

# The Three Twenty Times



**The Three Twenty Times**  
**NPMHU Local 320**  
**P.O. Box 64081**  
**Phoenix, AZ 85082**  
[www.npmhulocal320.org](http://www.npmhulocal320.org)

Executive Council

President.....Bernie Gonzalez  
Vice President.....Shawn Garey  
Treasurer..... Art Aguilar  
Secretary..... Laurie Wargo  
State Rep.....Aaron Hernandez

Branch Presidents

Phoenix.....Shawn Garey  
Tucson.....Felipe M Ruiz

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**CONDOLENCES**

The officers and members of Local 320 would like to extend our condolences to the following on the recent losses of their loved ones. You are all in our prayers and we wish to express our deepest sympathy to all of you.

**Loss of Union Brother**

Merced Lujan

**Loss of Union Sister**

Antoinette Lassiter

**Loss of Son**

Greg Butcher

**Loss of Mother**

Dennis Soils  
Michael O'Rourke  
Willette Gay  
Tomisha Ponce  
Tim Bray

**Loss of Father**

Art Tovar  
Roman Isla  
Vino Manuel

**Loss of Grand Parent**

James Esquivel



**IN MEMORIAM**



### **PRESIDENT'S REPORT:**

**BY BERNIE GONZALEZ**

Greetings fellow mail handlers!!

Our newsletter is intended to keep everyone informed and hopefully have more participants to future newsletters. We have an intelligent and diverse membership, with different opinions and ideas, please feel free to share your thoughts, ideas, concerns, and complaints as well, so we can improve the way we represent every member of this local. There have been many issues and misleading information affecting our membership, since our last letter here are some updates on what has been going on.

### **SALARIES INCREASES:**

I want to take this opportunity to let every member know about the alternates and stewards pay changes, and clarify some misleading information that was going around on the workroom floor, in regards to the salaries increase of all the executive board officers of this local.

### **ALTERNATE STEWARD'S PAY:**

On February 11, 2022 We held a council meeting in Tucson Arizona, all executive board and council officers were present. During this meeting treasure Art Aguilar motioned to revise, ARTICLE 6 of the May 15, 2015 bylaws, INCOME AND DISBURSMENTS to pay alternate stewards. Recording Secretary Laurie Wargo 2nd and the motion

unanimously passed.

A. SECTION 2 - The Executive Board will approve all salary payments.

B. Union Officials will be reimbursed for all Mail handlers wages and benefits provided by the USPS lost due to Union business.

### **OFFICERS SALARY INCREASE:**

After searching more than 20 years of Local 320 minutes and financial records, we found no increased to officers' salaries. The Inflation since 2000 is 62%. Our local's finances are in the best shape in many years with about 800 members. On February 11, 2022 during our council meeting, Vice President Shawn Garey motioned to increase all Local 320 officers' salaries by 25%, treasure Aguilar 2nd and the motion unanimously passed. he misleading information given to the members was that, the officers received a 25% salary increase of the officer's annual salary, that is reported on the LM-2 form to the department of labor. Just to clarify the information. The salary increases of 25% is only an increase to the officer's monthly salary, not to include the reimbursement of lost wages when an officer is on official union leave without pay (LWOP) or purchases of office supplies, computers, office furniture, airfares, hotel reservations and any other travel expenses. I would like to remind all members that, any member in good standing can request to review our finances, payroll deductions and any other document that might raise a concern. I advise all members in good standing that, if you have any questions, concerns, or just want more information, to feel free to exercise your rights as a member and make an appointment to review any of these documents.

### **STEWARDS PAY:**

On September 16, 2022. We held a council meeting in Tucson Arizona, all executive board and council officers were present. During this meeting Arizona State Rep Aaron Hernandez motioned to increase the pay to (\$200.00) for stewards and (\$250.00) for Chief Stewards, Tucson Branch President

## WINTER 2022

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Felipe Ruiz 2nds and the motion unanimously passed.

### **NATIONAL CONVENTION 2020:**

On August 04th I traveled to Denver as part of the credentials committee, to attend meetings and assist during the registration to all delegates to the National Convention.

On August 7th the selected delegates to the National Convention from our local traveled to Denver to participate and exercise their member's vote in the 2020 National Convention. The Delegates in attendance were. Vice President Shawn Garey, Treasurer Art Aguilar, Recording Secretary Laurie Wargo, Arizona State Rep Aaron Hernandez, Union Stewards Cinthia Lowry and Simon Spotts. I want to thank all the delegates for their participation in the 2020 National Convention.

