



Local 300

Mail Handler News

National Postal Mail Handlers Union, AFL-CIO

Summer
2022



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President's Report

By Kevin Tabarus

There have been many issues affecting our membership since our last newsletter. Here are some updates on what has been going on around Local 300.

COVID-19 Pandemic

These are still trying times for us. We are literally at war with an enemy we cannot see. All of us are on the front lines of this war. Mail Handlers have been through other challenging times (9/11, Anthrax, bombs in the mail, etc.) The Coronavirus is a serious threat to us, we all must remain vigilant and remain calm, adjusting to this “new normal.” We have shown everyone that we are essential workers and vital to the United States of America.

The USPS is a vital essential service for the country. We have ensured that the communication network for the nation was maintained. Packages needed to be delivered. Medicines needed to still be received. I am very proud of each one of you. Keep up the great work providing this essential service for our country. This was our time for us Mail Handlers to shine. You are a Hidden Hero of the Postal Service.

The COVID-19 Pandemic was an unprecedented time for all of us. We all became quickly educated on protocols to ensure our safety. We encountered many issues with obtaining enough Personal Protective Equipment (PPE) – masks & gloves. Had to fight for proper cleaning and sanitizing. We had many instances with failed close contact investigations performed by management. Many members were COVID-19 positive, and unfortunately some passed away due to COVID. There were two acts of Congress passed that provided paid leave FFCRA & EFEL. Additionally, the Department of Labor OWCP has accepted claims for compensation for some that were COVID positive.

There were numerous COVID-19 Memorandum of Understandings agreed to: Sick Leave for Dependent

Care, MHA Exception (for COVID-19 absences), Liberal Leave & Changes of Schedule, Temporary Additional COVID-19 Leave for MHAs, MHAs can get recalled (from lack of work) up to 2 years... all expired on 5/6/22.

Additionally, the amount of Annual Leave to be carried over has been temporarily increased to 520 hours. In addition, the Annual Leave Exchange Option has been temporarily increased to 80 hours.

Local 300 officers and stewards remained vigilant and prepared. Local 300 Headquarters remained open during the entire pandemic. This was a state of constant changes. We kept our officers and stewards updated using virtual meetings on at least a weekly basis. We continue to have our weekly virtual meetings to keep everyone updated with COVID-19 and contractual issues.



Local 300 New Headquarters

I am very pleased to let you know that Local 300 Headquarters has moved. Local 300 formerly leased office space at 111 John Street in downtown New York City. Rent costs kept increasing. We have purchased office space in midtown Manhattan, near the Empire State Building. It is in the heart of midtown, accessible to all mass transit for the tri-state area. We moved our headquarters operation on 10/26/19.

Since I became Local President in 2015, it has been my goal to downsize and purchase office space adequate for Local 300's needs. We have made 'our carbon footprint smaller' by scanning and archiving important documents. In this digital world, it didn't make sense to keep numerous filing cabinets of paper documents. Our new office is about 1,000 square feet smaller than our former leased office space. This project has been a lot of work. I am very pleased with the performance of my team in the office and the Local 300 Executive Board throughout this project.

We had searched numerous properties, finally after a four-year search we found our new permanent home. The new office has a larger and updated training space for our shop stewards and officers.

This purchase of office space makes sound financial sense. We will not have a huge expense every month for leasing office space. We now fully own our office space, which is an investment in the future for the Union. Our real estate investment will continue to grow in value for decades. We are now saving over \$125,000 a year. Given these current times with mail volumes decreasing and our membership decreasing, it is important to have the foresight to realize that the current income stream (although now favorable) will not always remain the same.

I want to thank the current members of the Local 300 Executive Board for their unanimous support for this project. Also, if it were not for the current and past members of the Local 300 Executive Board and Branch Presidents being financially responsible over decades, the purchase of the new office space would not have happened.

USPS Finances & Mail Volume

The Postal Service finances have been operating at a deficit for decades. Most of this was due to the required pre-funding of future retiree health benefits 75 years in advance. No other federal agency was required to make these payments. Thankfully, the Postal Service Reform Act has finally passed Congress and on 4/6/22 was signed by President Biden.

The Postal Service has reported its financial results for fiscal year 2022's second quarter (Jan. 1-March 31). Here are some highlights:

Revenue - Operating revenue was approximately \$19.8 billion, an increase of 4.7 percent compared with the same quarter one year earlier. First-Class Mail revenue increased 5 percent, while Marketing Mail revenue increased 15.9 percent. Revenue from shipping and packages increased 1.3 percent.

Volume - Total volume was approximately 31.6 billion pieces, up 2.9 percent from one year earlier. First-Class Mail volume declined 0.6 percent, while Marketing Mail volume grew 8.4 percent. Shipping and packages volume declined 5 percent.

Expenses - Total operating expenses increased approximately 7.7 percent, compared with the same quarter last year. Excluding noncash workers' compensation adjustments for the impacts of actuarial revaluation and discount rate changes, total operating expenses increased 4.4 percent, driven largely by ongoing inflation.

Adjusted loss - The Postal Service reported an adjusted loss of \$1.7 billion, essentially flat compared with the same quarter last year.

Mail Volume in Local 300 Area

Only a few locations within Local 300's jurisdiction are experiencing high mail volume. Most locations have low mail volume and low overtime hours.

Postal Reform

Finally, after over a decade, Postal Reform has finally passed Congress and was signed into law on April 7, 2022, by President Biden. The Postal Service Reform Act has many positive attributes. It ceases the prefunding of future retiree health benefits, will provide lower health insurance costs for current & retired postal employees, codifies 6 Day delivery, offering services for state/local/tribal services and provides more transparency to the public regarding mail delivery.

Starting January 1, 2025, postal employees will be in a postal-only health plans within FEHBP. It will be regulated and run in the same way current FEHBP plans are and major FEHB plans now available will still be offered. Benefits would remain the same and the premiums would be significantly reduced because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment. These changes are explained in this newsletter.

The Postal Service Reform Act passed with bipartisan support. The House of Representatives voted 342 in favor and 92 opposed. The Senate voted 79 in favor and 19 opposed. Currently there is a majority of support in Congress for the Postal Service. However, that is for the moment. Elections can change the amount of support we have attained. We still must remain vigilant to prevent political attacks on the Postal Service and our membership.

