

THE MAIL HANDLER

WINTER 2021

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

COVID PANDEMIC FAR FROM OVER

MAIL HANDLERS PERFORM ESSENTIAL SERVICE
AS VACCINE DISTRIBUTION BEGINS

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FROM OVER

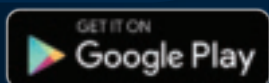
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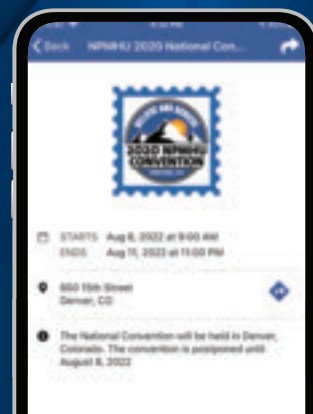
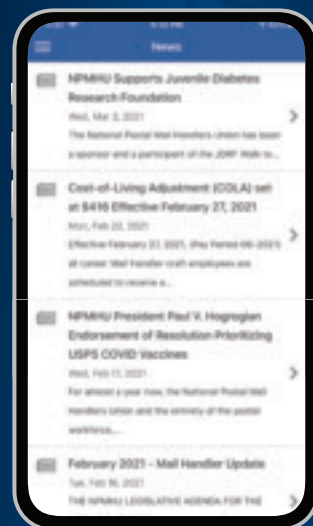
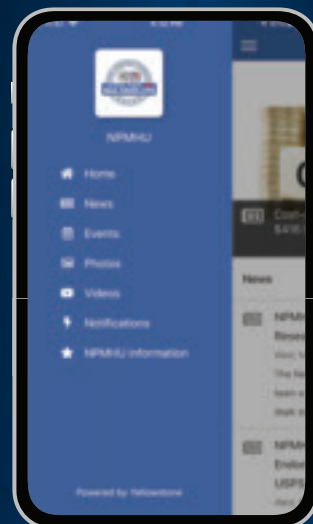
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THE MAIL HANDLER

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Mail Handlers perform critical vote by mail mission in midst of Coronavirus pandemic

THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

THE COVID CRISIS IS FAR FROM OVER

Paul V. Hogrogian, National President



Dear Members: With the year 2021 just beginning, already the NPMHU has been aggressively representing Mail Handlers across the country.

On Christmas Eve, the NPMHU and the USPS finalized a historic MOU that provided for additional Mail Handler staffing in 183 installations. As set forth in more detail in the MOU, the Postal Service has agreed to convert 5,291 MHAs to career status in these 183 installations by March 13, 2021. The number of conversions will vary by installation based on the Postal Service's determination. The Postal Service also has committed to creating 5,291 Mail Handler positions in the listed installations. In exchange, any facility not included among the 183 listed installations was required to separate all Peak MHA hires (MHAs hired for reasons unrelated to COVID-19) necessary to comply with the 24.5% MHA installation cap no later than January 22, 2021. In addition, any facilities that were included in the MOU converting five or fewer MHAs would also come into compliance with the 24.5% cap by January 22, 2021, except these facilities could maintain extra Peak MHAs equal to their number of conversions (from 1-5) until March 27, 2021. Those listed installations converting more than five MHAs must separate any non-COVID related Peak MHAs on or before March 27, 2021. In all situations, the separation of any Peak MHA will follow the procedures of the National Agreement. MHAs fired in excess of the 24.5% installation

cap for COVID-related reasons remain subject to a separate MOU.

The bottom line is that the Postal Service has been granted short extensions for Peak MHAs, during a time when the pandemic continues and COVID-related MHAs are being utilized, and in return the NPMHU has been guaranteed at least 5,291 MHA conversions to full-time career status by March 13, 2021. The National Office and the National Executive Board concluded that this MOU presented an opportunity to increase Mail Handler craft staffing and provide career employment for more than 5,000 MHAs, while maintaining the Postal Service's flexibility during the COVID-19 crisis.

The 5,291 conversions are in addition to those MHAs converted to career status resulting from application of the Residual Vacancy MOU. The NPMHU will continue its efforts to convert more MHAs and include more installations under this new MOU. Also, nothing in this MOU precludes Local Unions from pursuing increased staffing and additional MHA conversions through the grievance-arbitration procedure.

* * *

The COVID-19 pandemic continues to have a devastating effect on the Postal Service and all postal 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 latest numbers reflect that there are approximately 5,800 postal employees who are infected with another approximately 4,000 in quarantine. Since the onset of the pandemic, approximately 3,700 Mail Handlers have tested positive for the COVID virus. The number of COVID related deaths of postal employees is at least 160 (including at least 17 Mail Handlers).

Although a vaccine is becoming available on a limited basis, the COVID crisis is far from over. We cannot fall victim to "COVID Fatigue." We cannot allow ourselves to be lulled into a false sense of security. We must remain vigilant and continue to protect ourselves and our co-workers. We must continue to follow the protocols put in place, especially those concerning social distancing and the wearing of face coverings and masks.

Please contact your Union representatives if your facility is not following any of these protocols (Face Coverings, Supplies, Social Distancing, Stand-Up Talks, Cleanings, etc.).

NPMHU representatives at the National, Regional, and Local levels 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. The NPMHU, as well as the APWU, NALC, and NRLCA, continue to have discussions with senior Postal Management to implement a "temperature taking" process in postal installations. Details such as

procedures when an employee exceeds that threshold, return to work protocols, and protections for privacy concerns are still being finalized. Discussions are also taking place regarding which installations will implement “temperature taking” procedures. Finalizing these details has become more complicated than expected, but we anticipate reaching an agreement soon.

Discussions with the Postal Service are also taking place regarding making COVID-19 testing available for postal employees at postal facilities. The NPMHU believes that this would be a positive step in ensuring that Mail

workers, be protected and be given such priority access to the vaccine.

The NPMHU reached agreement with the Postal Service to further extend several Memoranda of Understanding (MOUs) and policy statements until March 26, 2021. These MOUs provide protections for Mail Handlers in the form of Liberal Leave while ensuring for proper Mail Handler staffing in all postal installations.

The MOU on the Temporary MHA Exception Period contains a provision that protects the rights of those Mail Handlers who have signed the Overtime Desired List. “The MHAs will

status provided that the need for reappointment arises within twenty-four (24) months of separation.

The Families First Coronavirus Response Act (FFCRA) expired on December 31, 2020. This means that the 80 hours of Emergency Sick Leave (ESL) provided by the Act is no longer available to postal employees. Instead of stepping up and providing more protection to its employees during the pandemic, the Postal Service has taken the opposite approach. While the Postal Service will continue to grant Administrative Leave to those employees who are quarantined due to “close contact” while at work, they will now force employees who quarantine due to “close contact” outside of work to use their own leave. This short-sighted reversal of policy will only put all postal employees at risk. Faced with the possibility of loss of pay, many employees who by all medical logic should be in quarantine, will now report to work and possibly infecting their co-workers. The NPMHU urges the Postal Service to reverse this ill-advised decision and do the right thing. The NPMHU is also working with the new Congress, advocating that the Emergency Sick Leave provisions of the FFCRA be restored.

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 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

**Please contact your Union representatives
if your facility is not following any of
these protocols (Face Coverings,
Supplies, Social Distancing, Stand-Up Talks,
Cleanings, etc.).**

Handlers and all postal workers are protected from the COVID-19 pandemic. More details will be provided as these discussions progress.

The NPMHU is also demanding that Mail Handlers and other postal employees be given priority access to the vaccine once it becomes available. Mail Handlers have been designated as employees providing essential services of the federal government. The NPMHU is also urging that the Postal Service make vaccinations available in many of the larger postal facilities. Mail Handlers have been heroically reporting to work every day, putting their own health at risk, to perform these essential federal services. Fairness dictates that Mail Handlers, as essential

not be used to the detriment of Mail Handlers on the Overtime Desired List.” This generally means that in those installations where temporary MHAs are hired in excess of the contractual MHA cap, the Overtime Desired List(s) should be maximized (12 hours per day/7 days per week).

The Liberal Leave Letter provides that “Leave taken for COVID-19 related reasons ... may not be cited in discipline for failing to maintain an assigned schedule.”

The NPMHU and USPS also agreed to another MOU which extended reappointment opportunities for those MHAs who were hired between March 26, 2020 and December 31, 2020 and were separated for lack of work. These MHAs now have priority reappointment

A YEAR IN THE PANDEMIC, BY THE NUMBERS

Michael J. Hora, National Secretary-Treasurer



One year ago, on March 10, 2020, I was attending the annual briefing with Aetna, regarding their administration of the Mail Handler Benefit Plan. Several NPMHU staff employees were in attendance in addition to a dozen or so Aetna personnel. This was my first exposure to the concept of social distancing, as relaxed as it was. Most of us in attendance had no inkling of what was about to occur. We had a spacious setting with what seemed like a ridiculous gap between each attendee. As we left the meeting, we fist-bumped and avoided hugs. The Union was told that if the meeting had run one day longer, it would have been cancelled. The NPMHU was the last client to meet with Aetna pre-pandemic. Our health plan administrator was going into lock-down, no travel, no visitors, and no guests after March 11, 2020. I left the meeting questioning what felt like an overreaction; little did I know... I am sure that everyone had their own epiphany when they began to realize the magnitude of the Coronavirus.

There are a lot of ways to measure the impact of the pandemic, but the obvious common denominator is human lives. Sadly, the United States recently surpassed the grim milestone of 500,000 COVID-19 related deaths. Nearly 10 percent of all postal employees have tested positive over the last year, and more than one hundred have died, including at least eighteen Mail Handlers. During this pandemic, the NPMHU negotiated and extended countless COVID related memoranda that address various aspects of one's experience while working in a pandemic, including: staffing, absences, leave, transfers, MHA peak hiring exception periods, expanded sick leave for dependents, additional leave for MHAs, liberal use of leave and schedule changes, emergency paid sick leave, Annual Leave Carryover, the Annual Leave Exchange Option, late enrollment exceptions for MHAs health, not to mention the Congressional support shown by the Families First Coronavirus Response Act and CARES Act. Mail Handlers and other postal workers are

on the front line performing essential services for all. We will continue to champion prioritized access to the vaccine for our members and all postal employees. We will continue to fight for the safety, health, and wellbeing of mail handlers.

During the year of this pandemic, we also implemented the terms of a new 2019 National Agreement that brought about our first peak mailing season without casualties. In contrast to prior years, the USPS hired more than 16,000 MHAs between November 7 and December 27. For the first time in decades, every single Mail Handler that was hired for the holiday surge was eligible for immediate union membership as they began their journey towards a career appointment. Most orientations were conducted in a virtual setting and, frankly, this left a lot to be desired. With NPMHU pressure, the USPS came to appreciate the need for a significant increase in Mail Handler complement. It is one thing to hire in anticipation of increased holiday volume, but when coupled with ongoing pandemic-related increases in parcel volume, the need for additional staffing was clear and reduced to a Memorandum of Understanding, signed by President Hogrogian on December 24, 2020. In prior years, before the elimination of casualties, the USPS would be releasing holiday employees in late December. This year, we secured nearly 5,300 conversions to full-time career regular to be processed by no later than March 13, 2021. Historically, we average 100 conversions to FTR each Pay Period. This MOU will convert to FTR, the equivalent of that which normally occurs over two years. I would like to welcome the newest FTRs to the ranks of career Mail Handler and encourage you to join the National Postal Mail Handlers Union.

The pandemic was not a reason to cancel scheduled elections. Whether describing Local Union elections, National Union elections, or federal elections for the House and Senate or President of the United States, the pandemic did not provide reason to forgo the required elections. Despite the

**We will continue to champion prioritized access to the vaccine
for our members and all postal employees. We will continue to fight
for the safety, health, and wellbeing of mail handlers.**

pandemic, the NPMHU put forth grassroots support in key races that flipped control of the Senate and White House. On a Local level, twenty-four Local Unions held an election of local officers in 2020. President Hogrogian administered the Oath of Office in a virtual setting for all 2020 elections that were effective after March 14th of last year. The pandemic forced everyone to be creative. Most face-to-face meetings were cancelled, including the 2020 Committee on the Future and the 2021 Legislative Conference. Moreover, the previous two SAMLU meetings went virtual, and the 2020 Convention was postponed, twice. The National Office is functioning at 25% capacity in the office, with most staff working remotely. We meet, discuss, and work to resolve grievances in a virtual setting. The need for Local and National level arbitrations, or RDRC & NDRC meetings, has not stopped; we meet with our postal and union counterparts remotely, usually on ZOOM®. We have adapted and continue to achieve the mission of the organization.

