

# THE MAIL HANDLER

SUMMER 2026

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION



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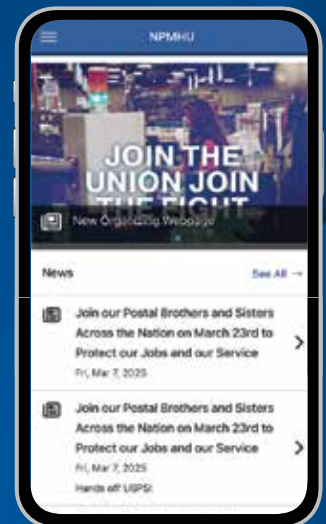
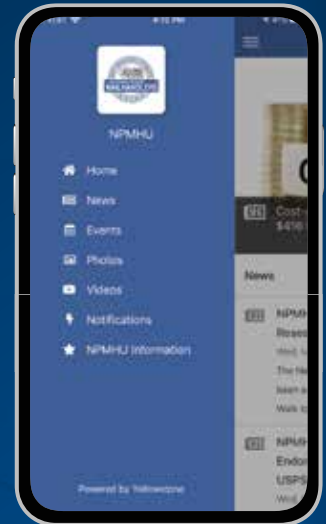
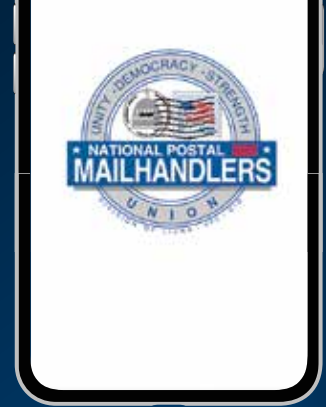
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# THE MAIL HANDLER

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THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

## CONTRACT TALKS REACH IMPASSE

Paul V. Hogrogian, National President



**A**s was reported in our last Contract Update, bargaining between the NPMHU and the Postal Service has entered a new stage. After months of negotiations, the NPMHU has declared impasse. While we made progress and reached tentative agreements on important non-economic issues, the Postal Service's economic proposals fall far short of meeting the primary goal that we set out at the beginning of these negotiations — an agreement that fairly compensates Mail Handlers for the important and critical work that we do.

While many issues facing Mail Handlers are unique, our negotiations do not occur in a vacuum. In addition to the issues facing our craft, other important issues that are affecting negotiations are the economic condition of the Postal Service as well as the terms of the National Agreement between the Postal Service and the other Postal unions — namely, the agreement between the Postal Service and the APWU which runs from 2024-2027 and the terms of the agreement between the Postal Service and the NALC which runs from 2023-2026. The APWU agreement was a negotiated agreement, while the terms of the NALC agreement were set through arbitration. Regardless of the way in which those agreements were finalized, both the Postal Service and the NPMHU have been debating the extent to which those agreements serve as a pattern for our negotiations. Also impacting the Postal Service's negotiation position is that the NALC is in negotiations again.

Those negotiations, like ours, have moved from negotiation into the PRA's dispute resolution process.

Declaring impasse is not the end of the negotiation process. Instead, it allows the NPMHU and the Postal Service to turn to the dispute resolution procedures set out in the Postal Reorganization Act (PRA).

One step in the PRA process is mediation. The mediation process allows the parties to turn to the assistance of a third-party neutral as we continue the frank discussions about our differences and to identify possible ideas for narrowing or eliminating those differences. A mediator would not have the power to issue binding settlements or resolutions and cannot therefore compel the parties to reach an agreement. Rather, the mediator serves as a facilitator of discussions, making suggestions to the parties to keep the dialogue and process of negotiations moving forward. The PRA instructs the parties that they are to "cooperate with the mediator in an effort to reach an agreement and shall meet and negotiate in good faith at such times and places that the mediator, in consultation with the parties, shall direct." The mediation is to continue for at least sixty days, unless the parties agree otherwise, either because they have reached a tentative agreement or because they and the mediator believe that an extension of the mediation process would be appropriate.

If mediation proves unsuccessful, and we are otherwise unable to resolve their continuing dispute, the

PRA provides for binding interest arbitration. That arbitration would be conducted under the supervision of a three-member panel, with a neutral arbitrator serving as chair of the panel. The parties would first attempt to select a neutral arbitrator; if no agreement is reached, we would ask the Federal Mediation and Conciliation Service (FMCS) to produce a list of potential arbitrators, and we would strike names from that list until one remains. Following the presentation of extensive testimony and briefing, the panel will issue a decision setting the terms of the 2025 National Agreement. With history as a guide, an interest arbitration is likely to take several months to schedule and to implement so the terms of the 2025 National Agreement may not be known for some time.

To the extent possible during these periods of confidential communications, the National Office will keep all Mail Handlers informed of developments through the various modes of NPMHU communications, including monthly bulletins and Contract Updates. All members are urged to read these sources of information and the NPMHU website to stay up to date on the latest developments as they occur.

Fraternally,

A handwritten signature in blue ink that reads "Paul V. Hogrogian". The signature is written in a cursive, flowing style.

**Paul V. Hogrogian**  
National President

# NATIONAL OFFICERS ACROSS THE COUNTRY



## NEB FACILITY VISIT

The NPMHU National Executive Board visited the MPA 3 in Carolina, Puerto Rico. Pictured (l-r) Vice President Southern Region John (JR) Macon, Local 313 SEBM Angel Ortiz, Local 313 Recording Secretary Sheila Ruiz, Local 313 President Maurice Torres, Vice President Western Region Don Sneesby, National Secretary-Treasurer Kevin Tabarus, National President Paul Hogrogian, Vice President Northeastern Region Dan St. Marie, NPMHU General Counsel Matt Clash-Drexler, Vice President Central Region June Harris, Local 313 Vice President Ildefonso Rivera and Local 313 Branch President Jese Carrion.

## NPMHU REMAINS VIGILANT

Kevin P. Tabarus, National Secretary-Treasurer



**T**he National Postal Mail Handlers Union is always prepared. Our organization does not sit back and wait for things to happen. We always remain steps ahead and prepared for our future. This commitment applies to all aspects of what could affect the Mail Handler craft, good or bad.

No matter the issue, whether it is a **legislative or political** issue imposed by the administration in Washington, DC or an operational issue implemented by postal management, we remain committed to ensuring protections for the Mail Handler craft and our customers that use our US Mail. We have direct contact with many union labor friendly members of Congress who ask for our input on many pending and future issues.

The number of Mail Handlers has been increasing. This is even with declining mail volumes. Since the COVID-19 Pandemic, the number of Mail Handlers has increased by 13,000. That is an increase of over 31%. *(For comparison, the APWU lost over 9,000 over the same period.)* One of the main reasons for the increased amount of Mail Handlers is that we have gained Mail Handler positions in Regional Processing Distribution Centers (RPDCs), Sorting & Delivery Centers (SDCs), Regional Transfer Hubs (RTHs), etc. **We are gaining more and more Mail Handler jobs!** We have been successful in our efforts to have craft jurisdictional assignments awarded to the Mail Handler craft over the APWU on new Mail Processing Equipment.

Our excellent Contract Administration Department does much more than just process grievances. They prepare to fight hard for Mail Handler jobs on new machinery. They attend every one of the US Postal Services' **Mechanical and Technology meetings**. They are also out in the field, making site visits for all new machinery. They, too, are prepared for our future.

The **National Executive Board** (NEB) is also prepared. The NEB consists of the National President, National Secretary-Treasurer, and the five (5) Regional Vice Presidents. The National Executive Board is responsible for governing this Union, upholding its laws and policies and advancing its interests. Every aspect of this Union is discussed by the NEB. They meet on a quarterly basis. Some of the topics for the NEB meetings are:

- reviewing finances (expenses and income),
- membership trends for Local Unions on regular (Mail Handlers) members and associate members,
- addressing Local Union appeals,
- meeting and training program planning,
- litigation,
- national grievances,
- USPS Network Redesign - both the status and proposed future changes,
- NPMHU National Women's Committee,
- Mail Handlers Benefit Plan,

- legislative and political issues,
- and much more

The **Committee On The Future** (COTF) meets each year and is also prepared. It is comprised of the National Executive Board, General Counsel (our union attorney), the Manager of Contract Administration (Teresa Harmon), Legislative & Political Director (Katie Maddocks), Executive Director of MHBP (Nina Gallaresi), and several Local Presidents. The Local Presidents are from all regions of the country and represent large, medium and small sized local unions. Reports are provided by the National President, National-Secretary-Treasurer, General Counsel, Legislative & Political Director, Executive Director of MHBP and NPMHU Women's Committee Chairperson (June Harris). The COTF is an important resource for addressing, debating, and developing solutions to the future issues that are on the horizon that will impact our members.

There are two **Semi-Annual Meetings of Local Unions** (SAMLUs) a year. All Local Unions are invited to attend. At these meetings, the National Officers meet with representatives of the Local Unions. The number of representatives to represent the Local Union(s) at these meetings, and the selection of such individuals, are determined by the respective Local Union President(s). The agenda for the SAMLUs include the following, in addition to the agenda items submitted by the Local Unions: (1) The National Executive Board provides the attendees with its full financial report,

outlining the current financial status of the National organization. (2) A report from the Contract Administration Department. (3) Discussions pertaining to any issue of legislation; safety, legal or educational activities; or any other issues or activities affecting the membership of this organization.

The information provided by the local unions is invaluable in the Union's efforts to develop and meet its contractual and other organizational goals at the SAMLUs.

