. However, it appears that the

Postal Service has put its plans on hold during the COVID crisis."

Turning to the continued threat of closing and consolidations of USPS Installations, and in view of a projected shortfall of \$125 billion over the next 10-year period, the Board of Governors directed the PMG to develop a strategy to offset these losses. The plan is still a work in progress but borrowed several elements from the OMB report, the President's Task Force on the Postal Service, the Postal Regulatory Commission's recommendations, the President's proposed budget, and proposed postal reform bills. The preliminary 10-year plan contains some of the following: redefining the universal service obligation, reducing door-to-door delivery to compensate for volume trends, reducing employee benefits, reducing FERS benefits and increased employee contributions with no defined pension plans for

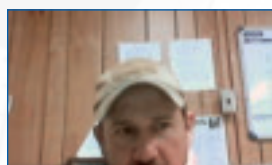
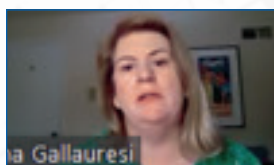
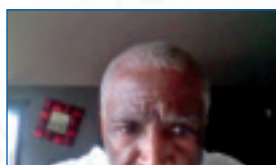
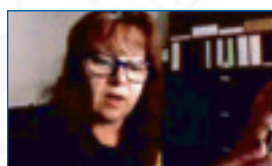
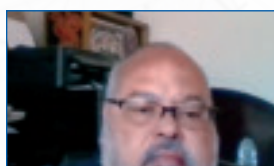
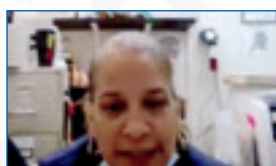
new employees, OWCP reform, various outsourcing initiatives including automation, NMOs, and platform operations, and closure or consolidation of plants and non-profitable post offices. It is still uncertain regarding how aggressively a new PMG will pursue these closings and consolidations. The decline in mail volume due to the COVID crisis could also influence the Postal Service's decisions.

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

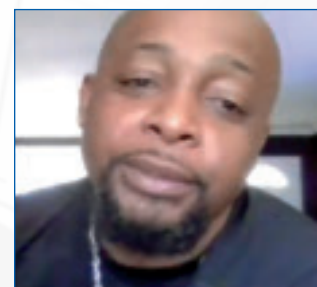
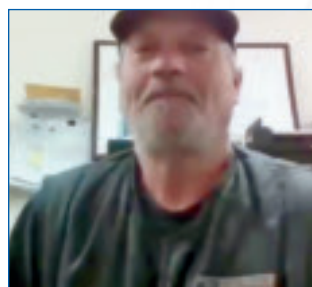
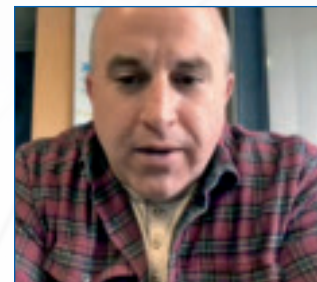
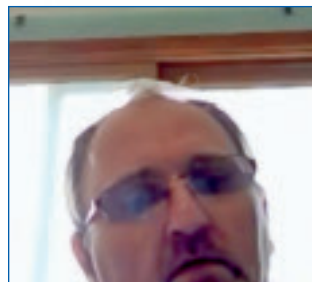
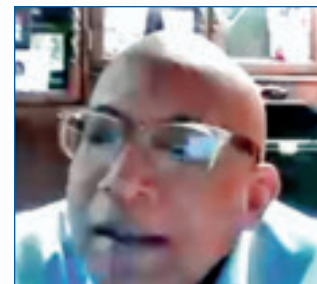
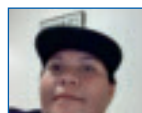
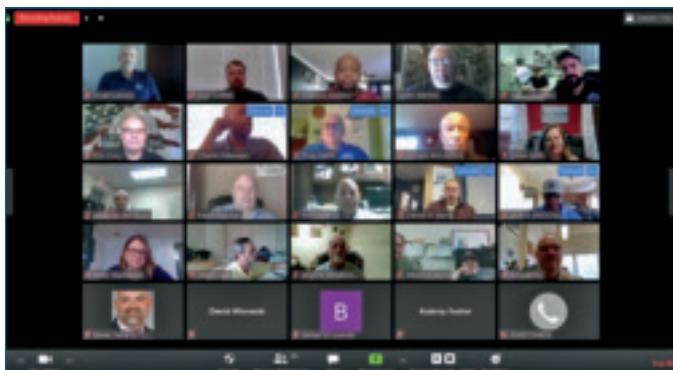
Also reviewed was the positive influence of the "Residual Vacancy MOU," which created a pecking order for conversion of Mail Handler Assistants (MHAs) to FTR positions. Negotiated in 2015 and incorporated into the 2016 National Agreement, the NPMHU recently surpassed 14,560 MHAs converted to FTR as a result of this Memorandum.

The President's report included a discussion on subcontracting and the NPMHU's effort to return subcontracted work to the bargaining unit. He discussed a recently announced craft determination for the USS and EPPS. "The mail handler craft has been granted jurisdiction over a majority of the functions on these machines. These craft determinations will provide for hundreds of mail handler jobs nationwide," said Hogrogian. Additionally, he spoke to the continued efforts to insource mail handler work from Surface Transfer Centers (STCs) and Mail Transport Equipment Centers (MTEC) including a possible pilot site.

Next, Legislative and Political Director Katie Maddocks provided an update pertaining to postal legislation as well as COVID-19 stimulus plans that impacts the Postal Service and its employees. Sister Maddocks provided an update on H.R. 2382, the USPS Fairness Act, which passed in the House







on February 5, 2019. Its companion bill, S. 2965, is currently in the Senate. Before the declaration of the global pandemic, the NPMHU and other postal unions and stakeholders worked with members of the House Oversight and Reform Committee on potential postal reform language. The NPMHU called for any language to include: repealing of the retiree healthcare prefunding mandate; prospective Medicare Integration; proper investment of Postal Service Retiree Health Benefits Fund; restoration of 50 percent of the exigency surcharge rate; and, providing for new revenue generating products.

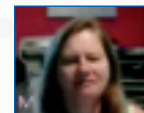
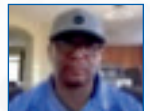
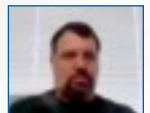
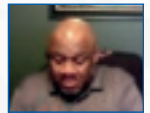
Sister Maddocks also provided an update on COVID-19 stimulus packages

that previously passed into law. At the time of the SAMLU, two laws had been passed that directly impacted USPS and its employees: the Families First Coronavirus Response (FFCRA) Act, P.L. 116-127; and, the Coronavirus Aid, Relief, and Economic Security (CARES) Act, P.L. 116-136. The NPMHU was in talks with members of the House and Senate on the next round of stimulus that could give direct appropriations to USPS for COVID-19 relief. Finally, Sister Maddocks talked about the 2020 elections, and the importance of voting for candidates that support the Postal Service and its employees.

