

THE MAIL HANDLER

FALL 2026

THE QUARTERLY PUBLICATION OF THE NATIONAL POSTAL MAIL HANDLERS UNION

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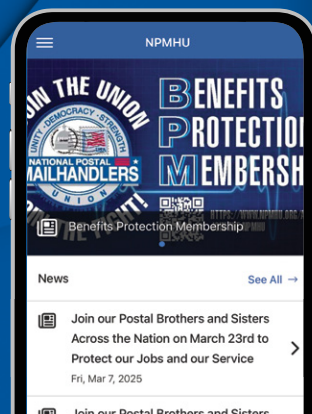
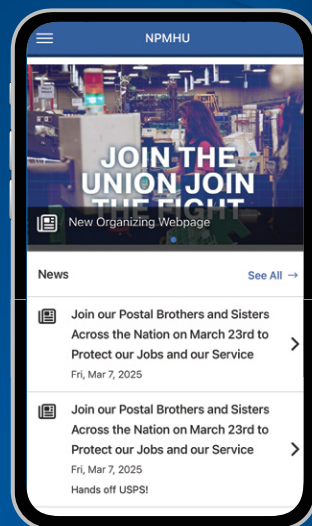
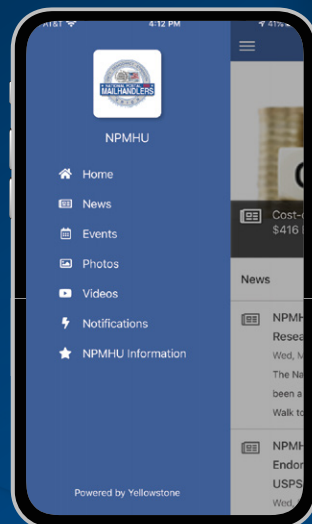
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We are pleased to provide this communication tool to all Mail Handlers. You can access the latest news, updates, events, and information of organizational importance.

THE APP'S FEATURES INCLUDE:

- + Current NPMHU news with periodic push notifications of importance
- + Legislative and Political NPMHU Action Center
- + Quadrennial Convention Information
- + NPMHU Women's Committee
- + Current Wage Charts





THE MAIL HANDLER

NATIONAL POSTAL MAIL HANDLERS UNION

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CONTENTS

4 National President's Report
Mail Handler Craft Growing

6 National Secretary-Treasurer's
Report Membership Is Growing Too

9 Semi-Annual Meeting of the Local Unions
Minneapolis, MN

20 Contract Administration Department
Weingarten Rights: The Right to a Union Representative

22 Legislative and Political Report
Voting Rights are Fundamental

26 MHBP Health Plan Report
Chronic Pain Treatment

29 The Rules and the Remedy
Eastern Region Vice President John Gibson

30 NPMHU & LiUNA a Brief History
Western Region Vice President Don Sneesby

32 NPMHU Women's Committee Report
Go Union Go !

34 Read On: Brothers & Sisters, Knowledge is Power !!!
Northeastern Region Vice President Daniel St. Marie

35 NPMHU Arthur S. Vallone Scholarship

36 Mail Handlers Across the Country
See pictures of various meetings and functions across the country



THE QUARTERLY PUBLICATION OF THE
NATIONAL POSTAL MAIL HANDLERS UNION

MAIL HANDLER CRAFT GROWING

Paul V. Hogrogian, National President



Dear Members:
The National Postal Mail Handlers Union (NPMHU) has been aggressively increasing the number of Mail Handlers in our bargaining unit. We are accomplishing this through the following:

1. Insourcing operations that had been subcontracted out to private companies. The USPS had subcontracted out 13 Surface Transfer Centers (STCs). STCs service as consolidation sites for surrounding Mail Processing Centers. The NPMHU signed an MOU with the USPS to return STC operations back to postal facilities where Mail Handlers will perform the work. Our efforts to insource the STC work has resulted in approximately 2,000 returned Mail Handler jobs.

The NPMHU has also been negotiating the return of Terminal Handling Services (THS). THS performs the operation of tendering mail to and receiving mail from airlines which transport mail. So far 20 of these THS sites have been brought back in house with more expected as more RPDC sites come online.

2. Securing a majority of positions in the new Regional Processing and Distribution Centers (RPDCs) and Regional Transfer Hubs (RTHs) as they become operational. The NPMHU secured positions in these installations through a series of MOUs negotiated with the USPS. There are approximately 18 active RPDC regions as well as 4 RTH Regions. The USPS plans to create a total of approximately 60 RPDC sites. The NPMHU will aggressively pursue securing positions for our craft at these new facilities come on-line.

3. The USPS has been rolling out a series of new package sorting machines such as the MaRS and PILs. As these new machines have been put into service, we have succeeded in

having the work awarded to our craft. **The Mail Handler craft is quickly becoming the dominant craft in Mail Processing Centers.**

4. The Residual Vacancy MOU has resulted in the conversions of thousands of MHAs into career Mail Handler positions, which has also resulted in an increase in our bargaining unit.

In July of 2025, there were a total of 51,933 Mail Handlers. As of July of 2026, there are 56,588 Mail Handlers. This is an

The NPMHU secured positions in these installations through a series of MOUs negotiated with the USPS. There are approximately 18 active RPDC regions as well as 4 RTH Regions. The USPS plans to create a total of approximately 60 RPDC sites. The NPMHU will aggressively pursue securing positions for our craft at these new facilities come on-line.

increase of 4,655 Mail Handlers for an increase of 9% over a one-year period.

In Pay Period 3-2020, there were 42,758 Mail Handlers, while in Pay Period 14-2026 there were 56,166 Mail Handlers which represents a **31.4% increase over the 6-year period.**

The NPMHU remains committed to continuing its effort to increase the number of Mail Handlers in the bargaining unit.

* * *

The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is

the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC).

THE FOLLOWING IS THE LATEST UPDATE THAT WE RECEIVED FROM THE POSTAL SERVICE:

1. Sandston (Richmond), VA (significantly active)
2. Chicago, IL (significantly active)
3. Atlanta, GA (significantly active)
4. Charlotte, NC (significantly active)
5. North Houston, TX (significantly active)
6. Indianapolis, IN (significantly active)
7. Portland, OR (significantly active)
8. Jacksonville, FL (significantly active)
9. Boise, ID (significantly active)
10. Phoenix, AZ (RTH) (active)
11. Memphis, TN (RTH) (active)
12. St Louis, MO (partially active)
13. Birmingham, AL (partially active)
14. Jersey City, NJ (partially active)
15. Greensboro, NC (partially active)
16. Kansas City (RTH) (active)
17. Dallas, TX (RTH) (active)
18. Denver (RTH) (active)
19. Tampa (partially active)
20. Nashville (partially active)

21. Sacramento (partially active)

22. Oklahoma City (partially active)

NEW RPDC PROJECTS INCLUDE:

1. Dallas RPDC (Campus/Area Review)
2. Los Angeles RPDC (Campus/Area Review)
3. Denver
 - a. Denver PDC = Denver RPDC
 - b. Denver NDC = Denver RTH
4. Fargo
5. San Juan

The NPMHU will vigorously work to ensure that all dislocation and inconvenience to all Mail Handlers is kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. It is worth repeating that these plans are extremely fluid and subject to change. The National Office will provide updates on this project once we receive more information.

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.

Faternally,



Paul V. Hogrogian
National President



MEMBERSHIP IS GROWING TOO

Kevin P. Tabarus, National Secretary-Treasurer



The number of all Mail Handlers has been increasing more over the years at a record pace. Giving credit where credit is due... This is due to the hard work and dedication of this Union. We should thank the National Executive Board, the hard-working Contract Administration Department, Local Union Officers, Shop Stewards, and the Union Members that have helped the Union to accomplish this enormous increase in our numbers. More Mail Handlers, year after year!

But the increase in the size of our bargaining unit includes both Members and Non-Union Mail Handlers. Thankfully, the number of Union Members is outpacing the number of non-union Mail Handlers. We have been carefully analyzing the membership. Recognizing areas where we are doing amazing with our membership percentage and where we are lacking.