This Union convenes a **Mail Handler National Convention** every four years, between the first day of August and the last day of September during each leap year. This National Convention is the highest decision-making body of this Union. The exact date of such Mail Handler National Convention is determined by the National Executive Board. The location of the next Mail Handler National Convention is determined by the delegates at each National Convention.

The next Mail Handler National Convention is scheduled to be held in Detroit, Michigan, starting on August 7, 2028. Even though it is over two years away, we are getting prepared to welcome delegates from each Local Union to the "Motor City" in Detroit. Delegates will be "**Driving The Future**" for all Mail Handlers for the next four years.

Each Local Union shall be entitled to send as many delegates to the Mail Handler National Convention as it is entitled to votes. However, a Local Union may send fewer delegates to a National Convention than it is entitled to votes, and those such delegates shall be authorized to cast the entire number of votes to which their Local Union is entitled (weighted voting). All Local Union Presidents shall be delegates of their Local Union to any National Convention which may take place during their term of office.

The Local Union Council (consisting of the Local Executive Board and

Branch Presidents) shall consider and vote upon the number of delegates to be elected to represent their local union at the National Postal Mail Handlers Union National Convention, pursuant to the National Postal Mail Handlers Union Constitution.

The National President leads the National Convention arrangements, and on behalf of the National Executive Board, prepares a report to the delegates on the activities and accomplishments of this Union between National Conventions. The National President has the authority to establish such committees in advance of a National Convention.

**We are prepared for Contract Negotiations. As of this writing, the National Postal Mail Handlers Union has declared an Impasse with the USPS over the Negotiation of the 2025 National Agreement. We are prepared to obtain the best possible National Agreement for our membership.**

Committees include, but are not limited to, an Arrangements Committee, a Credentials Committee, a Committee to Elect the Election Committee, a Rules Committee, a Constitution Committee, a Legislative/Political Committee, and a Resolutions Committee.

The National Convention has the authority to act upon the business of this Union, including the enactment of amendments to the National and Local Constitution.

The National Secretary-Treasurer submits a financial report to the Mail Handler National Convention, detailing receipts and disbursements of the national union and its assets and liabilities.

National Officer Primary elections are held at the convention. Candidates

for National Union office shall be nominated at the National Convention. Elections are conducted among all regular members in good standing through a secret ballot election. Ballots are printed and mailed to members' last-known home addresses.

We are prepared for **Contract Negotiations**. As of this writing, the National Postal Mail Handlers Union has declared an Impasse with the USPS over the Negotiation of the 2025 National Agreement. We are prepared to obtain the best possible National Agreement for our membership. We were prepared for negotiations even

before negotiations officially began in June 2025. Now, negotiations have reached an impasse, but we are prepared. The NPMHU and USPS shall follow the dispute resolution process. The next step in this process is mediation. Should an agreement not be reached, then onto national arbitration. We were prepared from the beginning to arbitrate the 2025 National Agreement if needed. **We still remain prepared.**

Fraternally,



**Kevin P. Tabarus**  
National Secretary-Treasurer

# TIME IS NOT ON OUR SIDE

JOHN GIBSON, EASTERN REGION VICE PRESIDENT,  
LOCAL 308 PRESIDENT



**A** well-known saying among Unionists and others who defend the rights of the oppressed is “Justice Delayed Is Justice Denied”. We in the Mail Handler craft know this all too well. Unfortunately, there are many within the ranks of the employer who embrace this concept in a way that is designed to thwart our never-ending efforts to protect the contractual rights we have earned through decades of struggle. Many have heard the misguided and malignant in management announce to anyone who will listen that those who have been maliciously denied their contractual rights will just have to grieve it and that they may win their grievance but will have to wait for it. It is apparent that the greatest impediment to getting the day-in-court we deserve when our rights are violated is the employer's efforts to slow the grievance-arbitration process and to deny us justice. For those who are not familiar, the contract provides that

“Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause unless the parties agree in writing to extend the fourteen (14) day period.”

The penalty for missing this time limit is a waiver of the right to challenge the violation. In other words, we are “shit outta luck”. Oh yes, the employer has time limits too, but when they fail to meet those time limits within the grievance procedure we don't win by default. Our reward is that we get to move it to the next step in the grievance process. The time limits for management are that they must answer a step one grievance as soon as practicable but not later than five days

from the step one meeting. If they don't answer within five days the clock for the Union to appeal starts to tick and we have ten days to appeal it to the second step of the process. Once appealed to the second step, the employer's designee has seven days to meet with the Union. This is where the impediment rears its ugly head, and our right to justice begins its delay. For me, the jury is still out on whether the delay-tactics at this level are deliberate or simply a matter of poor or incompetent management. It is hard to argue against the latter, but one can never be too sure. The right to request an extension to any grievance time limits exists for both parties and must be mutually agreed to and always in writing. This provision can be beneficial for either side. This is true for a variety of reasons. However, for me, the employer has much more to gain when we agree to delay, as we are the moving party and they have no real interest in seeing that justice is served. At this point they can only lose. For those who file and argue grievances and for those who are the subject of the grievance and potential benefactor of a winning case, unilateral delays by the employer, like not meeting or rendering a decision on a grievance, should not be tolerated. When granting extensions, Representatives of the Union are urged to ensure that we have a written and signed agreement to extend grievance processing time limits to fully protect our rights under the National Agreement. With no written extension, a waiver of the grievance and our right to remedy may be in jeopardy.

In Solidarity,  
John Gibson

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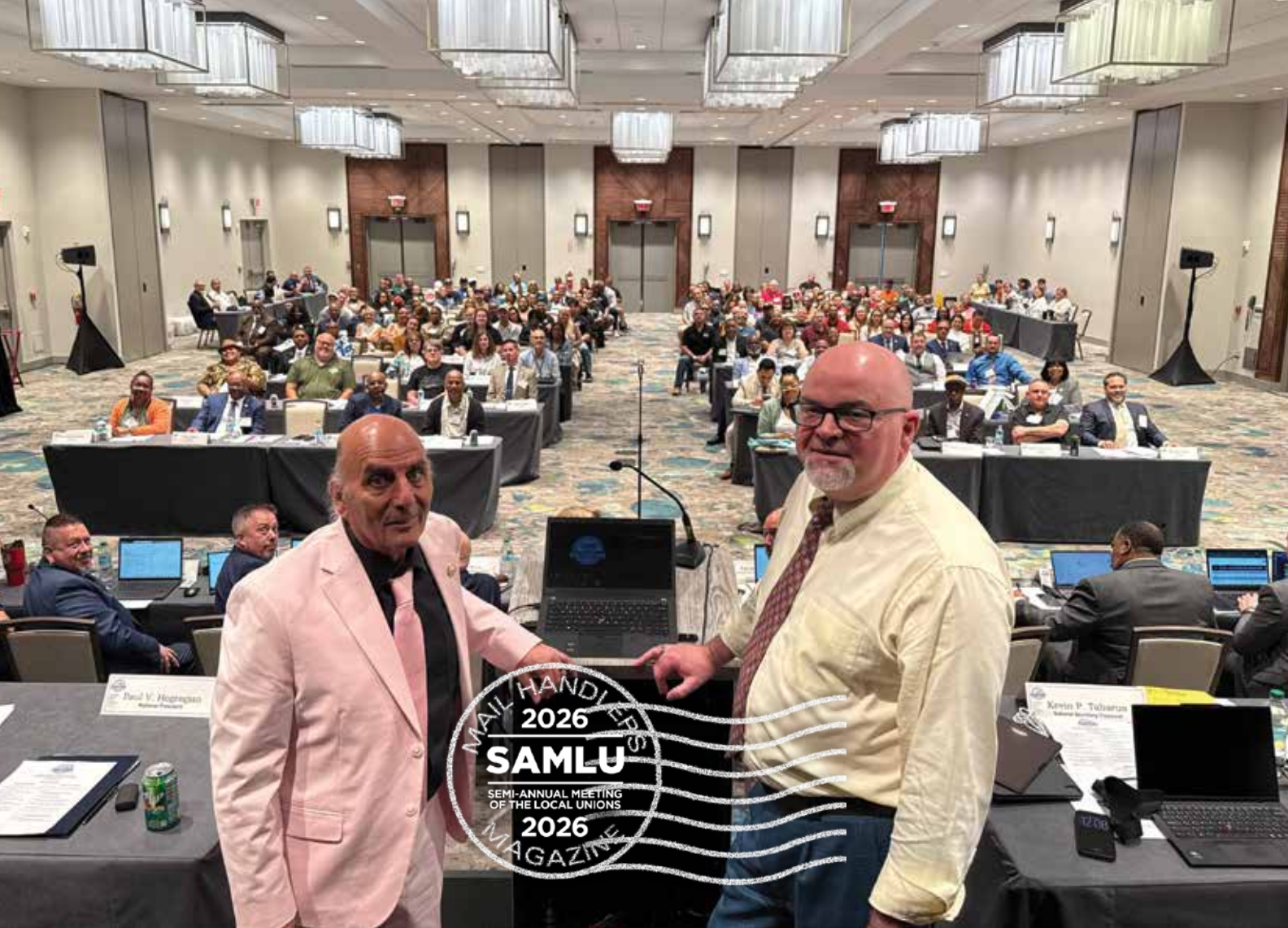
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NPMHU-EV-5-29-26



# SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

SAN JUAN, PUERTO RICO

The Semi-Annual Meeting of the Local Unions was held in San Juan, Puerto Rico from April 20, 2026 through April 22, 2026. In attendance were all members of the National Executive Board, NPMHU National Office Department Heads, National and Regional Contract Administration Department (CAD) Representatives, and various Officers and Representatives from the 36 NPMHU Local Unions.