Finally, the assembly heard a report from General Counsel Bruce Lerner on

litigation and other pending legal matters involving the NPMHU National Union.

On Wednesday, April 23, 2020, National Secretary-Treasurer Michael Hora kicked off day 2 with a detailed presentation on a variety of topics. He began with the financial implications of remote operations during COVID-19 pandemic, including a review of the NPMHU financial statements for the quarter ending December 31, 2019. NST Hora next addressed the union's ongoing deficit control measures when providing an updated presentation and analysis of Mail Handler complement, regular and associate membership trends and revenue projections, and allocation among our Union's affiliated organizations.



Hora reviewed the NPMHU Revenue Sharing Program and provided an in-depth membership review including recruitment initiatives relative to new MHA health benefits.

NST Hora also reported on the NPMHU merchandise program, OLMS compliance, and LM filings. Next, he spoke about the status of the NPMHU 2020 Quadrennial Convention. NST Hora also reviewed union communication methods including the newly implemented NPMHU mobile app. Finally, the Secretary-Treasurer provided a report on scheduled NPMHU national meetings and training programs.

Next, SAMLU participants received a comprehensive report regarding

various matters related to the Mail Handlers Benefit Plan (MHBP) from Executive Director Nina Gallauresi.

Finally, the participants received a wide-ranging report and presentation from National CAD Representative Charles Manago on all matters pertaining to the coronavirus and pandemic including the operational implications of the coronavirus on mail handlers and the USPS.

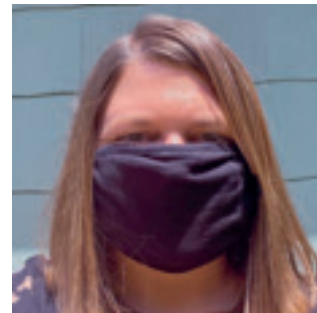
The customary reports on the NPMHU Women's Committee, Contract Administration Department (CAD) Report, and Article 12 Task Force were provided to participants in written format in advance and will be posted on the NPMHU website at [npmhu.org](http://npmhu.org)

**Management remains steadfast in its intentions to realign the workforce and align employees' schedules/rest days/start times with the projected mail arrival profiles.**



## CONGRESS REACTS TO CORONAVIRUS

Katie Maddocks, Legislative and Political Director



**S**ince the publication of the last magazine, a lot has changed, and we are all getting used to this new normal. As we face challenges in our personal lives, the NPMHU has to respond to the challenges facing the Postal Service. In the beginning of April, former Postmaster General Megan Brennan reported to members of the House Oversight and Reform Committee that the coronavirus pandemic would be creating substantial losses in mail volume and revenue. She stated the USPS expects to lose \$13 billion this year due to COVID-19, and the pandemic will cause losses of over \$54 billion over the next decade. Without a significant injection of funds to the Postal Service, then-PMG Brennan warned the USPS would be out of cash by the end of the fiscal year, impacting its ability to continue to meet demands of the American people.

Former PMG Brennan gave this report to the House Committee over a week after the Coronavirus Aid, Relief, and Economic Security (CARES) Act (P.L. 116-136) became public law. The CARES Act provided \$10 billion in borrowing authority from the Department of Treasury for the Postal Service; however, the bill as adopted also allows for the Treasury Department to impose operational and policy changes as a condition of borrowing. Not only does this money come with strings attached, it is an addition to the Postal Service's debt. Adding insult to injury, President Donald Trump called the Postal Service "a joke" during a April 24 press conference, and stated the Postal Service would not receive any money unless it raises its package rates four times over.

To the benefit of NPMHU members and the Postal Service, the USPS has received positive attention from the media. Most large publications, regardless of political leaning, have brought attention to the plight of the Postal Service, and what it would mean if the agency ran out of money. More and more Americans are realizing that those who live in suburban and rural areas would lose out on services, and not just first-class mail services, but also package delivery that most of us have grown reliant on during the pandemic. In 2019, 1.2 billion prescriptions were delivered to patients through the Postal Service. Approximately 21.3 million Americans do not have reliable internet access, and that situation disproportionately impacts those in rural and tribal areas. People in these areas

are dependent on the Postal Service for basic communication needs. The USPS also receives consistent approval from the American public — according to the Pew Research Center, the Postal Service has a 91 percent approval rating, the most of any federal government agency.

The NPMHU and the other postal unions have pushed members of Congress to recognize the need for public service appropriations and emergency appropriations in order for the Postal Service to financially survive the pandemic. Additionally, the unions requested that borrowing restrictions be taken off of borrowing authorities, as operational and policy changes should be left to the Board of Governors. Because mail handlers and their fellow postal employees are considered essential employees and continue to go to work on a regular basis, the unions requested that employees be provided with hazard pay as they are finding themselves at greater risk of exposure to COVID-19. Understanding the increased health risks Postal Service employees are taking during the pandemic, the Families First Coronavirus Response Act (P.L. 116-127) applied sick leave and family medical leave to the Postal Service, however, it failed to apply the employer reimbursement provisions to USPS; this needs to be remedied.

The Board of Governors made its own request for funding of \$75 billion in appropriations, unrestricted borrowing authority and debt forgiveness, and a grant for capital infrastructure projects. The Republican-led Board's proposal has been gaining bipartisan support within the House. Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY-12), Subcommittee on Emergency Preparedness Ranking Member Pete King (R-NY-02), Subcommittee on Government Operation Chairman Gerry Connolly (D-VA-11), and Representative Mark Amodei (R-NV-02) created the Postal Preservation Caucus and expressed to House and Senate leadership support for the Board's request. A bipartisan group of Senators did not fully support the Board's request, but did express to Senate leadership the need to authorize "significant emergency appropriations to help the USPS survive this crisis."

Following over a month of working with members of Congress, on Tuesday, May 12, the House of Representatives introduced legislation to further address the coronavirus

pandemic. The Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act (H.R. 6800) would provide the USPS with \$25 billion in financial relief and remove borrowing stipulations imposed by the CARES Act. Directly impacting NPMHU members, the HEROES Act would grant pandemic premium pay for all postal employees. Acknowledging that these men and women, as essential workers, are placing themselves and their families at a greater risk of contracting the coronavirus, the bill calls for an additional \$13.00 an hour for time worked from January 27, 2020, until 60 days after the pandemic ends. While nothing can fully make up for the physical and mental stress employees are facing, the NPMHU hopes this assistance will provide some ease to members. The HEROES Act was passed in the House on Friday, May 15, and moved to the Senate. Senate Majority Leader Mitch McConnell (R-KY) and President Trump expressed disapproval of the bill, and will not support it as it stands.