### **UNION DUES:**

During the 2020 National Convention there were several amendments that were adopted by the delegates, one of the amendments to article XIV, Section 3 of the NPMHU National constitution, the National office soon will be implementing the 2022 membership dues increases in the total amount of two dollars (\$2.00) per pay period.

These dues increases are composed of two parts. First, in accordance with the usual language of Article XIV, Section 3, a regular membership dues increase of one dollar (\$1.00) per pay period is being implemented because the combined increase in COLA payments during 2022 has exceeded \$500.00. In addition, the National Office will simultaneously implement a special one-time one dollar (\$1.00) per pay period increase adopted at the recent convention. In sum, the dues increases will total two dollars (\$2.00) per pay period, of which amount one dollar (\$1.00) will be provided to the appropriate local union.

Article XIV, Section 3 Also allows that "a Local

may request the National Office to waive the one dollar (\$1.00) increase or any portion thereof. However. This waiver shall not affect the fifty cent (\$.50) per capita tax increase. If a Local union therefore were to waive the entire one-dollar increase, that local Union would experience a net reduction of monies that would otherwise be payable to the Local Union, because the National Union per capita tax rate would nevertheless be increased by fifty cents per member per pay period.

Each Local Union has the option to waive all or a portion of one or both dues increase. Therefore, if the Local Union decides to waive some or all of these 2022 dues increases, the Local Union must notify the National Office, in writing no later than October 4, 2022.

On September 16, 2022 during our council meeting, after reviewing the guidelines of Article XIV, Section 3 that allows a Local Union to request the National Office to waive the one-dollar (\$1.00) increase adopted at the recent convention of the two dollar (\$2.00) increase per pay period.

Treasure Art Aguilar motioned to waive the one-dollar (\$1.00) dues increase schedule for November 2022, recording secretary Laurie Wargo 2nd and the motion unanimously passed.

Members of the executive and council board, unanimously motioned to waived one-dollar (\$ 1.00) of the two-dollar (\$2.00) dues increase keeping our membership in mind during these critical times.

### **NATIONAL UPDATES:**

On July 14, 2022 NPMHU and USPS Reached Agreement on Pilot Program to Return THS Work to the Mail Handler Craft. We are pleased to announce that the National parties have reached their first agreement on insourcing or returning some of the terminal handling service work to the mail handler craft starting with a one-year pilot program in certain postal facilities. The first installation where the THS work will be returned to postal

## WINTER 2022

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operations at the West Valley P&DC in Phoenix, AZ.

### **COST OF LIVING ADJUSTMENT (COLA):**

On August 27, 2022, all career Mail Handler craft employees received a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2019 National Agreement. This COLA was set at \$ 2,455 approximately 1.18 per hour.

This is the last of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) following released of the July 2022 Index, using the July 2019 CPI index as a base. The increase appeared in paychecks dated September 16, 2022 (Pay Period 19-2022).

### **CONTRACT UPDATE:**

As most of you know, our current National Agreement expired on September 20, 2022. Our NPMHU negotiations team and the Postal Service met for the opening Session on Friday, June 10, 2022. The goal was to obtain a tentative National Agreement, subject to membership ratification, However, if no final agreement is reached and the parties reach impasse, there are alternative dispute resolution procedures to determine the changes to the National Agreement through final and binding interest arbitration, these are some of the changes that the union is seeking in the new contract.

>fixing the broken wage scale for new career employees that worsens with every Cost-of Living Adjustment (COLA)

> Addressing the issues surrounding Mail Handler Assistants, including conversion, pay, and insurance

>Curtailling subcontracting, outsourcing, and privatization

>Minimizing the use of temporary supervisors and other unnecessary details

>A Memorandum of Understanding (MOU) on Dignity and Respect

>Updating the non-discrimination policy

>Updating the MOU regarding deaf and hard of hearing Mail Handlers

>Greater protections and privileges for Mail Handler Assistants (MHAs)

>A more efficient and effective overtime policy

>Better regulation of management's use of 204Bs

The proposals presented by the NPMHU were extensive and aimed to improve the quality of work for every mail handler. The NPMHU gave representatives of USPS over 75 proposals, totaling nearly 100 pages of written text. Conversely, USPS representatives issued the NPMHU less than 10 proposals.