Postmaster General DeJoy – 10 Year Plan

The current Postmaster General (PMG) has introduced his 10-year plan to Congress. He has slowed mail delivery for first class mail. Much of first-class mail that was transported on airplanes, is now being moved with trucks.

Initially, there were plans to realign mail processing having some plants only process parcels and others only process letters and flats. Now these plans have changed again. We do expect a restructuring in the future. Future plans have not been fully discussed. But, we like to prepare for the worst and hope for the best. Currently, there are no locations facing closing or consolidations. We will be vigilant and prepared for any proposed closures or consolidations.

Another part of the 10-year plan was to create Parcel Support Annexes (PSA) across the country. We have one PSA in Lyndhurst, NJ. We were told the purpose of the PSAs was to handle peak mail volumes and also to divert mail processing to the PSAs while current installations remove old mail processing equipment and install new more efficient machines. Each PSA is considered to be an 'annex building' for a host installation. Our PSA in Lyndhurst is part of the NJI-NDC.

The Lyndhurst PSA was used during the peak mailing season on a limited basis. Now it is being utilized solely as a COVID-19 Test kit Fulfillment Center for all households. All households can request two sets of home COVID-19 test kits. Nationwide, the US Postal Service has successfully delivered over 320 million COVID-19 tests to the American public.

The PMG is proposing to reduce the operating budget over his 10-year plan. Postal Reform will reduce costs. Postage rate increases and lowered transportation costs will also reduce costs. We fear next will be to reduce labor costs by reducing positions and overtime. The PMG has also expressed that the mail processing network is broken and mis-aligned. He is of the mindset that all mail processing facilities & operations need to be standardized and similar in appearance.

Surface Transfer Centers (STC)

All STCs across the country have been subcontracted. The NJ STC operation that was in the NJI-NDC has been subcontracted and the work is being performed by a subcontractor in Phillipsburg, New Jersey. The NJ STC was one of the four last STCs in the country to be subcontracted. No members have been excessed out of the NJI-NDC installation. Grievances have been filed on the local and national level by the NPMHU.

A national level arbitration was heard for the Kansas City STC. We are expecting a decision soon.

The nationwide subcontracting of the STCs is a part of the PMGs 10-year plan. Even though, the USPS and NPMHU had agreed to a Memorandum Of Understanding (MOU) regarding subcontracting Mail Handler work. Which states in part:

Under the 2019 National Agreement, the parties commit to re-establishing their Subcontracting Committee and continuing their discussions about the possibility of returning mail handler work from Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTEC), and the bedloading project. The Committee will consider all relevant factors when discussing the issue outlined above, to include cost, operational efficiency,

availability of equipment, and qualification of employees.

This MOU can be found on page 201 of the current 2019 National Agreement.

Automation and New Mechanization

The Postal Service has a continued focus on productivity. New mail processing machines are being deployed across the country and Local 300. Over the past few years, we have seen the start of the 'next generation' of parcel sorting machines in Local 300.

The Small Parcel Sorter System (SPSS) have been deployed in Flushing and Stamford. Each facility has two SPSS's. These machines process parcels at a faster rate than APPS or APBS machines, at about 7,000 pieces per hour using semi-automatic induction units. The SPSS has a 20-pound weight limitation and 196 bins.

Flushing also has a High Throughput Parcel Sorter (HTPS). Which is essentially two SPSS machines together. It can process up to 15,000 parcels per hour to its 388 bins. The HTPS is located on the 2nd floor at Flushing. The HTPS requires a feed system, which is located on the first floor. The facility is also using **Automated Guided Vehicles (AGVs)** which are robotic (un-manned) electric jacks. The AGVs are used for the dispatch on the HTPS. Full containers of mail are 'swept' from the HTPS by Mail Handlers and staged in designated areas for the AGVs. The AGVs then transport and load the mail onto an automatic elevator where the mail is dispatched by Mail Handlers on the first-floor platforms.

The Enhanced Parcel Package Processing System (EPPS) is an improvement on the SPSS. It can process parcels weighing up to 25 pounds at a rate of up to 25,000 parcels per hour to 440 bins. There are basically four (4) different induction areas, 15 dumpers on all 4 corners of this oval shaped machine. There is currently only one EPPS in operation, located in Portland Oregon. In July Local 300 did a site visit to the Portland P&DC. Representing Local 300 were: NJI-NDC Branch President Al Conyers, Local 300

Vice President Yvette Johnson, and myself. To put it simply, this machine is huge. It is well over 100 yards in length. What also is striking is the height of the machine. This model has a "two-tier belt system". Envision two APPS machines stacked on top of each other.

There are twenty-five (25) Automated Guided Vehicles (AGVs) – robotic Powered Industrial Vehicles (PIV) in the Portland P&DC. Nineteen (19) AGV Tuggers (aka Mule, Jitney, Tow Motor, Jeep) and six (6) AGV Forklifts. The AGVs can be summoned by scanning a barcode and leaving mail in AGV staging area. Or, the AGV Tuggers are summoned when 3 wire cages are staged in specific staging areas, they do have to be hooked up by a Mail Handler. Cameras detect that there are 3 wire-cages staged. When the front hook is placed on the first (front) wire-cage, the AGV is summoned. The AGV hooks up to the three wire-cages without assistance (most of the time). The AGVs only do dispatch, (like in Flushing). There are several areas on the platform for the AGVs to drop their mail.

AGVs use vision guidance, lasers, and magnetic tape to guide movement. There is no plan to eliminate all Mail Handler Equipment Operators. AGVs (robotic electric jacks, mules, tugs) have been deployed in the Local 300 area. More deployment will occur in the future.

Other new processing machinery at Portland P&DC is a **USS** (Universal Sorting System) for Non-Machinable Outside parcels (NMOs). This machine does about 1,350 per hour. This is advertised as an improvement to current Universal Sorters that process large parcels. I would expect a large deployment of the USS to many plants in the future.

We have seen many other types of new processing equipment deployed. The Automatic Delivery Unit Sorter (**ADUS**) has been deployed in many small post offices with letter carriers. There has been an upgrade to the ADUS, Small Delivery Unit Sorter (**SDUS**). Then the machine was upgraded again, adding OCR capability to the **SIPS** (Single Induction Parcel Sorter).