As I am writing this article, in early June, a lot has been happening in a short amount of time. In addition to the HEROES Act, the House introduced legislation providing for \$25 billion in shovel-ready, infrastructure projects for the Postal Service. This will modernize postal facilities and create jobs. As these pieces of legislation move forward or if additional bills are introduced that would impact the Postal Service and NPMHU members, please follow the NPMHU website for any updates. Or if you have any questions about legislation impacting you, please feel free to contact me at [kmaddocks@npmhu.org](mailto:kmaddocks@npmhu.org).

The coronavirus is impacting a lot of aspects of our daily routines, but it could also impact Americans lives for years to come. One way this could be seen is through the electoral process. Many of you probably saw the images from the Wisconsin presidential primary election on April 14 or the Georgia primary in early June. Voters were lined up outside of polling locations for hours and were not able to practice safe social distancing. As a result, at least 52 voters in Wisconsin contracted COVID-19. In order to protect the health and well-being of voters, many states have taken measures to allow for vote by mail. Recognizing the longevity of the problem and the impact it will have on the democratic process, the HEROES Act calls for the use of vote by mail for the November 2020 election, and all subsequent elections. States that implemented vote by mail before the pandemic have seen a marked increase in voter participation and reduced election costs. While some suggest that vote by mail shows party favoritism, there is no evidence to prove that contention. To see if your local election board allows for vote by mail, to check your polling location, or to register to vote, please visit [www.canivote.org](http://www.canivote.org).

This is a difficult time for all of us, but it will eventually pass. I hope everyone and their families are doing as well as can be and staying safe. I am sure we'll see each other soon.



## HATCH ACT GUIDANCE ON SOCIAL MEDIA

**T**wo years ago, the U.S. Office of Special Counsel (OSC), which is the federal agency charged with enforcing the Hatch Act applicable to federal or postal employees, issued written guidance concerning the use of social media under the Hatch Act. Given the importance that social media has taken on in electoral campaigns, especially this year's ongoing battles for U.S. President, one-third of the Senate, and the entire House of Representatives, that guidance should be reviewed.

The guidance came with real world examples that may be surprising to the average mail handler, such as the following: "You stay at work during your lunch break and check Facebook on your personal cell phone. A Facebook friend posted a message about an upcoming event supporting a candidate in a partisan race. Even if you are not in a pay status during your lunch break, you may not like or share that post while you are in the workplace."

As the 2020 elections approach, it is imperative that all mail handlers be aware of the limitations imposed by The Hatch Act. Generally stated, employees may not engage in political activity while on duty or in the workplace. Political activity is an activity directed at the success or failure of a political party, candidate in a partisan race, or partisan political group.

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*continued on page 29*



# 2020 PAC

## INCENTIVE AWARDS



### 2020 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Hat
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Wine Tote
Ambassador	\$500	PAC Sunglasses

## 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](http://www.liteblue.usps.gov). Follow the instructions printed on page 22 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



## NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



## YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address \_\_\_\_\_ Local \_\_\_\_\_

Employer (if other than USPS) \_\_\_\_\_ Job Title \_\_\_\_\_

Contribution Amount: (Please check one):

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

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

☐ VISA    ☐ MASTERCARD    Acct.# \_\_\_\_\_

Signature \_\_\_\_\_ Expiration Date \_\_\_\_\_

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



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

## PostalEASE by TELEPHONE:

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

## PostalEASE on the WEB:

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



# UNION PLUS CAN HELP

## COVID-19 has impacted all of us. **Union Plus can help.**

Our Union Plus program partners have accommodations for members struggling during this public health crisis. Participants in our Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance programs may be eligible for additional hardship assistance through the Union Plus Mortgage Assistance Program and Union Plus Hardship Help.

Visit **[unionplus.org](https://unionplus.org)** and follow Union Plus on Facebook at **[facebook.com/unionplus](https://facebook.com/unionplus)** for ongoing program updates and resources.

Be well and stay healthy,

The Union Plus team

Learn more at  
**[unionplus.org](https://unionplus.org)**







# NPMHU Arthur S. Vallone SCHOLARSHIP

## 2020 VALLONE SCHOLARS BRIGHT MINDS AND INSPIRATION IN TIMES OF UNCERTAINTY

**T**he NPMHU Scholarship Committee completed their task of evaluating many applications from well qualified NPMHU members and members of their immediate families. Thirteen applications were selected from the pool and chosen were a group of well qualified now awarded Vallone Scholars.

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

Each NPMHU region has been granted up to three scholarship awards in the amount of \$1,000 each, renewable by the recipient for up to four years or until the completion of the students undergraduate or trade school degree, whichever occurs first for a maximum of \$4,000 per recipient over four years.

The Arthur S. Vallone Scholarship is now in its 20<sup>th</sup> year of existence. This

award was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With fewer and fewer resources becoming available for paying for higher education it can become a burden for families to absorb the cost of college this can become very overwhelming to families. While some individuals and families develop savings plans for higher education there are some that do not and that's why the NPMHU has dedicated such an award for deserving individuals.

In these times of uncertainty most students will not be receiving the formal end to their school year that they imagined and deserved. Some students are being thrust into the workforce before they are ready, some are planning their leap to colleges and universities and others are at home contemplating the next evolution of their young lives. It is times like these that a little inspiration goes a long way. I would like to share a few excerpts from several NEW Vallone Scholars that shared some very inspiring words in their written essays.

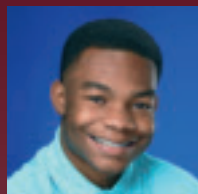
Amberlee Robertson from Williamsville, NY wrote: *"I believe even if small, we can all reach our goal to spread awareness to people in hopes that we can breakdown*

negative societal norms and stereotypes. We can advocate for issues and educate people in how they are behaving towards different groups. Sometimes we subjectify oppressed groups without fully realizing it due to socialization. So, in turn we need to consciously work to treat others with love, forgiveness, and become more conscious to other cultures traditions."

Jagraj Atwal from Lodi, CA wrote: "In addition to providing financial assistance in fulfilling my academic ambitions, the NPMHU scholarship will also motivate me to accomplish my goals of restoring human health as a medical professional, as it will serve as a striking reminder of how I was considered worthy of being rewarded for my past, present and future efforts of achieving excellence, in and out of the classroom, and aspiring to help people, from patient intake to patient discharge, in the medical field one day".

Jack Miller from Pleasant Hill, IA wrote: "After college, I aspire to work in the research field. For years, I have dreamt of being a pathologist to fight the diseases and illnesses that affect so many people around the world. I dream of discovering, exploring, and creating solutions that would make the world a better place. I want to have a positive impact on my community and the people around me. I feel I can achieve that by studying and combating the things that affect our bodies every day in order to keep people healthy and thriving."