A major concern is that our “newer” Mail Handlers are not joining the Union at the same rate of Mail Handlers with more than five years on the job. Our membership percentage for Mail Handlers with an “Enter On Duty Date” from 1957 to 2021 is well over 90% Union Membership!

However, the same cannot be said for the “newer” Mail Handlers. For those Mail Handlers with an “Enter On Duty Date” from 2022 to 2026, the membership rate is only 80%. The lower membership is just not limited to pre-career MHAs. This is a major concern. The National Office has been sounding the alarm at every meeting of Local Unions.

The Union is contractually entitled to meet with all new Mail Handlers at orientation. This is when the local Union representatives get time to meet with the new Mail Handlers. This includes postal

employees that have transferred into the Mail Handler craft. Use this time to discuss with these new Mail Handlers about joining the Union and the Mail Handlers Benefit Plan (MHBP). This is also a great time to have the opportunity to discuss Union membership, benefits, working conditions, rights, and answer any questions they might have before they go out on the workroom floor.

Our analysis has shown that local management often fails to notify the Union in advance of new Mail Handlers being hired or transferred into the Mail Handler craft. Should this occur;

- The Local Union should immediately file a grievance for the contractual violation.
- In addition, the Local Union should immediately contact their Regional Director in the Contract Administration Department. The National Office will escalate this contractual violation to higher level USPS management.
- Another avenue to address management's violation is to file a charge with the National Labor Relations Board (NLRB). It is a violation of the National Labor Relations Act for local management to impede new Mail Handlers from joining the Union.

Local unions should take these actions each and every time that local management does not provide advance notice of new Mail Handlers having orientation. This goes for transfers into the Mail Handler craft too.

This trend of new Mail Handlers not joining the National Postal Mail Handlers Union must stop. **Each Local Union must be in front of every new Mail Handler at each and every orientation!**

We also acknowledge and praise the Local Unions that have amazing membership numbers! At the recent Semi-Annual Meeting of Local Unions (SAMLU) held in Minneapolis, Minnesota, the Local Unions with the highest membership percentage were applauded and honored.

Top 3 Local Unions by membership percentage;

1. Local 309 (Upstate New York) Lisa Pruchnicki Local President = 98.2%
2. Local 331 (New Mexico), David Wisneski Local President = 98.1%
3. Local 322 (Western Pennsylvania) Kelly Dickey Local President = 97.8%

Great job by all the shop stewards and officers of these Local Unions. They get the message out to their new Mail Handlers, ***“JOIN THE UNION —JOIN THE FIGHT!”***

In addition, we also recognized and applauded those most improved Local Unions. Over the past two years, here are the top 3 Local Unions with the biggest increase in membership.

1. Local 332 (Utah) Edvina Tesch Local President = 14.0% increase!!!
2. Local 327 (Montana) Alexandria Golubski Local President = 12.7% increase
3. Local 315 (Oregon) Bryan Easley Local President = 11.3% increase

Fraternally,

A stylized, handwritten signature in blue ink, appearing to read 'K. Tabarus'.

Kevin P. Tabarus
National Secretary-Treasurer

NPMHU MEMBERSHIP AWARDS

National Secretary -Treasurer Kevin Tabarus presents awards to the top 3 Locals with the highest membership percentage.

FIRST PLACE

First Place awarded to **Local 309** with a membership percentage of 98.2%. Accepting the award is Local President Lisa Pruchnicki



SECOND PLACE

Second Place awarded to **Local 331** with a membership percentage of 98.1%. Accepting the award is Local President Dave Wisneski



THIRD PLACE

Third Place awarded to **Local 322** with a membership percentage of 97.8%. Accepting the award is Local President Kelly Dickey.



NATIONAL OFFICERS ACROSS THE COUNTRY



SAFETY MATTERS RALLY

National Secretary-Treasurer Kevin Tabarus attended and spoke at Safety Matters Rally held at the Atlanta RPDC.

NATIONAL EXECUTIVE BOARD VISITS MINNEAPOLIS P&DC

Front Row — National President Paul Hogrogian, Eastern Region Vice President John Gibson, Central Region Vice President June Harris.

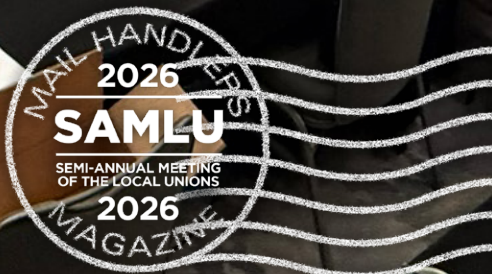
Back Row — Local 323 Treasurer Jarred Hoover, Local 323 President Jeff Larsen, Western Region Vice President Don Sneesby, Northeastern Region Vice President Dan St. Marie, National Secretary-Treasurer Kevin Tabarus, Southern Region Vice President JR Macon.



SEMI-ANNUAL MEETING OF THE LOCAL UNIONS (SAMLU)

CONVENES IN MINNEAPOLIS, MINNESOTA

Leaders from across the National Postal Mail Handlers Union gathered in Minneapolis, MN from August 17-19, 2026, for the Semi-Annual Meeting of the Local Unions (SAMLU).



The meeting focused on several critical issues facing the NPMHU and the Postal Service, including national contract negotiations, USPS financial challenges, network redesign initiatives, legislative developments, membership growth, and Mail Handlers Benefit Plan (MHBP) administration. Representatives from 35 out of 36 Local Unions joined members of the National Executive Board, National Office Department Heads, and Contract Administration Department representatives for three days of reports, discussion, and training.

OPENING SESSION

During his welcoming remarks, National President Hogrogian recognized newly re-elected Local Presidents Chris Bentley (Local 297), Yvette Johnson (Local 300), Charles Charleston (Local 311), and Jeff Larsen (Local 323). He also acknowledged newly appointed Local President Joshua Malloy (Local 328) and congratulated other recently elected and re-elected Local Union officers in attendance.

National President Hogrogian presented NPMHU Gold Cards to retiring Local 303 Branch Presidents Thomas Abbot, Kenny Murray, and Gary Doss in recognition of their many years of dedicated service to the membership.

Local 323 President Jeff Larsen welcomed the attendees to Minneapolis, MN.

USPS FINANCIAL OUTLOOK REMAINS A MAJOR CONCERN

A significant portion of the meeting focused on the Postal Service's financial condition and the operational challenges facing the USPS.

Reviewing third-quarter fiscal year 2026 results, National President Hogrogian reported that USPS recorded a net loss of \$2.5 billion during the quarter while posting a controllable loss of \$1 billion. Total mail volume increased by 0.4 percent, representing approximately 99 million additional pieces compared to the same quarter last year. First-Class Mail volume declined by 3.5 percent, while Marketing Mail increased by 4.3 percent. Package and parcel volume fell by 3.4 percent. Transportation expenses decreased by \$116 million.



The USPS initially reported that it would run out of money by February 2027. To provide short-term financial flexibility, the Postal Service temporarily suspended contributions to FERS. USPS is also seeking congressional action to provide further financial flexibility, including changes to how retirement and health benefit funds can be invested, recalculation of USPS contributions to CSRS, and an increase in its borrowing authority from \$15 billion to \$34 billion. Postal Unions continue to support these efforts.

POSTAL GOVERNANCE AND POLITICAL DEVELOPMENTS

The assembly received an update on the composition of the USPS Board of Governors.

The Board consists of Postmaster General David Steiner, Deputy Postmaster General Doug Tulino, and nine presidentially appointed governors subject to Senate confirmation. Current governors include Amber McReynolds, Derek Kan, Ron Stroman, and Daniel Tangherlini. Five seats remain vacant and are expected to be filled by presidential nomination and Senate confirmation. Discussions included recent and prospective nominations to the Board and their potential impact on Postal Service policy.