In the future, some **APBS** machines could be modified with robotic induction. Many of the APBS machines are decades old. The Parcel Sorter Induction System would replace the 'face and place' functions currently performed by Clerks on the APBS. It is currently in Phase 4 of testing. The USPS is soliciting for a nationwide contractor.

The USPS has started deploying a new generation of parcel sorter in Los Angeles called a High Output Parcel Sorter (**HOPS**). The HOPS can process parcels up to 25 pounds and process 11,000 parcels an hour. This might replace the 213 APBS machines across the country. No deployment with the Local 300 area known as of this time.

More robotics are also being deployed. "Rover Robots" AMR's (Autonomous Mobile Robot). These robots will take packages that are scanned and placed on the tray and dump them in either a gaylord or hamper instead of the MH walking it off in a bullpen.

The Postal Service is also deploying new types of Universal Sorters. There are different variations of these apparently low-cost manual sorters, **RBUS & "Spider"**. This is more of a manual operation than the other universal sorters being. It has a dumping station that feeds a belt that goes to the center of the machine where an employee, takes the packages scans it and places it on one of rollers based on the zip code, there is no scheme knowledge.

NDC Redevelopment

This is a program to redevelop the work floor space in many of the NDCs. It is to include the removal of unused conveyors and older parcel sorting machines. The work was to begin at Atlanta NDC and Washington NDC with more locations in the future. Consultant engineering agencies have also been deployed at Chicago, Dallas and Los Angeles NDC. New Jersey NDC is not scheduled at this time for redevelopment.

There has been much talk of new machinery coming to NJI-NDC. Nothing is in writing yet. It is NOT OFFICIAL. It will not happen quickly. The NDC

would first need to expand or move some operations temporarily to the PSA. Then remove PSMs and clean out the BMC part of building. The project would take years. As soon as Local 300 receives more information, the membership will be informed.

MHA Conversions to Career

There have been over 14,000 MHA conversions over the last 16 months. 32,400 MHAs have been converted to career status, starting in October 2013. MHAs have been converted to Full-Time Regular to fill residual positions. We expect this continue in the future. Well over 60% of the current members of the NPMHU bargaining unit have been converted from MHA or are currently an MHA.

MHA Career Opportunities are also available on Lite Blue for locations outside the current installation. This is a new procedure for MHA Career Canvassing. No service talks will be given. MHAs should check on LiteBlue 2x a month. Career Opportunities for MHAs will be posted on the 1st and 15th of each month and be open for 10 days. These opportunities will be open for all MHAs within 50 miles of the career position. MHAs are advised to look on LiteBlue 2x a month (between 1st to 10th and 15th to 25th).

We will update the Local 300 webpage & smartphone app when career vacancies are available for MHAs within the Local 300 area.

Article 12 Issues (Bids)

In 2017, Local 300 and the entire nation, started facing an onslaught of attacks on the Mail Handler compliment in various installations. Numerous installations were notified of potential excessing almost 300 Mail Handlers from installations within Local 300, with a possibility of relocating them to other installations. Various installations were slated for downsizing and or consolidation into other nearby installations. Due to the hard work of Local 300's officers and stewards, not one Mail Handler was involuntarily excessed out of their installation(s).

The Postal Service was claiming that the workforce

and work schedules of Mail Handlers are inconsistent with mail volume in mail processing facilities. This also resulted in many duty assignments (bids) for Full-Time Regular Mail Handlers being abolished or having starting times changed. Grievances were filed for each adverse action taken on each job bid. Vacant duty assignments were not reposted. These vacant jobs were 'reverted.' Grievances were filed for each job reversion. We have had many successes with reversing the attempts to alter the work schedules of the workforce. Especially when old jobs are 'back-filled' with other workers.

The Postal Service is constantly looking to cut our workforce and have less duty assignments. Presently, we are not facing involuntary excessing from installations like we did in 2017.

In the smaller post offices, we have been seeing many "Function 4 Reviews." Mail Handler duties in the small stations are observed in customer service operations by postal management.

There have been proposals to downsize the Mail Handler complement in many locations. Many vacant jobs have been 'reverted' by management. Local 300 has already filed grievances to protest these adverse actions.

USPS Recognizes Juneteenth

The USPS shall recognize Juneteenth National Independence Day, effective 2022 for all career (FTR & PTR) employees. The adding of this eleventh paid holiday for career employees is a subject of contract negotiations to incorporate into the 2022 National Agreement.

Contract Negotiations

The current National Agreement expires on September 20, 2022. NPMHU National Office is committed to reaching a reasonable contract with the Postal Service. I was privileged to represent Local 300 on my third NPMHU Field Negotiating Committee. The membership was polled for suggestions to change and improve our contract. In the February of 2022, the National Contract Administration

Department, National Executive Board and various Local Presidents, reviewed each suggested contract change that was submitted from the membership. We formulated a great working plan for contract negotiations. The planned focus is on: wage increases, keeping the COLA, layoff protection, benefits, MHA rights, keep OT rates and provisions, enhance Article 12 (bids, excessing, seniority), preventing Subcontracting of Mail Handler work, etc.

If an agreement is reached between the NPMHU and the USPS, the membership will have the opportunity to vote on accepting the new contract. However, if the NPMHU is unable to reach a tentative agreement with the USPS, the fate of the new contract will be sent to the mediation process, then if that fails, a national arbitrator will determine the terms of the new 2022 contract. Formal contract negotiations with the NPMHU & the USPS begin in June. For contract negotiations information, check for updates on the Union Bulletin Board, www.local300npmhu.org, www.npmhu.org, or on our Local 300 Smartphone app.

Local 300 Smartphone Application

Local 300 was the first NPMHU Local Union in the country to have designed a smartphone app. It is only for Union MEMBERS ONLY. Local 300 headquarters periodically sends out push notifications of breaking news and events. The application also contains many other useful resources, such as the National Contract, Contract Interpretation Manual (CIM), etc. The application can be downloaded in any "app store" (iPhone or Android phone compatible) by searching for "***NPMHU Local 300***". Be sure keep your phone's operating system software up to date for the app to work properly.