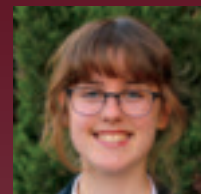
I hope that these words of inspiration from these fine New Vallone Scholars find you well. We are in unprecedented times due to the spread of the Coronavirus at the time of writing 4 Mail Handlers and may other postal workers have lost their lives due to Coronavirus complications. These students (children of Mail Handlers) are certainly having to grow up fast due to the current state of things. Let us all join and wish them god speed and kindly remember their bright young minds and words whenever you need a bit of inspiration.



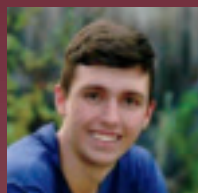
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AIDEN  
THOMAS**



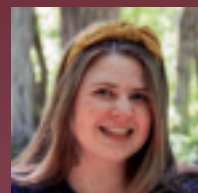
**Local 309-NE  
AMBERLEE  
ROBERTSON**



**Local 305-E  
BRIANNA  
VONDERHAAR**



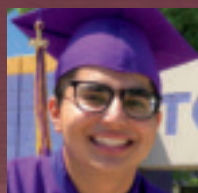
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DEREK  
JOYCE**



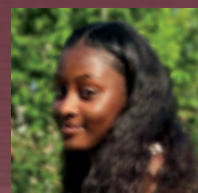
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GARRETT**



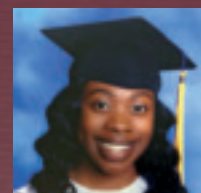
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JACK  
MILLER**



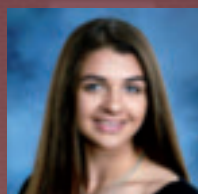
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ATWAL**



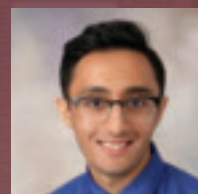
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JAMYA  
BEEBE**



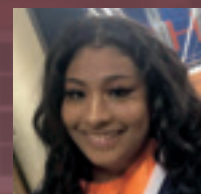
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GRAHAM**



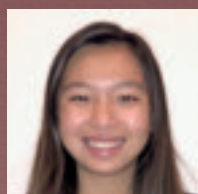
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MADISON  
CONLEY**



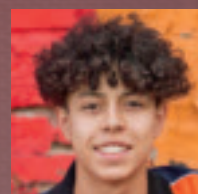
**Local 306-C  
MIHIR  
KADIWALA**



**Local 304-E  
NYLA  
WILLIAMS**



**Local 303-W  
THANH  
TONG**



**Local 321-C  
THOMAS  
MORGAN**



## PRESS RELEASE

# NPMHU FAMILY MEMBERS AWARDED 2020 UNION PLUS SCHOLARSHIPS

**Washington, D.C.** — Union Plus recently awarded \$300,000 in scholarships to 215 students representing 43 unions, including two winners representing the National Postal Mail Handlers Union (NPMHU). This year's group of scholarship recipients includes university, college, and trade or technical school students from 38 states. The NPMHU winners are:

**Marina Rezk of Secaucus, New Jersey.** Rezk, whose mother, Samah Rezk, is a member of NPMHU Local 300, has been awarded a \$1,000 scholarship.

**Kylie Taylor of North Adams, Massachusetts.** Taylor, whose father, James Taylor, is a retired member of NPMHU Local 301, has been awarded a \$1,000 scholarship.

"Union Plus is proud to be able to increase our scholarship award amount this year and help more union families than ever before," Union Plus President Mitch Stevens said. "At a time when many families have been financially impacted by the COVID-19 pandemic, we are especially glad to support this year's group of 215 hardworking students as they further their educations and pave the path for future success."

## MEET THE 2020 NPMHU HONOREES

**Marina Rezk, Rutgers, The State University of New Jersey, New Brunswick, New Jersey; Secaucus [New Jersey] High School (SHS) (2018)**

Marina recently completed her second year in the six-year pharmacy program at Rutgers' Ernest Mario School of Pharmacy. She aspires to a career in pharmaceutical research, specifically in the oncology field. Marina hopes to one day own a pharmacy offering reduced-cost and no-charge medications to those who are economically disadvantaged. Last summer Marina interned at Vitalli's Pharmacy, where she worked under Dr. Mary Nashed. "To say I was impressed by her charismatic nature and how much she was loved by

patients is an understatement," Nashed said. "Her intelligence, kindness, selflessness, work ethic, and ambition to serve the community make her an ideal scholarship recipient."

**Activities and honors:** Student National Pharmaceutical Organization; Coptic Community Services; National Honor Society; Mu Alpha Theta mathematics honor society; American Technology Honor Society; National English Honor Society; National Foreign Language Honor Society; SHS varsity soccer; SHS Top 5 Award; SHS science fair silver medal

**Volunteerism:** Habitat for Humanity; soup kitchens; hospital, nursing home visitations; Midnight Runs homeless meal distribution; local foster home

**Kylie Taylor, Berkshire Arts and Technology Charter Public School (BART), Adams, Massachusetts (2020)**

Kylie plans to attend Providence [Rhode Island] College this fall as a biology major. She looks forward to exploring potential fields, defining her career path, and growing both academically and personally. She is a counselor with Youth Center Inc., where she works with orphaned and intellectually disabled children through the Massachusetts Department of Children and Families. Kylie is also an accomplished marathoner and ultramarathoner. Bennjamin L. Griffin, Kylie's cross country coach, said, "Kylie's drive to succeed and lead others in purposeful work is unmatched in her peers. Her empathy and leadership inspire and support others to do things for the first time. She is one of the most genuinely selfless individuals I know."

**Activities, honors, and employment:** Massachusetts State Science Fair; BART Student Ambassador; BART Quiz Team; BART varsity cross country, ultimate frisbee (boys' team); BART High Honors List; University of Rochester George Eastman Young Leaders Award; North Adams Public Library summer internship

**Volunteerism:** BART shirt drive; Earth Day event

# This Plan Is ***Your*** Plan

## Dental and Vision Plans

### Available All Year!



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

Our comprehensive dental benefits include:

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

Our comprehensive vision benefits include:

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

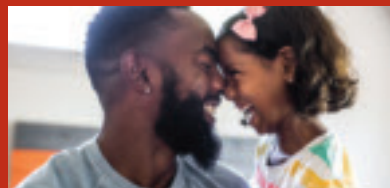
No matter what job you do in the service of the U.S. public, this plan is your plan.

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

**Open to Everyone**

**MHBP**<sup>SM</sup>

**Brought to you by Aetna**



\*Qualifying life events allow individuals the chance to change their plan selection if one of the following life events occurs: marriage, birth, adoption, divorce, loss of health coverage, etc.