**T**he SAMLU began with the invocation by retired Local 313 President Julio Figueroa.

During his welcoming remarks, National President Hogrogian acknowledged newly elected Local Presidents: Alexandria Golubski (Local 327) and Jennifer Lilley (Local 328). The National President also acknowledged recently appointed new Local Presidents: Gregory Newsome (Local 306) and Ursula Patterson (Local 307). The National President recognized the following re-elected Local Presidents: Justin Kreikemier (Local 298), Keala Parker (Local 299), Dan St. Marie (Local 301), Tony Coleman (Local 302), Greg Hill (Local 304), John Gibson (Local 308), Lisa Greer (Local 310), Latonia Bryant (Local 314), Bryan Easley (Local 315), Nick Mosezar (Local 318), Monica Marshall (Local 333), and Sheldon Adams (Local 334). National President Hogrogian also congratulated other recently elected and re-elected Local Union Officers who were in attendance. In addition, National President Hogrogian recognized recently retired Local 307 President Jim Haggarty. Brother Haggarty was presented with a NPMHU Gold Card, recognizing and honoring his long-dedicated service to the membership.

National President Hogrogian then began a comprehensive presentation of the activities of the National Union since the August 2025 SAMLU, starting with an update on USPS financial conditions and mail volumes by category for Quarter 1 of fiscal year (FY) 2026 (October 1, 2025 through December 31, 2025). The USPS had a net loss of \$1.3 billion for the quarter. The USPS reported that total mail volume decreased by 9.3% (2.9 billion pieces) compared to the same quarter of last fiscal year. First-class mail volume declined 6.1% (702 million pieces). For the quarter, marketing mail decreased by 10.9% (down 1.8 billion pieces). Transportation expenses decreased by \$116 million. Package/parcel volume decreased 12.1% (down 243 million pieces).

A new contract was negotiated between USPS and Amazon. While USPS retains 80% of its previous Amazon volume (1 billion packages per year), the 20% loss in mail volume will likely result in a corresponding loss of revenue.

The USPS had initially reported that it would be out of money by February 2027. The USPS recently recalculated and are now anticipating running out of money by September of 2026. To provide financial flexibility while longer term solutions are developed, the USPS has temporarily suspended its contributions to FERS. In addition, the USPS need Congress to change investment of retirement and health benefit funds; recalculate USPS contributions to CSRS and raise the borrowing limit from \$15 billion to \$34 billion. The borrowing limit has not been raised since 1992. All Postal Unions support these actions.

National President Hogrogian spoke about the make-up of the USPS Board of Governors (BOG) which consists of



**NATIONAL PRESIDENT  
PAUL HOGROGIAN**



**NATIONAL SECRETARY-TREASURER  
KEVIN TABARUS**



**NATIONAL CAD  
TOM RUTHER**



**NATIONAL CAD  
EUGENE HORTON**



**MHB EXECUTIVE DIRECTOR  
NINA GALLARESIS**



**LEGISLATIVE AND POLITICAL DIRECTOR  
KATIE MADDOCKS**



**CAD DIRECTOR  
PATRICK DONOVAN**



**CAD DIRECTOR  
ANDY BADILISHAMWALIMU**



**CAD DIRECTOR  
EILEEN MILLS**



**CAD DIRECTOR/MANAGER  
NICK LEHTO**



the Postmaster General (PMG) Steiner, Deputy Postmaster General (DPMG) Tulino and nine (9) Presidentially appointed Postal Governors who are subject to Senate confirmation. The current sitting Governors include Amber McReynolds (Chair), Derek Kan (Vice Chair), Ron Stroman, and Daniel Tangherlini. There will be five (5) vacant seats on the BOG which will be filled by President Trump. The Senate Committee on Homeland Security and Governmental Affairs will then hold confirmation hearings. President Trump has nominated Anthony Lomangino (Waste Management). Other nominations include; Jeffrey Brodsky (Florida), William Gallo (Florida), and Robert Steffens (Texas).

National President Hogrogian reviewed actions taken by the Trump Administration affecting the USPS and the appointment of Postmaster General David Steiner.

National President Hogrogian addressed closings and consolidations, including the creation of Regional Processing and Distribution Centers (RPDCs) which will process Originating Letters/Flats, All Parcels, STC, THS, LPCs, SDCs, RTHs; the creation of Local Distribution Centers (LDCs) which will process Destinating Letters/Flats; Transfer Hubs; and SDCs. RPDCs will be located in approximately 60 metropolitan areas.

National President Hogrogian spoke about the USPS Network Redesign, noting that the proposed changes are fluid and ever changing. He also discussed the creation of Regional Transfer Hubs (RTHs), which will act as a transfer point for other RPDCs – aggregation/disaggregation of mail and parcels. Mail Processing Facility Reviews (MPFR) PO-408 were also discussed. There have been approximately 60 MPFRs. These reviews have involved sham public hearings. The NPMHU is focused on ensuring that excessing is kept to an absolute minimum. Unofficially, 36 out of 60 sites have Local mail staying Local. MPFR are currently on hold.

National President Hogrogian also addressed proposed modifications to Sorting and Delivery Centers (SDCs) and



CAD DIRECTOR  
**MAX REHBEIN**



ASSISTANT TO THE NATIONAL OFFICERS  
**NEIL RYAN**



NPMHU GENERAL COUNSEL  
**MATT CLASH-DREXLER**



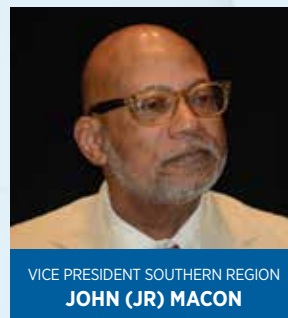
VICE PRESIDENT CENTRAL REGION  
**JUNE HARRIS**



VICE PRESIDENT EASTERN REGION  
**JOHN GIBSON**



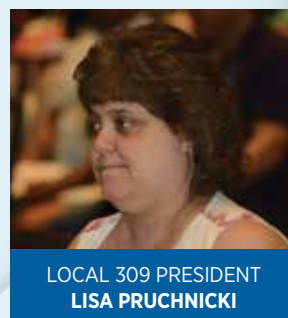
VICE PRESIDENT NORTHEASTERN REGION  
**DANIEL ST. MARIE**



VICE PRESIDENT SOUTHERN REGION  
**JOHN (JR) MACON**



VICE PRESIDENT WESTERN REGION  
**DON SNEESBY**



LOCAL 309 PRESIDENT  
**LISA PRUCHNICKI**



LOCAL 297 PRESIDENT  
**CHRIS BENTLEY**



LOCAL 298 PRESIDENT  
**JUSTIN KREIKEMEIER**



LOCAL 299 PRESIDENT  
**DEANNA PARKER**



LOCAL 300 PRESIDENT  
**YVETTE JOHNSON**



LOCAL 302 PRESIDENT  
**ANTHONY COLEMAN**



LOCAL 303 PRESIDENT  
**JUAN TORRES**



LOCAL 304 PRESIDENT  
**GREGORY HILL**



LOCAL 305 PRESIDENT  
**FELANDRIA JACKSON**



LOCAL 306 PRESIDENT  
**GREG NEWSOME**



LOCAL 307 PRESIDENT  
**URSULA PATTERSON**



LOCAL 310 PRESIDENT  
**LISA GREER**

function 4 delivery and parcel sorting operations. There are approximately 160 SDCs that are active as of April 2026, and there could ultimately be between 300-400 SDCs.

National President Hogrogian stressed that the NPMHU will continue to oppose unnecessary consolidations and will take steps to minimize any negative impact to Mail Handlers.

National President Hogrogian also addressed the NPMHU's longstanding fight to challenge the Postal Service subcontracting of STC operations. The NPMHU has negotiated agreements with the Postal Service to in-source all the STC work. National President Hogrogian also noted that global STC Memorandum of Understanding (MOU) has been signed and agreed to with the USPS. RTHs could, and probably will, replace STCs.

The NPMHU has also made agreements to bring Terminal Handling Services (THS) work back in-house. These operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites and 40 are still subcontracted.

The National President Hogrogian also provided an update on contract negotiations for the 2025 National Agreement. This update included discussion of the UPS (Teamsters) contract; NALC, APWU, and NRLCA contracts; new Postmaster General, Labor Relations Vice President, USPS Chief Spokesperson in negotiations. The NPMHU had submitted sixty-eight (68) proposals, and the USPS proposed only eleven (11) proposals. The NPMHU priorities in negotiations include addressing the 2 tier pay scale (proportional COLA), MHA salary, COLA and pay increases.

The 2022 National Agreement expired on September 20, 2025. The parties have agreed to continue bargaining. Some progress has been made, except on economic issues and the use of 204Bs. Negotiations have been a long, slow, arduous process. No settlement is likely any time soon. If no settlement is reached, we will proceed to interest Arbitration. The





**LOCAL 311 PRESIDENT  
CHARLES CHARLESTON**



**LOCAL 312 PRESIDENT  
TROY LEE DAVIS**



**LOCAL 313 PRESIDENT  
MAURICE TORRES**



**LOCAL 314 PRESIDENT  
LATONIA BRYANT**



**LOCAL 315 PRESIDENT  
BRYAN EASLEY**



**LOCAL 317 PRESIDENT  
CHARLES HARRIS**



**LOCAL 318 PRESIDENT  
NICK MOSEZAR**



**LOCAL 320 PRESIDENT  
BERNIE GONZALEZ**



**LOCAL 321 PRESIDENT  
TONY WILSON**



**LOCAL 322 PRESIDENT  
KELLY DICKEY**

last National Agreement decided by an arbitrator was in 2013. The “Fishgold Award” resulted in the creation of MHAs and a proportional COLA in Table 2.