During the year of this pandemic, we also implemented the terms of a new 2019 National Agreement that brought about our first peak mailing season without casuals.

With a two-year postponement of the 2020 Convention, the Board made the decision to conduct the NPMHU 2024 Convention site selection nomination and vote by mail. As provided in Article XII, Section 1 of the National Constitution, *the location of the next Mail Handler National Convention shall be determined by the delegates at each National Convention.* Given the logistics and extended planning required to facilitate a successful convention in 2024, it has become necessary to conduct the site selection process for that Convention by mail referendum. Each delegate was provided with an opportunity to nominate his or her preferred city and state to host the 2024 NPMHU Convention. The tabulation of nominations is now complete, and the three cities garnering the most votes are Orlando, Las Vegas, and Chicago. These three cities are now being presented to the delegates for a final site selection vote, by mail ballot. The actual ballots were mailed to delegates on March 1. Ballots should be returned in the pre-addressed, postage paid envelope that was included, and must be received by 9AM on April 15, 2021 to be counted, consistent with the voter instructions sent to each delegate. The vote to determine the location of the 2024 Convention will be

weighted as if conducted on the floor of the 2020 Convention. The weighted vote value for each of the 340 delegates was previously determined in accordance with Article XII, Sections 2 and 5 of the Constitution and will be applied accordingly.

With an eye on finances, I will be voting for Las Vegas. The entertainment capital of the world has a wide assortment of union hotels capable of hosting our 2024 Convention within most budgetary restraints. Las Vegas is home to more than 50 union hotels, excellent convention services, and convenient proximity to a major airport. The winning city will be announced on or about April 16, 2021.

Finally, I would like to welcome all new Mail Handlers that joined our ranks during the recent holiday surge. On top of hiring more than 16,000 MHAs in November and December, by the time this magazine arrives in your hands nearly, 5,300 MHAs will convert to career fulltime regular (FTR). For our newly converted FTRs, please remember that the clock is ticking on access to your newly acquired health benefits. You have 60 days from the date of your career appointment to make your selection and enroll in a FEHB insurance plan. If you miss the deadline, you are considered to have declined coverage and must wait until open season or a qualifying life event to acquire health coverage. I would encourage you to take a look at your union sponsored plan at MHBP.COM.

The NPMHU also negotiated new health benefits in the 2019 contract that affect MHAs and become available to them upon their appointment to a second term. These benefits are distinctly different from those which are afforded FTR mail handlers.

For MHAs, upon your appointment to a second term, you will receive newly acquired government matching contributions with enrollment in the Mail Handler Benefit Plan's **Value Plan** and **Consumer Option** only. To be clear, MHAs SHOULD NOT enroll in the MHBP Standard Option Plan, because you will not receive government matching contributions and an MHA will be responsible for the entire premium. To secure employer matching contributions, second term MHAs should only consider MHBP's Value Plan or Consumer Option. To address questions about these benefits, the NPMHU has created and distributed a brochure to local unions. Questions also may be directed to the National Office. Thank you for your continued support.

In Unity,



Michael J. Hora
National Secretary-Treasurer

CORONAVIRUS PANDEMIC UPDATE

One year ago, the term “coronavirus” was rarely used outside of medical facilities. Although the virus we would soon learn to call COVID-19 was already spreading in China, it seemed to be a distant issue unlikely to affect Americans, including Mail Handlers. After twelve months, 28 million confirmed cases and over 500,000 deaths (including some 17 Mail Handlers), COVID-19 has undoubtedly changed life in the United States and in the Postal Service.

According to daily tracking data, provided to the NPMHU every day, COVID-19 has directly impacted many Mail Handlers and by extension their families and friends. During the month of January 2021, hospitalizations continued to rise due to coronavirus and many medical experts continued to predict that COVID-19 related deaths will undoubtedly increase another 40-50,000 by mid-spring 2021. In addition, the Centers for Disease Control and Prevention (CDC) have found that multiple variants of the virus causing COVID-19 have been documented in the United States during recent months.

The virus that causes COVID-19 is a type of coronavirus, a large family of viruses. Coronaviruses are named for the crown-like spikes on their surfaces. Scientists monitor changes in the virus, including changes to the spikes on the surface of the virus. These studies, including genetic analyses of the virus, are helping scientists to understand how changes to the virus might affect how it spreads and what happens to people who are infected with it.

According to the CDC, multiple COVID-19 variants are circulating globally and have been identified in at least 20 US States.

- In the United Kingdom (UK), a new variant called B.1.1.7 has emerged with an unusually large number of mutations. This variant spreads more easily and quickly, although currently there is no evidence that it causes more severe illness or increased risk of death. This variant was first detected in September 2020 and is now highly prevalent in London and southeast England. It has since been detected in numerous countries around the world, including the United States and Canada and continues to spread rapidly.
- In South Africa, another variant called 1.351 has emerged independently of the variant detected in the UK. This variant, originally detected in early October, shares some mutations with the variant

detected in the UK. There have been cases caused by this variant outside of South Africa and it recently has been detected in South Carolina.

- In Brazil, a variant called P.1 emerged and was identified in four travelers from Brazil, who were tested during routine screening at Haneda airport outside Tokyo, Japan. It also has been found in Minnesota. This variant contains a set of additional mutations that may affect its ability to be recognized by antibodies.

These variants seem to spread more easily and quickly, which may lead to more cases of COVID-19. Currently, there is no evidence that these variants cause more severe illness or increased risk of death. However, an increase in the number of cases will put more strain on health care resources, lead to more hospitalizations, and potentially more deaths. Rigorous and increased compliance with public health mitigation strategies, such as vaccination, physical distancing, use of masks, hand hygiene, and isolation and quarantine, will be essential to limiting the spread of COVID-19 and protecting public health.

According to data from Johns Hopkins University, there were more than 95,000 coronavirus fatalities recorded in January 2021, making it the deadliest month since the pandemic began (with a high of 4,300 deaths being recorded on January 12, 2021). January also saw an increase in hospitalizations due to COVID-19 complications, peaking at over 130,000.

While some experts believe that the U.S. is turning the corner on the pandemic, this certainly is not the time to let your guard down. The National Office urges all Mail Handlers to remain vigilant, cautious and continue to:

- Wear a mask over your nose and mouth
- Stay at least 6 feet away from others
- Avoid crowds
- Avoid poorly ventilated spaces
- Wash your hands often

Currently, as of this writing, there are three authorized vaccines for the coronavirus COVID-19 developed by Pfizer-BioNTech, Moderna and Johnson & Johnson. Two have an efficacy rate of over 90% and require two doses to achieve full protection. The third (single-shot vaccine), developed by J&J,

was recently approved by the Food and Drug Administration for Emergency Use Authorization (EUA).

However, as many states begin to open mega-sites for vaccinations, demand for COVID-19 vaccines is expected to continue exceeding supply during the first months of the national COVID-19 vaccination program. The FDA through its Advisory Committee on Immunization Practices (ACIP) advises CDC on population groups and circumstances for vaccine use. ACIP has recommended that:

1. health care personnel and residents of long-term care facilities be offered COVID-19 vaccination first, in Phase 1a of the vaccination program;
2. in Phase 1b, vaccines should be offered to persons aged ≥75 years and frontline essential workers (non-health care workers); and
3. In Phase 1c, persons aged 65–74 years, persons aged 16–64 years with high-risk medical conditions, and essential workers not recommended for vaccination in Phase 1b should be offered vaccines.

These recommendations for phased allocation provide guidance for federal, state, and local jurisdictions while vaccine supply is limited, although some states and localities have adjusted these guidelines.

Recently, a new forecast was released by the Institute for Health Metrics and Evaluation (IHME) at the University of Washington's School of Medicine that incorporated the expected rollout of a COVID-19 vaccine for all countries. The projections show that, even with expected vaccine rollout, the United States will see 539,000 deaths by April 1. During this winter surge, continued vigilance to control the spread of the virus will be necessary for several months.

The forecasts now include scenarios for rapid vaccine rollout, expected rollout, and no vaccine. A rapid vaccine rollout is forecast to reduce the death toll to 528,000. The forecasts show that if mask-wearing increased to 95%, combined with expected vaccine rollout, approximately 66,000 lives could be saved, compared to a vaccine rollout scenario with current mask-wearing levels remaining the same. Even with a vaccine, if states do not act to bring current surges under control, the death toll could reach 770,000 by April 1.

In January 2021, President Joseph Biden released a 200-page report on the National Strategy for COVID-19 Response and Pandemic Preparedness. This report outlined 7 major goals that would be focused on during these traumatic and trying times. The National Strategy provides a roadmap to guide America out of the worst public health crisis since the H1N1 pandemic of 2009.

- Goal One — Restore trust in the American people.
- Goal Two — Mount a safe, effective equitable vaccination campaign.

- Goal Three — Mitigate spread through expanding masking, testing, data, treatment, workforce, and clear public health standards.
- Goal Four — Immediately expand emergency relief and exercise the Defense Production Act.
- Goal Five — Safely reopen schools, businesses, and travel while protecting workers.
- Goal Six — Protect those most at risk and advance equity, including across racial, ethnic, and rural/urban lines.
- Goal Seven — Restore US leadership globally, advance health security, and build better preparedness for future threats.

Finally, it is important to note President Biden has issued many executive orders since being sworn into office, and to date many of these orders directly respond to the COVID-19 crisis.

By invoking the Defense Production Act of 1950, the President has clearly signaled a commitment and willingness to accelerate vaccinations and the production of protective equipment. The Executive Orders are:

- EO 13987: Organizing and Mobilizing the United States Government to Provide a Unified and Effective Response to Combat COVID-19 and To Provide United States Leadership on Global Health and Security;
- EO 13991: Protecting the Federal Workforce and Requiring Mask-Wearing;
- EO 13994: Ensuring a Data-Driven Response to COVID-19 and Future High-Consequence Public Health Threats;
- EO 13995: Ensuring an Equitable Pandemic Response and Recovery;
- EO 13996: Establishing the COVID-19 Pandemic Testing Board and Ensuring a Sustainable Public Health Workforce for COVID-19 and Other Biological Threats;
- EO 13997: Improving and Expanding Access to Care and Treatments for COVID-19;
- EO 13998: Promoting COVID-19 Safety in Domestic and International Travel;
- EO 14001: A Sustainable Public Health Supply Chain; and,
- EO 14002: Economic Relief Related to the COVID-19 Pandemic.

The NPMHU supports many of these executive orders. At the same time, we continue to mourn the many lives lost during this pandemic and express our deepest sympathy to the family, friends, and loved ones impacted. The NPMHU's home page has a link that contains all names of our fallen Mail Handler sisters and brothers.

HOW RELATIVE STANDING AT INITIAL HIRING AND SENIORITY UPON CONVERSION ARE ESTABLISHED

Teresa Harmon, Manager, CAD



With all the recent MHA hiring and the additional conversions slated to occur by March 13, 2021, we have been getting many questions about how relative standing is established at initial hiring, as well as how seniority is established upon conversion to full-time career. In this issue, I want to explain how both of these are decided.

To be hired for a USPS position, all applicants must take a Virtual Entry Assessment (VEA), which is completed online and has replaced the traditional hiring test of the past. For a Mail Handler position, that assessment is called the M475 MH.

HIRING LIST RANKING

Each applicant who passes the VEA will be ranked on a hiring list. This ranking is performed by the Human Resource Shared Service Center (HRSSC). The ranking is determined in accordance with the provisions set forth in USPS Handbook EL-312, which is the test score and any applicable veteran preference points, 5 or 10 points based on prior military service. If the veteran earns points, those points are adjudicated and added to their final test score for placement on the hiring list. All veterans with compensable points (CD and CPS) are placed at the top of the hiring list in score order and veterans with non-compensable points (XP and TP) are ranked at the top of their score over non-veterans with the same score.