This is a summary of the features of the Mail Handlers Benefit Plan (MHBP). Before making a final decision, please read the 2020 official Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations, and exclusions set forth in the 2020 official Plan Brochure.

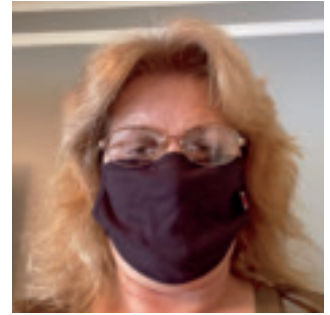
For more information about MHBP plans, please refer to [www.MHBP.com](http://www.MHBP.com).

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# 2019 NATIONAL AGREEMENT: NEW CONTRACTUAL PROVISIONS

Teresa Harmon, Manager, CAD



**T**he NPMHU National Office has been getting questions on some of the new contractual provisions that are contained in the 2019 National Agreement. I therefore thought this would be a good opportunity to give further explanation on a few of the provisions that have been changed in Article 12, as well as one of the important changes in Article 8.

One of the changes worth discussing revolves around the posting of bids involving changes in starting time. This change is found in Article 12.3B6, which now states as follows:

## SECTION 12.3 PRINCIPLES OF POSTING

**B6:** No assignment will be posted because of change in starting time unless the change exceeds an hour. Any change in starting time that exceeds one (1) hour shall be posted for bid, except when there is a permanent change in starting time of more than one hour and up to and including four hours, the incumbent shall have the option to accept such new reporting time. If the incumbent does not accept the new reporting time, the assignment will be posted for bid.

A change in start time of an assignment exceeding four (4) hours will include cumulative changes within the life of this Agreement. Cumulative changes must be within four hours prior and four hours after the start time of the assignment on the ratification date of this Agreement. When an assignment is posted for bid, the start time at the effective date of the bid will become the new point from which the cumulative changes are measured.

This provision provides that changes in starting time for purposes of bid posting and incumbency rights to maintain a bid will now be measured on a cumulative basis from the ratification date of the National Agreement, which was April 7, 2020, or at the effective date of the bid at each new posting after April 7, 2020. For example, if a start time on April 7, 2020 was 7:00 am, then a change to 9:00 am may be kept by the incumbent, but another change to 12:00 pm would be outside of the four-hour rule, even though the more recent change was only for 3 hours. Another example: A change of three (3) hours from 7:00 am to 10:00 am, followed by a subsequent change of five (5) hours in the other direction to 5:00 am, will still allow the incumbent to stay in the position. Under previous National Agreements, any change of five (5) hours

(or more than four hours) would have to be posted. Under the 2019 National Agreement, this is no longer the case, if the cumulative changes are not over four (4) hours from the starting point under the ratified agreement or since the last bid, whichever occurred later.

Another important provision change is found in Article 12.3, Principles of Posting, under Section B12 which states as follows:

**B12:** Mail Handlers temporarily detailed to a supervisory position (204b) or detailed to an EAS position may not bid on or be assigned to any vacant mail handler duty assignments while so detailed. However, nothing contained herein shall be construed to preclude such temporarily detailed employees from voluntarily terminating a 204b or EAS detail and returning to their craft position. After returning to the craft position for one (1) continuous pay period, such employees may exercise their right to bid on vacant mail handler craft duty assignments.

The duty assignment of a full-time or part-time regular mail handler detailed to an EAS position or a supervisory position, including a supervisory training program, in excess of 120 consecutive days shall be declared vacant and shall be posted for bid in accordance with this Article. Under such circumstances, the employee shall not be eligible to re-bid the next posting of that assignment. Upon return to the craft, the mail handler will become an unassigned full-time or part-time regular mail handler with a fixed schedule. A mail handler temporarily detailed to an EAS position or supervisory position will not return or be returned to the craft solely to circumvent the provisions of Section 12.3B12. An employee detailed to an EAS position or supervisory position must return to the craft for a minimum of one (1) continuous pay period to prevent circumvention of the intent of this provision, and for purposes of bidding must complete this one (1) continuous pay period prior to submitting a bid.

The language of Article 12.3B12 has been changed, so that a temporary supervisor who returns 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.

Another change is the new MOU on Article 12 entitled Principles of Seniority Posting and Reassignments, which states as follows:

### **Section 12.3 Principles of Posting**

*When either Article 12.3B4, B5 or B6 are applicable, requiring a bid to be reposted while the total number of bids in the section remains the same, an expedited selection process shall be applied. The duty assignments encumbered by the employees junior to the senior employee whose bid is reposted will be offered, in seniority order, to the employees remaining in the section beginning with the senior employee whose bid is reposted. An employee(s) declining to make a selection when canvassed shall be assigned to the duty assignment(s) remaining in the section after the expedited selection process has been completed.*

The results of the above listed actions shall be effective at the beginning of the succeeding pay period.

The bid being reposted in accordance with Article 12.3B4, B5, or B6 will be posted for the installation and not included in the expedited selection process.

This new MOU means that, when implementation of Articles 12.3B4 (fixed days of work), 12.3B5 (change in duties or change in principal assignment area), or 12.3B6 (change in starting time) requires that an assignment be posted for installation-wide bidding, there first will be an expedited selection process within the section. This expedited selection process, like the one under Article 12.6C4d (governing reassignments

within an installation for employees excess to the needs of a section), will allow the senior employee within the section whose job is being posted to remain in the section. The actual expedited selection process will be the same as under 12.6C4d.

Finally, under Article 8, the Union was able to negotiate overtime pay for MHAs after eight hours, while still ensuring that the overtime is given to available mail handlers on the overtime desired list prior to utilizing MHAs on overtime. The language now states:

### **SECTION 8.5G OVERTIME WORK FOR MHAS**

*MHAs shall be paid overtime for work performed in excess of eight (8) hours on duty in any one service day or forty (40) hours in any one service week. Overtime pay for MHAs is to be paid at the rate of one and one-half (1 ½ ) times the basic hourly straight time rate.*

*When an opportunity exists for overtime for qualified and available full time employees, doing similar work in the work location where the employees regularly work, prior to utilizing a MHA in excess of eight (8) work hours in a service day or forty (40) hours in a service week, such qualified and available full time employees on the appropriate Overtime Desired List will be selected to perform such work in order of their seniority on a rotating basis.*

If you have any questions on any of the contractual changes, please see your steward for more information.

## **HATCH ACT GUIDANCE ON SOCIAL MEDIA**

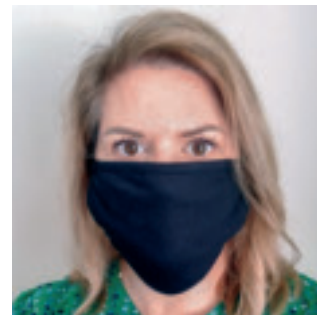
*continued from page 19*

With the proliferation of social media, mail handlers are encouraged to review the guidance and take steps to avoid non-compliance, as the penalties can be severe.