National Secretary-Treasurer Tabarus was the next speaker. He provided a comprehensive report on a host of topics that included Mail Handler complement; regular and associate membership trends and per capita analysis; revenue projections and allocation among our Union’s affiliated organizations; NPMHU Revenue Sharing Program; and the NPMHU Mobile App.

Associate member dues and Uniform National Billing Program were discussed in detail. The National Office has been charging Local Unions the same rate of \$1.63, per associate dues payment, since 1995. Expenses related to the Uniform National Billing Program have substantially increased in the past 30 years. National Secretary-Treasurer Tabarus informed the SAMLU delegates that the National Executive Board would be discussing the appropriate increase to the Billing Expense.

As part of the ongoing membership recruitment program, National Secretary-Treasurer Tabarus discussed membership trends and reviewed the “Join The Union, Join The Fight” recruitment tools available to Local Unions and the mailing of postcards to newer non-members. The Form 1187 submission process was discussed in detail, including how to submit Form 1187 to HRSSC, common errors on the Form 1187, and how to file grievances when HRSSC fails to process Form 1187 within the required timeframe in accordance with ELM 924.5 Implementation of Dues Withholdings.

Local Unions with most improved regular membership were recognized. The top three (3) Local Unions with the highest regular membership percentage will be awarded trophies for their outstanding commitment at the SAMLU in August of 2026.

National Secretary-Treasurer Tabarus reviewed the NPMHU (unaudited) financial statements for the fourth quarter ending December 31, 2025 and year end 2025; Net Asset; deficit control measures; quarterly and annual expense and revenue analysis. National Secretary-Treasurer Tabarus also noted that all the Local Unions had filed their LM2s or LM3s on time. An LM workshop might be held in the future.



National Secretary-Treasurer Tabarus concluded his presentation with an update on the 2026 LIUNA International Convention and review of the planning for the 2028 Quadrennial NPMHU Convention in Detroit, MI. He highlighted new NPMHU merchandise available for ordering on the NPMHU website and reported on scheduled NPMHU national meetings, conferences, seminars, and training programs.



The attendees then received a report on the NPMHU Women's Committee from Committee Chair and Vice President Central Region June Harris. Sister Harris introduced Women's Committee members in attendance. Sister Harris also reported on various projects including harassment complaints, the need for more Lactation Stations, participation on the LiUNA Women's Committee, and issues with new employees being hired pregnant and then denied work. Vice President Harris praised the work of the Local Unions' own Women's Committees, especially Local 313. Sister Harris noted that more and more Local Unions are starting their own Local Women Committees, participation on the LiUNA Women's Committee, and representation at the 2026 Women Build Nations Conference to be held in October 2026. The NPMHU Women's Committee met on Wednesday after the SAMLU General Session.

General Counsel Matthew Clash-Drexler discussed litigation and other pending legal matters involving the NPMHU National Union. The National Agency Check with Inquires (NACI) background check National Arbitration was discussed. The arbitrator found that grievances challenging discipline issued related to information on the NACI



LOCAL 323 PRESIDENT  
**JEFF LARSEN**



LOCAL 324 PRESIDENT  
**CARMALITA MECASKEY**



LOCAL 325 PRESIDENT  
**DWAYNE WILLIAMS**



LOCAL 327 PRESIDENT  
**ALEXANDRIA GOLUBSKI**



LOCAL 328 PRESIDENT  
**JENNIFER LILLY**



LOCAL 330 PRESIDENT  
**BOB GRIFFITH**



LOCAL 331 PRESIDENT  
**DAVE WISNESKI**



LOCAL 332 PRESIDENT  
**EDVINA TESCH**



LOCAL 333 PRESIDENT  
**MONICA MARSHALL**



LOCAL 334 PRESIDENT  
**SHELDON ADAMS**

background check are arbitrable and the Postal Service can issue such discipline only upon a showing of just cause. RI399 arbitrations on the SDUS/SIPS machine(s) were just heard. The HOPs RI399 Arbitration is next. The issue of Double-stacked pallets being transported inside installations was discussed as it is pending. The national office has a request for information dispute pending. This dispute is regarding communications between the USPS and the APWU concerning a bilateral MOU stating that all work in SDCs is Function 4 work.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. Director Maddocks provided the assembly with a summary of the USPS Congressional Oversight Subcommittee hearing with PMG Steiner and the director of the GAO. Director Maddocks also explained the various versions of the Reconciliation Bill as it progressed through the Senate and House of Representatives. In addition, she described the recent adverse attacks on the United States Postal Service, Mail Handler jobs, Vote by Mail, USPS Board of Governor nominees, and basic labor rights. Director Maddocks discussed the 2026 Mid-Term elections and provided a report on NPMHU PAC fund donations. Local Unions were presented with “PACie Awards” for 2025.

On Day 2 attendees received a comprehensive report regarding various matters related to the Mail Handlers Benefit Plan (MHBP) from Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallaresi. Updates included a review of MHBP: 2025 Open Season results, 2026 enrollment, attrition, 2026 focus, 2027 marketing focus, 2026 Open Season Seminar in San Diego and planning for 2027 FEHB & PSHB.

Contract Administration Department Regional Director — Northeast Region Patrick Donovan provided a refresher on utilizing the online MAILS database and the recent enhancements to its search capabilities.

Contract Administration Department Manager Teresa Harmon then provided a full report and entertained questions and comments from various attendees on the activities of the Contract Administration Department since the last meeting of the Local Unions. Sister Harmon’s presentation was based on the written report that was distributed electronically before the meeting (and is posted at the MAILS tab on the national website) and included the following topics:

- Bidding MOU — Successful bids made on or after September 21, 2025, will be counted towards the bid maximums established in the 2025 National Agreement.
- Annual Leave Exchange (ALE) Pay with no Federal Tax Withheld



RETIRED LOCAL 313 PRESIDENT  
**JULIO FIGEIROA**



ACCOUNT MANAGER, AETNA  
**SCHANN HOLLADAY**



RETIRED LOCAL PRESIDENT JIM HAGGARTY  
RECEIVES A NPMHU GOLD CARD



**NPMHU WOMEN'S COMMITTEE**



**NATIONAL EXECUTIVE BOARD AND CONTRACT  
ADMINISTRATION DEPARTMENT REPRESENTATIVES**



**RI 399 REVIEW WORKSHOP**



RI 399 REVIEW WORKSHOP



SAMLU ATTENDEES



RI 399 REVIEW WORKSHOP



SAMLU ATTENDEES



SAMLU ATTENDEES

- Relief Supervisor Positions
- USPS/Census Pilot
- New Online Retirement Process
- Update on new mail processing equipment

National CAD Representative Tom Ruther led discussions on the RI399 Update memorandum and provided a comprehensive report on the activities of the Article 12 Task Force. The CAD department is actively involved with discussions on new RTH, RPDC, and LPC facilities. CAD Representative Ruther also provided updates on the RI-399 NDRC meetings. Including discussion on new sorting machinery — MaRS, SIPs, and RIS (Robotic Induction System) for the SPSS and APBS. In addition, he reiterated that all LDRCs should still be meeting monthly. All new machinery should be added to Installation Inventory at LDRC.

As with each of these Semi-Annual Meetings of the Local Unions, a solicitation for agenda items was distributed to all Local Union Presidents in advance of this meeting. Agenda items that were sent to the National Office were distributed to all Local Presidents prior to the meeting and, to the extent possible, the submitted agenda items were addressed in the appropriate reports and through other discussion before the assembly. Several other topics were raised and discussed during the round-robin segment of the meeting.

After the business session, and without any further business before the body, the Semi-Annual Meeting of the Local Unions was adjourned.

On Day 3 an RI 399 Review Workshop was conducted by Contract Administration Department Manager Teresa Harmon, National CAD Representative Tom Ruther, General Counsel Matt Clash-Drexler, and the entire Contract Administration Department. The workshop provided advice and review of the RI 399 process.



# UPDATE ON RI 399 NATIONAL JURISDICTIONAL ARBITRATIONS

Teresa Harmon, Manager, CAD



In this issue, I want to give a brief overview of the National RI-399 cases that have either been recently arbitrated or are scheduled for arbitration.

These cases include:

## UPDATE MOU — WHETHER THE POSTAL SERVICE CAN CHANGE STAFFING

A National Level RI-399 arbitration was heard on April 2<sup>nd</sup> and April 3<sup>rd</sup>, 2025, with Arbitrator Margaret Brogan. This case was appealed to arbitration by the APWU. Pursuant to the Update MOU, jurisdiction was to be based on the status quo as of September 1, 2017 unless the status quo was contrary to, among other things, a National-level craft determination. One area that fell into this exception was the staffing of AI/ATHS associated with the FSM 100. In certain locations, local management staffed these two functions with Clerks. This action was in direct violation of the national determination on those operations. The USPS agreed that, as a result of the RI-399 Update MOU, the APWU dispute of that determination was withdrawn and that the proper staffing on the AI/ATHS is with the MH craft. The Service recognized that such staffing was contrary to the National level determination, moved the Clerks off those operations and properly replaced them with Mail Handlers.