Training

Local 300 has continued and expanded its aggressive training programs. More Stewards & Branch Presidents are being trained than ever before. We were lucky to have National Steward Trainer John Gibson, NPMHU CAD Representative Tom Ruther, NPMHU NE Regional Director Patrick Donovan provide the training. We will continue with additional training

programs in the future.

- Article 12 Training-October 2021. This training focused on excessing out of installations, bid realignments & changes.
- New Steward Training – June 2021
- Local Agreement (LMOU) Training-September 2020
- New Steward Training – September 2020
- Arbitration Advocate Training – August 2020
- Local Agreement (LMOU) Training – March 2020
- New Steward Training – January 2020
- Arbitration Advocate Training - December 2021
- New Steward Training – January 2019

Finances

Local 300 continues to have solid financial growth. A large part of our expenditures are for direct representational activities, providing quality representation to our members. Solid fiscal growth, shall ensure that Local 300 will be able to function while we face the major problems that lie ahead.

Local 300 is committed to continuing our customary and reasonable expense policies. Local 300 will have the financial resources to ensure that we will be able to continue our aggressive enforcement of the National Agreement throughout the Grievance-Arbitration procedure.

Social and Recreational Activities

Local 300 has continued to subsidize several events for our members. The cost of these events keeps increasing, but we are striving to keep the cost to members low. We are able to do this since we are now saving on occupancy costs with the purchase of our office space. Annually, we have Member Events for several sporting events, New York Mets, New York Yankees, Brooklyn Nets, and New York Jets. Also, we have a large gathering of Local 300 members, their families and guests at Six Flags Great Adventure. In the future, we are looking to also subsidize tickets for our hockey teams. In addition, we are exploring a future possible night at a theatre

for an off-Broadway show. These events give us the well-deserved rest and recreation away from our daily complications. I hope you and your family (guests) attend some of these events.

Each year Local 300 participates in the NYC Labor Day parade. Each year the number of marchers we have continues to grow. Members and their families march up Fifth Avenue. Each year, the Labor Day parade is held on the Saturday after Labor Day. Travel expenses were reimbursed for all who attended by Local 300. Each marcher was given a Local 300 Labor Day Parade T-Shirt, food and refreshments were also provided. Please try to attend the next Labor Day Parade.

Upcoming Member Events for 2022:

- NY Yankees 6/26/22
- NY Mets 7/24/22
- Labor Day Parade 9/10/22
- NY Jets 9/25/22
- Great Adventure 10/15/22

Bronx Shop Steward Shirley Ramos has been doing an excellent job as Local 300's Member Events Coordinator. Keep an eye on your bulletin board or ask a steward for information on these events.

Local 300 Member Premiums

We have been distributing more Member Premiums than ever before. We wanted the membership to know that their essential service is appreciated, especially during the pandemic. Since we continue to save on our occupancy costs for Local 300 headquarters, with the purchase of our new office space, we have stepped it up with the premiums. Recently giving back to the membership with: face masks, hand sanitizer, ID holders, shirts, fleece jackets, work jackets, aprons, pens, and cell phone power banks.

Getting sizes for almost 6,000 members became a logistical nightmare. Hopefully, we were able to get everyone the proper size. We have plans for more Member Premiums in the future.

Women's Committee

Bronx Branch Steward Shirley Ramos is the Chairperson of Local 300's Women's Committee. Shirley has been doing an excellent job. The committee has recently produced several informative newsletters. In addition, observed and recognized women's history month. The Committee works on several projects that are beneficial to not only our women of Local 300, but the entire membership. Stewards from several branches are on the committee: Michelle Sadler (NJI-NDC), Atika Muhammad

(Brooklyn), Sadequa Perry (Greater Newark), Lucy Lombardo (JFK), Irene Delgado (NYC) and Shirley Ramos (Bronx).

Should you have any questions, feel free to contact Local 300 headquarters.

Kevin Tabarus
President
NPMHU Local 300

Local 300 Celebrates our Veterans



Mario Montoya
US Army DVD P&DC



Majorie Redguard US Navy. DVD P&DC



Wilfredo
Delgado
USMC

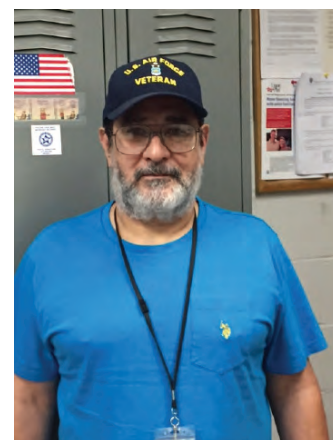
Local 300
Treasurer



Charles
Price
US Army
NJNDC



Mahdi Abu Abdur Rashid
US Navy. DVD P&DC



Victor Castro US Airforce.
DVD P&DC



Vice President's Report

by *Marcenia Yvette Johnson*

What is a Political Action Committee (PAC)?

The political action committee (PAC) raises money for the sole purpose electing candidates to elected office that will advance the legislative goals of the National Postal Mail Handlers Union that which improve the professional and personal lives of all mail handlers. The Union will work with members of Congress, members of the Republican and Democratic parties in both the House of Representatives and the Senate. All contributions for the Mail Handler PAC are voluntary contributions from individuals with common interests to advance a political process.

Why should I join NPMHU PAC?

The National Postal Mail Handlers Union Political Action Committee identifies and contributes to candidates who support issues important to Mail Handlers and their families.

Joining the PAC provides Mail Handlers with the opportunity to build electoral and legislative power required to ensure decisions that impact their lives are made with their best interests in mind.

Only NPMHU members can contribute to the Mail Handler PAC.

Union dues are not used, and cannot be used, for political contributions.

PAC contributions are voluntary and can stop at any time. There is no open season.

NPMHU PAC members are encouraged to attend local events and rallies for elected officials who support Mail handler legislative priorities.



Local 300 Vice President Yvette Marcenia Johnson socializes with NJ Congressman William Pascrell JR a longtime friend of Local 300 and labor unions.



Local 300 Executive Board is pictured with National President and former Local 300 President, Paul Hogrogian and National Secretary/Treasurer, Michael Hora receiving the most improved Local for PAC contributions.