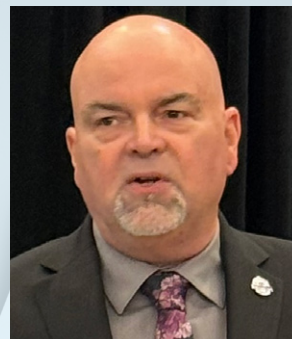
National President Hogrogian also reviewed actions taken by the current administration that could affect USPS operations and discussed the appointment of Postmaster General Steiner.



PRESIDENT PAUL HOGROGIAN
ADDRESSES THE SAMLU



NATIONAL PRESIDENT
PAUL HOGROGIAN



NATIONAL SECRETARY-TREASURER
KEVIN TABARUS



CAD DIRECTOR
EILEEN MILLS



CAD DIRECTOR
MAX REHBEIN



CAD DIRECTOR
NICK LEHTO



CAD DIRECTOR
PATRICK DONOVAN



CAD MANAGER
TERESA HARMON



CAD REPRESENTATIVE
EUGENE HORTON



LEGISLATIVE AND POLITICAL DIRECTOR
KATIE MADDOCKS



VICE PRESIDENT CENTRAL REGION
JUNE HARRIS



VICE PRESIDENT EASTERN REGION
JOHN GIBSON



VICE PRESIDENT NORTHEASTERN REGION
DAN ST. MARIE

NETWORK REDESIGN AND OPERATIONAL CHANGES

Much of the operational discussion centered on the continuing USPS network redesign plan.

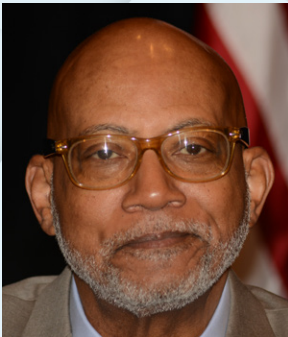
Attendees received updates on the development of Regional Processing and Distribution Centers (RPDCs), Local Distribution Centers (LDCs), Regional Transfer Hubs (RTHs), and Sorting and Delivery Centers (S&DCs). Approximately 60 metropolitan areas are expected to have RPDCs as part of the evolving network structure.

National President Hogrogian emphasized that the redesign remains fluid and continues to evolve. Discussions also covered Mail Processing Facility Reviews (MPFRs), including concerns regarding the public-review process. Approximately 60 MPFRs have been conducted to date, with many resulting in local mail remaining within local facilities. Those reviews are currently on hold.

Additional discussion focused on the Postal Service's efforts to expand its S&DC operations. Approximately 160 S&DCs were operating as of April 2026, with long-term expectations ranging from 300 to 400 facilities nationwide. National President Hogrogian stressed that the NPMHU will continue to aggressively push for work in the S&DCs to be awarded to the Mail Handler craft. In addition, he reiterated that the NPMHU will oppose unnecessary consolidations and will work aggressively to minimize adverse effects on Mail Handlers.



SAMLU ATTENDEES



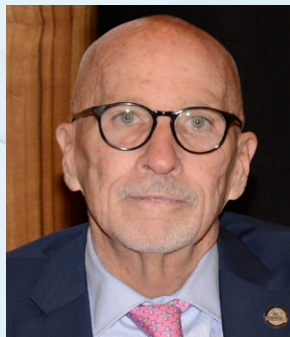
VICE PRESIDENT SOUTHERN REGION
JOHN (JR) MACON



VICE PRESIDENT WESTERN REGION
DON SNEESBY



MHBP DIRECTOR
NINA GALLAURESI



ASSISTANT TO THE NATIONAL OFFICERS
NEIL RYAN

SUBCONTRACTING CEASES — PROTECTING MAIL HANDLER WORK

Updates were also provided regarding the union's longstanding efforts to preserve Mail Handler craft work.

The NPMHU has successfully negotiated agreements to bring all Surface Transfer Center (STC) operations back in-house and has reached agreement on a global STC Memorandum of Understanding with USPS. As network changes continue, Regional Transfer Hubs may ultimately replace current STC operations.

Similarly, agreements have been reached to insource Terminal Handling Services (THS) operations. Approximately 60 THS locations exist nationwide, and about 40 of those operations remain subcontracted.

MAIL HANDLER CRAFT CONTINUES TO GROW

National President Hogrogian highlighted significant growth within the Mail Handler craft over the past several years.

Since 2013, 62,070 Mail Handler Assistants have been converted to career status. Over 59,000 of those conversions have occurred as a result of the Residual Vacancy Memorandum of Understanding. During the past 12 months alone, the craft increased by approximately 3,608 Mail Handlers, representing 9 percent growth. Since 2020, the number of Mail Handlers has grown by 13,408



ACCOUNT MANAGER AETNA
SCHANN HOLLADAY



GENERAL COUNSEL
MATT CLASH-DREXLER



LOCAL 299 PRESIDENT
KEALA PARKER



LOCAL 300 PRESIDENT
YVETTE JOHNSON



LOCAL 302 PRESIDENT
ANTHONY COLEMAN



LOCAL 303 PRESIDENT
JUAN TORRES



LOCAL 305 PRESIDENT
FELANDRIA JACKSON



LOCAL 306 PRESIDENT
GREGORY NEWSOME



NPMHU WOMEN'S COMMITTEE MEETING

representing 31.4 percent growth, while the clerk craft has declined by more than 10,000 employees representing a 7 percent decrease.

NATIONAL AGREEMENT NEGOTIATIONS

The NPMHU introduced 68 proposals during bargaining, while USPS submitted 11 proposals. Key union priorities include addressing the two-tier pay structure, proportional cost-of-living adjustments, increasing MHA compensation, and securing wage increases for Mail Handlers.

The 2022 National Agreement expired on September 20, 2025. Following unsuccessful negotiations, the NPMHU declared impasse and invoked the interest arbitration process. The last National Agreement determined through arbitration occurred in 2013 and resulted in the Fishgold Award, which established MHAs and proportional COLA provisions for Table 2 employees.

FINANCIAL AND MEMBERSHIP REPORT

National Secretary-Treasurer Tabarus presented a comprehensive report covering membership trends, revenue projections, per capita analysis, financial performance, the Revenue Sharing Program, and the NPMHU Mobile App.

He also reviewed the union's ongoing membership recruitment efforts through the "Join The Union, Join The



Fight” campaign. Specific attention was given to Form 1187 processing procedures, common submission errors, and grievance strategies when HRSSC fails to process forms within required timelines.

The top three (3) Local Unions, with the highest regular membership percentage, were awarded trophies for their outstanding commitment to recruiting and retaining members. The winners were Local 309 with a 98.2 membership percentage, followed closely by Local 331 at 98.1 membership percentage and Local 322 at 97.8 membership percentage.

National Secretary-Treasurer Tabarus also reviewed the union’s unaudited financial statements through June 30, 2026, along with revenue and expense trends, financial controls, and long-range planning efforts. He concluded with updates regarding the 2026 LIUNA Convention, plans for the 2028 NPMHU National Convention in Detroit, and upcoming conferences, meetings, and training programs.

WOMEN’S COMMITTEE REPORT

Central Region Vice President, and Women’s Committee Chair June Harris provided an update on the continuing growth and accomplishments of the National NPMHU Women’s Committee.

Topics included harassment concerns, the need for additional lactation stations, participation with the LIUNA



LOCAL 307 PRESIDENT
URSULA PATTERSON



LOCAL 309 PRESIDENT
LISA PRUCHNICKI



LOCAL 310 PRESIDENT
LISA GREER



LOCAL 311 PRESIDENT
CHARLES CHARLESTON

Women's Committee, and workplace issues affecting newly hired employees. Sister Harris praised the growing number of Local Women's Committees throughout the country and discussed NPMHU participation in the 2026 Women Build Nations Conference scheduled for October. She also recognized the tenth anniversary of the National NPMHU Women's Committee and celebrated a decade of achievements. The NPMHU Women's Committee met on Tuesday after the SAMLU General Session.

LEGAL AND LEGISLATIVE UPDATES

General Counsel Matthew Clash-Drexler reported on litigation and other pending legal matters involving the NPMHU National Union. The General Counsel provided insight on negotiations for the 2025 National Agreement, detailing the Interest Arbitration processes and procedures. RI-399 arbitrations on the SDUS/SIPS machine(s) were just heard. The HOPs RI-399 Arbitration will be held at the end of September. He also discussed the process for the STC settlement. Finally, he addressed the recent memo from USPS HQ Labor Relations regarding their internal guidelines for grievance settlements.