Who is considered a 10-Point Preference (CP)?

Ten points are added to the **passing** examination score or rating of a veteran who served at any time and who has a compensable service-connected disability rating of at least 10 percent but less than 30 percent.

Who is considered a 10-Point 30 Percent Compensable Disability Preference (CPS)?

Ten points are added to the **passing** examination score or rating of a veteran who served at any time and who has a compensable service-connected disability rating of 30 percent or more.

Who is considered a 10-Point Disability Preference (XP)?

Ten points are added to the **passing** examination score or rating of:

- A veteran who served at any time and has a present service-connected disability or is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs but does not qualify as a CP or CPS; or
- A veteran who received a Purple Heart.
- Who is considered a 5-Point Preference (TP)?

Five points are added to the **passing** examination score or rating of a veteran who served:

- *During a war; or
- *During the period April 28, 1952 through July 1, 1955; or
- *For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or
- *During the Gulf War from August 2, 1990, through January 2, 1992; or

To be hired for a USPS position, all applicants must take a Virtual Entry Assessment (VEA), which is completed online and has replaced the traditional hiring test of the past. For a Mail Handler position, that assessment is called the M475 MH.

- *For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or
- *In a campaign or expedition for which a campaign medal has been authorized.
- Any Armed Forces Expeditionary medal or campaign badge including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti qualifies for preference.

When two or more applicants on a hiring list have the same final numerical rating, the tie is broken by:

- Placing XP preference eligibles ahead of TP preference eligibles.
- Placing TP preference eligibles ahead of nonpreference eligibles.
- Using the number, from lowest to highest, randomly assigned to the candidate's application by the online application system.

RELATIVE STANDING

Once hired as a MHA from the hiring list, each MHA's relative standing as a MHA and each MHA's eventual conversion to a career position are established based on their initial MHA appointment date. In the 2019 National Agreement, new language was added stating that effective May 9, 2020 "all newly hired MHAs shall be deemed to have an initial MHA appointment date on a Saturday, at the start of the pay period during which they began work in the installation. The MHA may start working any day of that pay period as determined by the Employer."

If there is more than one MHA hired on the exact same date, in the same installation, with the same exact score, then the tie breaker rules in the contract will apply. Remember these only apply in the event of a tied score from the hiring list. These tie breaker rules are found on page 176 of the National Agreement under the MOU Re Relative Standing of Mail Handler Assistants and Subsequent Seniority Upon Conversion to Career Mail Handler. These rules for breaking ties in relative standing are a revised version of the rules found in Article 12.2G8 to govern tiebreakers for seniority. The relative standing rules states as follows:

G8 Except as otherwise specifically provided for in this MOU, when it is necessary to resolve a tie in relative standing or seniority between two or more newly hired Mail Handler craft employees, effective October 4, 2014 the following criteria shall apply in the order set forth below:

- **G8a** Total continuous postal career service in the Mail Handler craft within the installation.

- **G8b** Total postal career service in the Mail Handler craft within the installation.
- **G8c** Total postal career service in the Mail Handler craft
- **G8d** Total postal career service within the installation
- **G8e** Total postal career service
- **G8f** Total Mail Handler Assistant service
- **G8g** Total postal non-career service
- **G8h** By the order ranked on the hiring list (as described in Handbook EL-312, Employment and Placement, Subchapter 43 part 436 and Subchapter 44)

CONVERSION TO CAREER

MHAs will be converted to career positions in the Mail Handler craft in the exact same order as they are on the relative standing list. Upon conversion, career seniority is established as the effective date of conversion. Once converted to career, there are no further adjustments to seniority ranking for Mail Handlers converted to career on the same date in the same installation.

ARTICLE 12.2G8 TIEBREAKERS

Additional tiebreaking language is found in the National Agreement under Article 12.2G8. These tiebreakers are a little different than the ones used for determining relative standing. These are used when there is a need to resolve a tie in seniority involving career employees. For example, these seniority tiebreakers may be used for: reinstatements; a transfer that is effective the same day as a conversion to career; or an AMP consolidation of facilities where the seniority lists are merging. The tiebreakers used under Article 12.2G8 consist of:

- **G8a** Total continuous postal career service in the Mail Handler craft within the installation.
- **G8b** Total postal career service in the Mail Handler craft within the installation.
- **G8c** Total postal career service in the Mail Handler craft.
- **G8d** Total postal career service within the installation.
- **G8e** Total postal career service.
- **G8f** Total Federal service as shown in the service computation date.
- **G8g** Numerical by the last 3 or more numbers (using enough numbers to break the tie but not fewer than 3 numbers) of the employee's social security number, from the lowest to the highest.

If you have any further questions, or need any additional information, please talk to your union representative.

CONGRESS STARTS DOWN THE PATH TO POSTAL REFORM

Katie Maddocks, Legislative and Political Director



The year 2021 certainly got off to a chaotic start. Not even a week into the new year, the nation watched as the Capitol Building was attacked by insurrectionists, trying to overturn the results of the November election through terrorist acts. The following week, the House passed articles of impeachment for a second time against President Trump due to his involvement and incitement of the assault against the Capitol. And a week after still, Joe Biden and Kamala Harris were sworn into their respective offices of President and Vice President. During the inauguration ceremony, National Youth Poet Laureate Amanda Gorman reflected upon the preciousness of democracy and the duty we have to protect and strengthen it, stating, “It’s because being American is more than a pride we inherit, it’s the past we step into and how we repair it.”

While Ms. Gorman was speaking more to the need for unity of the nation, this can also be applied to the future of the United States Postal Service. As we move into the 117th Congress and the NPMHU and Members of Congress work towards postal reform, we must remain cognizant of the financial challenges before us, the steps we can take to repair them, and the duty we have to our fellow Americans to bind the nation as called upon us directly in the Constitution. This might seem like a daunting task, but it’s one the Union has been working on for more than a decade, and will continue to work on until the task is completed.

This year’s legislative conversations on postal reform have already begun, and the NPMHU is calling for legislation to include: the repeal of the mandate to prefund retiree healthcare benefits; prospective Medicare integration to ease the financial burden of the Postal Service Employees Health Benefit Plan; utilization of postal-only assumptions for calculating pension liabilities; providing for certain index fund investments for the Retiree Health Benefits Fund to improve finances; exploring nonpostal sources of revenue growth; and following the recommendations of the Postal Regulatory Commission to implement fifty percent of the exigency surcharge rate that expired in 2016.

Members of the House Oversight & Reform Committee touched on the basics of postal reform during a committee hearing on February 24. Postmaster General Louis DeJoy,

USPS Board of Governors Chairman Ron Bloom, American Postal Workers Union President Mark Dimondstein, USPS Inspector General Tammy Whitcomb, Joel Quadracci on behalf of the Coalition for a 21st Century Postal Service, and Resident Scholar of the American Enterprise Institute Kevin Kosar testified about their opinions on what would right the Postal Service’s fiscal ship.

Hearing witnesses echoed each other, calling for a repeal of the prefunding mandate as it is the primary source of the Postal Service’s debt. Additionally, there was agreement that prospective Medicare integration for future postal retirees would also be a considerable source of savings. Just as the private sector uses Medicare integration and does not fully fund its retiree healthcare costs, commonly utilized accounting practices can be mirrored within the Postal Service as a means to address fiscal shortfalls.

Although those testifying agreed on these issues of reform, PMG DeJoy and Chairman Bloom alluded to an upcoming USPS ten-year plan, which is already rumored to have severe cuts to services, further delaying mail and possibly shuttering more postal facilities. Details of the plan have not yet been revealed, but PMG DeJoy did refer to moving from 2-3 day delivery for first class mail, to a 3-5 day window in some areas. Responding to this delay, Representative Jamie Raskin (D-MD-08) asked, “How does changing the standards to lengthen delivery times to double or triple delivery times successfully address service problems?” PMG DeJoy responded that the current network is responding at about a 50% rate and air delivery has grown unreliable and inconsistent, accounting for these delays. To this response, Rep. Raskin commented, “It sounds like your solution to this problem is to just surrender.” It wasn’t just Democrats who expressed concern over delays of service. After sharing his constituents’ experiences and his own concerns with late delivery, Representative Bob Gibbs (R-OH-07) stated, “Personally, I’ve lost all confidence in the postal system. Mr. DeJoy, you have a huge challenge ahead of you.”

In addition to these talks on draft postal reform legislation and the USPS ten-year plan, certain Representatives in the House and some Senators have introduced standalone legislation in February that also addressed postal issues. The



NPMHU saw the reintroduction of the USPS Fairness Act (H.R. 695/S. 145), which passed in the House a year ago, as well as resolutions that support restoring 2012 levels of service standards (H.Res. 119), maintaining door delivery (H.Res. 109), ensuring 6-day delivery (H.Res. 114), and protecting the Postal Service from privatization (H.Res. 47). These fundamentals are the first step in recognizing what is needed for the Postal Service to effectively and efficiently delivery to every American household and business in urban, rural, and suburban communities. As mail delays continue well past peak season, with concerns that they will only get worse, these bills and resolutions provide confidence in the USPS and fight against revenue losses caused by customers being pushed away.

The NPMHU has endorsed these pieces of legislation, and they are separately included in the Union's Legislative Agenda for the 117th Congress, which can be found on the following pages. The agenda was agreed to by the Committee on the Future, and also discusses the needs of the NPMHU and the Postal Service as a whole, including what should be included in postal reform legislation and how Congress can protect the postal workforce as the coronavirus pandemic continues.

Because there are some postal issues that only can be handled legislatively, the NPMHU and the rest of the postal workforce also need to rely on effective leadership within the USPS Board of Governors to promote effective policy.

On the same day as the House hearing, President Biden announced his intent to nominate three new members to the Board, seeking to fill three of the four vacant seats with Ron Stroman, Amber McReynolds, and Anton Hajar. Stroman is recently retired from the Postal Service, serving as Deputy Postmaster General under Megan Brennan; McReynolds is the CEO of the Vote at Home Initiative; and Hajar previously served as general counsel to the APWU. The most USPS experience that other members bring to the Board of Governors is Chairman Ron Bloom's time as an advisor to the National Association of Letter Carriers. Other members of the Board were appointed due to their financial backgrounds, their political connections, and their experience in logistics companies. Undoubtedly, Stroman, McReynolds, and Hajar will bring a unique understanding of the Postal Service, the needs of the workforce, and the demands of customers. The NPMHU looks forward to working with them after their confirmation by the Senate in the near future.

The NPMHU will continue to push its legislative agenda through both professional lobbying and with grassroots efforts from the Union membership and Local leadership. For updates on these issues, please look to the NPMHU legislative website, www.npmhu.org/legislative.

As always, if you have any questions about these legislative issues, please feel free to reach out to the NPMHU's Political and Legislative Director, Katie Maddocks..

NPMHU COMMITTEE ON THE FUTURE FINALIZES LEGISLATIVE AGENDA FOR THE 117TH CONGRESS

The NPMHU's Committee on the Future was originally constituted in 1996, and for twenty-five years has engaged in strategic planning over long-term issues that are likely to confront the Union over the coming months and years. The membership of the Committee is comprised of all members of the National Executive Board and a diverse makeup of Presidents from locals large and small. The Committee usually focuses on five key issues facing the NPMHU:

privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The Committee's 2020 meeting was cancelled due to the pandemic. However, the group did come together in February 2021 to finalize the NPMHU's Legislative Agenda for the 117th Congress which is included below in its entirety. Similar to previous

legislative agendas, it calls for the removal of the prefunding mandate; comprehensive postal reform; protections against cuts to earned benefits; and, fortifying collective bargaining rights. But as we are coming into a year of facing the COVID-19 pandemic, the agenda also calls for emergency funding for the Postal Service to compensate for revenue losses and protections for the workforce. The Committee on the Future is scheduled to meet in person in June 2021.