NOTICE CONCERNING CONTRIBUTIONS:

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

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

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

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

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



(Cut here and return to NPMHU PAC)



YOUR CONTRIBUTION HELPS PRESERVE POSTAL JOBS

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

Address _____ Local _____

Employer (if other than USPS) _____ Job Title _____

Contribution Amount: (Please check one):

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

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

☐ VISA ☐ MASTERCARD Acct.# _____

Signature _____ Expiration Date _____

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

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

PostalEASE by TELEPHONE:

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

PostalEASE on the WEB:

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

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

2022 PAC

INCENTIVE AWARDS



2022 PAC INCENTIVE AWARDS

LEVEL	DONATION	AWARD
Member	\$26 (\$1 per pay period)	PAC Pin
Sponsor	\$52 (\$2 per pay period)	PAC Set of Two Beer Mugs
Activist	\$100	PAC Polo Shirt
Leader	\$250	PAC Lunch Bag and 20 oz. Tumbler
Ambassador	\$500	PAC Blanket and Socks
Super Ambassador	\$1000	All Incentive Gifts



YOU TOO CAN BECOME AN NPMHU POLITICAL ACTIVIST

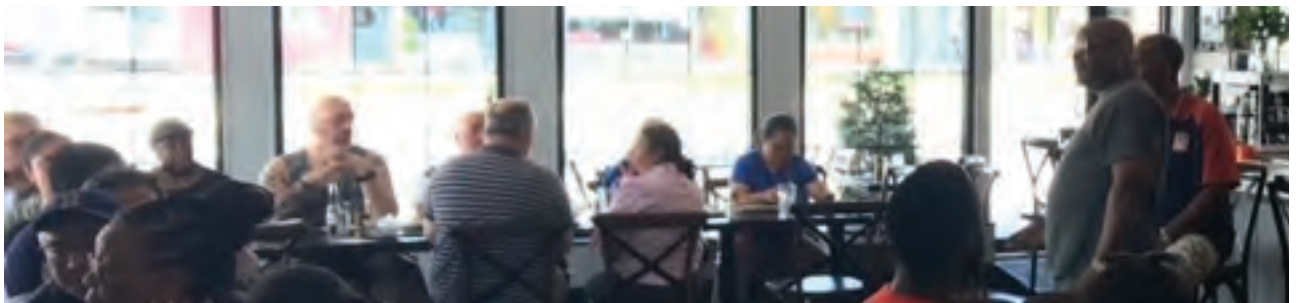
There is a quick way for Mail Handlers to contribute to the NPMHU PAC. Simply call in to the PostalEASE system, or visit the PostalEASE option on the web at www.liteblue.usps.gov. Follow the instructions printed on pages 22 and 23 of this magazine. Your PAC contribution will be made directly from your bi-weekly postal payroll. You also have the option of sending in a personal check or authorizing a credit card contribution. Your contributions will also be entered in to the incentive award program that entitles you to an award based on your contribution level. There are five distinct PAC membership levels and awards. Awards are distributed based on membership level and will be mailed after the end of the year; awards will vary year to year.

Branch Meetings



**NJNDC Branch Meeting
June 3rd 2022**

**Flushing
Branch
Meeting
May 31st
2022**



Postal Reform Act of 2022

The Postal Service Reform Act (PSRA) will not be effective until January 1, 2025. This will change and lower health plan costs.

Current postal employees would be placed in a postal-only risk pool within the FEHBP, called the Postal Service Health Benefits Program. The postal-only plans in FEHBP will be regulated and run in the same way current FEHBP plans are. Major plans now available will still be offered in this postal-only version of FEHBP plans. While the benefits would remain the same, the premiums would be significantly reduced because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment.

Active employees under the age of 64 as of January 1, 2025, when both retired and at least age 65, are required to enroll in Medicare, apart from a few exceptions (those enrolled in TRICARE or Indian Health Services, or those living abroad). Currently, around 80% of postal annuitants enroll in Medicare and postal employees have contributed over \$34 billion into Medicare since 1983.

Current postal annuitants, and those who retire before January 1, 2025, would not be forced into Medicare if they do not want it. Additionally, active postal employees over the age of 65 can elect to stay in the postal-only FEHBP. Annuitants who had opted not to enroll in Medicare when eligible, but have since changed their mind, are able to enroll and will not be held to the late enrollment fee.

PSRA FAQ

Frequently Asked Questions of the Postal Service Reform Act

I'm a current postal employee with no plans to retire anytime soon. How will the bill affect me?

Starting January 1, 2025, you'll be placed into a new

postal-only plan within FEHBP. It will be regulated and run in the same way current FEHBP plans are and major plans now available will still be offered. Benefits would remain the same, and the premiums would be significantly reduced because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment.

I'm planning on retiring in a few years. Will I have to enroll in Medicare?

If you are a current employee under the age of 64 as of January 1, 2025, when you are BOTH retired AND 65 years of age, you will be required to enroll in Medicare.

I'm a current retiree. What will my health plan look like?

If you are already enrolled in Medicare, nothing will change. If you did not choose Medicare when eligible and stayed with FEHBP, you can either choose to remain in the postal-only FEHBP or you can sign up for Medicare during the special enrollment period. Additionally, if you are a current retiree but not yet Medicare eligible, you will not be forced into Medicare early.

I'm a current retiree and previously opted not to enroll in Medicare, but I've changed my mind. Will there be a late enrollment fee?

The standard penalty for late enrollment is a 10% increase for each year after age 65, however, the bill includes a one-time opportunity for post-age-65 annuitants who chose not to enroll in Medicare Part B when first eligible, with no late enrollment penalty.

I'm a current postal employee but I'm over the age of 65. Will I have to enroll in Medicare?

No, you can remain in the postal-only FEHBP. You will enroll in Medicare once you retire.

What happens when I enroll in Medicare?

Medicare will be your primary provider, while the postal-only FEHBP will be secondary.

I'm in TRICARE. Will I have to sign up for Medicare?

No, those enrolled in TRICARE and Indian Health Services will not have to enroll in Medicare. Additionally, those who live outside of the United States will not have to enroll in Medicare.

What about my spouse who's covered by my healthcare?

The same regulations will apply to them.

Is this a bailout for the Postal Service?