Legislative and Political Director Katie Maddocks provided an update on Capitol Hill developments. Director Maddocks provided the assembly with a summary of the recent USPS financial report and the recent USPS Office of Inspector General (OIG) "Options for Addressing the U.S. Postal Service's Financial Gap." In addition, she described the recent attacks on the United States Postal Service, Mail Handler jobs, Vote by Mail, USPS Board of Governor nominees, and basic labor rights. Director Maddocks concluded her presentation with a detailed discussion of the 2026 Mid-Term elections.

MAIL HANDLERS BENEFIT PLAN

Day Two featured a comprehensive presentation regarding the Mail Handlers Benefit Plan (MHBP).

Schann Holladay, Aetna Manager of Accounts, and Executive Director Nina Gallaresi reviewed Open Season



LOCAL 312 PRESIDENT
TROY 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



LOCAL 323 PRESIDENT
JEFF LARSEN



LOCAL 324 PRESIDENT
CARMALITA MECASKEY



LOCAL 325 PRESIDENT
DWAYNE WILLIAMS

results, enrollment trends, member retention, marketing initiatives, and planning efforts for future Federal Employees Health Benefits and Postal Service Health Benefits programs. Attendees also received information regarding the 2026 Open Season Seminar in San Diego and preparations for 2027.

CONTRACT ADMINISTRATION DEPARTMENT UPDATES

Contract Administration Department Manager Teresa Harmon reviewed major developments since the previous meeting, including a MOU on bidding related to expired National Agreement, peak-season MHA exception period, second payment of the retirement incentive (August 28, 2026), subcontracting issues, Relief Supervisor positions, retirement processing changes, and Contract Administration Department possible vacancies.

National CAD Representative Eugene Horton provided updates on the MAPS program, Article 12 Task Force activities, RPDC implementation, clerk excessing into the Mail Handler craft, RI-399 discussions, and installation of new sorting equipment. Brother Horton also reminded Local representatives of the importance of continued Local Dispute Resolution Committee meetings and maintenance of installation inventories.

Northeast Regional Director Patrick Donovan concluded the session with a report on the USPS efforts to have an electronic grievance system and an electronic submission process for submitting union requests for information. Both are in planning stages.

LOCAL UNION DISCUSSION AND CLOSING BUSINESS

As is customary for SAMLU meetings, Local Union Presidents submitted agenda items in advance for discussion. Many of those issues were addressed during departmental reports and further explored during the round robin discussion period. Additional concerns raised by Local representatives generated extensive dialogue among attendees. Following completion of official business, the meeting was adjourned.



LOCAL 323 UNION REPRESENTATIVES



LOCAL 327 PRESIDENT
ALEXANDRIA GOLUBSKI



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

LM-2/LM-3 TRAINING WORKSHOP

On the final day, Secretary-Treasurer Tabarus conducted an LM-2/LM-3 workshop for Local Union officers. The session focused on reporting requirements, common filing issues, financial recordkeeping practices, and implementation of new Department of Labor reporting rules. While all Local Unions submitted required reports on time, the workshop addressed opportunities for improving accuracy and compliance. Participants also reviewed upcoming changes to revised LM reporting forms that will apply beginning with NPMHU fiscal year 2027 filings.

LOOKING AHEAD

The three-day meeting provided Local Union leaders with critical updates on collective bargaining, USPS finances, operational restructuring, legislative developments, benefits administration, membership growth, and financial stewardship. As the Union continues navigating significant changes within the Postal Service and the broader labor environment, the discussions at the SAMLU reinforced the NPMHU's commitment to protecting jobs, strengthening membership, and advancing the interests of Mail Handlers nationwide.



FREE CREDIT COUNSELING



Transform
financial
hurdles into
triumphs!

Navigate your finances with a pro!

Complete a confidential request for a free consumer credit counseling session online. No confusing gimmicks or overwhelming options. Just advice from experts.



See more at
unionplus.org



WEINGARTEN RIGHTS: THE RIGHT TO A UNION REPRESENTATIVE

Teresa Harmon, Manager, CAD



Any time management questions an employee to obtain information and the employee has a reasonable belief that discipline may result from what he or she says, the employee has a right to request the presence of a union representative before or during the interview. This is called the Weingarten right, named after the Supreme Court decision which held that an employee has a right, under Section 7 of the National Labor Relations Act, to have a knowledgeable union representative present whenever he or she is interviewed by a supervisor, Postal Inspector, or other management official, and the employee has reasonable cause to believe that discipline may result from that interview.

Once an employee, who is being questioned and who reasonably believes that discipline may result, makes a request for union representation, the employer may not simply continue the interview. Instead, in these circumstances, the employer must either allow a union steward or other representative to attend the interview; stop the questioning or cancel the interview; or ask the employee if no union representative can be located, to continue the interview unrepresented. The supervisor or manager may not simply continue the interview once the employee has asked for representation. If the employer goes ahead with the interview, the employer has committed an unfair labor practice.

The most important aspect of Weingarten is that the mail handler loses his or her right to union representation if the mail handler does not assert it. The Postal Service is under no obligation to inform the mail handler about his or her right to representation. The Weingarten right belongs to the individual employee, and not to the union. A shop steward cannot exercise Weingarten rights on an employee's behalf. It is important, therefore, that every mail handler know about these Weingarten rights in advance, before they have to be asserted. Once the union representative arrives at the interview, the steward is allowed to speak with the mail handler

privately before any questioning begins or continues. The employer must inform the steward of the type of misconduct being investigated. Furthermore, the steward is allowed to speak during the interview to ensure, among other things, that the questions being posed are not confusing to the employee. In addition, after questioning is completed, the steward may provide information to the supervisor or manager to justify or explain the mail handler's conduct, or to

Once an employee, who is being questioned and who reasonably believes that discipline may result, makes a request for union representation, the employer may not simply continue the interview.

suggest other potential witnesses who may have knowledge about what occurred. At the same time, when a union steward is called into an investigatory interview under Weingarten, the employer has no duty to bargain with the union representative. The role of the steward during a Weingarten interview therefore differs from a formal grievance meeting, where the management representative is required to bargain with the union.

Finally, it is useful to know some common situations in which Weingarten rights do not apply. First, the Weingarten rule does not apply to job discussions held under Article 16.2. Because such discussions are not disciplinary and must be held in private between the employee and the supervisor, a mail handler does not have Weingarten representation rights during an official discussion. Second, employees generally do not have the right to union representation during fitness-for-duty examinations. Third, if a mail handler is called in for questioning as a possible witness, no Weingarten rights attach if management states that the mail handler being questioned is not under investigation. And finally, because the

WEINGARTEN RIGHTS



(U.S. Supreme Court)

“If this discussion / interview / interrogation {with management, Office of Inspector General (OIG) or Postal Inspectors} could in any way lead to my being disciplined or terminated from employment, or affect my personal working conditions, I respectfully request that my Union Steward or other Representative of the National Postal Mail Handlers Union be present at the meeting. Without representation, I choose not to answer any questions.”

Weingarten rule applies only when the meeting is an investigatory interview — that is, when management is searching for facts and trying to determine the employee's guilt or to decide whether or not to impose discipline — the employee does not have a right to representation under Weingarten when management calls in a mail handler solely for the purpose of issuing disciplinary action. The right to steward representation does not apply when a supervisor simply is handing a letter of warning to a mail handler, without asking any questions or engaging in other conversation intended to elicit verbal responses useful to a management investigation. Each and every mail handler has the right to union representation during an investigatory interview, and all mail handlers should be asserting those rights whenever applicable. It therefore is essential that union stewards are familiar with these rights, and that stewards educate all members of the NPMHU about Weingarten and its implications.

During an interview with a postal inspector or OIG agent, the employee may be given additional warnings.