The APWU filed a national dispute on this action. In that dispute, the AWPU argued that the Postal Service violated RI-399 when it replaced the clerks with Mail Handlers, because such a change cannot occur until all local and regional disputes are adjudicated. The USPS countered that by failing to correct their errors immediately it could cause a major financial award to the Mail Handler craft. The NPMHU position is that this was not a national issue and should have been handled at the Regional level. On November 3<sup>rd</sup> 2025, Arbitrator Brogan rendered a decision that rejected all of the APWU's contentions. The Arbitrator wrote in her decision "there is nothing in the language of the Update MOU which states that the Postal Service cannot change jurisdiction based upon its good faith determination that a correction was necessary and the work in issue is covered by a National Level Craft Determination." This language should be used in any installation where management violated the exceptions clause when creating or adding language to an inventory.

## SIPS/SDUS

On November 14, 2022, the National CAD received the USPS jurisdictional determination on the SIPS and SDUS, determining the work similar to the ADUS. The letter stated:

*The SDUS and SIPS are essentially the same equipment as the Automated Delivery Unit Sorter (ADUS). The SDUS are located in Function 4 facilities and are intended to provide processing support at delivery units. The SIPS are located in Function 1 facilities and are intended to provide processing support for mail processing operations. The SDUS and SIPS are both designed to support the automated package processing of machinable parcels/bundles to output zones based on size, weight, and destination of the parcel. The*

*Postal Service currently has ninety-four operational SOUS machines and seventy-four operational SIPS machines and is planning to deploy fifty-one additional SDUS through February 2023. There are no additional planned SIPS deployments at this time.*

*The standard configuration of the SDUS and SIPS includes a manual two-feed position sorter with discharge chutes to mail transport equipment (MTE), such as wire containers or pallet boxes. The number of chutes will vary by sorter based on space availability,*

*machine configuration, and operational need. The SDUS and SIPS can be designed for between 24 to 200 chutes.*

*Parcels are staged near the induction stations for easy access by the stagers. The stagers remove parcels from the staging area and position the container in place for the facer. The Loader/Facer will then singulate, face, and place the parcels onto the induction belt with the label facing up so the barcode is visible. There is no keying operation associated with the SDUS or SIPS. Both sorters collect weight and dimensions of packages and*

includes a Postal Furnished Equipment (PFE) Top-read camera to scan barcodes. The SOUS has the capacity for an optical character recognition (OCR) enhancement. The SIPS is equipped with the OCR. The belt carries packages to the appropriate discharge chute and pushes the package into the associated MTE. Sweepers ensure that MTEs are accurately identified with placards and removed for transfer to the appropriate dispatch area.

The duties performed on the SDUS and SIPS are similar to those performed on the ADUS, Small Parcel Sorting System (SPSS) and Automated Parcel Bundle Sorter (APBS). As with these systems, the SDUS and SIPS has loader stations which are manned by employees. These employees pull, scan, and sort large non-machinable packages, singulate/separate packages, and face/feed packages before they go through the cameras that scan and affect the distribution of the packages not previously pulled, scanned, and sorted as large, non-machinable packages. Taken together, these

functions are integral to the distribution function of the machine. For those facilities where Mail Handlers are present, the primary craft designation for the performance of duties for operation of the SDUS or SIPS is as follows:

1. \*Retrieval and staging of packages in swim/staging lanes for access by stagers/facers: Mail Handler Craft
2. \*Removing empty equipment containers from staging area: Mail Handler Craft
3. Retrieval of full containers from staging/swim lanes and pull, scan, and sort the large non-machinable packages from each container: Clerk Craft
4. Singulating/separating packages and facing/feeding packages onto induction belt: Clerk Craft
5. \*In Function 1 (F1) operations operating a SIPS, sweeping packages (removing full containers and replacing with empty containers), includes sort plan switch out: Mail Handler
6. \*\*In Function 4 (F4) operations operating a SDUS, monitor discharge bins and pull, scan and sort medium

and large no read/no barcode packages into the proper discharge bin, including sort plan switch out: Clerk Craft

7. \*Transporting full containers to dispatch area: Mail Handler Craft

\*Denotes that in offices where the associated task(s) is an integral part of the distribution function, the entire operation is a function of the primary craft performing the distribution.

\*\*The containers utilized on the SOUS have a higher capacity and do not need to be changed out as frequently in F4, as a F1 plant sortation requires for the operation of the SIPS. The employees monitoring the bins during the run can also take any of the larger no read/no barcode packages from the No Read bin and scan/sort them into the corresponding sort bin. This is integral to the efficient operation of the machine in a delivery unit environment.

In facilities that do not include employees from the Mail Handler Craft, the primary craft designation for the performance of duties for operation of the SDUS is the Clerk Craft.

On December 5<sup>th</sup>, 2022, The NPMHU disputed both determinations. Those disputes proceeded to National-level arbitration where they were heard in front of Arbitrator Brogan on April 14, and 15, 2026. A decision will be forthcoming.

## HOPS

In January of 2023, the NDRC performed a site visit to the Memphis Mail Processing Annex to view the High Output Parcel Sorter (HOPS). The site visit was to determine if a National Craft Jurisdiction of the HOPS was necessary. Following that site visit, the NPMHU presented the NDRC with our reasons that a National Craft Jurisdiction would

benefit the Service, noting that the HOPS is going to be deployed throughout the country into many of the RPDCs and will be an integral part of processing parcels. On August 18<sup>th</sup>, 2023, the USPS awarded the majority of the work on the HOPS to the MH craft. The lone exception was the "Reject Station," which the Postal Service argued should go to the Clerk craft because it includes facing and keying. Both the NPMHU and the APWU filed disputes on the award, with ours on the Reject Station as the data showed that the keying was de minimis, and there is no need to face as the HOPS using a six-sided scanner. The case will be heard by Arbitrator Brogan in June of 2026.

**Following that site visit, the NPMHU presented the NDRC with our reasons that a National Craft Jurisdiction would benefit the Service, noting that the HOPS is going to be deployed throughout the country into many of the RPDCs and will be an integral part of processing parcels.**



## AUTISM ALWAYS UNIQUE TOTALLY INTERESTING SOMETIMES MYSTERIOUS

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

**A**t our April Women Committee Meeting, one of the topics that was discussed was adults in the workplace with autism. The misconceptions on behalf of co-workers and management caused unnecessary discomfort for everyone. Being a grandmother to a child with autism, I understand the importance of people knowing the uniqueness and specialness of people with this condition. My grandchild is smart beyond words. Though very quiet, his presence can not be ignored. He is loving, watchful, and very picky. Routine and few changes are great. Noise is an irritant, but expressing his thoughts with very few words is common.

Society seems to have more empathy for a child with autism. Educators have a specific regimen for reaching and teaching their minds. They know that these angels need patience, attention, and much love. But what about the adults with autism? *Remember, the kids with autism become adults with autism.* Adults who enter the workplace are sometimes totally misunderstood. People think they are acting funny or weird because they don't act the way we think they should. They are labeled with derogatory names and placed in categories that don't define the real them. These adults are not walking around with a sign telling their co-workers that they

have autism. This is virgin territory to many of them, and we have to work to unscramble this newness.

**Autism, also called autism spectrum disorder, is a condition related to brain development that affects how people**

**see others and socialize with them.**

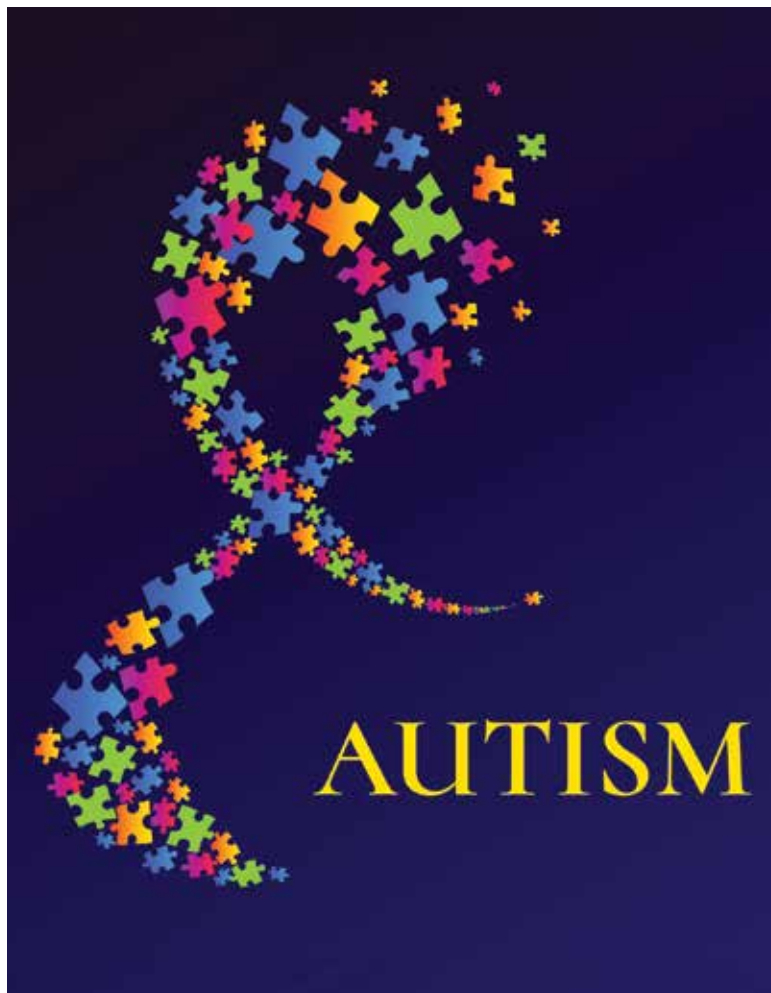
This causes problems in communication and getting along with others socially. The condition also includes limited and repeated patterns of behavior.