Committee on the Future members include, President Paul Hogrogian, NST Michael Hora, NEB Vice Presidents, June Harris, Don Sneesby, John Gibson, Lawrence Sapp and Dave Wilkin, with Local Presidents Nick Mosezar, Danny St. Marie, Kelly Dickey, John Macon, Jeff Larson, Anthony Coleman, Kevin Tabarus, Andy Badilishamwalimu, James Morris, CAD Manager Teresa Harmon, Legislative and Political Director Katie Maddocks, and (not pictured) MHBP Executive Director Nina Gallauresi.



THE NPMHU LEGISLATIVE AGENDA FOR THE 117TH CONGRESS

BACKGROUND

In 2019, the 116th congressional session began with strong efforts to strengthen the United States Postal Service and protect its workforce. One of the early hearings within the House Committee on Oversight and Reform (COR) addressed the sustainability of the Postal Service. Then-Postmaster General Megan Brennan provided dire warnings on the financial health of the agency, calling upon members of Congress to address comprehensive postal reform. Conversations began on what the NPMHU and the other postal unions, as well as elected officials, USPS Headquarters, and other postal stakeholders expected out of reform language.

As this is a large subject with multiple and often conflicting opinions, introducing standalone legislation that tackled specific USPS finances became a path forward. Representatives Peter DeFazio (D-OR), Tom Reed (R-NY), Brian Fitzpatrick (R-PA), and Xochitl Torres Small (D-NM) introduced a bill that would remove the 2006 mandate for the Postal Service to prefund its retiree healthcare benefits, the main source of the Postal Service's debts. The bill, the USPS Fairness Act (H.R. 2382), had over 300 cosponsors, and passed the House in February 2019 by a vote of 309-106. Senators Steve Daines (R-MT) and Brian Schatz (D-HI) introduced companion language (S. 2965) in the Senate.

After this victory and movement forward, talks began between the NPMHU, other postal stakeholders, and elected officials on what new postal reform language would look like. Then the COVID-19 pandemic started.

Discussions on long-term solutions quickly shifted to what the Postal Service needed immediately in order to keep its workers safe during the COVID-19 pandemic, how to respond to changing demands from customers, and the pandemic's impact on the Postal Service's finances. In April 2020, then-PMG Brennan reported that USPS revenue from first class mail was decreasing; that employees' health and safety was at risk; and that the Postal Service could run out of cash by the end of the fiscal year.

Throughout the remainder of 2020, the NPMHU pushed for the emergency funding requested made by the Board of Governors, which included: \$25 billion in emergency appropriations; \$25 billion for "shovel-ready" projects; and \$25 billion in unrestricted borrowing from the Department of Treasury.

Early within the pandemic, Congress passed legislation providing 10 days of COVID-19 related sick leave as well as free coronavirus testing for all Americans. Additional legislation also allowed the USPS to borrow up to \$10 billion at the discretion of the Department of Treasury.

As these pieces of legislation offered limited relief to workers and added to the Postal Service's debt, the NPMHU endorsed further legislation that not only would provide \$25 billion in emergency appropriations, but also would provide for hazard pay for essential personnel and would remove borrowing stipulations on the \$10 billion loan, converting it to a grant.

Conversations between congressional leadership and the Trump Administration broke down, and the final COVID-19 package that passed in 2020 only contained relief for the USPS by converting the \$10 billion loan to a grant. President Biden has commented additional relief providing broader assistance will be a priority of his Administration.

117TH CONGRESS

Moving forward into the 117th Congress, 2021–2022, the NPMHU will push a legislative agenda that addresses the needs of the Postal Service and its workforce as it continues to face the effects of the COVID-19 pandemic; tackles needed postal reform that ensures the financial sustainability of the Postal Service and protects its workers; strengthens workers' rights to organize; protects postal workers' earned retirement and healthcare benefits; and supports vote by mail initiatives at the state and national levels.

COVID-19 RELIEF

In order to protect the USPS from drastic financial losses in revenue due to the COVID-19 pandemic, as well as protect the essential postal workforce, Congress must do the following:

- Provide \$25 billion in emergency funding to address pandemic-related revenue losses.
 - » The USPS Board of Governors supported this emergency funding in its original request for aid before the House Committee on Oversight and Reform in April 2020.
 - » Bipartisan legislation introduced in the House and Senate in the 116th session called for this emergency funding, the Postal Service Emergency Assistance Act (H.R. 8123/S. 4174).
 - » In the 116th Congress, the House passed the Delivering for America Act (H.R. 8015), which included this emergency funding.
- Provide \$25 billion in funding for “shovel ready projects.”
 - » The House passed the Moving Forward Act (H.R. 2) in the 116th Congress, which included this provision.
- Provide hazard pay for essential workers, which includes all postal employees.

» The original language of the HEROES Act (H.R. 6800), passed by the House in the 116th Congress, included a provision providing for \$13.00 an hour in hazard pay for essential workers for time worked from January 27, 2020 until 60 days after the pandemic ends.

- Provide an additional 14 weeks of paid leave to postal employees because the employee is unable to work because of: quarantine or isolation orders related to COVID-19; self-quarantining due to health concerns; caring for a family member who is self-quarantining; caring for a child or dependent who cannot attend in-person learning or outside-of-the-home care due to COVID-19; or obtaining COVID-19 immunization or recovering from any side effects of such immunization.
 - » Additional paid leave was granted to postal employees under the Families First Coronavirus Response Act (P.L. 116-127); however, that leave expired at the end of 2020.
 - » This additional leave should be funded through the Treasury Department, and the burden of payment should not be placed on the Postal Service.
- Ensure that postal employees are recognized as frontline essential employees and are prioritized in states' COVID-19 vaccine distribution plans.
 - » The Centers for Disease Control consider USPS employees essential and should be given priority for vaccines.
 - » Not every state follows these guidelines, putting NPMHU members and other postal employees at further risk of exposure to the virus.
 - » H. Res. 108 calls for this prioritization.

COMPREHENSIVE POSTAL REFORM

The Postal Service continues to struggle financially despite increased demands on services. Comprehensive reform, with the input of all stakeholders, needs to be introduced during the 117th Congress.

The NPMHU will continue to work with members of the House and Senate to draft bipartisan legislation that enforces sustainability and protects the workforce. Legislation must include:

- Repeal of the 2006 mandate for the USPS to prefund its retiree healthcare benefits.
 - » The prefunding mandate is responsible for a substantial portion of the Postal Service's financial losses since 2013.

- » The USPS Fairness Act (H.R. 2382/S.2965), as introduced in the 116th Congress and passed in the House by a vote of 309–106, included a repeal to this prefunding mandate. Identical legislation has been reintroduced in the 117th Congress, H.R. 695 and S. 145.
- **Provide for certain index fund investments for the Retiree Health Benefits Fund, rather than restricting the Fund to low-yielding Treasury bonds.**
 - » The Postal Service Financial Improvement Act (H.R. 2553) as introduced in the 116th Congress addressed this issue.
- **Require Postal Service annuitants 55 and younger as of January 1, 2023 to enroll into Medicare when eligible for healthcare needs during retirement.**
 - » This prospective Medicare enrollment will reduce the Postal Service Retiree Health Benefits Fund unfunded liability by half.
 - » This language was included in the 2019 postal reform draft language.
- **Utilize postal-only assumptions for calculating pension liabilities.**
 - » The USPS Office of Inspector General reported in 2013 that this recalculation would reduce liabilities with the Civil Service Retirement System by \$1.3 billion while the Federal Employees Retirement System would see a reduction of \$9.5 billion in liabilities.
- **Nonpostal services to grow revenue.**
 - » In draft language from postal reform legislation the NPMHU worked on in 2019, lawmakers looked at entering agreements with state, local, or tribal governments to provide property and services on behalf of such agencies for non-commercial products and services, such as providing fishing and hunting licenses, as a means of growth.
 - » The USPS Shipping Equity Act (H.R. 2517) as introduced in the 116th Congress called for allowing the shipment of alcoholic beverages directly between licensed producer and retailers to the consumer. The USPS estimated this would generate over \$50 million annually.
 - » Currently, the USPS has the authority to expand nonbanking financial services, providing ATMs, check cashing, bill pay, and expanded wire transfers and money orders. In a 2015 report from the USPS Office of the Inspector General, after a 5-year ramp-up, these expansions could generate \$1 billion annually.
- **Utilize market-dominate rates.**

- » The Postal Regulatory Commission should instate 50% of the exigency surcharge rate that was utilized though April 2016; this language was included in 2019 postal reform draft language.

FUNDAMENTALS OF THE POSTAL SERVICE

Members of Congress should continue to protect the basic fundamentals of the Postal Service, ensuring that every American household and business, in urban, suburban, and rural areas, has access to the universal service provided by the USPS. The NPMHU endorses resolutions introduced by Members of the House and Senate that express the need to ensure that the Postal Service remains a public entity that can ensure delivery.

- **Expressing the sense that Congress should take all appropriate measures to ensure that the Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.**
- **Expressing the sense that the Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.**
- **Expressing the sense of the House of Representatives that the Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.**

STRENGTHENING SERVICE STANDARDS

In the summer of 2020, Postmaster General Louis DeJoy instituted drastic changes to services. The negative impacts on delivery were seen almost immediately, with week-long delays of government and personal correspondence, vital medications, and needed home goods. While these changes in services were temporarily reversed, the Postal Service previously experienced cutbacks in service standards that have never been reinstated, including the virtual elimination of overnight delivery of first-class mail and periodicals. This does nothing but drive away customers and negatively impacts revenue. The NPMHU asks lawmakers in the 117th Congress to support a resolution that calls for the Postal Service to revert back to its 2012 levels.

PROTECTING EARNED RETIREMENT AND HEALTHCARE BENEFITS

Unfortunately, it has become common practice to look at the earned retirement and healthcare benefits of postal and federal employees as a means to reduce the deficit. As the nation takes on greater debt in order to respond economic recession caused by the COVID-19 pandemic, the NPMHU is concerned

that the House and Senate will again consider these cuts and will lobby against the following:

- Moving from a high-3 to a high-5 for annuity calculations;
- Eliminating FERS Cost of Living Adjustment (COLA) and reducing CSRS COLAs by 0.5%;
- Eliminating the FERS retirement supplement plan for those who retire before the age of 65;
- Reducing the G-Fund interest rates for those under the Thrift Savings Plan; and,
- Increasing employee retirement and healthcare contributions.

In addition to protecting these benefits, the NPMHU will work with lawmakers to strengthen retirement benefits as well. These measures include:

- The elimination or curtailing of the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP).
 - » In the 116th Congress, Rep. Rodney Davis (R-IL) and Sen. Sherrod Brown (D-OH) introduced the Social Security Fairness Act (H.R. 141/S. 521), which repealed both GPO and WEP.
 - » In the 116th Congress, Rep. Kevin Brady (R-TX-08) and Sen. Ted Cruz (R-TX) introduced the Equal Treatment of Public Servants Act (H.R. 3934/S. 3401), providing for a \$100 rebate to those first eligible for WEP benefits before 2022; those impacted by WEP who are eligible for benefits between 2022-2060 would be subject either to a new formula or the current WEP formula, whichever is more beneficial; and those eligible for benefits in 2061 would be subject to a new formula.
- Providing temporary employees hired after January 1989 with the opportunity to make additional contributions to their retirement plans, allowing eligible employees to retire on time with full retirement benefits.
 - » In the 116th Congress, Rep. Derek Kilmer (D-WA) introduced the Federal Retirement Fairness Act (H.R. 2478) to address this issue.

PROMOTING WORKERS' RIGHTS

In the 116th Congress, the NPMHU saw positive steps forward in basic workers' rights. The House of Representatives passed the PRO (Protecting the Right to Organize) Act (H.R. 2474),

which would strengthen current federal laws by allowing private-sector workers to organize and join a union and bargain for better wages and benefits. Identical legislation was introduced in the Senate, S. 1306. Additionally, the House and Senate introduced the Public Service Freedom to Negotiate Act (H.R. 3463/S.1970), requiring public employers to recognize employees' rights to join a union and collectively bargain over wages, hours, working conditions, and allowing workers to access arbitration and mediation as a means of dispute resolution. The NPMHU will advocate for these bills again in the 117th Congress.