These are the Garrity and Kalkines warnings:

A Garrity warning advises suspects of their criminal and administrative liability for any statements made but also advises suspects of their right to remain silent on any issues that may implicate them in a crime.

A Kalkines warning requires employees to make statements and cooperate even if it could lead to being disciplined or to being discharged, but it provides criminal immunity for their statements.

The difference between the two warnings is subtle but important. Under Kalkines, the Postal Service is requiring answers to its investigatory questions but waiving its right to use those answers in a later criminal proceeding. Under Garrity, the Postal Service is waiving its right to require answers to its investigatory questions, and its right to discipline the mail handler for remaining silent, but the Postal Service or other government authorities remain free to use any statements voluntarily made by the employee in a subsequent criminal proceeding.

If you have any questions regarding these rights and warnings, contact your local union representative.

VOTING RIGHTS ARE FUNDAMENTAL

Katie Maddocks, Legislative and Political Director



This summer was the anniversary of the Voting Rights Act that expanded access to the polls for black voters who were previously disenfranchised. The strength of a democracy is based on voter participation, ensuring all eligible citizens have access to voter registration and face no barriers. This ensures that voters are choosing elected officials that accurately represent their interests at all levels of government. The Voting Rights Act (VRA) of 1965 addressed post-Reconstruction Era state laws that prohibited many citizens from voting. The law banned literacy tests required to register to vote. It also required states and jurisdictions with a history of discriminatory practices to obtain approval from the federal government before making changes to local election laws or voting maps. Because of the law, between 1964 and 1968, Black voter participation in presidential elections increased by 67 percent. Increases in Black voter participation then led to an increase in Black elected officials. What followed was an increase in state funding sent to historically underserved communities, including increased spending on education, first responder services, and general infrastructure projects. Most communities that were previously subject to literacy tests saw an increase of local spending by almost double over twenty years from when the VRA was enacted.

In order to strengthen the VRA, amendments have been made to strengthen provisions. Expansions made five and ten years after this initial law addressed issues of gerrymandering and voting discrimination facing other minority groups. However, in 2013, a Supreme Court decision overturned the VRA provision requiring the states to seek approval for changing local voting laws. The result of that decision was predictable. We have seen repeated efforts to make voting more difficult, including limits to online voter registration and same-day registration; restricted access to early voting; stricter voter identification laws; closures of polling locations; and efforts to purge voter rolls. To restore access to the voting process, members of Congress introduced the John R. Lewis Voting Rights Advancement Act. Full access to the voting process is the only way to maintain a healthy representative, democracy.

Unfortunately, there is also legislation that would make further limitations to voting. Over the past year, fueled by a

false narrative of voter fraud, legislation has been introduced requiring documentary proof of citizenship to change their voter registration, despite the fact that current laws already require verification of voter eligibility. This means that people moving or otherwise changing their voter registration would have to present physical documents like a passport, birth certificate, adoption certificate, or naturalization papers. Additionally, any changes to voter registration have to be made in person, limiting online and mail-in registration. As a reminder, the Constitution gives power to states' legislatures to determine how elections are conducted – this would circumvent states' rights by federalizing elections. Allegations of voter fraud instill doubt in the safety of elections and undermine voter confidence. Continual talk of illegitimate election results can turn voters away from polls, weakening the democratic process.

Further adding to confusion over the voting process, in March President Trump issued an Executive Order that called for a proposed rule change to the US Code requiring states' election boards to submit to the United States Postal Service a list of voters who are eligible for mail-in or absentee ballots. Postal employees would then be required to pull any ballots that are not on the state submitted lists. Mail Handlers are in the business of processing the mail, not taking it out of the system. During the 2024 federal elections, over 99 million ballots were processed by the Postal Service. 99.8 percent of ballots were delivered to election officials within a week, and 97.73 percent were delivered within three days. The proposed rule ignores the already secure method of vote by mail and undermines the democratic process. There have been temporary injunctions on the proposed rule, however there is lasting confusion from voters on the 2026 elections.

As such, the NPMHU encourages its members to check their voter registrations with their states. Members and their families can go to [vote.gov](https://www.vote.gov) to check their status, as well as find information on polling locations and how to vote by mail. For those who are eligible to vote by mail, we encourage you to fill out your ballot and return it as soon as possible. And most importantly, we encourage our members to vote for candidates who wholeheartedly support the NPMHU, the Postal Service, and the labor movement.

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. Follow the instructions printed on pages 24 and 25 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**

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.



CHRONIC PAIN TREATMENT

Nina Gallauresi, Executive Director, MHBP

Pain can affect people in different ways. It can feel sharp or dull or like a prick, tingle, sting, burn, or ache. You may feel it in one area of your body or all over. Pain can be short-lived or go on for months or years.

Pain that lasts longer than three months is called chronic pain. Chronic pain can affect all aspects of daily life, including your mood, sleep, work, and relationships. And millions of Americans experience it.

Finding what works best to ease your chronic pain is a process. Treatments may include pain medications, medical procedures, devices, and physical therapy. Some people use complementary health options alongside conventional care. These may include acupuncture, yoga, chiropractic care, massage therapy, or tai chi.

But what's available doesn't always work for everyone. Sometimes, treatments may not get rid of pain, but they can still reduce pain and help people function better. Some pain medications have unwanted side effects. Others may lead to addiction.

Researchers are continuing to explore new ways to treat chronic pain. They're looking for safer medications and more targeted therapies.

DEVELOPING SAFER MEDICATIONS

One class of drugs often used to treat pain is called opioids. Opioid drugs can lessen the feeling of pain in one part of the body or throughout the body. However, they can also cause serious side effects, including overdose and

death. The risk is greater when opioids are misused or taken in ways other than prescribed. They can also lead to addiction for some people. Because these risks are widely recognized, opioid prescriptions have been declining in recent years.

"Doctors are less inclined to prescribe opioids for good reasons, but that means that some patients' pain isn't effectively treated," says Dr. Steven Olson, a medicinal chemist at Sanford Burnham Presbys.

Olson and other researchers are trying to develop non-opioid drugs to relieve pain. "Our goal is to find an effective non-opioid drug that people can rely on and not be a danger to them," Olson says.

Opioid pain relievers work by attaching to proteins called opioid receptors. Opioid receptors belong to a protein family called G protein-coupled receptors. When activated, they trigger signals inside cells that cause different effects in the body. These effects include pain relief.

Researchers have found that other types of G protein-coupled receptors can also bring pain relief. One example is neurotensin receptor 1. It's activated by a molecule called neurotensin. But drugs that mimic neurotensin can also cause unwanted side effects. These include severe drops in body temperature and high blood pressure.

Olson and his team have discovered two molecules that can fine-tune the receptor's response. These molecules stimulate the pain-relieving effects while reducing unwanted side effects.

The team is now designing and making hundreds of new molecules to find more that can do both.

"We're trying to develop the next generation of neurotensin receptor 1 drug molecules," he says. Olson hopes to find molecules that they can develop into a new pain-relieving drug.

TARGETED PAIN RELIEF

Scientists are also testing a different approach to pain relief: gene therapy. Gene therapy delivers healthy genes into cells or fixes damaged genes in cells.

Dr. William Renthall is a neurology expert at Brigham and Women's Hospital and Harvard Medical School. His team is developing new strategies to deliver gene therapies to specific nerve cells involved in pain.

Renthall's team first created a cellular map of all the nerve cells in structures along the spine called the dorsal root ganglia. These contain nerve cells that carry sensory information from the body to the spinal cord. Some carry information about temperature or touch. Others carry pain signals from an injury or tissue damage. Those that carry pain signals are called nociceptors.

"We've used these maps to identify unique features about nociceptors," Renthall explains. Those features help researchers design gene therapies that focus on the nerve cells that send pain signals. The goal is to avoid affecting nerves that control other sensations, such as touch.

"We want to be able to turn off the pain-transmitting signals without affecting the other cells in your body,"

Renthal adds. Sending treatment only to pain-sensing nerve cells may help avoid unwanted side effects.