### **MORE EXAMPLES:**

- Employees may not post, like, share, or retweet a message or comment in support of or opposition to a political party, candidate in a partisan race, or partisan political group while on duty or in the workplace, even if their social media account is private
- Employees may not like, follow, or friend the social media account of a political party, candidate in a partisan race, or partisan political group while on duty or in the workplace.
- Employees may continue to follow, be friends with, or like the official social media accounts of government officials after those officials become candidates for reelection.
- Employees may not use an alias on social media to engage in any activity that is directed at the success or failure of a political party, candidate in a partisan race, or partisan political group while on duty or in the workplace.
- Employees may display a political party or current campaign logo or the photograph of a candidate in a partisan race as a profile picture on personal Facebook or Twitter accounts; however, they may not post, share, tweet, or retweet on those accounts while on duty or in the workplace
- Employees may display a political party or campaign logo or photograph of a candidate in a partisan race as a cover or header photograph on their personal Twitter or Facebook accounts





# COVID-19 AND MHBP

## PLAN ADJUSTMENTS TO HELP YOU

Nina Gallauresi, Executive Director, MHBP

**M**HBP has made changes to make it financially easier for members to get tested and treated for COVID-19.

Coronaviruses are spread from an infected person to others through the air by coughing and sneezing, as well as through close personal contact, such as touching or shaking hands. When possible, MHBP members may want to use telemedicine as their first line of defense in order to limit potential exposure in physician offices.

Benefit enhancements may continue to update. As of this publication, the following applies:

DESCRIPTION OF SERVICE	BENEFIT
<b>CDC approved diagnostic testing for COVID-19</b>	<b>All options:</b> Pay 100% for all Centers for Disease Control and Prevention (CDC) approved diagnostic testing performed by in-network (INN) and out-of-network (OON) providers.
<b>Treatment for COVID-19</b>	<p><b>All options:</b> Pay OON providers at the INN level of benefits. Effective March 25, 2020, MHBP is waiving the cost share for inpatient hospital admissions related to COVID-19 at INN facilities.</p> <ul style="list-style-type: none"> <li>All OON treatment will be paid at the INN level of benefits and INN cost sharing will apply.</li> <li>Cost share will be waived for INN IP treatment.</li> </ul>
<b>Telehealth</b>	<p><b>Standard &amp; Value:</b> Continue telehealth consultations through Teladoc® at no cost share.</p> <p><b>Consumer Option:</b> From March 6, 2020 to June 4, 2020, MHBP will waive the deductible for telehealth consultations through Teladoc.</p>
<b>Telemedicine</b>	<p><b>Standard &amp; Value:</b> From March 6, 2020 to June 4, 2020, cost sharing will be waived for real-time virtual visits offered by INN providers (live video-conferencing and telephone-only telemedicine services).</p> <p><b>Consumer Option:</b> From March 6, 2020 to June 4, 2020, MHBP will waive the deductible for telemedicine services.</p>
<b>Prescriptions</b>	<p>CVS is <b>offering 90-day maintenance medication prescriptions.</b></p> <p>CVS is also <b>waiving early refill limits on 30-day prescription maintenance medications.</b></p> <p>CVS is <b>waiving charges for home delivery of prescription medications.</b></p> <p>Beginning March 22, 2020, CVS/Caremark is extending prior authorization set to expire between March 23, 2020 and June 30, 2020 for 90 days.</p>

If you are diagnosed with COVID-19 and admitted to the hospital, we'll send you a care package\* to help you recover.

It's not chicken soup, but the next best thing. The package includes resources, personal care items and household supplies to help protect your loved ones from potential exposure in your home.

## WE'RE HERE TO HELP

To help you get through this, MHBP is offering the following programs at no cost to you:

- Crisis response lines for all members — just call **833-327-AETNA (2386)**
- 24x7 access to the Aetna Nurse Medical Line. Call **800-556-1555** anytime
- Health Coaching through TrestleTree. Health Coaches can discuss:
  - Your stress symptoms and how to monitor them
  - How stress and health are related
  - How to build a personal “toolbox” of stress management techniques
  - Where to find COVID-19 information
  - How to find good social support — even with “social distancing”

## TO GET STARTED WITH HEALTH COACHING CALL TOLL-FREE AT 855-580-2801

- **Digital Coaching** — If talking on the phone with a health coach doesn't fit your personality, try online coaching through the digital program. Digital Coaching offers:
- **Health Education** — Find information in the Coaching and Library sections for managing stress and improving sleep health/quality
- **A Wellness Webinar** — Watch a 45-minute webinar session entitled, “Mind your stress with mindfulness.”
- **Wellness Goal Support** — Receive help and guidance on Smoking cessation, Weight management, Nutrition, Physical activity, Depression management, and more

To get started with digital coaching, health education, webinars and wellness support:

- [Login to your Aetna member website](#)
- [Click on “Stay Healthy,” at the top of the landing page](#)
- [Select “Discover a Healthier You” and proceed to the Member Engagement Platform](#)

*\*While supplies last*

Get the latest information on the coronavirus (COVID-19) outbreak all in one place. Learn science-based recommendations on how best to protect you and your family. Find the facts about the situation in the U.S. as it evolves.

Visit the website: <https://www.coronavirus.gov>

## TELEHEALTH BENEFITS

With social distancing, many people are not going to their doctor's offices and telehealth is alternative that is gaining momentum.

Technology can be especially valuable for people in remote areas or places with few medical professionals. Using portable devices, health care providers can test and treat patients without them coming into the office. This practice is called telehealth.

A doctor in a rural area can consult on a patient's scan with a specialist in another state. Someone with diabetes can monitor their blood sugar in real-time and have the data sent to their health care provider. Wearable sensors can alert a caregiver if a person with dementia leaves the house. These are all examples of how telehealth is changing medical care.

NIH researchers have been developing new ways to help treat patients where they live. For example, they've designed devices that can analyze blood samples for patients at home.

One special device can even detect cancer remotely. It snaps to a smartphone to help diagnose cancer in under an hour. And the test costs less than two dollars per patient.

The device takes a photograph of blood or saliva when mixed with tiny beads that capture cancer cells. The images are then sent to a hospital computer that can diagnose the sample in seconds. Patients can get a diagnosis and start treatment in a single trip to the clinic. This device is being tested in small village clinics in Botswana to detect a type of cancer called lymphoma.

Through advances like this, telehealth is helping medical professionals deliver effective, long-distance care.