**The term "spectrum" in autism spectrum disorder refers to the wide range of symptoms and the severity of these symptoms.**

Believe it or not, there are employees that you work with that have this condition. Autism does not minimize their abilities to work and perform the tasks of their job, but misconception or ignorance of the condition causes unnecessary stress.

We are not medical professionals, but we need to be aware that a co-worker may have

autism. There's no need for a personal examination or interrogation of your co-worker, but try to create an environment where we accept the differences without negativity. Some people aren't diagnosed until they enter adulthood. They are just becoming acquainted with their condition. Again, empathy and kindness are needed. The month of April is



designated as “Autism Awareness Month”, but yearly awareness is needed.

An adult with autism may exhibit some of these characteristics:

#### **SOCIAL INTERACTIONS:**

- Feel awkward in social situations
- Having difficulty understanding what others are thinking or feeling
- Prefer to be alone
- Difficulty making friends
- Having difficulty understanding social rules
- Verbal and nonverbal communication:
- Difficulty making eye contact
- Responding to conversations in a blunt way
- Taking things literally

#### **REPETITIVE AND/OR RESTRICTIVE BEHAVIORS:**

- Having the same routine every day
- Noticing small details or patterns that peers wouldn't
- Having very intense and specific interests

Adults with autism are not weird. They are beautiful people who operate differently. **People with autism are “Always Unique Totally Interesting Sometimes Mysterious”!!!**



**AUTISM**  
AWARENESS DAY

**We are not medical professionals, but we need to be aware that a co-worker may have autism. There's no need for a personal examination or interrogation of your co-worker, but try to create an environment where we accept the differences without negativity.**



## NPMHU CALLS FOR STRONGER POSTAL FINANCES

Katie Maddocks, Legislative and Political Director



**A**s Mail Handlers are now aware, Postmaster General David Steiner announced earlier this year that if the United States Postal Service continues operations as usual, it is set to run out of money by the end of the year. In order to meet performance standards for customers without impacting employment, the Postal Service enacted cost saving measures to help lessen financial stress in the short run while long term solutions are created. The National Postal Mail Handlers Union has received questions from members regarding the Postal Service's decision to defer its payments to the Federal Employee Retirement System (FERS) for the remainder of the fiscal year. The Postal Service estimates this deferment will make about \$2.5 billion available. Rest assured, current and retired Mail Handlers and all postal employees will not be immediately impacted by this temporary suspension. The Office of Personnel Management (OPM) is still obligated to meet USPS retirement payments and there will not be a lapse in annuities for NPMHU retirees, or anyone retired from the Postal Service.

While this action is temporary, there are fiscal changes that can be made that would be beneficial in the long run.

The Civil Service Retirement System (CSRS) is the older of the retirement programs and only applies to postal and federal employees hired before 1984, and only covers a minority of postal employees. USPS pays for a disproportionate amount for CSRS employees who worked for both the Department of the Post Office, as it existed before 1971, and the current USPS. The methodology for calculating USPS CSRS expenses misconstrues employees' salary and USPS is required to cover the full cost of CSRS benefits — which does not apply to other federal agencies.

The USPS Office of Inspector General, USPS, NPMHU and other stakeholders have all called for action from the Executive Office to update allocation methodologies for

CSRS payments which, according to the Postal Service, could provide \$14 billion in savings over ten years.

The Postal Service is also handcuffed by how it can invest its retirement funds, as they are managed by the Office of Personnel Management and the Treasury Department. Currently, these funds are required to be invested in Treasury securities, which generate low rates of return. The OIG has repeatedly reported that if USPS were already allowed diversified investments of 60 percent stocks and 40 percent bonds would have generated billions in previous fiscal years. Appropriately investing retirement funds would lower the Postal Service's retirement costs.

**The Postal Service is also handcuffed by how it can invest its retirement funds, as they are managed by the Office of Personnel Management and the Treasury Department. Currently, these funds are required to be invested in Treasury securities, which generate low rates of return.**

Finally, the Postal Service has borrowing authority from the Treasury Department to maintain liquidity and fund operational expenses. The borrowing limit is currently set to \$15 billion, however, that limit was set back in 1992, and does not meet the growth of inflation. In a hearing before the House Subcommittee on Government Operations, PMG Steiner testified, "This limit is one reason we were forced to defer capital improvements for many years, leading to a deterioration in our network that we are still trying to recover from.... no private company is as limited in its credit access as the Postal Service, and certainly not one with our scope, operational complexity, and importance to the American public."

On June 4, the House Oversight Subcommittee on Government Operations held a hearing with the Postal



Regulatory Commission to learn of the Commission's insight's on the Postal Service's financial standing. In a written statement from NPMHU National President Paul Hogrogian, he reiterated the need to increase the borrowing authority of the Postal Service and applying common sense accounting practices, and the NPMHU will continue to work with our fellow postal unions, USPS, and other stakeholders to promote these solutions. The Postal Service has delivered for every American household and business for over 250 years and is invaluable to the country's national economy. We must work to ensure that it can continue this work while also protecting Mail Handlers' jobs and benefits.

### **NPMHU WORKS TO GROW OUR POLITICAL INFLUENCE**

Were you aware of the political arm of the Mail Handlers Union — the NPMHU Political Action Committee (PAC)? The NPMHU PAC allows us to help congressional candidates get elected and incumbents stay in Washington, where they can advocate on our behalf.

As you've seen, there have been numerous attacks against the value of the Postal Service and its dedicated employees.

Members of Congress have threatened your health and retirement benefits, your right to organize, and the financial stability of the Postal Service. Because of this, it is necessary to ensure those on Capitol Hill understand the value of the work of Mail Handlers. We need friends and champions elected to Congress to ensure that our Union won't see attacks against our livelihood, our earned benefits, and the middle class become a reality.

All it takes is \$1 a pay period to make an investment in our Union's PAC. The easiest way to do so is through payroll deductions set up through Mail Handlers' PostalEase account, but the form for one-time contributions via check or credit card can be found in the following pages of the Mail Handler magazine.

In the last edition of the Mail Handler, contributors to the PAC throughout 2025 were acknowledged. However, some PAC members were unfortunately overlooked and need to be recognized for their efforts: Ryan Pigmon of Local 322, Robin Djakovic of Local 304, and Jorge Ortiz of Local 318. If you have any questions about your contribution level or giving to the NPMHU PAC, please contact the National Office at 202-833-9095. We thank all who give!

# NPMHU PACkie Awards



## LOCALS WITH 1-499 MEMBERS

(l-r) Legislative and Political Director Katie Maddocks and Local 333 President Monica Marshall



## LOCAL 316 LOCALS WITH 500-1499 MEMBERS

(l-r) Local 316 SEBM Steven Kim, Local 316 Branch President Valerie Brown, National President Paul Hogrogian, Vice President Western Region and Local 316 President Don Sneesby, Legislative and Political Director Katie Maddocks, National Secretary-Treasurer Kevin Tabarus, Local 316 Vice President Tim Kovac and Local 316 Treasurer Michael Fregon



## LOCAL 301 LOCALS WITH 1500 & UP MEMBERS

(l-r) Assistant to the National Officers Neil Ryan, Legislative and Political Director Katie Maddocks, CAD Director Patrick Donovan, National President Paul Hogrogian, Local 301 Treasurer John Bessette, Vice President Northeastern Region and Local 301 President Dan St. Marie, National Secretary-Treasurer Kevin Tabarus, and Local 301 Vice President Sean Swenney.

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



**LOCAL 324  
MOST CONTRIBUTIONS  
PER CAPITA**  
(l-r) National President Paul Hogrogian, Local 324 President Carmalita Mecaskey, Legislative and Political Director Katie Maddocks, and National Secretary-Treasurer Kevin Tabarus.



**LOCAL 300  
AMBASSADOR AWARD**  
(l-r) James Smith CTSEBM, Malik Sheppard NYSEBM, Lucy Lombardo Local 300 Recording Secretary & JFK-ISC BP, National President Paul Hogrogian, Local 300 President Yvette Johnson, Legislative and Political Director Katie Maddocks, National Secretary-Treasurer Kevin Tabarus, Antonio Sanchez Local 300 Treasurer, and Tommy Russo NJSEBM.



**LOCAL 325  
MOST IMPROVED**  
(l-r) Local 325 Vice President Calvin Hoskins, National President Paul Hogrogian, Local 325 Treasurer Genesis Thomas, Local 325 President Dwayne Williams, and National Secretary-Treasurer Kevin Tabarus.

# 2026 PAC

## INCENTIVE AWARDS



### 2026 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Tumblers
Activist	\$100	PAC Polo
Leader	\$250	PAC Party Jug
Ambassador	\$500	PAC Tote Bag and Beach Towel
Super Ambassador	\$1000	All Incentive Gifts

## YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at [www.liteblue.usps.gov](http://www.liteblue.usps.gov). Follow the instructions printed on pages 27 and 28 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 six 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)
- \$1000 (Super Ambassador) \_\_\_\_\_  Other \_\_\_\_\_

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

VISA       MASTERCARD      Acct.# \_\_\_\_\_      CVV# \_\_\_\_\_

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

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

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

## PostalEASE by TELEPHONE:

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

## PostalEASE on the WEB:

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

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

2026

PSHB

# MHBP HEALTH PLANS



THREE PLANS, ONE MISSION.  
A HEALTHIER YOU.