No. Postal employees have always contributed to

Medicare benefits; employees have paid \$34 billion to Medicare since 1983, but have not fully taken advantage of the program. Currently about 80% of postal retirees already use Medicare.

Who supported this?

NPMHU along with the other postal unions, postal management, as well as the PMG and BOG supported this legislation. It passed in the House by a vote of 342-92 and in the Senate by a vote of 79-19.

This is really confusing.

In order to make sure postal employees and annuitants are prepared, USPS and OPM will offer further educational guidance on what can be expected when enrolled in Medicare and how to do so when eligibility requirements are met.



Local 300 Vice President Marcenia Yvette Johnson stands alongside Congresswoman Carolyn Maloney and members of Local 300 the day the Postal Reform Act was finally passed by Congress.



Branch President:
Alberta Prieto
speaks at the Westchester
branch meeting held on
June 4th 2022.



Events and Activities



Local 300 Members, families, and friends at Yankee Stadium for the return of our annual NY Yankee member event. The Bronx Bombers won the game! June 26th 2022

Local 300 attendees at the NJ Devils game. April 24th 2022.





New York State

Executive Board Report

by Lucy Lombardo

Unity, Democracy & Strength

These three words are etched into each and every Mail Handlers Unions' logo and for very good reason. Unity signifies togetherness as members of a collective bargaining unit when we demand equality, equal wages, benefits and safe working conditions. Unions are constantly under attack, we will never again see consistent robust middle-class wage growth or a healthy democracy without first rebuilding collective bargaining. "United we stand, divided we fall" was first phrased by a Greek story teller by the name of Aesop, who lived during the 6th Century B.C., used most often to inspire unity and collaboration. Its core concept lies in the collectivist notion that if individual members of a certain group with binding ideals – such as a union, coalition, confederation or alliance – work on their own instead of as a team, they are each doomed to fail and will all be defeated. Unions are the most powerful advocate people have and although the USPS is by far the most popular government agency, it is the one most often threatened with extinction. United we will face these challenges head on and fight the good "necessary" fight together.

Unions are good for democracy. They give our members a voice and improve communication between workers and managers. Workers in low-wage industries, women, African-American and Latino workers have higher wages in unionized workplaces. Even non-union workers, in highly unionized industries, receive financial benefits from employers who increase wages to match what unions would win in order to avoid unionization. Shrinking union membership hurts all Americans. Corporations rather than workers are increasingly rewarded for growth in the economy. Without unions day-to-

day competitive pressures leave quitting as the only option for workers to address serious problems. Unbeknownst to many members unions have helped pass important legislation that helps all Americans, for example, improved minimum wages, health care coverage, retirement plan protections, overtime pay and social security. When workers are able to join together in a democracy, the voice of workers can help balance out the power of business interests. Strong, responsible unions are essential to industrial fair play. Without them the labor bargain is wholly one-sided. The parties to the labor contract must be nearly equal in strength if justice is to be worked out, and this means that the workers must be organized and that their organizations must be recognized by employers as a condition precedent to industrial peace.—Supreme Court Justice Louis Brandeis. Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.—Molly Ivins. Employers and employees alike have learned that in union there is strength. All your strength is in your union. All your danger is in discord. Therefore be at peace henceforward, and as brothers and sisters live together.

**UNITY IS STRENGTH.
KNOWLEDGE IS
POWER. ATTITUDE IS
EVERYTHING**



Treasurer's Report

by Wilfredo Delgado

These past two years have been an uphill struggle with the COVID pandemic changing the normal way of life for all. We want to express our deepest condolences for all of us that have lost family, friends, and coworkers. May we keep their memories in our hearts forever.

The status of Local 300's finances continue to improve. In October 2019, Local 300 purchased an office condominium at 20 West 33rd Street, New York. That decision to downsize our existing office rental space at 111 John Street, New York, has led to an annual savings of rent/utilities cost averaging \$125,00.00 per year.

The Treasurer's responsibility includes assessment and recommendations regarding Union finances. We work tirelessly, to maintain a solid financial plan for our immediate challenges and for the future.

We continue to review recurring expenses to reduce any unnecessary costs, and maintain a conservative spending plan. We must be financially able to take on the attacks by USPS management. Management knows that Local 300 has the financial resources to go to arbitration when warranted.

Local 300 is the largest local Union representing Mail Handlers in the country. We represent nearly 6,100 Mail Handlers working in the tri-state area. Our jurisdiction includes the five boroughs of New York City, all of Long Island, northern New Jersey, southwestern Connecticut, and southern New York.

REPRESENTATIONAL EXPENSES

Local 300 remains committed to providing our members the best representation we can. In that effort, we continue to spend the resources needed to meet that responsibility. We held numerous training programs, including: Basic Shop Steward Training, Advanced

Shop Steward Training, and Arbitration Advocate Training. In addition, we have planned to expand the training to include: FMLA, OWCP, MSPB and Safety & Health training. We also provide the branches with the resources to best serve our members. Enforcing the terms and conditions of our contract comes with a cost.

Last year, our largest categorized disbursement was for Representational Activities. Over \$1 million was spent on this category. Representational activities are costly. This category includes costs directly related to Contract Enforcement, Arbitration, Legal fees, Grievance Processing, Training Programs, etc.

MEMBERSHIP PREMIUMS AND TRIBUTES

Local 300 has purchased and distributed to our members many items such as: hand sanitizers; face masks; pens; power bank chargers; denim bags; aprons; silicone wallet sleeves; blue fleece jackets; breast cancer shirts; and black jackets. We will continue to purchase items for our Union members. We continue the expense for Tributes for our retiring members (clocks/watches).

MEMBERSHIP EVENTS & TRIPS

Due to the COVID pandemic many of our Membership Events and Trips were put on hold. We did have a NJ Devils hockey game, and expect to continue NY Yankees, NY Mets, NY Jets; and a Six Flags Great Adventure fun-filled trip for families this year. We will continue to have Social Events later this year, if safe for our members.

NPMHU CONVENTION

This year we will be attending the National Postal Mail Handlers Convention in August 2022 that was delayed from 2020 due to the COVID pandemic.

These NPMHU Convention delegates will participate and serve as the highest elected governing body of our Union and determine the course of our Union. Delegates will consider, debate, and vote on important legislative, political, worker rights', and other resolutions and on various proposals to amend our National and Uniform Local Union Constitutions.