### **Postmaster General Louis DeJoy - 10 Year Plan:**

Initially, there were plans to realign mail processing by having some plants only processing parcels and other plants only processing letters and flats. Now these plans have changed again. We do expect a restructuring in the future. Future plans have not been fully discussed. When the time comes, we will prepare for the worst and hope for the best. On September 16, 2022 the Postal Service notified the NPMHU of its plan to install a Robotic Induction System (RIS) on 30 Automated Parcel Bundle Sorter (APBS) machines. The Postal Service intent on the use of robotics systems to induct parcels onto existing parcel sorters is to improve productivity and efficiency. The RIS is scheduled to be installed between February and June 2023, the West Valley P&DC is one of those locations.

### **MHA's Conversions:**

The NPMHU and USPS Reached an agreement to Convert 2702 MHAs to Career Full-time Regular by September 10, 2022. Out of this agreement Tucson was allowed to convert 4 MHA's and Phoenix a total of 12 MHA's. The parties have also agreed in this MOU that the

## WINTER 2022

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MHA peak season exception period for the 2022 peak season will be expanded by one (1) pay period. Congratulations to these MHAs that got converted.

### **Tucson:**

#### **OPINION AND AWARD OF THE ARBITRATOR for the AUTOMATED DELIVERY UNIT SORTER (ADUS):**

Arbitrator Joseph Sharnoff concluded that the claims made by each of the unions, have not been supported by sufficient evidence to meet the heavy burden of demonstrating that the craft determination and related decisions made by the USPS with the respect of the introduction of the ADUS machine was arbitrary, capricious, unreasonable or otherwise constituted an abuse of the discretion afforded the USPS by the RI- 399 guidelines and principles to make craft determination and the decisions related to the implementation set for in RI-399. For these reasons the respective claims made by each of the unions are denied in all aspects. Since there was some confusion and some errors in the arbitrator's decision. On October 17th all parties involved asked Arbitrator Sharnoff to correct some of the typographical errors and reissue a correct copy. The union will provide an updated copy of the Arbitrator's decision.

### **REMINDERS:**

I would like to remind our members and especially our new members of some of the rules and regulations of our National Agreement as well our LMOU beneficial during peak season, here are some things to keep in mind.

### **ARTICLE 4 OVERTIME:**

When the need for overtime arises, all employees will be provided with at least one (1) hour advance notice. Is such advance notice is not provided, the overtime will become voluntary for those mail handlers NOT on the ODL.

NON ODL Mail handlers will be provided no less than two (2) days advance notice for a non-scheduled day of overtime. Except in emergency situations if the advance notice is not provided the overtime becomes voluntary. Excluding December, only in an emergency situation will a full-time regular employee not on the "Overtime Desired" list be required to work over ten (10) hours in a day or over six (6) days in a week.

Is there a limit on the number of hours that Non ODL mail handlers and MHAs may be required to work on a work day?

"Except in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. As we all know the holidays are approaching and there will be long hours and more fatigue, I want to remind everyone to work safe. Safety is everyone's responsibility. "You are totally replaceable at work. You are not replaceable at home. Home is your real life. Keep that perspective. Always"

As I stated before many times, the commitment of all officers of this local is to represent our membership fairly to the best of our abilities and knowledge. We will walk a mile to avoid a fight, but when management wants to start one, we won't back down an inch.

"Happy Holidays to you and your family from all of us NPMHU Local 320 Executive board"

Sincerely,  
Bernie Gonzalez President  
NPMHU Local 320



### **Vice President/PHX Branch President Report:**

**By Shawn Garey**

Greetings Fellow Mail Handlers,

It has been a bit since my last article so I will do my best to update you all as much as possible.

In Tucson there has been a National Award on the ADUS machine. It was determined that management's initial craft determination was not a violation and will remain as is written. In the Tucson facility the Mail Handler craft is the primary craft for nearly all duties with the exception of facing the mail. There is still some disagreement in Tucson in regards to the dumper and belt that management added in order to create a more efficient operation. It was determined by management and we agree that operating the dumper should be performed by Mail Handlers. We are currently in discussions with management and the APWU, who disagrees, to try to resolve the issue at the lowest possible step. This National Award will also impact the new facility in the West Valley (PSA). The SIPS machine that was installed there is very similar to the ADUS and the work will be assigned consistent with the National Award. This was a very positive

decision and we anticipate it resulting in more mail handler positions. There are 2 other large disputes in Tucson. I am awaiting an arbitration date in regards to the load unload scans in the platform operations. Though all parties agreed and signed off in the local inventory management has failed to comply with the tripartite agreement. I'm confident this will ultimately be resolved in our favor. I want to thank our Tucson stewards for diligently filing on the issue as this has been going on for some time. Next, we have the processing of the sleeves. This issue was scheduled for arbitration which resulted in a pre-arbitration settlement which resulted in a considerable award to our craft. Management still refuses to comply with the settlement so it looks like we have to go another round on this issue. Though the SOP has changed we will continue to fight to protect Mail Handler jobs and craft work.