## AN OUNCE OF PREVENTION — THE PROS AND CONS OF DISEASE SCREENING

Nina Gallauresi, Executive Director, MHBP

### SCREENING FOR DISEASES

Lots of diseases start silently. Conditions like high blood pressure, high cholesterol, and even cancer may have no symptoms at the start. Screening refers to looking for signs of disease in seemingly healthy people. Finding problems early can help you start treatment and make helpful lifestyle changes as soon as possible. Some screening tests have been shown to improve health and are widely recommended.

“We have great screening tests that have really lowered our rates of death and disease,” says Bob McNellis, a public health expert at NIH. Teams of experts develop guidelines for who should be screened with these tests, and how often.

A new study looked at how screening contributed to help lower cancer deaths in the U.S. over the last five decades. “We found that 8 out of 10 cancer deaths averted over the last 45 years were due to prevention and screening efforts,” says Dr. Katrina Goddard, a cancer control expert at NIH. Screening was the main cause of the drop in deaths from cervical cancer and colorectal cancer.

But screenings don’t always make sense for everyone. Some tests may have potential downsides, or harms. “These could be physical harms. They can also be things like stigma or psychological stress,” McNellis explains. For example, a test may suggest that you have a disease when you actually don’t. This is called a false positive result and can lead to stress and unnecessary

follow-up testing that may come with a risk of side effects. Other times, tests may miss cases of a disease. These are called false negative results.

Sometimes, a screening test finds a real disease that never would have caused issues over the person’s lifetime. But that person may receive treatment because of the test results. This is called overdiagnosis and overtreatment. “Basically, there are no perfect tests,” McNellis notes.



Experts continue to track the impact of screening tests over time and adjust recommendations. For example, screening tests for prostate cancer used to be common for older men. But studies found high levels of overdiagnosis. This led to many men having major surgery they didn’t need. So prostate

cancer screening is not commonly recommended for men 70 and older.

“Screening guidelines do change over time,” Goddard explains. This happens because new research is always being done. For example, guidelines now suggest that many people start screening for colorectal cancer at age 45 instead of 50. Cancer rates have been rising in younger people, “and we have new evidence that they may benefit from colorectal cancer screening,” McNellis says.

Your doctor will take many factors into account when recommending screening tests. These include your age, overall health, and personal preferences. Talk with your doctor before having a screening test.

Questions to ask can include: What are the potential harms of the test? How often do they occur? What’s the chance of finding a disease that wouldn’t have caused a problem? How effective are the treatment options if you find something? Am I healthy enough to have treatment if you discover a disease?

Many screening tests need to be repeated regularly to get the most accurate results, McNellis says. So even if you’ve been given a clean bill of health, let your doctor know if you experience any worrisome symptoms in between tests.

### HEALTH SCREENINGS

Talk to your doctor about the benefits and harms of screening tests. Common tests look for:



- High blood pressure.
- Elevated blood lipids, including cholesterol.
- Diabetes and prediabetes, including during pregnancy.
- Depression and anxiety.
- Sexually transmitted infections and blood-borne diseases, including HIV, syphilis, hepatitis B and C, gonorrhea, and chlamydia.
- Cancer, including colorectal, cervical, breast cancer, and lung cancer in some current and former smokers.
- Substance use disorders.
- Reduced bone density (osteoporosis)

## US PREVENTIVE SERVICES TASK FORCE

The U.S. Preventive Services Task Force (USPSTF) works to improve the health of people nationwide by making evidence-based recommendations on effective ways to prevent disease and prolong life. Through this work, the Task Force helps healthcare providers and

their patients work together to make informed decisions about preventive care. The Task Force provides prevention guidance on more than 80 health conditions and diseases across the lifespan.

Task Force recommendations:

- Apply to people without signs or symptoms of a specific disease or condition
- Are only for preventive services offered in a primary care setting or referable from a primary care provider
- Address three types of preventive services: screenings, behavioral counseling, and preventive medications

The Task Force follows a rigorous, multistep process to develop its recommendations, starting with a research plan that guides the review of existing evidence, resulting in a recommendation based on that evidence. Throughout the process, the Task Force solicits—and considers—public and expert input to improve its work. The Task Force routinely updates its existing recommendations to reflect new evidence and adds new topics to its portfolio.

## ADDITIONAL MHBP RESOURCES TO ASSIST YOU

Like all health plans who meet the Affordable Care Act (ACA) requirements to cover USPTF A and B recommendations, MHBP provides an extensive range of preventive benefits to help members stay well. We include 100% coverage for a variety of network preventive tests and screenings, routine physical exams, and tobacco cessation. To keep children well, we provide 100% coverage for recommended well child visits, immunizations, and physical exams. We also cover women's wellness at 100% for a full range of network preventive services, preventive tests and screenings, counseling services. We also cover certain medications and supplements to prevent certain health conditions for adults, women and children as recommended by the ACA.

MHBP can help connect you to a provider for covered screening services. If you know the type of provider you would like to see, search for a provider using [mhbppostal.com](https://mhbppostal.com) or call MHBP at 833-497-2416 for assistance.

## SOURCES:

NATIONAL INSTITUTES OF HEALTH [HTTPS://NEWSINHEALTH.NIH.GOV/](https://newsinhealth.nih.gov/) | [MHBPPOSTAL.COM](https://mhbppostal.com) | [USPTF USPREVENTIVESERVICESTASKFORCE.ORG](https://usptf.uspreventiveservicestaskforce.org)



# NPMHU Arthur S. Vallone SCHOLARSHIP

## NPMHU REINVESTING IN TODAY'S YOUNG LEADERS

**T**he NPMHU Scholarship Committee completed its task of evaluating many applications from well qualified NPMHU members and members of their immediate families. After careful review and consideration, a new group of Vallone Scholars have been awarded a scholarship for the next 4 years. Fifteen applications were selected out of a total of forty-one received by the March 15<sup>th</sup>, 2026, deadline.

The NPMHU National Scholarship was dedicated and renamed after Arthur S. Vallone after his untimely passing in 2005. Arthur S. Vallone served as the elected President of Local 309 headquartered in Buffalo, New York and represented approximately 1,500 Mail Handlers throughout upstate New York. Arthur S. Vallone also served 3 terms on the National Executive Board as the Northeastern Region Vice President. Vallone's deep understanding of education and learning are just a handful of reasons why the National Postal Mail Handlers Union dedicated this legacy to Brother Arthur Vallone.

The Arthur S. Vallone Scholarship is now in its 26th year of existence. This award was designed to offer deserving Mail Handlers and members of their immediate families some relief from the financial burden of paying for higher education. With fewer resources becoming available, it can be quite the challenge for families to absorb the cost of higher education. While some individuals and families develop savings plans for higher education, there are many that do not nor

have the ability to do so, and that is why the NPMHU has dedicated such an award.

The National Executive Board (NEB) recently made an important change to the Vallone Scholarship. The NEB voted to raise the scholarship award amount from \$1,000 to \$2,000. The NEB's decision to reinvest in the Vallone Scholarship was to respond to the weakening numbers of applications but also to raise our competitiveness amongst other scholarship offers. As a result, each NPMHU Region has been granted up to three scholarship awards in the amount of \$2,000 each, renewable by the recipient for up to four years or until the completion of the students' undergraduate or trade school degree, whichever occurs first for a maximum of \$8,000 per recipient over four years.

While reading over the applications of this year's winners there was a common theme that seemed to guide many of the new Vallone Scholars. These new scholarship recipients wanted to become leaders. What makes a good leader means something different to all of us, but let us agree that there are traits that set a leader above the non-leaders. A few ways to distinguish and set these students apart from the others are traits such as an open mind, the ability to communicate clearly, they lead by example and they never stop learning.

Several applications included some very profound personal essays. One that recently caught my eye was Marquita Yancey from Richmond, VA. Marquita wrote that "My goal is to build generational wealth and to bring financial literacy to my

community to break cycles of financial instability and generate prosperity”.

Another application from Manafshay Shahzad from Manchester, NH stood out showing signs of a budding future leader. Shahzad wrote “I plan to study political science in college and become an education lawyer to try and mend the issues in the education system from a policy standpoint. My goal is to advocate for fairness and opportunity, principals that unions fight for every day”.

Lastly here’s also an example of a young leader in Janay Jones of Miramar, FL. Janay wrote “As a member of a

family connected to the National Postal Mail Handlers Union, I have learned the value of solidarity, education and advocacy. This scholarship would support my education and reflect the values of service, perseverance and responsibility that have shaped my life. I hope to use my education to make a meaningful difference in the lives of others.”

The number of scholarship applications we received this year was slightly greater than last year, but the superior level of excellent applicants remained the same. All our applicants shined in very different ways. It’s a tough job to

sift through each application and pick out the 3 applications per region that outshine the others. Nonetheless we’ve reached the completion of another year, and we present to you the newest Vallone Scholars.

Prior to going to print, National President Paul Hogrogian was notified by Union Plus President Mitch Stevens that The National Postal Mail Handlers Union were among 42 unions with an award of The Union Plus Scholarship. The Union Plus Scholarship will be available at the end of June, and can be found at <https://www.unionplus.org>.