Membership Report

The decrease of regular members for the past few years, due to attrition has stabilized. Local 300 maintains over a 91% membership rate. We need to continue to grow our Union, and sign up new Mail Handlers. We have initiated an aggressive membership recruitment process. The National office has sent recruitment booklets and important informative material vital to new Mail Handlers.

We welcome all the MHAs that have joined our Union; they are the future of our Union. We have an obligation to assist, represent and improve the working conditions of our MHAs. On the national level, proposals have been submitted for negotiations for the next National Contract, to improve their rights. In addition, after national negotiations is completed, we will be going forth on local negotiations (LMOU), to fight for our MHAs. MHAs are eligible for Union membership from day one of their employment, and the NPMHU needs to do everything necessary to ensure that all MHAS join their Union. Please join the only Union – the NPMHU – that is fighting for you.

SCHOLARSHIPS

There are numerous scholarships available to Local 300 Union members and their families. With the high cost of college, the opportunity to reduce those costs is needed more than ever.

The following websites contain information for scholarship applications: www.local300npmhu.org, www.npmhu.org, www.unionplus.org, www.feea.org

- a. Local 300 Scholarship – opened in May 2022 (5 for \$1000)
- b. NPMHU Scholarship – open from November 21 to March 31 each year
- c. Union Plus Scholarships – open from June to January each year with website link to scholarship search engine database, and Union plus College Planning Center
- d. Bergen County – Abe Solomon Scholarship – February to April each year (8 for \$1000)
- e. FEEA – open from January to March each year

I want to take this opportunity to thank our Union officers, Branch Presidents, and Stewards for their continued efforts on behalf of the membership. These are the men and women who take on the task of representing our members each day. We thank the members who assist the Union in enforcing our contract and fighting to protect Mail Handler Jobs! We ask our members to get involved and informed, with your support we will keep moving our Union forward.

In Solidarity,
Wilfredo Delgado
Treasurer

Retirements from Local 300 Branches



John "Kiss" Robinson DVD P&DC



Don Utz Stamford CT



Freddie Binetti DVD P&DC

Knowledge is Power – Know your Rights!

By Wilfredo Delgado

Local 300 continues to provide our members with vital information to protect our craft. We have provided our members information via, our Local 300 website (www.local300npmhu.org), and the Local 300 phone APP. These are efforts to keep Mail Handlers informed and involved in your Union. As a union, we must keep our members up to date and **organized to fight management's constant attacks.**

We ask our members to help enforce our contract and Mail Handlers' rights. Every member has a stake in our future. There are a few basic sources of information that our members should be aware of and available on our website (www.local300npmhu.org):

1. The National Contract - AGREEMENT between United States Postal Service and National Postal Mail Handlers Union, A Division of the Laborers' International Union of North America, AFL-CIO September 21, 2019 - September 20, 2022. This is in effect and enforceable through the grievance procedure. This is a basic tool of defense for Mail Handlers. The Contract is the core of our negotiated

rights, concerning salary, work hours, discipline, leave, safety, union representation, etc. that were

fought for by this Union. When a manager claims that they can do whatever they want, this agreement clearly explains the limitations imposed upon the Postal Service. Any manager who attempts to violate the rights agreed to, will be hesitant when challenged by a knowledgeable Mail Handler.

2. The Local Memorandum of Understanding – The 'LMOU' is the local contract, each Branch of Local 300 has their own. This agreement includes additional items for your branch/facility/installation. This explains the sections; wash up; local leave policy; vacations; overtime; light duty assignments; reassignments; bid postings; and seniority provisions of the branch.

3. The Employee and Labor Relations Manual – The "ELM" has information on postal organization, job evaluation, employment, and placement, pay administration, employee benefits (Leave, Health Benefits, Life Insurance, Injury Compensation, Retirement, Social Security, Work Clothes), employee relations, training, safety and health, and labor relations.

EAP-A Free Resource

Some of the many causes of work-related stress include long hours, heavy workload, job insecurity and conflicts with co-workers and/or bosses. Symptoms often include a drop in work performance, depression, anxiety and sleeping difficulties. It is ok to talk to someone you trust like a Steward, family member or friend to help resolve your problem, but it is even better to speak with a professional who can assist in getting you the proper help. Keeping your emotions inside is not the cure!

The Employee Assistance Program (EAP) is a resource for postal employees and their family members designed to help them with on-the-job, personal, or family problems. EAP is a counseling and referral service staffed with mental health professionals. It is a formal, non-disciplinary program

that is free and voluntary.

To get started, call your EAP at 800-327-4968 (800-EAP-4YOU) or visit <https://usps.ndbh.com/EAP>. It is hoped that this information is useful. Remember, you are not alone. Take advantage of the resources accessible to you.

EAP is totally confidential. Your privacy is assured. Counseling sessions are being held virtually with the pandemic, but in person sessions can be arranged. The last two years have been a burden on so many people. Many have lost loved ones and could not hold proper memorial services due to the pandemic. Sheltering in place and isolation led to mood swings and now many people are unsure if they can socialize safely once again. COVID-19 has plagued us for over two years and continues to affect us all.