At the PSA it is anticipated that the facility will be up and running around the end of October or early November. We will be attending a Labor Management meeting in the next couple weeks which will give us an opportunity to discuss issues surrounding the PSA. The PSA needs to be incorporated into our Local Memorandum of Understanding. We need to negotiate sections and We also need to figure out if this facility is only going to run seasonally or become a full-time processing facility. If the PSA is going to run year-round, we also need to establish bid positions. Currently the facility lacks needed components (air conditioning) to run for a large part of the year. We are hoping to establish a volunteer list to work at the PSA for the holiday season. At the West Valley Facility, as always, we have multiple issues. Most importantly we are dealing with the parking lot issue. As many of you know the parking lot lease has been extended through peak season but there still isn't a permanent fix. I hope to

## WINTER 2022

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gather more information at our next labor management meeting. There had been discussion about moving the flats section to the Phoenix GMF but it has been explained that they do not intend to move forward with that idea. Currently we are in the process of negotiating remedy in regards to grievances surrounding the SPSS. The Union filed hundreds of grievances on various tours regarding cross craft on the SPSS. Specifically utilizing too many clerk sweepers on the SPSS and also utilizing clerks on the set up and tear down as well. The violation involved 2015 to 2020. Hopefully we will have this completed by late December or early January. Peak season is coming and I would ask all of you to be observant and please document any violations you witness. Grievance don't get resolved on what you witness unless its documented.

At the Phoenix GMF we now have self-driving tow vehicles. They don't use standard GPMC's. Instead, they use equipment specific to those vehicles. There are 10 vehicles with approximately 100 pieces of equipment to transport mail. It is expected to be utilized to transport 893 letter mail to whatever DBCS they plan to run the mail on. Though nothing has been said yet, if the program is successful I would an impact on driving positions in the facility but we will see. Currently there is no new information regarding any new mechanization at the Phoenix GMF.

I am well aware that the hours are long this time of year but I would like to wish everyone happiness and joy through the holidays as we enter a new year!

HAPPY HOLIDAYS!!!



### **PHOENIX**

David Cano  
Leo Botero  
Jeff Altman  
Carl Balasa  
Sandra Feil-Jorgensen  
Frank Torres

### **Tucson**

Debra Mack





### **Treasurer/Legislative Report:**

**By Art Aguilar**

Greetings to all mail handlers,

I would first like to start by introducing myself, I am currently the chief steward for the West Valley on tour 3 and the Step 2 designee for tour 1 at the West Valley. I am also the Treasurer for this Union, Legislative Director, and I edit and produce this newsletter that you are reading.

The Mailhandler's Union has always been strong in the state of Arizona and I hope that it continues to stay strong in the years to come with the addition of our new members. Up until March of 2021 our craft had been depleted of the employees needed to perform our duties in a safe and efficient manner, but over the last 18 months our craft has continued to grow to over 750 members between the Phoenix Branch and Tucson Branch. The future of our Union and our jobs as Mailhandler's for the USPS has continued to improve with the passage of the Postal Reform Act earlier this year. Our Union has also had some positive results from National Arbitrations dealing with recently introduced machines like the USS and ADUS. The outcome of the subcontracting

arbitration in Kansas City was also a great win for our union on the national stage. As Union members we must protect the jobs that we currently have and we must fight for any jobs that are created in the future. The grievance procedure is our main tool used to protect ourselves and our jobs. As members we must all be aware of the day-to-day activities that are taking place around us in order police and enforce our contract.

On the Legislative front, our elected leaders have several bills pending either in the House and/or in the Senate. As citizens we need to reach out to our representatives in order to improve the lives of all Americans. Our National website [NPMHU.org](http://NPMHU.org) provides a list of bills that are currently supported by the NPMHU. The legislation listed strengthens the United States Postal Service; supports Mail Handlers and the rest of the postal workforce; and, promotes the labor movement. I invite all of our members to please take a few minutes out of your busy lives to learn about the legislative bills that can better our lives.

Finally, the Holiday season is almost here and so will the increase of mail which will lead to long workdays and exhaustion. During this season, please make sure to work in a safe manner, "You show up in one piece and you leave in one Piece".