Despite the growth of production over the past years, American wages continue to fall behind and the federal minimum wage remains outpaced by inflation. In the 116th Congress, the Raise the Wage Act (H.R. 582/S. 150) called to increase federal minimum wage to \$15.00 an hour by 2025, with gradual increases over a five-year period. This measure passed the House, and the NPMHU will continue to push this issue in the 117th.

The NPMHU will also work with our brothers and sisters in LiUNA to protect prevailing wage laws, especially those under the Service Contract Act.

STRENGTHEN AMERICAN ELECTIONS

During the 2020 elections, there was unprecedented reliance on the Postal Service for the processing and delivery of mail-in ballots. In the November 2020 general election, the Postal Service processed and delivered 135 million ballots (to and from voters), 610 million pieces of election mail, and an additional 4 billion pieces of political mail. The Postal Service delivered 97.9% of ballots within 3 days and 99.7% of ballots within 5 days. In order for this success to occur, constant communication between USPS, postal unions and management associations, and state and local election boards was necessary. As the pandemic continues, putting in-person voting at risk, these joint efforts need to continue. The NPMHU will promote legislation, primarily at the state and local level, to encourage democratic participation through "vote by mail" initiatives, and will support such efforts at the federal level as well.

The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in upcoming elections, through voter registration, education, and efforts to increase turn-out. It is critical that all mail handlers and their families not only are registered to vote, but that they go to the polls to have their voices heard. We must continue to work to ensure that pro-union, pro-worker candidates are elected to represent our interests.

NPMHU PAC

2020 CONTRIBUTORS



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

PAC CONTRIBUTIONS FOR 2020

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

297	Michael Caird	304	Daniel Cody	310	Orlando Nichols	322	John Szewcyk
297	Nathaniel Campbell	304	Harmon Dixon	310	Chawanda Parson	323	Brock Engstrom
297	Ricky Western	304	Rakel Dudley	310	Carlton Stephens	323	Tina Freeman
299	Davelyn Okamoto	304	Gregory Hill	311	Byron Bennett	323	Jeffrey Larsen
299	Calvin Takae	304	Rhonda Hinkle-McCoy	315	Jerry Alexander	329	Samuel Hudson
300	Wilfredo Delgado	304	Steve Lenzly	316	Pago Afualo	329	John Macon
300	Peter Letizia	304	William McLemore	316	Shaun Bezella	329	Charles Smith
300	James L Smith	304	Darvis Wanton	316	Renita Conley	329	Julius Takacus
300	Kevin Tabarus	304	Gloria Ward	316	Courtney Retter	331	Michael Foster
300	Donald Utz	306	Mark Blough	316	Deborah Retter	333	Craig Bindrum
301	Phillip Alvarado	306	Richard Coleman	316	Gene Rezac	333	Doris Hampton
301	Jeffrey Anderson	306	June Harris	316	Don Sneesby	334	Alexander Adams
301	Todd Bjunes	306	Wayne Hopkins	316	Kathryn Triggs	334	Sheldon Adams
301	Robert Burke	306	Marlon Johnson	318	Lawrence Sapp	334	Anthony Shell
301	Patrick Donovan	306	Kenneth Leftridge	318	Thomas Sheldon	Nat'l Staff	Robert "Bobby" Blum
301	John Hegarty	306	Manuella Morris	320	Arturo Aguilar	Nat'l Staff	Kevin Fletcher
301	Shawn Holt	306	Gregory Newsome	320	Adrian Alvarez	Nat'l Staff	Nina Galllauresi
301	Diane Lackie	308	John Gibson	320	Shawn Garey	Nat'l Staff	Donald Gonzales
301	Rene Morissette	308	Michael Rembelinsky	320	Felipe Ruiz	Nat'l Staff	Teresa Harmon
301	Patrick O'Rourke	309	Tanya DeRouville	320	Simon Spotts	Nat'l Staff	Paul Hogrogrian
301	Martin Paredes	309	Joyce Miskell	321	Curtis Beattie	Nat'l Staff	Michael Hora
301	Charles Pierce	309	David Wilkin	321	Curtis Grantham	Nat'l Staff	Eugene Horton
301	Neil Ryan	310	Andy Badilishamwalmu	321	Richard Lairscey	Nat'l Staff	Katie Maddocks
301	Daniel St. Marie	310	Carlos Castellucci	321	Zack Mischo	Nat'l Staff	Charles Manago
301	Sean Sweeney	310	Reginald Chambers	321	Jeffrey Morgan	Nat'l Staff	Eileen Mills
302	Anthony Coleman	310	George Coubertier	321	Claude Ridley	Nat'l Staff	David Ross
303	Denise Brown	310	Charles Franklin	321	Michael Ruiz	Nat'l Staff	Thomas Ruthr
303	Eddie Cowan	310	Lisa Greer	321	Samuel Tweneboa-Koduah		
303	Lance Holmes	310	Robert Larmore	321	Errol Wilson		
303	Daniel Ortega	310	Nolan McClendon	322	Kelly Dickey		

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

297	Pamela Grant	301	Dorothy Wollensack	309	Timothy Morath	323	Dean Abatte
297	William Staab	302	Kimberly Garcia	309	Mark Nitkiewicz	323	Brian Blatchford
299	Tanya Arcangel	302	Paula Ward	309	Lisa Pruchnicki	323	Kathleen Schultz
300	Richard Couvertier	303	Phillip Ciulla	309	Nick Pruchnicki	324	Daniel Riemann
300	Irene Delgado	303	Gary Doss	313	Juan Morales	328	Todd Larson
300	Charles Gerhard	303	Osvaldo Quintana	316	Thomas Bilodeau	329	Calvin Booker
300	Yvette Johnson	303	William Roux	316	Gary Kalich	329	Woodrow Douglas
300	Dawn Licata	305	Felandria Jackson	316	Gregory McGovern	332	Robert McFall
300	Lucy Lombardo	305	Michael Perry	316	Petra Rezac	332	James Smith
300	Alan Sacks	305	Timothy Powers	316	Mark Sagatu	333	Barry Adair
300	Trevor Stuart	306	Jeff Bridges	317	Ronnie Sanders	333	Mike Ballard
301	Peter Baltos	306	John Corley	318	Wayne Campbell	333	Steve Benshoof
301	John Bessette	306	Manuel Lazu	318	Luis Centeno	333	Wayne Burch
301	Michael Bisoño	306	Richard Porter	318	Larry Dowdell	333	Susan Cowman
301	Paul Bureau	308	Jeanne Gladilina	318	Carlos Faria Davila	333	Bernal Gutierrez
301	Scott Curtis	308	Robert Glycenfer	318	Shawndala Jones	333	Kyle Hanks
301	Michael Guilfoyle	308	Mildred Wagner	320	Alex Cervantes	333	Robert Howe
301	Michael Hatem	308	Richard Zeh	320	Darren Dankert	333	Jeffery Marean
301	Robert Losi	308	Joseph Zelenenki	320	Steve Mitchell	333	Monica Marshall
301	Charles Masterson	309	Rebecca Bicksler	321	Daniel Elliot	333	Frankie Micile
301	James Roche	309	Daniel Cornish	321	Roberto Hernandez	333	Jeffrey Mount
301	Victorino Tiongson	309	John Esterdahl	322	William Best	333	Baribor Ngia
301	Christin Wilson	309	Howard A. Fagan-Solis	322	Kamayu Collins	Nat'l Staff	Mitzi Montemore

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

299	Jose Bautista	302	Ruben Martin	307	Marlon Harris	316	Timothy Kovac
299	Ronald Fisher	302	Dwight Parker	308	Mark Adamchak	316	Irene Lowery
299	Ernest Knight	302	Matthew Story	308	Nicholas Campellone	316	Richard Neal
300	Raymond Bermudez	303	Terrie Collins	308	Brian Clark	316	Salvatore Schillaci
300	Peter Bilotta	303	Paul Costello	308	Ottina Fallz	317	Rodney Tyus
300	Lenora Brunson-O'Neal	303	Howell Fontanilla	308	William Harris	318	Shimmel Brown
300	Alfred Conyers	303	Kathleen McNeil	308	Kris Keehn	318	Charlotte Douglas
300	Howard Curry	303	Ray Paniagua	308	Ken Koscinski	318	Jorge Ortiz
300	Tanya Elder	303	Carlos Perez	308	Matthew Matteis	318	Enrico Reedy
300	Jeffrey Giangrande	303	Aukushan Scantlebury	308	Michael Mohan	318	Chris Strang
300	Robert Koontz	303	Kenneth Smith	308	Shelby Root	318	Donna Turner
300	Frank Longo	303	Juan Torres	308	Raymond Rosenberger	318	Suzanne Viveiros
300	Daniel Martinelli	304	James Clark	308	Ronald Sweetman	320	Theresa Corcoran
300	Joseph Palau	304	Thomas Davis	308	Anthony Wilson	320	Bernie Gonzalez
300	Mark Palovchek	304	Grag Wake	309	James Ditchfield	320	Jeremy Wood
300	Charles Price	305	David Cocke	309	Paul Forshey	321	Deb Alder
300	Antonio Sanchez	305	James Cox	309	Edward Hamlin	321	Michael Blackburn
300	Sharon Scott	305	Danny Mangan	309	Ronald Heiss	321	Robert Koryto
301	Shahzad Ahmed	305	Byron Scott	309	Raymond Morrison	321	Richard Ruiz
301	Michael Coletta	305	Shavonnie Zimmerman	309	Alois Raclawski	322	David Cavalier
301	Mark Elia	306	Brian Bragg	310	Derek Burke	322	Linda DeHaven
301	William Flynn	306	Tiffany Byers	310	William Hopkins	322	Joseph Fitzgerald
301	Robert Goggin	306	George Cantrell	311	Dana Davenport	322	Diane Lydic
301	Fred Hickey	306	Robert Howze	311	Lelo Simmons	322	Matthew Moore
301	Thomas Kondroski	306	Jeanine Hutcherson	311	Abdul Whisenhunt	323	Patricia O'Brien
301	Scott Lasell	306	Sharifa Knowles	312	Andrea Adams	323	Brian Pierce
301	Bernard Meehan	306	Nick Lehto	313	Irene Sanchez	323	Michael Straiton
301	Jacqueline O'Connell	306	Max Rehbein	313	Maurice Torres	323	Douglas Vitek
301	Michael Pasquale	306	Joseph Sell	315	Kevin Parsons	325	Dwayne Williams
301	Vincent Raillo	306	Anthony Williams	316	Alan Brashear	327	Larry Burk
301	Dennis St Pierre	306	Mae Winters	316	Aaron Doherty	327	Brock Isakson
301	Timothy Sullivan	306	Dani Zimmerman	316	El Dwan	328	Larry Karsten
301	Keith Vincent	307	Derek Douglass	316	Sean Fryer	328	Arlan Smedsrud
302	Ralph Baysac	307	Billy Harris	316	Steven M. Kim	329	Tavita Stewart

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

330	John Regis	333	Wayne Coe	333	Lee Kessler	333	Jeffrey Smith
331	Daniel Barnaby	333	Robert Connair	333	Danelle Krull	333	Brian Tallman
331	Lloyd Johnson	333	Dave Current	333	Danny Luing	333	Karen Tallman
331	Nathan Price	333	Lorren Dennison	333	Angela Marshall	333	Donald Thomas
332	Steven Jensen	333	John Fickes	333	Francis Montgomery	333	Leslie Trujillo
332	Matthew Stevens	333	Terry Fitzgerald	333	Calvin Nettles	333	Susanna Ward
332	Edvina Tesch	333	Shane Ford	333	David Parrish	333	Kurtis Weeks
332	John White	333	Deborah Hall	333	James Pledger	333	Richard White
333	Mark Alexander	333	John Haus	333	Dennis Reeser	333	David Williams
333	Marvin Bennett	333	James Heath	333	Michael Rolniak	333	Stephanie Yang
333	Bryant Blackman	333	Lori Heuton	333	Larry Rose	334	Ronald Sodaro
333	Harvey Blackman	333	Stephan Hopkins	333	Dwaynise Schoep	334	Courtney Watson
333	Thomas Blair	333	Dennis Irvin	333	Blake Scott	Nat'l Staff	Noah Giebel
333	Denise Brown	333	Alan Joiner	333	Corey Smith	Nat'l Staff	Debra Meyers