COMPLEMENTARY HEALTH OPTIONS

Scientists are also looking beyond medicines for managing pain. Research has shown that certain complementary health approaches reduce pain for some people. These include acupuncture, massage therapy, tai chi, and others.

A recent study showed that nearly 1 out of every 2 people use complementary approaches for pain. Researchers are studying several complementary approaches for different types of pain.

Acupuncture is one example. It uses thin needles that are inserted through the skin into specific points on the body. The practice has been part of traditional Chinese medicine for centuries. One condition that acupuncture is being studied for as a form of pain relief is angina. Angina is a type of chest pain brought on by physical exertion or mental or emotional stress.

Researchers are looking at other complementary approaches to reduce pain caused by cancer treatment. Chemotherapy can damage nerves in the hands and feet. This leads to pain, numbness, tingling, loss of balance, and

falls. Studies have shown that tai chi can improve balance and help lower the risk of falls. Tai chi involves slow, gentle movements and controlled breathing. Yoga also combines physical poses, breathing techniques, and meditation. Both approaches are being tested to help ease nerve pain from chemotherapy.

Pain often needs to be treated with a range of strategies because it affects the body in so many ways. At NIH's chronic pain clinic, patients are evaluated and treated by a team of specialists.

"When patients come to the clinic, they're seen by the entire team, including neurologists, nutritionists, psychologists, social workers, physical therapists, and rehabilitation medicine specialists," says NIH's Dr. Miroslav Bačkonja, an expert on pain treatment. "Our approach to assessing and treating chronic pain is to take a whole-person perspective."

Complementary health options are part of this whole-person approach. For example, Bačkonja explains, "A patient might see a recreational therapist and get recommendations to learn tai chi, yoga, boxing, or dancing to improve their symptoms and function." People with chronic pain may see a nutritionist to discuss changes to their diet or herbal options, in addition to other specialists on the team.

"We know there's more to chronic pain than a single disease, joint, or incident," he adds. Researchers are continuing to look for new options to help manage pain. If you're dealing with chronic pain, talk with your doctor about treatment options. The options will differ depending on what's causing the pain. Often, there are non-opioid treatment options that can improve your pain relief and quality of life now.

PAIN TREATMENTS BEYOND MEDICATION

Many non-medication approaches can improve pain and function without serious risks. Options may include:

- Exercise such as aerobic, aquatic, or resistance exercises
- Physical therapy
- Mind-body practices such as yoga, tai chi, and qigong
- Weight loss
- Psychological therapies such as cognitive behavioral therapy
- Mindfulness-based stress reduction
- Low-level laser therapy
- Acupuncture
- Massage

Adapted from The U.S. Centers for Disease Control and Prevention.

ADDITIONAL MHBP RESOURCES TO ASSIST YOU

MHBP has many resources to help members manage pain.

AbleTo Program

AbleTo is an 8-week personalized web-based video conferencing treatment support program designed to address unique emotional and behavioral health needs of members learning to live with conditions or life events, including chronic pain.

Back and Joint Care

Provides support for members dealing with musculoskeletal (MSK) issues, acute and chronic pain, and either taking opioids

or trying to avoid opioids. The program helps you improve your quality of life by helping you manage and reduce your chronic MSK pain, without surgery or drugs. Eligible participants will receive access to exercise therapy, motivational coaching, one-on-one support and education that is tailored to the participant's specific needs.

Health Coaching

The Lifestyle and Condition Coaching Program provides pain management/opioid support.

The program is designed for members with chronic pain and either taking opioids or trying to avoid opioids. Members enrolled will receive coaching and support, which includes assisting with identifying the availability of other treatment plans that may include non-pharmacologic modalities for the treatment of pain such as, but not limited to: injection therapies, cognitive therapies, psychosocial support, massage therapy, or physical therapy visits as applicable. The program also helps with

psychological effects of chronic pain, reduction of opioid use, avoiding opioid use and resources for those who are dependent on opioid medications.

Behavioral Health Support

Contact us to find a behavioral health/mental health provider.

MHBP can help connect to its many program resources or finding a provider for services. Visit 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)

2026

PSHB

MHBP HEALTH PLANS



THREE PLANS, ONE MISSION.
A HEALTHIER YOU.



THE RULES AND THE REMEDY

**JOHN GIBSON, EASTERN REGION VICE PRESIDENT,
LOCAL 308 PRESIDENT**



As many of you already know, we are in the middle of a battle to secure a successor collective bargaining agreement that we hope will improve the wages and benefits for all mail handlers. This obviously includes correcting the immoral proportional cost of living allowance forced on us more than a decade ago by Arbitrator Fishgold. Yes, and like all rounds of bargaining with management we don't get what we want just because we have asked for it. It is always a street fight, and this time around is no different. Some would say it is even tougher than usual. For those paying attention this round includes the Postal Service, under a new Postmaster General and an unfriendly Congress and White House poised to move toward privatization, sounding the "we are broke" alarm again, a familiar refrain in and around bargaining. This is the nature of the beast as we charge forward into binding arbitration. We would be naïve to suggest that interest arbitration is without risk. While negotiations have produced some important gains, these gains are not finalized unless we agree on the entire package and, at this point, we do not. We say all this to say that at the other end of this process there will be a new contract with its pros and cons and if history has anything to say about it there will be gains with no concessions on our end, and we will have an agreement that requires defending. These will be The Rules by which our relationship, the relationship between mail handlers and management from the national level through mail processing operations and everywhere in-between, will be conducted. Of course, as sure as the sun rises, front line management, often the very lowest form of management, will not abide by these rules and grievances will result. These are essentially compliance grievances where we request that the criminally misinformed managers at the operations level abide by the rules. The first line in every remedial filing should always read "cease and desist the violation as described." In other words, STOP VIOLATING THE CONTRACT! This is a necessary and important request, but it is not the be all and end all of our defense against the employer. With every single breach of the collective bargaining agreement, which includes the contract,

any agreement or memoranda of understanding, and all applicable handbooks and manuals, harm has been visited upon the mail handler craft, either individually or collectively, by the most wretched. And with each of these transgressions a response is critical because every time we give the employer a pass we weaken our standing in the workplace and embolden those in management to continue their evil ways. "And what shall The Remedy be?"

In a decision in 2004 Arbitrator Michael D. Gordon famously wrote

"A right without a remedy is an illusion. And reasonable doubts about appropriate remedial alternatives should be resolved against the promise breaker. The result of an effective remedy should protect against incentive for future violations and return the parties, as nearly as possible, to the status quo ante."

In 2002 Arbitrator Owens wrote

"To paraphrase Arbitrator Eaton, here it has been acknowledged by the Service that it violated a negotiated right of the Mail Handlers at Winston-Salem; therefore, a remedy appropriate under the circumstances must be awarded or the negotiated right is meaningless."

Yes, when the agents of the employer violate the terms of an agreement they have made, a remedy, a make whole remedy must be awarded and that remedy "should protect against incentive for future violations," as otherwise it is meaningless.

Brothers and Sisters, the rules must always be enforced. There are no shortcuts and no end-runs. We must make it right when we have been wronged. There is no alternative.

In Solidarity
John Gibson

LABOR

NPMHU & LIUNA A BRIEF HISTORY

BY DON SNEESBY, WESTERN REGION VICE PRESIDENT,
LOCAL 316 PRESIDENT



You may or may not know that the National Postal Mail Handlers Union (NPMHU) is officially a division of the Laborers' International Union of North America (LiUNA). Have you ever wondered what the relationship between the NPMHU and LiUNA is or why it exists?

The NPMHU first became a Union on August 7, 1912, decades after the first unions representing postal clerks were established. The work we did then was heavier and dirtier than work done by postal clerks, just as it is today.

By 1961, the various clerk unions began to merge and become the predecessor of the American Postal Workers Union (APWU). In the midst of this merger activity, the NPMHU sought affiliation with LiUNA in 1968 to protect ourselves from raiding by the clerks' union.