*Stay Safe  
and  
Healthy*

Thank you & Happy holidays!!!!



### **Recording Secretary's Report:**

**By Laurie Wargo**

My name is Laurie Wargo. Most of you know me as Laurie Hernandez but I got married earlier this year and changed my last name. I have been a Mail Handler for almost 25 years and currently work tour 1 at the GMF. I want to welcome all our new Local 320 members. I have lost count of how many MHA's have been hired and converted this year. We have nearly 800 members in Local 320 right now.

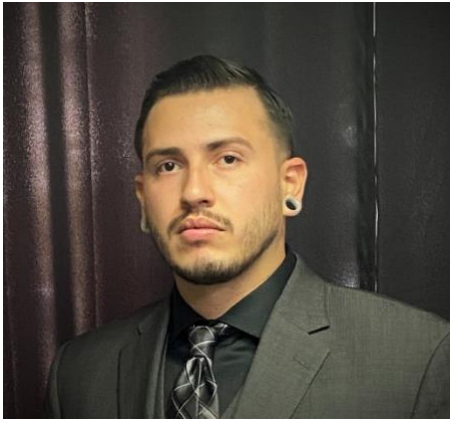
The U.S. Postal Service is one of the largest employers of veterans with about 68,000 employed nationwide. I would like to thank our Mail Handler Veterans for their service. I want to remind you that as a career employee you are eligible to buy back your military time as time towards your postal retirement. You can call HRSSC at 1-877-477-3273 option 5 with any questions and the USPS will mail you a packet. The packet includes a form to request your military earnings from your branch of service. Once you have that information you can submit the form to HRSSC and find out your cost. Your first 24 months as a career employee are interest free but you can buy back your military time any time before you retire. Another great veteran benefit is the Wounded Warrior program. If you have a service-connected disability rating of 30% or higher with the VA, you are eligible to receive wounded warrior leave. You will need to

submit proof of this rating to HRSSC to receive a credit of 104 hours of leave. This leave can only be used for treatment of your service-connected disability which will need to be verified by submitting a form 5980 to your supervisor after it's been completed by your doctor.

I would like to wish everyone a safe and happy holiday season!

Laurie Wargo  
Recording Secretary





### **State Representative's Report:**

**By Aaron Hernandez**

Greetings Local 320 Brothers and Sisters,

We are headed towards our busiest season of the year so I'd like to remind everyone to continue to work in a safe manner during these hectic times. 2022 has been an eventful year for our Local. We've had numerous arbitrations scheduled throughout the year, A few of us that were elected delegates finally attended the 2020 National Convention in Denver and I attended arbitration training with a few of the other step 2 designees. These events have helped me become a better chief steward and I am now able to share my training with the rest of our stewards so we can better our case development skills. The stewards have made huge progress on putting a stop to all cross craft and bargaining unit work on the workroom floor. Although it will never come to a complete end it is great to see mail handlers in all operations performing our own duties.

We've had a lot more members participate and write statements which helps us prove our case so I'd like to ask everyone to continue writing down whatever violations you may witness. If you don't know what might be a violation, you can always request some time with a steward and we can help identify some of the things you can look for and educate you on the provisions of our contracts. A common issue we are still having is employees not knowing how to report an accident or how to request light duty accommodations. If you are ever in one of these situations, please request to speak to your steward immediately so we can get it situated in a timely manner. We make the assumption that we can count on the supervisor to do these things for us but unfortunately management has no idea what to do on their end.

I'd like to thank all of our stewards for their continued dedication to our local. Over the course of this term, we have faced many new obstacles and challenges but continue to prevail with everyone's hard work. We will continue to learn and adapt so that we may represent all of you with the best of our capabilities.

-Aaron Hernandez



### **Tucson Branch President Report:**

**By Felipe M Ruiz**

Greetings to all my brothers and sisters of local 320, I hope this letter finds you in the best of health and spirit.

The Tucson P & DC had gone through some major changes last year with the addition of the ADUS machine, and recently, this machine was moved to its new location causing a major change to the aisles affecting pit travel. Four belts were placed in the area vacated by the ADUS. Any time we face change it can cause anger, stress and resentment. This means we just have to adapt to this change. Please be careful and keep a watch over your brothers and sisters to avoid any possible accidents and injury.