MHBP offers access to Teladoc® telemedicine consultations any time, day or night

that is easy to use, private and secure. Teladoc is the nation's leading virtual care provider with over 3,600 board-certified, state-licensed, primary care physicians, pediatricians and specialists that have on average 20 years of experience and are available by web, phone and the Teladoc mobile app. With Teladoc, you can take care of most common issues such as: cold & flu symptoms, allergies, cough, sinus infection, respiratory infection, eye infection, skin problems and more. You can also see a therapist for ongoing counseling for concerns such as: depression, anxiety, stress, as well as for diet and nutrition assistance.

How to sign up:

1. [Download the iOS or Android App by searching “Teladoc”](#)
2. [Sign-up on the web at \[www.teladoc.com\]\(http://www.teladoc.com\)](#)
3. [Sign-up by phone, call 800-835-2362 \(800-Teladoc\)](#)

Note: Teladoc does not replace your primary care physician. Teladoc does not guarantee that a prescription will be written. Teladoc operates subject to state regulations and may not be available in certain states. Teladoc does not prescribe DEA controlled substances, non-therapeutic drugs and certain other drugs which may be harmful because of their potential for abuse. Teladoc physicians reserve the right to deny care for potential misuse of services.

If you have any questions or would like more information about the program, please call MHBP at 800-410-7778.

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## SOURCES:

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





# FRONT LINE WORKERS DESERVE OUR APPRECIATION

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



**L**ife as we know it has been changed forever. No one could have foreseen that the COVID-19 was going to impact lives to the magnitude that it has. Social distancing, state shut downs, and the requirement to wear masks when in public. No matter what your opinion has been during this pandemic, adjustments had to be made. Unfortunately, many have lost their lives during this time, but thankfully others have recovered. Again, we are adjusting to the so-called new normal.

It is important that, during these times, we take the time to appreciate one another. It doesn't matter what differences may exist; we have to learn to value human life. Family, friends, co-workers, neighbors, and complete strangers are having an impact on our daily existence. We look at one another differently and hopefully we realize the importance of one another. Again, our lives have changed in a mind-blowing way. Consistency has been defined in numerous ways: going to work, going home, staying inside, voluntary or not, seems to be the routine of the day. This can become boring and taxing on our minds and bodies, but guess what, we are still here. We are sending our heartfelt sympathies and love to those who have passed. We reach out in support of their loved ones and try to remain steady, but sometimes we have to take a seat and re-evaluate what we are going to do next.

Some of us have learned how valuable our educators are across the nation. Home schooling is not a joke. Seriously! I see that teachers need hazard pay. Our beloved children can take you to another level when trying to get them to complete their classwork. They are so tech savvy that they leave us in the dust. We are still trying to catch up with the "new" stuff. Some of us have not done math in over 30 years. Have you been the victim of the "look"? You are trying to help your child with their work and you give the wrong answer. You know you are in real trouble when they say, "I can't wait for school to start back." You want to say, "Me too smarty pants." Our patience is tested when they request their snack and lunch

breaks just as if they are in school. Remember, they want a different menu daily and still complain like you are the school cafeteria worker. Oh, how I appreciate the teachers, cleaning crew, chefs, and auxiliary staff of our school system that are molding the leaders of our fasting approaching tomorrow. Thank You!!

Kudos to the front-line workers. Healthcare professionals, First Responders, Store Clerks, Delivery Folks, Repair Technicians, Child Care Workers, Restaurant Workers and all others who are helping to keep us going. I must send a special "You Are Awesome" to my Brothers and Sisters in the United States Postal Service. You have annihilated the mantle of serving our customers in any and all conditions. Mother Nature or not. You have continued to step up, even while putting yourself in harm's way. Extraordinary You Are!! You have gone above and beyond and you too deserve to be applauded. Keeping people across our nation and world in touch with each other is fantastic. "WE GOT YOU" is our banner to the nation. We are the wind that helps the USPS eagle to soar and continually accomplish flight after flight.

Thank God for our strong Union leaders!! On every level, nationally and locally, you are getting it done. In the midst of all that is happening, you are still fighting on behalf of our members and customers. Much of what you do is hidden in the shadows, but know that your work is invaluable and necessary for our survival. The immeasurable phone calls and telecoms. Discussions regarding changes that will impact the employees that you represent. Dedication and commitment that is secondary to none. You hear the complaints, but now is the time for accolades. Your work is seen and acknowledged. Continue to be strengthened and stay safe Warriors!

Finally, Happy Mother's Day to my Sisters. Happy Father's Day to my Brothers. I hope you had a day that was filled with love, family, friends, and great food. I hope you could relax and enjoy! You deserve it!! See you soon, in person or on our computer screens.



# MAIL HANDLERS

## ACROSS THE COUNTRY



### LOCAL 315 INSTALLATION OF OFFICERS

Local 315 recently conducted its Installation of Officers. Pictured (l-r) Margaret Houghton Local 315 SEBM, Lonnie Booker-Taylor Local 315 Recording Secretary, Joe Harms Local 315 President, Laurie Harms Local 315 Vice President, Kris Kepley Local 315 Treasurer, and Dwayne Kennedy Local 315 BP (Portland P&DC).

### NPMHU PRESIDENT PAUL HOGROGIAN ATTENDS POLITICAL MEETING

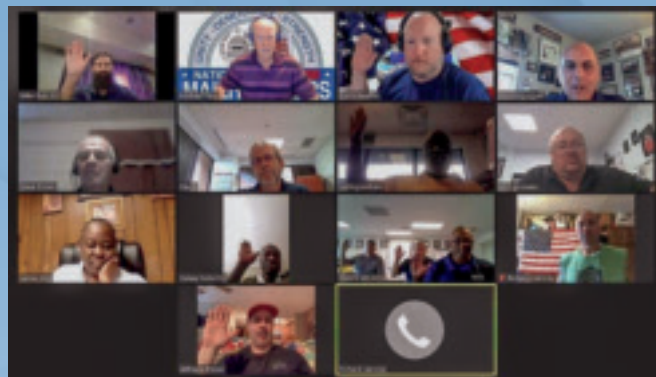
National President Paul Hogrogian meet with House Oversight and Reform Committee Chairwoman Carolyn Maloney (D-NY-12) and Ivan Butts, executive vice president of NAPS to discuss Postal issues.



### LOCAL 321 INSTALLATION OF OFFICERS

Local 321 conducted its Installation of Officers via ZOOM with National President Paul Hogrogian swearing the new officers in and members of the NEB watching on. Top row (l-r) Mike Ruiz Local 321 SEBM, Michael Hora National Secretary-Treasurer, Curtis Beattie Grand Junction Branch President., Paul Hogrogian National President. Second row (l-r) Steve Brown Steward Denver NDC, David Ross CAD Director Western and Central Region, Curtis Grantham Jr. Local 321 Recording Secretary, Don Gonzales CAD Director Western Region. Third row (l-r) June Harris Vice President Central Region, Samuel Koduah Local 321 Vice President, Errol Wilson Local 321 President. Fourth row (l-r) Jeffrey Morgan Local 321 Treasurer.