Latina R. Crenshaw-Branch President, GNNJP&DC

Mail Handlers (RSC M) Schedule Effective February 26, 2022 (PP 06-2022)													
Table 1 - Applicable to Career Appointments Prior to February 15, 2013													
Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
88	AA	\$44,831	\$1,724	\$21.55	\$32.33	\$22.51	88	AA	\$46,553	\$1,791	\$22.38	\$33.57	\$23.37
88	A	\$49,709	\$1,912	\$23.90	\$35.85	\$24.95	88	A	\$51,438	\$1,978	\$24.73	\$37.10	\$25.82
88	B	\$55,848	\$2,148	\$26.85	\$40.28	\$28.04	88	B	\$57,996	\$2,231	\$27.88	\$41.82	\$29.11
44	C	\$58,750	\$2,260	\$28.25	\$42.38	\$29.49	44	C	\$60,976	\$2,345	\$29.32	\$43.98	\$30.61
44	D	\$63,021	\$2,424	\$30.30	\$45.45	\$31.64	44	D	\$63,859	\$2,456	\$30.70	\$46.05	\$32.06
44	E	\$63,363	\$2,437	\$30.46	\$45.69	\$31.81	44	E	\$64,232	\$2,470	\$30.88	\$46.32	\$32.24
44	F	\$63,714	\$2,451	\$30.63	\$45.95	\$31.98	44	F	\$64,610	\$2,485	\$31.06	\$46.59	\$32.43
44	G	\$64,054	\$2,464	\$30.80	\$46.20	\$32.16	44	G	\$64,973	\$2,499	\$31.24	\$46.86	\$32.62
44	H	\$64,404	\$2,477	\$30.96	\$46.44	\$32.33	44	H	\$65,350	\$2,513	\$31.42	\$47.13	\$32.81
44	I	\$64,749	\$2,490	\$31.13	\$46.70	\$32.50	44	I	\$65,727	\$2,528	\$31.60	\$47.40	\$33.00
34	J	\$65,103	\$2,504	\$31.30	\$46.95	\$32.68	34	J	\$66,097	\$2,542	\$31.78	\$47.67	\$33.18
34	K	\$65,442	\$2,517	\$31.46	\$47.19	\$32.85	34	K	\$66,468	\$2,556	\$31.96	\$47.94	\$33.37
26	L	\$65,792	\$2,530	\$31.63	\$47.45	\$33.03	26	L	\$66,837	\$2,571	\$32.13	\$48.20	\$33.55
26	M	\$66,137	\$2,544	\$31.80	\$47.70	\$33.20	26	M	\$67,214	\$2,585	\$32.31	\$48.47	\$33.74
24	N	\$66,485	\$2,557	\$31.96	\$47.94	\$33.38	24	N	\$67,590	\$2,600	\$32.50	\$48.75	\$33.93
24	O	\$66,828	\$2,570	\$32.13	\$48.20	\$33.55	24	O	\$67,955	\$2,614	\$32.67	\$49.01	\$34.11
	P	\$67,177	\$2,584	\$32.30	\$48.45	\$33.72		P	\$68,329	\$2,628	\$32.85	\$49.28	\$34.30
Mail Handlers (RSC M) Schedule 2 Effective February 26, 2022 (PP 06-2022)													
Table 2 - Applicable to Career Appointments on or after February 15, 2013													
Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR Hourly	Overtime	PTF Hourly
52	BB	\$38,584	\$1,484	\$18.55	\$27.83	\$19.37	52	BB	\$40,175	\$1,545	\$19.31	\$28.97	\$20.17
52	AA	\$40,269	\$1,549	\$19.36	\$29.04	\$20.22	52	AA	\$41,833	\$1,609	\$20.11	\$30.17	\$21.00
52	A	\$41,948	\$1,613	\$20.17	\$30.26	\$21.06	52	A	\$43,489	\$1,673	\$20.91	\$31.37	\$21.83
52	B	\$43,631	\$1,678	\$20.98	\$31.47	\$21.90	52	B	\$45,145	\$1,736	\$21.70	\$32.55	\$22.66
52	C	\$45,311	\$1,743	\$21.78	\$32.67	\$22.75	52	C	\$46,800	\$1,800	\$22.50	\$33.75	\$23.49
52	D	\$46,996	\$1,808	\$22.59	\$33.89	\$23.59	52	D	\$48,458	\$1,864	\$23.30	\$34.95	\$24.33
52	E	\$48,677	\$1,872	\$23.40	\$35.10	\$24.44	52	E	\$50,112	\$1,927	\$24.09	\$36.14	\$25.16
52	F	\$50,361	\$1,937	\$24.21	\$36.32	\$25.28	52	F	\$51,770	\$1,991	\$24.89	\$37.34	\$25.99
52	G	\$52,042	\$2,002	\$25.02	\$37.53	\$26.13	52	G	\$53,424	\$2,055	\$25.68	\$38.52	\$26.82
52	H	\$53,723	\$2,066	\$25.83	\$38.75	\$26.97	52	H	\$55,081	\$2,119	\$26.48	\$39.72	\$27.65
52	I	\$55,403	\$2,131	\$26.64	\$39.96	\$27.81	52	I	\$56,735	\$2,182	\$27.28	\$40.92	\$28.48
52	J	\$57,084	\$2,196	\$27.44	\$41.16	\$28.66	52	J	\$58,393	\$2,246	\$28.07	\$42.11	\$29.31
52	K	\$58,767	\$2,260	\$28.25	\$42.38	\$29.50	52	K	\$60,048	\$2,310	\$28.87	\$43.31	\$30.14
52	L	\$60,450	\$2,325	\$29.06	\$43.59	\$30.35	52	L	\$61,705	\$2,373	\$29.67	\$44.51	\$30.98
52	M	\$62,131	\$2,390	\$29.87	\$44.81	\$31.19	52	M	\$63,362	\$2,437	\$30.46	\$45.69	\$31.81
52	N	\$63,812	\$2,454	\$30.68	\$46.02	\$32.03	52	N	\$65,018	\$2,501	\$31.26	\$46.89	\$32.64
52	O	\$65,497	\$2,519	\$31.49	\$47.24	\$32.88	52	O	\$66,673	\$2,564	\$32.05	\$48.08	\$33.47
	P	\$67,177	\$2,584	\$32.30	\$48.45	\$33.72		P	\$68,329	\$2,628	\$32.85	\$49.28	\$34.30
Mail Handler Assistant (MHA) Hourly Wage Rates													
Effective November 20, 2021 (PP25-2021)													
								MHA Grade 4		\$17.32			
								MHA Grade 5		\$18.25			

In Memorium

We remember our sisters and brothers that have passed on.



Matty McDonald



Grady Fitzgerald



"Fritz" Iglesias



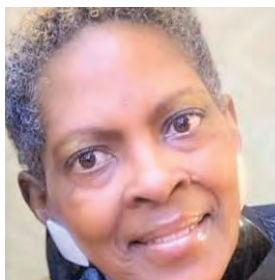
Kwame Copeland



Lenora Brunson-O'Neal



Alex Frazier



Vanessa McDaniels



Joe Soto



Peter Linszky

National Postal Mail Handlers Union
Local 300, AFL-CIO
20 W 33rd ST Suite 8A
New York, NY 10001



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