During most of my time as a Mail Handler, Terry O'Sullivan served as General President, and I began attending their conventions in 2006, and later began attending LiUNA's annual Leadership Conferences as a member of our National Executive Board. I can tell you that Terry was a great friend to the Mail Handlers Union and was

also one hell of a speaker who frequently brought crowds to their feet with his impassioned and often salty oratory. While it can often feel like there is a disconnect between the work of LiUNA members and the NPMHU, GP O'Sullivan fought for the jobs of Laborers and Mail Handlers alike. At

While it can often feel like there is a disconnect between the work of LiUNA members and the NPMHU, GP O'Sullivan fought for the jobs of Laborers and Mail Handlers alike. At the end of his presidency, he fiercely advocated not only for the Infrastructure Investment and Jobs Act that promoted LiUNA jobs throughout the country, but also the Postal Service Reform Act, which provided for better financial stability for the Postal Service.

the end of his presidency, he fiercely advocated not only for the Infrastructure Investment and Jobs Act that promoted LiUNA jobs throughout the country, but also the Postal Service Reform Act, which provided for better financial stability for the Postal Service.



In 2023, O'Sullivan retired and GP Brent Booker took the reins. Without missing a beat, GP Booker built on the solid foundation left to him by GP O'Sullivan. At the first LiUNA leadership meeting led by Booker, I was blown away. Building on infrastructure initiatives, GP Booker announced an "all of the above" policy to seek work for laborers not only on oil and gas, but also wind, solar, and other green energy projects. The goal of this policy was to expand access to union jobs across the country.

General President Booker announced, "Laborers Rising", a project with the goal of doubling LiUNA's membership from 500,000 to one million members. LiUNA's ranks include many skilled workers, as well as Mail Handlers, but also a core of construction jobs that can be hard to fill. This project is incredibly important, because it is LiUNA that provides laborers to contractors on projects they negotiate.

Clearly LiUNA understands they cannot meet the goal of doubling their membership by hiring through traditional sources. At GP Booker's first Leadership Conference, he highlighted individuals whose lives were changed after becoming LiUNA members.

This included a woman on welfare who saw a flyer at the unemployment office for a LiUNA apprenticeship program, where she could get paid to learn a trade. Even though she thought it was too good to be true, she realized she had nothing to lose and called the number. She was able to get off of public assistance, buy a home, and is now a labor leader.

Another story followed the story of a formerly incarcerated Native American who was able to get a job despite his history, and he was able change his life.



A third case highlighted the journey of the child of immigrants who, even at 2 years old, knew that the coffee can under his parents' bed contained cash and telephone numbers to call if he came home and his parents had been deported. He was able to move up in the Union and eventually to become the mayor of Pasadena, California.

Each of these individuals had their lives changed, and they were able to join the middle class by becoming LiUNA members. The message was clear: LiUNA membership changes lives. I have to say, I don't think I've ever been prouder of being a union member, nor happier with the NPMHU's affiliation with LiUNA. They not only have your back and mine, but they are making life better for folks in America at a time we so badly need it.

In Solidarity,

Don J. Sneesby,
Western Region VP



GO UNION GO!

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

During our numerous conversations with the NPMHU Womens' Committee, we have decided to tackle a perplexing issue regarding the membership trends of our Union. Yes, we have been assisting our pregnant and nursing mothers. We have attempted to deal with the continuing problem with sexual harassment in the workplace and the failure of management to deal with it. All of the aforementioned are important, and we will continue to address these issues. We have also committed to finding a response to our membership numbers.

We ask, do the current employees understand the importance and relevancy of a Union? Do they understand how vital it is to have membership involvement in strengthening the Union and the protections that we provide? How can we re-ignite the pas-

sion of a specific individual or facility. Some think it is to reconstruct the contract for different occasions. These are false assumptions that need to be dismantled! The Union is here to police, enforce, and monitor our

from the pioneers before us to help get our Union in a position to have weight and influence with the Postal Service.

The National Postal Mail Handlers Union (NPMHU) was established on August 7, 1912 in New Jersey as the

Today, the NPMHU represents more than 56,000 mail handlers employed by the United States Postal Service, continuing its mission to advance the interests of its members and their families.

We ask, do the current employees understand the importance and relevancy of a Union? Do they understand how vital it is to have membership involvement in strengthening the Union and the protections that we provide?

sion of real involvement of our craft in the Union?

First, we need to understand the purpose of the Union. Some think that it's to accommodate the needs

National Agreement. Not for one specific person or group of people, but for everyone. The Union is the sole bargaining agent for employee benefits. This includes salary, health benefits, vacations, job selection, and safety

National Association of Postal Mail Laborers of the United States. The Union initially represented guards and messengers, in addition to mail handlers. The NPMHU has played a crucial role in advocating for better working conditions, wages, and benefits for its members over the decades. Today, the NPMHU represents more than 56,000 mail handlers employed by the United States Postal Service, continuing its mission to advance the interests of its members and their families. We are in a time where the Union must fight tooth and nail to maintain the rights and benefits that we have and to try to increase those benefits for our members moving forward.

What I have decided to look at is the percentage of Union members based on age and race. I thought that if we could be more specific, then maybe we could use the information to recruit more of our craft into the Union.

- According to the US Bureau of Labor Statistics, the unionization rate for women in 2025 was 9.6 percent, which was little changed from the prior year, and the number of women who were union members was 6.8 million. Meanwhile, the unionization rate for men increased 0.2 percentage point to 10.4 percent, and the number of men who were union members grew to 7.9 million. The gap between union membership rates for men and women has narrowed considerably since 1983, when rates for men and women were 24.7 percent and 14.6 percent, respectively.
- Among the major race and ethnicity groups, Black workers continued to have a higher union membership rate in

2025 (11.4 percent) than White (9.9 percent), Asian (8.7 percent), and Hispanic (8.9 percent) workers.

- By age, workers aged 45 to 54 had the highest union membership rate in 2025, at 12.6 percent. Younger workers—those ages 16 to 24—had the lowest union membership rate, at 4.7 percent.

All of these factors are important and have to be considered when recruiting new members. We can't take it for granted that they will automatically enroll. We have to be aggressively active in our recruitment efforts and remember that our youth are the future of our Union. They are important to the continuance of the Union, and its benefits to our country. We must be willing to

give an explanation as to the benefits and accomplishments of the Union. Unions protect workers' rights and advance their interests. They negotiate with employers through a process known as collective bargaining. The result is a union contract in which an employer specifies compensation, hours, benefits, job health, and safety policies. Workers achieved higher wages, reasonable hours, safer working conditions, health benefits, and retirements when they retired or were injured because of labor unions.

Know that the NPMHU is in the business of recruiting new members and is seeking new Union representatives. If you are interested or have questions, feel free to contact your Local Union Headquarters or Branch. ***THE NPMHU NEEDS YOU!!***



READ ON: BROTHERS & SISTERS, KNOWLEDGE IS POWER!!!

**DAN ST. MARIE, NORTHEASTERN REGION VICE PRESIDENT,
LOCAL 301 PRESIDENT**



There are several books/handbooks worth a read that are specific to the National Postal Mail Handlers Union. These are sources of information that affect us all as Mail Handler Union Members and as Mail Handler Employees.

1. [The NPMHU National and Local Constitutions](#)
2. [The NPMHU National Agreement](#)
3. [The Local Memorandum of Understanding](#)
4. [RI-399 Inventory](#)

The NPMHU National and Local Constitutions outline the principles, rules and structure of the Mail Handlers Union. Every four years, between the first day of August and the last day of September, we convene a Mail Handler National Convention. The National Convention is the highest decision-making body of the NPMHU. Amendments to this Constitution are made at the National Convention, the next one taking place in August 2028. If you do not have a hard copy of the NPMHU Constitution, check with your Union Representative as there may be a copy in the Union Office. If not, you can go to the npmhu.org website and find the Constitution under Member Resources.

The NPMHU National Agreement with the United States Postal Service is a contract governing the relationship between the USPS and Mail Handlers. This contract governs wages, benefits and working conditions of the more than 50,000 Mail Handlers across the country. Our current contract expired September 20, 2025. The NPMHU has been in negotiations with the Postal Service since June 2025, recently declaring impasse, and now heading to Arbitration. While your Union Office may have an extra copy of our contract, it also can be found on the National Website, under Member Resources. Also on the website is the Contract Interpretation

Manual (CIM) Version 6. The CIM supplements the National Agreement with interpretations/explanations on each section and is an invaluable tool to our Union Representatives.