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

297	Cecil Brown	301	Scott McEnaney	308	Christopher Lee	318	King Solomon
300	Saieda Brown	301	Michael Normandin	308	Sheila Powell	320	Cesar Polanco
300	Christopher Burke	301	Mark West	308	Craig Rollerson	321	Eric Reen
300	Mark Chandler	302	Dorothy Henderson	308	Pearl Ruffin	321	Linda Solomon
300	Michelle Draganigos	302	Linda Ishmael	308	Laurene Smith	321	Joel Wolter
300	Spencer Elfenbaum	302	Leroy Vance	308	Geraldine Sterrette Cooper	322	Joseph W. Harker
300	Stephen Fletcher	303	Christopher Gayles	308	Richard Vennera	322	Roberta Wanner
300	Jessie Lewis	303	Cathy Gravino	308	Gregory Waters	323	John Frey
300	Cecil Lyte	303	Bill Moy	309	Daniel DeRouville	323	Gary Tollefsrud
300	Steve Morrow	303	Maura Pettit	309	Gary Gove	324	Joe Impson
300	Atika Muhammad	303	Robert Rodriguez	309	Douglas Heyden	325	Tarus Esco-Cole
300	Roland Phillips	303	Thomas Sansevere	309	Michael Knapik	328	Neil Edberg
300	Kim Pinkney	303	Eric Schneider	309	Robert Law	329	Lyndon Cox
300	Alberta Prieto	304	Theron Long	309	Ethan Seeley	332	Karl Salzer
300	Shirley Ramos	305	John Collins	310	Adrien Rameau	332	Michael Tucker
300	Thomas Russo	305	Ernie Sawyer	310	Gary Reid	333	Michael Carpenter
300	Victor Stewart	306	Kurt Anderson	311	Jennifer Price	333	Edna Grayson
301	George Buckley	306	Steven Barber	313	Fredis Maldonado	333	Kenny Hepker
301	Cindy Depietro	306	Vincent Gross	313	Abdiel Quinones	333	Steve Huth
301	Reynaldo Figueroa	306	Michael Schultz	313	Xaira Rivera	333	Michael Smith
301	Gerald Hunt	306	Geiselle Williams	313	Richard Sierra	333	Craig Thompson
301	Todd Johnson	308	Brian Carson	313	Carlos Zeno	334	Kent Holliday
301	Allen Lecours	308	George Gohr	316	Betty Finley	Nat'l Staff	Clare Hurley
301	Linda Lee	308	Steven Harvey	318	Rick Frantz	Nat'l Staff	Elizabeth Johnson
301	Agostino Lopes	308	Keith Johnston	318	Andrew Robertson		

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

300	Lacey Aurora	301	Steven Punzo	308	Neil Muller	318	Ken Czwojdak
300	Raheem Balogun	301	Diane Russell	308	Floyd Steinmetz	318	Robin Person
300	Louis Cala	301	Stephen Zaccaro	309	William Goeseke	318	Santo Romano
300	Daniel Danzo	302	James Carlson	309	Gregory Murzynski	318	Stephen Weber
300	Minerva Fuentes	302	Brian Sheehan	309	Jerry Smith	321	Patrick Bond
300	Victor Nkamany	303	Jason Marlow	309	James Williams	321	Richard Eckhart
300	Dwayne Sapp	303	Christopher E Socha	310	Troas Boyd	332	David Gomez
300	Andre Spence	304	Raymond Butts	310	Michelle Reed	333	Eric Cory
300	Gilbert Stevens	305	Lori Freeman	310	Kenneth Watson	333	Joseph Reese
301	Nicholas Bessette	306	Dennis Gunn	311	Belvin Eddington	333	Douglas Riseley
301	Earl Kimball	308	Joseph Labriola	311	Frank La	334	Michael Howell
301	Randy Oliver	308	Warren Mclendon	316	Eric Snyder	334	Paul Jorgensen



Money Management

Manage your finances with help from Union Plus

We offer a wide range of programs to help union members and their families overcome financial challenges. From Credit Counseling to Debt Management, Personal Loans to Debt Settlement, Credit Cards with hardship benefits to a new Prepaid Debit Card, we've got you covered. Explore your options by visiting **unionplus.org**.



Learn more at
unionplus.org/mortgage



2021 PAC

INCENTIVE AWARDS



2021 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Power Pack
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC AA Mini Maglite and Leatherman
Ambassador	\$500	PAC Traveler Bag



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.lightblue.usps.gov. Follow the instructions printed on page 24 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

☐ VISA ☐ MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

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

1. Enter your eight-digit USPS Employee ID Number and your USPS PIN
2. Follow the link to PostalEASE—you will again be asked to enter your Employee ID Number and USPS PIN
3. Follow the link for PAYROLL – Allotments/NTB
4. Continue to the ALLOTMENTS section
5. Your ROUTING TRANSIT NUMBER is: **054001220**
6. Your ACCOUNT # will be: **11260001** ____—____—____ (the last nine digits of your account number is your social security number—this information will allow us to identify you as the PAC contributor).
7. For ACCOUNT TYPE—please select “CHECKING”
8. When prompted, please input the AMOUNT that you would like to contribute to the PAC each pay period.
9. To process your PAC allotment, you will need to select the VALIDATE button, and to finalize the transaction, please select SUBMIT. Be sure to print out a copy of the confirmation page for your records.

WHAT IS JDRF® ONE WALK?

The National Postal Mail Handlers Union has been a sponsor and a participant of the JDRF Walk to cure diabetes for nearly 25 years and we will continue to walk until Type One becomes Type None! Please support the Mail Handlers JDRF Team.

JDRF One Walk is a community celebration for those living with type 1 diabetes (T1D) and the research advancements we've all worked together to achieve. It's where dedicated families, friends and companies raise money to improve the lives of those living with T1D, until it is no longer a threat. More than ever, the JDRF One Walk isn't just about walking — it's about being a community and our commitment to finding cures for T1D. No matter where you are or what your walk looks like, you'll be surrounded by the T1D community cheering you on every step of your journey. We welcome everyone to join JDRF for an amazing nationwide celebration of coming together to change the future for everyone living with this disease.

JDRF One Walk is the largest T1D event in the world, raising more than \$1 billion for T1D research. For the first time ever, our goal is to walk 1.6 million miles in support of the 1.6 million Americans living with T1D.

As the leading global organization funding T1D research, JDRF's mission is to accelerate life-changing breakthroughs to cure, prevent and treat T1D and its complications. By raising money and awareness, you'll help make a world without T1D a reality.

Due to COVID-19, JDRF will not be able to host in-person events for the 2021 Spring One Walk season. We are a community familiar with challenges and we will tackle this challenge the same way we always do, by leaning on one another,

by inspiring one another, and by remembering the reasons why we walk.

This year our walk will be held virtually, on Sunday, May 30, 2021. We encourage everyone to get registered and participate in the Miles Towards Mission challenges leading up to the walk. You can log any miles walked in your participant center. So sign-up and get your walk on.

Even if you can't walk with us, we still need your support. A dollar here and there adds up, no matter how small you may think it is, to someone with Diabetes it's a huge gift. Please visit the Mail Handlers JDRF One Walk team page linked at www.npmhu.org and donate today. Thank you in advance for your generosity.



LOW RATES. RICH BENEFITS.

MHBP STANDARD OPTION

Federal employees, regardless of what job you do in the service of the U.S. public, this plan is for you. The MHBP Standard Option balances your needs and offers benefits catered to you.

Some of your plan benefits:

Up to **\$350** in wellness rewards

No cost MinuteClinic[®] at CVS visits

No cost for Telehealth through Teladoc[®]

40 alternative care visits per year for chiropractic care and acupuncture

No out-of-pocket costs for maternity care

No cost for Lab Savings Program, 100% not subject to deductible

YOUR RATES

These rates do not apply to all Enrollees. If you are in a special enrollment category, please refer to the FEHB Program website or contact the agency or Tribal Employer which maintains your health benefits enrollment.

Plan Types	Federal Employees/ Fulltime Regular Mail Handlers	Annuitants (monthly)
Self Only CODE 454	\$71.80	\$155.56
Self Plus One CODE 456	\$165.26	\$358.07
Self and Family CODE 455	\$166.85	\$361.51

Second Term MHAs will NOT receive employer contributions for Standard Option, instead consider Consumer Option and Value Plan.

To learn more, get in touch with us at 800-410-7778 or visit [MHBP.com](https://www.MHBP.com).



*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 official 2021 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2021 Plan Brochure. For more information about MHBP plans, please refer to www.MHBP.com. ©2021 Aetna, Inc. All rights reserved.



KEEP YOUR KIDNEYS HEALTHY

CATCH KIDNEY DISEASE EARLY

Nina Gallauresi, Executive Director, MHBP

Your kidneys aren't very big—each is about the size of your fist—but they do important work. They keep you healthy by maintaining just the right balance of water and other substances inside your body.

Unfortunately, if your kidneys start to malfunction, you might not realize it for a long while. Kidney disease usually doesn't make you feel sick until the problem becomes serious and irreversible. March is National Kidney Month, a perfect time to learn more about how to keep your kidneys healthy and how to catch problems early.

Your kidneys are 2 reddish, bean-shaped organs located on either side of your spine in the middle of your back. Their main job is to filter your blood. Each kidney contains about a million tiny filters that can process around 40 gallons of fluid every day—about enough to fill a house's hot water heater. When blood passes through the kidney, the filters sift and hold onto the substances your body might need, such as certain nutrients and much of the water. Harmful wastes and extra water and nutrients are routed to the nearby bladder and flushed away as urine.

Your kidneys also produce several hormones. These hormones help to control your blood pressure, make red blood cells and activate vitamin D, which keeps your bones strong.

We all lose a little of our kidney function as we get older. People can even survive with just one kidney if they donate the other to a friend or family member.

But when kidney function drops because of an underlying kidney disease, it's something to be concerned about. Toxins and extra water can build up in your blood. Falling hormone production can cause other problems. About 1 in 10 adults nationwide, or about 20 million people, have at least some signs of kidney damage.

There are different types of kidney disease. Most strike both kidneys at the same time, harming the tiny filters—called nephrons—and reducing their filtering ability. When damage to nephrons happens quickly, often because of injury or poisoning, it's known as acute kidney injury. It's more common, though, for nephrons to worsen slowly and silently for years or even decades. This is known as chronic kidney disease.

"Most people have few or no symptoms until chronic kidney disease is very advanced," says Dr. Andrew Narva, a

kidney specialist at NIH. "You can lose up to three-fourths of your kidney function and essentially have no symptoms."

Chronic kidney disease can strike people of any race, but African Americans are especially at risk. African Americans also tend to have high rates of diabetes and high blood pressure, the 2 leading causes of kidney disease. Other risk factors for kidney disease include heart disease and a family history of kidney failure—a severe form of kidney disease.

If you have these risk factors, it's important to be screened for kidney disease," says Narva. "That usually involves simple laboratory tests: a urine test to look for kidney damage, and a blood test to measure how well the kidneys are working."

The urine test checks for a protein called albumin, which isn't routinely detected when your kidneys are healthy. The blood test checks your GFR—glomerular filtration rate. GFR is an estimate of your kidney's filtering ability. A GFR below 60 is a sign of chronic kidney disease. A GFR below 15 is described as kidney failure.

"I tell my patients they should know their numbers," says NIH kidney expert Dr. Jeffrey B. Kopp. "We usually cannot cure chronic kidney disease, but if we catch it early, we can slow down its progression."

Without treatment, kidney disease often gets worse. If your GFR drops below 15, you may feel tired and weak, with nausea, vomiting and itching. By that point, you may need a kidney transplant or dialysis. It's a good idea to talk with your doctor about the possibility of these therapies long before they're needed. It takes time to understand your options, and it's easier to figure things out when you're feeling healthy.

"In general, the preferred therapy for kidney failure is to have a kidney transplant, but not everyone can have a transplant," says Kopp. Some obstacles include long waiting lists for healthy kidneys and finding a well-matched donor.