*\*Also in photo: John Martinez Jr. Branch President Denver GMF and Robert Koryto Branch President Denver NDC, Richard Lairscey Colorado Springs Branch President.*



### LOCAL 298 INSTALLATION OF OFFICERS

Local 298 conducted its installation of Officers. Pictured (l-r) Paul Hogrogian National President, Becky Perkins Local 298 Recording Secretary, Justin Kreikemeier Local 298 Vice President Omaha Branch President, Canzater (Ada) McCarty Local 298 SEBM, Aubrey (Wayne) Foster Local 298 President, Jeff Rigby Local 298 Lincoln Branch President, John Besta Local 298 Treasurer, June Harris, Central Region Vice President and Michael Hora National Secretary-Treasurer.





# MAIL HANDLERS

## ACROSS THE COUNTRY

### LOCAL 301 AGV DEMONSTRATION

Local 300 hosted Local 301 to observe the new Automated Guided Vehicles (AGV) the USPS are implementing at the Queens P&DC, Flushing, NY. Standing (l-r) Jessie Lewis Shop Steward Local 300, Paul Bureau Branch President Local 301, Phil Alvarado Branch President Local 301, President Local 300 Kevin Tabarus President, President Local 300, Dan St. Marie President, Local 301, Tom Ruther Northeast Regional Director, Neil Ryan Treasurer Local 301, Sean Sweeney Vice President Local 301, Trevor Stewart Branch President Local 300.



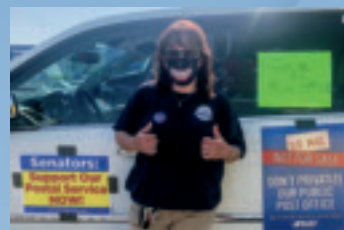
### LOCAL 322 ADVANCED STEWARD TRAINING

Local 322 held its Advanced Shop Steward Training. Pictured (l-r very front): Donna Truschel Local 322 Treasurer, Kelly Dickey Local 322 President, Dreana Gaines Local 322 Steward. Pictured (l-r -staggered): John Gibson Eastern Region Vice President, Jason Bankston, Joe Harker, Ryan Pigmon, William Best Local 322 Vice President, Charles Leveige, Larry Harrison, Drew Claar, Vicky Groce, Jen Galuschik, Joe Fitzgerald Local 322 Branch President, Robin Black, Darlene Kaleugher, Deb Watson Local 322 Branch President, Siobahn McCarthy, Linda DeHaven Local 322 Recording Secretary, Dave Cavalier Local 322 Branch President, Mandy Penovich, Kam Collins Local 322 SEBM, Terrence Cannon, Lawrence Sapp Southern Region Vice President.



### LOCAL 308 SHOP STEWARD TRAINING

Local 308 hosted National Trainer and Eastern Region Vice President John Gibson for their Shop Steward Training. Pictured Standing (l-r) Stanley Laurenceau, Melvin Ephraim, John Gibson, Shayn Walker, Nick Campellone, Rodney Lattisaw, Shawn Gaines, Michael Ross, Donnell Pride. Seated (l-r) Shariff O'Grady, Shedia Thorne, Cherika Bunns, Justin Cogar, Jasmyn Roberts.



### LOCAL 322 SAVE THE POST OFFICE CARAVAN, DC

Local 322 President Kelly Dickey made the drive to Washington, DC to attend the Save The Post Office Car Caravan where people joined together in a showing of Solidarity to drive to Capitol Hill to deliver signed petitions to the Senate calling for funding for the Postal Service.





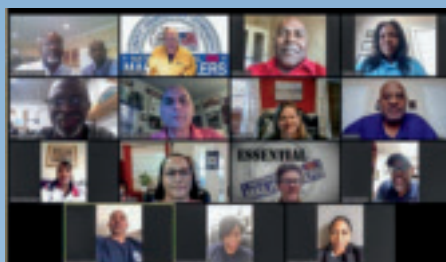
## LOCAL 297 INSTALLATION OF OFFICERS

Local 297 conducted their Installation of Officers virtually due to COVID-19. Video boxes top to bottom (l-r) Hugh McCleary Local 297 SEBM, Michael Hora National Secretary-Treasurer, Paul Hogrogian National President, Rodney Washington Branch President Kansas City P&DC, Pamela Grant Local 297 Treasurer, Chris Bentley Local 297 President, Brett Miller Branch President Wichita KS, Rick Western Branch President Springfield MO, Bridget Williams Branch President Kansas City NDC, and (phone) Karen Marks Local 297 Recording Secretary.



## LOCAL 329 NASHVILLE MUSIC CITY ANNEX DEDICATION

Members of Local 329 along with USPS personnel attended the Nashville Music City Annex Dedication. In attendance were Postal Unions and the Postal Management Team. In various photos were (pictured) John "JR" Macon Local 329 President, Greg King Local 329 Treasurer, Saturn Phillips Local 329 Steward and Robert Mitchell Branch President, Nashville. Management Team included are Megan Brennan Postmaster General, Angela Curtis-(A) Eastern Area V.P., Chris Alexander-TN District Manager and Kevin Augustine the TN Senior Pl. Manager.



## LOCAL 311 INSTALLATION OF OFFICERS

Local 311 officers were sworn in virtually due to COVID-19. Video boxes top to bottom (l-r) Charles Charleston Local 311 President, Jason Moss Branch President Ft. Worth, Michael Hora National Secretary-Treasurer, Otis White Branch President San Antonio, Linda Lewis Local 311 SEBM, Bobby Castleberry Branch President North TX, Paul Hogrogian National President, Eileen Mills CAD Director Southern Region, Lawrence Sapp Southern Region Vice President, Dana Davenport Local 311 Recording Secretary, Roxie Olds Pride Local 311 Treasurer, John Gibson Eastern Region Vice President, Byron Bennett Local 311 Vice President, Harry Kimbrough Branch President NDC Dallas TX, Johnnie McGee Branch President N. Houston, and Monica Markham Branch President P&DC Dallas TX.

## LOCAL 307 OWCP TRAINING

Local 307 held an OWCP Training. Pictured (l-r) John Gibson Eastern Region Vice President, Renee Dickenson, Jill Powell Murphy, Ladonna Hardy Local 307 Recording Secretary, Billy Genia Local 307 Treasurer, Erik Stevenson Local 307 Vice President, Trevell Fleming Local 307 SEBM, Nelmar Gibson, Jim Haggarty Local 307 President, Kim Johnson, Kesha Williams, Lee Garcia and Lawrence Sapp Southern Region Vice President.