Article 30 of the NPMHU National Agreement covers Local Implementation. Most facilities have a Local Memorandum of Understanding (LMOU). This LMOU is specific to a facility or station and covers the items listed in Article 30.2. Examples are: Item D — The duration of the choice vacation period; Item L — Whether “Overtime Desired” lists in Article 8 shall be by section and/or tour; and Item P — The identification of assignments comprising a section, when it is proposed to reassign within an installation, employees excess to the needs of a section. The LMOUs are negotiated after a new contract is reached. LMOU Negotiations fall in a 30 consecutive day period within a period of 60 days as determined by the new National Agreement. LMOUs expand on the language in the National Agreement for the benefit of our Mail Handlers in our facilities. A copy of the LMOU for your facility or station may be available in the Union Office or on your Local’s Website. See your Union Representative.

The RI-399 process creates an Inventory in every Facility/Station where there are Mail Handlers. The process provides primary craft designations for Mail Handler/Clerk work functions. Talk to your Union Representative about the RI-399 Inventory in your Facility/Station. At the very least know who owns work functions in your bid assignment.

While Union Representatives will give Mail Handlers guidance regarding these sources, most commonly in the way of filing grievances, you can learn much about your Union, and your rights as a Mail Handler, by familiarizing yourself with these sources of information.

In Solidarity,
Dan St. Marie

ARTHUR S. VALLONE SCHOLARSHIP APPLICATION



SCHOLARSHIP APPLICATION

STUDENT NAME:

CALLING ALL MAIL HANDLERS!

The Application for the Arthur S. Vallone Scholarship will be available to Career Mail Handlers, Mail Handler Assistants, and their families on November 16, 2026.

The NPMHU National Scholarship was dedicated and named 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 Northeast 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 NPMHU National Executive Board (NEB) made a key change to the Vallone Scholarship in 2025 and that was to increase the amount of the award for all new recipients. The NEB felt it was necessary to not only stay competitive with other scholarship offerings, but more importantly to reinvest and inject some new life into the vital benefit that the Scholarship Program provides for Mail Handlers and their families.

As a result of the new changes made by the National Execu-

tive Board, 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.

The Arthur S. Vallone Scholarship application can be found on the NPMHU website at www.npmhu.org starting November 16, 2026.

Also available to Mail Handlers and their families are various education benefits offered through Union Plus www.unionplus.org. With affordable online options for certificates, associate, bachelor's and graduate degrees, plus annual scholarship awards Union Plus is there to help your union family reach its education goals. We encourage Mail Handlers and their families to tap into these benefits uniquely designed for union families. Please take some time to visit the Union Plus website or see the ad on page 39.

MAIL HANDLERS ACROSS THE COUNTRY



NJ RPDC VISIT

In preparation for the Laborers' International Union of North America's (LIUNA) Convention the Mail Handlers Union was tasked with securing a film shoot at a postal service processing center for a video to be shown at the LIUNA convention. In July several members of a film team sourced by both LIUNA and NPMHU filmed at the New Jersey International and Network Distribution Center (NJ RPDC). The video shoot lasted several hours over the Tour 3 mail handling cycle. The film crew followed Local 300 President Yvette Johnson, Local 300 Vice President Ray Bermudez and, NJRPDC Branch President Marie Chery throughout the buildings mail processing stations. The main attraction though was the recently installed Matrix Regional Sorter (MaRS) machine. The MaRS spanning roughly the size of 3 football fields and can sort mail at breakneck speed with a 98 percent accuracy. The film crew stopped at several stations occupied by Mail Handlers and filmed them in their daily routines. Pictured: Local 300 President Yvette Johnson, NJRPDC Branch President Marie Chery, Local 300 VP-Ray Bermudez, Mail Handler John Mitchell, Mail Handler Angel Burgos, Mail Handler Felix Suarez, and National Secretary-Treasurer Kevin Tabarus.



LOCAL 320

Local 320 held their swearing in ceremony. Western Region Vice President Don Sneesby was on hand to swear in the new officers.

L-R: Avondale RTH-RPDC Branch President Bernadette Gonzales, AZ State Executive Board Member Marcosa Vargas, Phoenix Branch President Isaiah Dixon. Vice President Jeremy Wood, Local President Bernie Gonzalez, Western Regional Vice President Don Sneesby, Treasurer David McGinley, Tucson Branch President Jeff Smith, and Recording Secretary Miguel Rodriguez.



LOCAL 309

1) Local 309 President Lisa Pruchnicki and officers held their annual Council Meeting. National Secretary-Treasurer Kevin Tabarus and Vice President Northeastern Region Dan St. Marie were in attendance. **Pictured Front Row —** Albany Branch President / Local Recording Secretary Tanya DeRouville, Local President Lisa Pruchnicki, NW Rochester Branch President /Local Vice President Rebecca Bicksler, and Rochester Branch President Aline Carter. **Back Row —** Syracuse Branch President James Jennings, National Secretary-Treasurer Kevin Tabarus, Buffalo Branch President Brandon Gleason, Northeastern Region Vice President Dan St. Marie, and Local Treasurer Alois Raclawski. 2) Mail Handler John Nieciecki is recognized for 60 years of service as a Mail Handler.

LOCAL 300

Local 300 held their swearing in ceremony. National Secretary-Treasurer Kevin Tabarus was on hand to swear in the new Officers. **Pictured (l-r) First Row:** Local 300 President Yvette Johnson, Local 300 Vice President Ray Bermudez, Westchester Branch President Alberta Prieto, Local 300 Recording Secretary and JFK-ISC Branch President Lucy Lombardo, Western Nassau Branch President Tonah Evan. **Back Row:** National Secretary-Treasurer Kevin Tabarus, Flushing Branch President Trevor Stuart, Local 300 Treasurer Antonio Sanchez, NYSEBM Malik Sheppard, Teterboro Branch President Mark Chandler, DVD Branch President Rich Lutz, Bethpage Branch President Alan Sacks, CTSEBM and Stamford Branch President James Smith.



LOCAL 310

Congresswoman Lucy McBath (D-GA-06) visited the Atlanta RPDC. Pictured Congresswoman Lucy McBath and Atlanta RPDC Branch President Carlus Biggers.



1

LOCAL 321

Local 321 held their summer picnic in conjunction with their swearing in ceremony. Local President Tony Wilson was joined by National Secretary-Treasurer Kevin Tabarus and a host of new and old Local 321 members.

1) Pictured (l-r) Local 321 Treasurer Jeff Morgan, Branch President Cheyenne Ricci Roberts, Wyoming State Executive Board Member Jonathon Schmidt, Vice President, Local 321 / Branch President, Denver RPDC Samuel T. Koduah, Branch President, Denver RTH Demetria Williams, Colorado State Executive Board Member Claude Ridley, Branch President, Colorado Springs Richard Lairscey, Local 321 President Tony Wilson, Recording Secretary Carrieann Deguzman, and National Secretary-Treasurer Kevin Tabarus. 2) Pictured (l-r) Retired CAD Representative David Ross, CAD Director Max Rehbein, National Secretary-Treasurer Kevin Tabarus, Retired CAD Director Don Gonzales, CAD Director Nick Lehto and Local 321 President Tony Wilson



2



LOCAL 323

Local 323 held their Installation of Officers ceremony with National Secretary-Treasurer Kevin Tabarus doing the honors of swearing in the newly elected officers. Pictured (l-r) National Secretary-Treasurer Kevin Tabarus, Treasurer and Minneapolis Branch President Jarred Hoover, Local President Jeff Larsen, Minnesota State Executive Board Member Shane Ryden, Recording Secretary Delicia Johnson, Vice President and NDC Branch President Aaron Kobes, North Dakota State Executive Board Member and Fargo Branch President Brock Engstrom, and St. Paul Branch President Edward Yun.



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NPMHU-SC-9-10-26

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