Dialysis is a treatment that filters wastes and water from the blood, allowing patients with kidney failure to feel better and continue with everyday activities. NIH kidney specialist Dr. Paul Kimmel leads an NIH program to improve the lives of patients on dialysis. "Although dialysis is a life-saving therapy, it can be challenging for patients and families," Kimmel says. "We're encouraging researchers to explore

innovative ways to improve the quality of life and long-term outcome for these patients.”

You can take many steps to avoid or delay reaching the point of kidney failure. The best thing you can do is control your blood pressure. A healthy lifestyle, including physical activity and a heart-healthy diet, can help to normalize blood pressure and also slow kidney disease.

“Most Americans eat more sodium and protein than the body needs. It’s your kidneys’ job to filter and get rid of the leftovers 24 hours a day, 7 days a week,” says registered dietitian Theresa Kuracina, who advises NIH on kidney health and nutrition. Healthy kidneys can generally handle the workload. “But if you have kidney damage, too much sodium and protein can have a negative effect,” Kuracina says. “We generally recommend eating less sodium and more fruits, vegetables and whole grains. To reduce fats, choose lean meats and low-fat or fat-free dairy products.”

If you have kidney disease, your health care provider may recommend additional changes to your diet. And if lifestyle changes aren’t enough to slow down kidney damage, your doctor may prescribe medications to reduce blood pressure, control blood glucose and lower your cholesterol.

Don’t wait to take the first step to keep your kidneys healthy. Talk to your health care provider about your kidneys, and ask if you should be tested for kidney disease.

PROTECT YOUR KIDNEYS

If you’re at risk for kidney disease—especially if you have diabetes, high blood pressure, or a family history of kidney failure—talk to your health care provider to choose the best steps for you.

- [Get your blood and urine checked for kidney disease.](#)
- [Learn to manage your diabetes, high blood pressure or heart disease.](#)
- [Take medicines the way your provider advises.](#)
- [Cut back on salt. Aim for less than 1,500 mg of sodium daily.](#)
- [Choose foods that are healthy for your heart.](#)
- [Be physically active.](#)
- [Lose weight if you’re overweight.](#)
- [Limit alcohol.](#)
- [If you smoke, take steps to quit.](#)

CHRONIC KIDNEY DISEASE

Chronic kidney disease arises when the small blood vessels in the kidneys become damaged, usually because of diabetes or



https://newsinhealth.nih.gov/sites/nihNIH/files/styles/featured_media_breakpoint-large/public/2013/March/illustration-location-kidneys-bladder-human-body.jpg?itok=Fa-rMs_m

high blood pressure. If the disease progresses, the kidneys may no longer be able to function well enough to maintain health.

The earlier you know you have kidney disease, the better. The right treatment can help prevent further kidney damage and slow down kidney disease. With early detection, you can start taking medications sooner and take other steps to keep your kidneys healthy longer.

You’re at increased risk for chronic kidney disease if you have diabetes, high blood pressure, heart disease or a family history of kidney failure. If one of these describes you, don’t wait for symptoms. Ask your doctor about getting checked. Simple blood and urine tests are the only way to know if you have kidney disease.

MHBP RESOURCES TO ASSIST YOU

In 2021, MHBP expanded its benefits to add a Chronic Kidney Disease Care Program. The Chronic Kidney Disease Care program (CKD) uses advanced analytics based on medical claims data, pharmacy data, and lab data to identify members who are at high risk for late-stage kidney disease. Once a member is identified, they are categorized into low touch, medium touch, high touch, and face-to-face engagement tiers.

Low touch members will be eligible for our digital solutions. Members identified as medium or higher touch, will receive a mailer saying that they are eligible for the program and will be contacted via phone call to enroll. If a participant nears dialysis, our nurse care manager will help them understand renal replacement therapy choices and plan for a smooth start to dialysis. For our highest-risk participants, we also offer access to our face-to-face educator modality. The educator meets with the participant one-on-one in the member’s home or in a CVS facility. For participants who do not have a face-to-face educator option present in their community, telehealth video consults will be available to allow participants to speak with a nurse care manager.

Participants will also have access to a digital application to help them manage their care. This application will allow members to easily connect with their caregivers, access high-quality kidney education materials, and track their health and wellness over time.

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

Sources:

- National Institutes of Health:
<https://newsinhealth.nih.gov/>
- [MHBP.com](https://www.mhbp.com)



“BETTER FOR US IN 2021”

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

Whoosh! That's how fast the new year came in. Hello 2021. No extreme fanfare or big send off for 2020. Just the same hum drum. We are still wearing masks, hopefully, due to this pandemic and people are being immunized. We, the Essential Workers, are now categorized as 1B and are allowed to get our shots too! Hurray. But so many people are telling me that they are not taking the shots. I chose not to get into a big debate about it, but I do let them know the importance of the vaccine.

Our USPS family is getting hit hard by the COVID-19 pandemic. It's difficult to see people, both in and out of the post office, not wearing masks. For whatever reason that they may give, I still insist that they give me “my” social distancing space of at least 24 feet. I am in the midst of being vaccinated, but I have to be protective of others. My response to this pandemic can have a long-lasting effect on my family and friends. Strangers also have the potential of being infected by strangers.

There are so many variables that you have to consider. I have love ones who have been put on ventilators due to the effect of COVID. I know people who have lost their lives due to this virus. I get calls from different facilities about the death of our co-workers who have succumbed to COVID. There is no age barrier, gender, or race. We are all susceptible to this disease.

Our children are returning to in-person learning in a lot of states. We have to make sure that both the students and the teachers are in a safe learning environment. I have several family members who are in the education field and they love teaching and caring for our kids. But all of them deserve to have a guaranteed safe and healthy workplace. That's why it's important to continue masking up in 2021. Even as the numbers go down, we still need to be diligent and on task. Again, lives are at stake.

The year 2021 already has seen the inauguration of the new President of the United States of America. The first female Vice President. Black and

Asian-American to boot. We have seen a new Congress with a slight, but important shift of power. We have seen something that I never thought would happen in our country, an attack on Congress. Not the normal verbal assault, but a physical attack that caused lives to be lost. A new perspective for a country that is known as a major power and leader of the world. Trying to explain this to our children — who unfortunately observed this attack — was hard. To some, this was nothing. To some, it was deserved. For most, however, this was a shameless and humiliating attack on our nation. How do we bounce back from this nightmare? Don't be afraid to speak about it. Be willing to do the right thing. Stand up against injustice. Remember what happened on January 6th at our nation's capital, and do whatever necessary to make sure this does not happen again!

For 2021, I hope that the MOU Re Workplace Free of Harassment that was newly included in our National Agreement will be taken seriously by both our members and the USPS. Calls are still coming in from employees across the country who are experiencing both discrimination and sexual harassment. The complaints are real and somewhat disturbing. While many of these employees attempt to file their complaints, some are being discouraged from doing so by both management personnel and our representatives. They are given the same dead excuse of “that's just how he/she is.” Really? Is that going to help the person that is



March 8th is International Women's Day. The theme this year is "Women in Leadership: Achieving an Equal Future in a COVID-19 World."

going through this despicable time? I receive the statements from the complainant and witnesses, yet nothing is being done. I get calls and emails from others who state that their efforts are being hindered by our own representatives. Both the complainant and others are apprehensive about going against their Local. What kind of mess is this? We have to stop allowing the norm to

be the norm. Let's enforce the contents of our new MOU on a Workplace Free of Harassment. We want all of our members, male and female, to feel safe while at work. Let's do our part.

March 8th is International Women's Day. The theme this year is "Women in Leadership: Achieving an Equal Future in a COVID-19 World." Women stand on the frontlines, with our Brothers, as

during this COVID-19 pandemic. They too are health care workers, caregivers, essential workers, teachers, military service people, and national leaders. Due to the quarantine, women are subjected to an increase in domestic violence, unemployment, and poverty. These issues have to be addressed in order to ensure a true change for women and this world. We shall continue to persist and prevail.

UNDERSTANDING THE CONVERSION MEMORANDUM

With the MOU signed by President Hogrogian in December 2020 concerning Additional Mail Handler Staffing and Conversion of MHAs ("Conversion MOU"), precisely 5,291 MHAs in 183 installations have already become Full-time Regular career employees as of March 13, 2021.

Under our National Agreement, all full-time career employees must receive a schedule with set hours and day offs, and an agreement has been reached to allow the MHAs who are being converted to choose from all residual vacancies that became vacant prior to February 15, 2021 or to choose an unassigned schedule. The unassigned schedules that are being offered are not the bids created with this Conversion MOU. In addition, all of the new career employees converted on March 13th will be exempt from the 1 transfer per 4 residual ratio normally required under the Residual Vacancy MOU. These instructions are contained in a Q&A that the National parties agreed to in January 2021.

To facilitate these new rules, every newly converted MHA will be given a preference sheet that will allow the MHA to choose either a residual vacancy or an unassigned schedule; no one on this list will be forced into a residual. When a residual is chosen, the MHA will be placed into this bid on March 13th upon his or her conversion. If a residual vacancy is not chosen, that vacancy will then be filled based on the Residual

Vacancy MOU. After further discussions, it was agreed by the National parties to allow the MHAs being converted to select from among the vacancies on the March eReassign list. This will be done separately from the first selection process, and any MHA who chooses one of these bids will be placed into that bid on March 27th, while still being converted on March 13th. If such a vacancy is selected, it will be removed from eReassign. Again, with this latest agreement, no MHA will be forced into a residual vacancy and any such vacancy that is not selected will be filled using the 1 in 4 ratio contained in the Residual Vacancy MOU, to take effect on April 10, 2021.

In April, the USPS will begin posting the 5,291 bids agreed to under the Conversion MOU, in accordance with Article 12 of the National Agreement. Those bids will be posted for bidding installation wide. All residual vacancies from any posting after March 1st will be filled by placing the junior unassigned regular into that position. This process will continue until all unassigned regulars either receive a bid or are placed into a residual. Once an installation has no unassigned regulars, all vacancies will then be filled based on the Residual Vacancy MOU.

Please contact your National or Regional representatives in the Contract Administration Department if you have any questions.



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.

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The Union Plus team

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unionplus.org



CAREER MAIL HANDLERS TO RECEIVE COST OF LIVING ADJUSTMENT

Effective February 27, 2021, (Pay Period 06-2021) all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2019 National Agreement. This is the third of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in

the relevant Consumer Price Index (CPI) following release of the January 2021 Index, using the July 2019 CPI index as a base provides an annual increase of \$416 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement.

MAIL HANDLER WAGE RATES — EFFECTIVE FEBRUARY 27, 2021 (PP 06-2021)

Table 1 — Applicable to Career Appointments Prior to February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
88	AA	40,859	\$1,572	\$19.64	\$29.47	20.43	88	AA	42,551	\$1,637	\$20.46	\$30.69	21.28
88	A	45,653	\$1,756	\$21.95	\$32.92	22.83	88	A	47,352	\$1,821	\$22.77	\$34.15	23.68
88	B	51,685	\$1,988	\$24.85	\$37.27	25.84	88	B	53,796	\$2,069	\$25.86	\$38.80	26.90
44	C	54,537	\$2,098	\$26.22	\$39.33	27.27	44	C	56,725	\$2,182	\$27.27	\$40.91	28.36
44	D	58,734	\$2,259	\$28.24	\$42.36	29.37	44	D	59,558	\$2,291	\$28.63	\$42.95	29.78
44	E	59,070	\$2,272	\$28.40	\$42.60	29.54	44	E	59,924	\$2,305	\$28.81	\$43.21	29.96
44	F	59,415	\$2,285	\$28.56	\$42.85	29.71	44	F	60,296	\$2,319	\$28.99	\$43.48	30.15
44	G	59,749	\$2,298	\$28.73	\$43.09	29.87	44	G	60,652	\$2,333	\$29.16	\$43.74	30.33
44	H	60,093	\$2,311	\$28.89	\$43.34	30.05	44	H	61,023	\$2,347	\$29.34	\$44.01	30.51
44	I	60,432	\$2,324	\$29.05	\$43.58	30.22	44	I	61,393	\$2,361	\$29.52	\$44.27	30.70
34	J	60,780	\$2,338	\$29.22	\$43.83	30.39	34	J	61,757	\$2,375	\$29.69	\$44.54	30.88
34	K	61,113	\$2,351	\$29.38	\$44.07	30.56	34	K	62,121	\$2,389	\$29.87	\$44.80	31.06
26	L	61,457	\$2,364	\$29.55	\$44.32	30.73	26	L	62,484	\$2,403	\$30.04	\$45.06	31.24
26	M	61,796	\$2,377	\$29.71	\$44.56	30.90	26	M	62,854	\$2,417	\$30.22	\$45.33	31.43
24	N	62,138	\$2,390	\$29.87	\$44.81	31.07	24	N	63,224	\$2,432	\$30.40	\$45.59	31.61
24	O	62,475	\$2,403	\$30.04	\$45.05	31.24	24	O	63,583	\$2,446	\$30.57	\$45.85	31.79
	P	62,818	\$2,416	\$30.20	\$45.30	31.41		P	63,950	\$2,460	\$30.75	\$46.12	31.98