Local 297  
**CAYSEN  
BRESHEARS**



Local 300  
**ISABELLA  
MA**



Local 301  
**EVANS  
KAILOLA**



Local 301  
**MANAFSHAY  
SHAHZAD**



Local 305  
**ANDRÉS  
ALVAREZ**



Local 305  
**SHAYLA  
HARRISON**



Local 305  
**MARQUITA  
YANCEY**



Local 311  
**AUTUMN  
CHATMON**



Local 315  
**DEMETREUS  
WONGSOMADI**



Local 318  
**JANAY  
JONES**



Local 320  
**MIRENA  
MENDEZ**



Local 320  
**CHANTRA  
NOP**



Local 321  
**OMNIA  
MAHMOUD**



Local 329  
**TAYLOR  
GRANDBERRY**



Local 333  
**LAILA  
COLLIER**

# MAIL HANDLERS ACROSS THE COUNTRY



## LOCAL 297 HELD THEIR INSTALLATION OF OFFICERS

(l-r) Wichita, KS PDC Branch President Jeffrey Nix, Local 297 Kansas SEBM Zach Miller, Kansas City, MO PDC Branch President Rodney Washington, Kansas City, KS RTH-RPDC Branch President Megan Russell, National President Paul Hogrogian, Local 297 Vice President and Kansas City, KS NDC Branch President Bridget Henry, Vice President Central Region June Harris, Local 297 Treasurer Kimberly Walker, Local 297 Missouri SEBM Donna Maxwell, Local 297 Recording-Secretary and Springfield, MO PDC Branch President Kevin Strevel, and Local 297 President Chris Bentley.





### LOCAL 301

Local 301 Council training and meeting. Vice President Northeastern Region and Local 301 President Dan St. Marie enlisted National Secretary-Treasurer Kevin Tabarus, Legislative and Political Director Katie Maddocks and CAD Director Patrick Donovan to present at the event.



### LOCAL 300

- 1) President Local 300 Yvette M. Johnson meets with Senator Kirsten Gillibrand (D-NY)
- 2) Local 300 Vice President Ray Bermudez and Local 300 SEBM Thomas Russo meet with Congresswoman Nellie Pou (D-NY-09)



### LOCAL 302

Local 302 President Anthony Coleman and members of Local 302 held a shop Stewards Training. Assisting with the training were National President Paul Hogrogian, Vice President Eastern Region John Gibson and Vice President Western Region Don Sneesby.



### LOCAL 308

Local 308 held their installation of officer's ceremony. Pictured (l-r) Ottina Fallz Phila P&DC Branch President, Joseph Lutcavage Harrisburg Branch President, Sean Craig Lehigh Valley Branch President, John Gibson Local President, Bob Glycenfer Scranton Branch President, Shelby Root PA State Executive Board Member & Lancaster Branch President, Gene Jones NJ State Executive Board Member & South Jersey Branch President, Paul Hogrogian National President, Robin Butts Wilmington Branch President, Kris Keehn Trenton Branch President, Brian Clark DE State Executive Board Member, Joe Zelenenki Recording Secretary & Phila NDC Branch President, Chris Lee Vice President, Michael Rembelinsky Treasurer, Kevin Tabarus National Secretary-Treasurer



### LOCAL 307

Local 307 held their Installation of Officers at the SAMLU meeting. Pictured (l-r) Local 307 Recording Secretary Trevell Fleming, Local 307 Vice President Kimberly Johnson, Retired Local 307 President James Haggarty, Local 307 President Ursula Patterson, Vice President Central Region June Harris and National President Paul Hogrogian.

### LOCAL 310

Local 310 held their Installation of Officers. Pictured (l-r) **1** CAD Director Andy Badilishamwalimu, Carlus Biggers Branch President Atlanta RPDC, Keima Thomas Branch President Duluth LPC, Marvin Parker Recording Secretary/Branch President Atlanta LPC/SDC, Reginald Chambers Vice President, Lisa D. Greer Local President, Paul Hogrogian National President, Quinntella Smith State Board Member, Charles Franklin Jr. Treasurer, National Secretary-Treasurer Kevin Tabarus, Vice President Southern Region John J.R. Macon. **2** Local 310 reunited with retired NEB member Bruce Z. Miller. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Local 310 President Lisa Greer, CAD Director Andy Badilishamwalimu, Retired NEB Bruce Z. Miller, National President Paul Hogrogian and Vice President Southern Region John J.R. Macon.





**LOCAL 311**

**1)** Local 311 held their Installation of Officers. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Juan Ramos — BP San Antonio, Jose Molina — BP Lubbock, Dawn Richard — BP Dallas RTH, Dana Davenport — Recording Secretary, Rodney Davis — BP Dallas Main,

National President Paul Hogrogian, Robert Morgan — BP North Texas, Guy Thompson — BP El Paso, Shirley Mackey — State Board, Roxie Pride — Treasurer, Local 311 President Charles Charleston, Johnniece McGee — BP North Houston, Byron Bennett — Vice President

and Vice President Southern Region John J.R. Macon. **2)** Local 311 Held a Shop Steward Training anchored by National Trainers Vice President Central Region June Harris and Vice President Eastern Region John Gibson.





1



2

### LOCAL 315

1) Local 315 held their Installation of Officers. Pictured (l-r) Local 315 Vice President Shannon Lewis, Local 315 Recording Secretary Andre'ya Hudson, Vice President Western Region Don Sneesby, Local 315 Treasurer Raul Laurence, Local 315 Sergeant

at Arms Margaret Green, Local 315 President Bryan Easley, National President Paul Hogrogian, Local 315 Branch President Portland Don Beaton, and Local 315 SEBM Sean Reilly 2) Local 315 along with Local 302 conducted a joint arbitration advocacy training

in Portland. National Trainers Vice President Western Region Don Sneesby, Vice President Central Region June Harris, and Vice President Eastern Region John Gibson were on hand. Day 2 included a Management vs Union mock hearing.



### LOCAL 313

Local President Maurice Torres along with National Trainers held a Shop Stewards Training. To help with the training were National President Paul Hogrogian, Vice President Central Region June Harris and Vice President Eastern Region John Gibson.



### LOCAL 334

Local 334 held their Installation of Officers Ceremony. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Vice President Eastern Region John Gibson, Vice President Local 334 John Del Grosso, Local 334 SEBM and Greenville Branch President Michael Howell, Charleston Branch President Lisa Taylor, Columbia Branch President Ottavia Sas, Local 334 Treasurer Alexander Adams, Local 334 Recording Secretary Valeria Issac, and LP Sheldon Adams.

### LOCAL 318

**1)** Local 318 conducted their Branch Presidents Orientation, and their Installation of Officers ceremony. Pictured, back row (l-r) Alfred Simmons Tallahassee LPC, Tom Sheldon Ft. Myers LPC, Shaun Frazier Orlando P&DC, Cleveland Dunbar Pensacola, Eric Davis Jacksonville RPDC, Ron Nordyke Local 318 Recording Secretary, Wayne Campbell Local 318 Executive Board Member, Lynden Clarke Local 318 Vice President, Marshea Dugans Tampa/ Ybor City P&DCs, Alex Martinez, Mid Florida P&DC, Tocarra Williams Royal Palm P&DC. Front row (l-r) Brandi Milam Miami P&DC/ ISC, Joye Johnson Jacksonville LPC/ S&DC, Vonetta Hereford-Meachum Gainesville LPC/ S&DC, Nick Mosezar, Local 318 President, Shauna Jones Local 318 Treasurer, ShanDeLis Cordova-Rosa Seminole P&DC, Gali Kissel West Palm Beach P&DC, Cheryl Moore and National President Paul Hogrogian. Also in attendance, (not pictured) Southern Region Director Eileen Mills. **2)** Joining Local 318 at their Swearing in Ceremony was retired Southern Region Vice President Lawrence Sapp. Pictured (l-r) President Local 318 Nick Mosezar, Vice President Southern Region John J.R. Macon, National President Paul Hogrogian, Retired Vice President Southern Region Lawrence Sapp and National Secretary-Treasurer Kevin Tabarus. **3)** Local 318 also conducted its comprehensive New Stewards Training Seminar in Orlando, Florida. A combination of new stewards and newly elected Branch Presidents. The training was led by Local 318 President Nick Mosezar, Vice President Lynden Clarke, Treasurer Shauna Jones, Recording Secretary Ron Nordkye and Executive Board Member Wayne Campbell.



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#### VISION PLAN:

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- Nearly 46,000 network-provider locations
- Allowance for prescription frames or contact lenses

\* Please refer to the chart on [MHBPPostal.com/dental-plan/](https://www.mhbppostal.com/dental-plan/) so you can review how the basic services are better the longer you are in the plan. MHBP Dental and Vision Plans are available to U.S. residents only. Dental and vision benefits are underwritten by First Health Life & Insurance Company. These benefits are neither offered nor guaranteed under contract with the PSHBP or FEDVIP, but are available to federal and postal service employees, retirees, and select members of the military and their covered family members as a voluntary offering. You cannot file a PSHBP disputed claim about them.

You do not have to be enrolled in an MHBP medical plan to enroll in the MHBP Dental or Vision Plans. A single annual \$52 MHBP associate membership fee makes all MHBP plans available to you. Before making a final decision, please read the official 2025 Plan Brochures. All benefits are subject to the definitions, limitations and exclusions set forth in the official 2025 Plan Brochure. For more information about MHBP plans, please refer to [MHBPPostal.com](https://www.mhbppostal.com)

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