Table 2 — Applicable to Career Appointments on or after February 15, 2013

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	POSTAL OVERTIME	PTF HOURLY
52	BB	36,079	\$1,388	\$17.35	\$26.02	18.04	52	BB	37,642	\$1,448	\$18.10	\$27.15	18.82
52	AA	37,654	\$1,448	\$18.10	\$27.15	18.83	52	AA	39,191	\$1,507	\$18.84	\$28.26	19.60
52	A	39,224	\$1,509	\$18.86	\$28.29	19.61	52	A	40,738	\$1,567	\$19.59	\$29.38	20.37
52	B	40,799	\$1,569	\$19.61	\$29.42	20.40	52	B	42,286	\$1,626	\$20.33	\$30.49	21.14
52	C	42,370	\$1,630	\$20.37	\$30.56	21.19	52	C	43,833	\$1,686	\$21.07	\$31.61	21.92
52	D	43,945	\$1,690	\$21.13	\$31.69	21.97	52	D	45,381	\$1,745	\$21.82	\$32.73	22.69
52	E	45,517	\$1,751	\$21.88	\$32.82	22.76	52	E	46,928	\$1,805	\$22.56	\$33.84	23.46
52	F	47,092	\$1,811	\$22.64	\$33.96	23.55	52	F	48,477	\$1,865	\$23.31	\$34.96	24.24
52	G	48,664	\$1,872	\$23.40	\$35.09	24.33	52	G	50,022	\$1,924	\$24.05	\$36.07	25.01
52	H	50,236	\$1,932	\$24.15	\$36.23	25.12	52	H	51,571	\$1,984	\$24.79	\$37.19	25.79
52	I	51,807	\$1,993	\$24.91	\$37.36	25.90	52	I	53,116	\$2,043	\$25.54	\$38.30	26.56
52	J	53,379	\$2,053	\$25.66	\$38.49	26.69	52	J	54,666	\$2,103	\$26.28	\$39.42	27.33
52	K	54,953	\$2,114	\$26.42	\$39.63	27.48	52	K	56,212	\$2,162	\$27.03	\$40.54	28.11
52	L	56,527	\$2,174	\$27.18	\$40.76	28.26	52	L	57,760	\$2,222	\$27.77	\$41.65	28.88
52	M	58,099	\$2,235	\$27.93	\$41.90	29.05	52	M	59,309	\$2,281	\$28.51	\$42.77	29.65
52	N	59,672	\$2,295	\$28.69	\$43.03	29.84	52	N	60,857	\$2,341	\$29.26	\$43.89	30.43
52	O	61,246	\$2,356	\$29.45	\$44.17	30.62	52	O	62,402	\$2,400	\$30.00	\$45.00	31.20
	P	62,818	\$2,416	\$30.20	\$45.30	31.41		P	63,950	\$2,460	\$30.75	\$46.12	31.98

MAIL HANDLER ASSISTANT (MHA) HOURLY WAGE RATES

Effective November 21, 2020 (PP 25-2020)

MHA Grade 4 — \$16.87

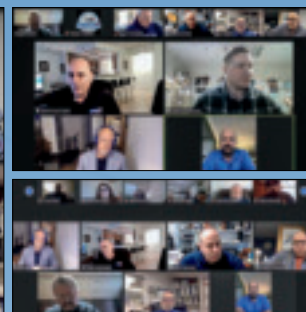
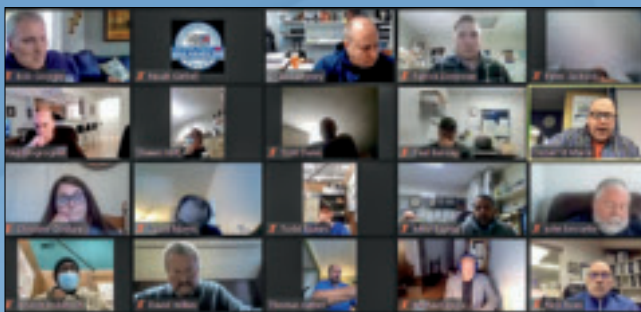
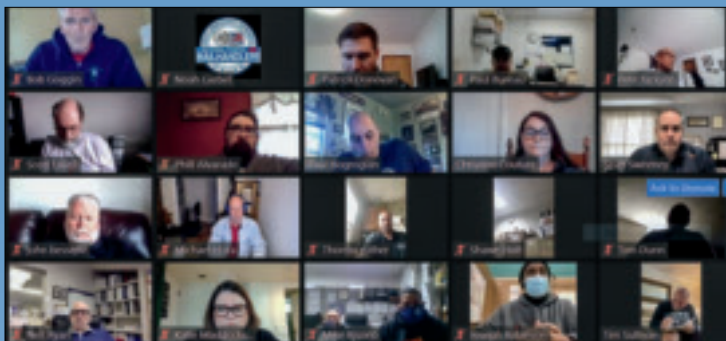
MHA Grade 5 — \$17.77

MAIL HANDLERS

ACROSS THE COUNTRY

LOCAL 301 COUNCIL UPDATE

By learning how to harness the virtual meeting platform Local 301 has not skipped a beat holding their bi-weekly Council Updates. Local President Dan St. Marie, Vice President Sean Sweeney, Treasurer Neil Ryan, and Recording Secretary Patrick Donovan manage to update their local officers and conduct local union business seamlessly in this fashion. National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Northeastern Regional Vice President David Wilkin have all become regular guests at these meetings. Also regularly participating are National CAD Representative Tom Ruther and Legislative and Political Director Katie Maddocks.



LOCAL 302 INSTALLATION OF OFFICERS

Local 302 Installed the newly appointed Reno, NV Branch President Virtually. National Secretary-Treasurer Michael Hora offered comments and observed while National President Paul Hogrogian administered the Oath of Office. Local President Tony Coleman along new Branch President Reno, NV Jennifer Escobar and Retiring Branch President Mathew Story were connected virtually from across the country to take part in the ceremony.

LOCAL 309 INSTALLATION OF OFFICERS

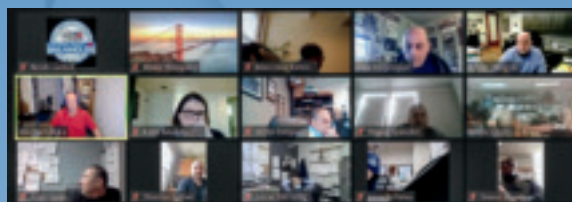
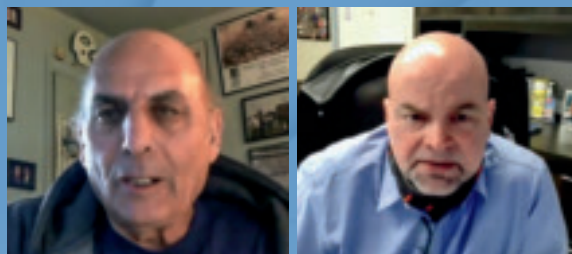
Local 309 conducted their Installation of Officers virtually. National President Paul Hogrogian led the proceedings along with Assistant to the National President Robert "Bobby" Blum. Present taking the Oath of Office from Local 309 were Northeastern Vice President and Local President David Wilkin, Vice President Lisa Pruchnicki, Recording Secretary Rebecca Bicksler, Treasurer Joyce Miskell, SEBM Jerry Smith, Branch President, Albany Tanya Derouville, and Branch President, Syracuse Nicholas Ladd.





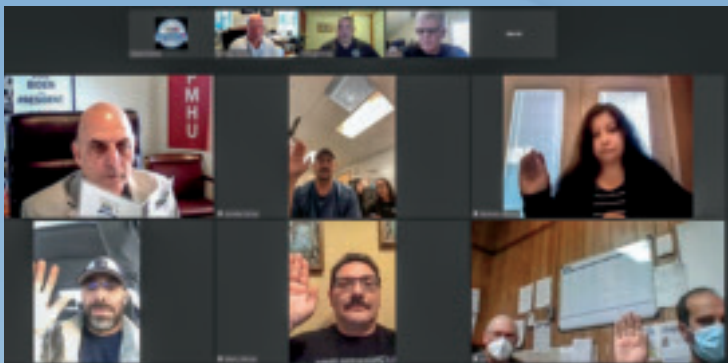
LOCAL 322 INSTALLATION OF OFFICERS

Newly sworn in officers of Local 322 were joined by National President Paul Hogrogian and Eastern Region Vice President John Gibson for their Installation of Officers ceremony. Pictured: Front row(L-R): National President Paul Hogrogian, Local 322 President Kelly Dickey, BP of NDC Joe Fitzgerald, Treasurer Donna Truschel, BP of Pennwood P&DC Debbie Stophel, Eastern Region Vice President John Gibson. Back Row (L-R): Vice President William Best, BP of Pittsburgh P&DC Jason Bankston, Recording Secretary Ryan Pigman and SEBM Kam Collins.



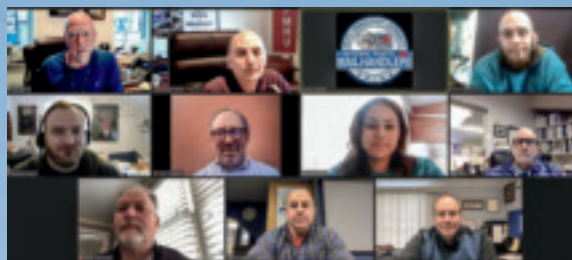
LOCAL 300 COUNCIL UPDATE

Local 300 President Kevin Tabarus keeps local business moving by holding weekly council meetings with Local officers. By holding weekly meetings virtually over ZOOM Local 300 manages to perform the business of the local safely by social distancing. National President Paul Hogrogian, National Secretary-Treasurer Michael Hora and Northeastern Region Vice President David Wilkin are a normal fixture at these meetings and offer updates on National Union business. National CAD Representative Tom Ruther is also a constant face at the council updates offering strategies and assistance with contract business.



LOCAL 331 INSTALLATION OF OFFICERS

Local 331 held their Installation of Officers in a virtual setting over ZOOM. National President Paul Hogrogian was on hand to swear in the new officers. Also observing the proceedings were National Secretary-Treasurer Michael Hora, Western Region Vice President Don Sneesby and Assistant to the National President Robert "Bobby" Blum. Newly installed officers include: President David Wisneski, Vice President Daryl Richardson, Recording Secretary Jennifer Perez, Treasurer Max Jaramillo, SEBM Ali Yousefi and Branch President, Albuquerque Ramona Chavez.



LOCAL 301 SHOP STEWARD TRAINING

Members of Local 301 participated in a virtual Shop Steward Training. National President Paul Hogrogian and National Secretary-Treasurer Michael Hora joined the training to give an update on happenings at the National Office. Participating and leading the virtual training were Local President Dan St. Marie, Vice President Sean Sweeney, and Treasurer Neil Ryan. Participating Stewards were Jason Demonico, Andrew Micke, Sonia Santos, Peter Savenelli, and Jim Costello.



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*Please refer to the chart on this website <https://mhbp.com/dental-plan/> so you can review how the basic services are better the longer you are in the plan.

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Before making a final decision, please read the official 2021 Plan Brochures (RI 71-007 or RI 71-016). All benefits are subject to the definitions, limitations and exclusions set forth in the official 2021 Plan Brochure. For more information about MHBP plans, please refer to www.MHBP.com.

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