The Tucson P & DC seniority roster currently has thirty-one (31) full-time mail handlers on tour 2, including four (4) assigned to stations. Thirty (30) full-time mail handlers on tour 3. A total of eighty-one (81) full-time mail handlers. A total of nine (9) MHA's, five (5) assigned to tour 3. Two (2) assigned to tour 2. Two (2) assigned to tour 1. The staffing guidelines for the Tucson p & dc regarding

## Winter 2022

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MHA's calls for 24.5 percent which equates to twenty (20) MHA's. Additional MHA's are being processed for hire. MHA's at the Tucson P & DC are being worked forty (40) hours a week. This shows a need for additional staffing and it is being looked at by the union. An additional thirty-five (35) MHA's will be hired for peak season and should be on board by mid-November.

As of this date the Tucson branch has filed four hundred-six (406) grievances on behalf of the mail handler craft. We fight management on a daily basis to keep on top of them and make them pay for these violations and as part of the remedy we continuously request additional mail handler bid jobs.

Management is issuing discipline for allegations of misuse-abuse of break times, misuse- abuse of sick-leave and safety violations. Please continue to write statements for cross craft violations and other contractual violations. Violations will be addressed and grievances will be filed.

Please use your scanners and account for every piece of mail and/ or containers being loaded and offloaded as these scans justify the need for the mail handler on the dock. We do not want to lose any bid jobs or give our work to the clerk craft. "The grievance procedure is the heart of any union contract. Most union members judge the effectiveness of their local union by its ability to file and resolve grievances." Fifty (50) percent or more of union time is devoted to the adjustment of grievances. "The steward is the most visible evidence of the union where it counts the most - on the workroom floor, day-in and day-out". "Without somebody to police the contract on a day-to-day basis on the workroom floor, a collective bargaining agreement is just a lifeless piece of paper. By ensuring the postal service follows its terms, the steward makes the contract a living guarantee of the rights of all mail handlers."

The summer is ending and temperatures are dropping, with that comes cooler weather and the changes of the fall. Please keep safe, work together and take care of yourselves to be there for your families.

Please thank your stewards Stephen Mitchell, Kevin Reilly and James Esquivel for their continuous efforts.

Don't forget Wednesday is union t-shirt Wednesday. More shirts will be ordered and will be available for sale at the price we pay for them. Long sleeve t-shirts are being looked at and will be available for purchase for the price we pay for them if ordered. We'll let you know.

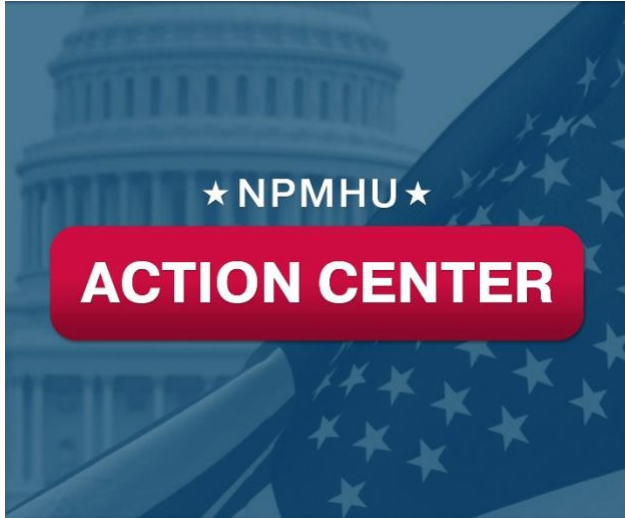
In strength and solidarity

Felipe m. Ruiz  
Tucson branch president  
Respectfully Yours,



This November we urge all members to vote in the mid-term elections

"We do not have government by the majority. We have government by the majority who participate." Thomas Jefferson



NPMHU works with members of Congress, members of the Republican and Democratic parties in both the House of Representatives and the Senate, in order to advance the legislative goals of the Union which improve the professional and personal lives of all mail handlers.

NPMHU has a new grassroots campaign tool, the NPMHU Action Center. This will allow NPMHU Headquarters to better educate our members on legislative issues impacting Mail Handlers and the Postal Service, and provide for you and your fellow NPMHU members to directly connect with your elected officials. You will be able to effectively advocate on issues impacting the Union, encouraging elected officials to keep the Postal Service in mind when voting on legislation.

**JUST A REMINDER, IF YOU HAVE NOT SIGNED UP FOR HEALTH INSURANCE AND OTHER BENEFITS, PLEASE GO TO [OPM.GOV](https://www.opm.gov) TO COMPARE PLANS----->**



The National Postal Mail Handlers Union Political Action Committee (NPMHU PAC) contributes to campaigns of candidates for and incumbents of Congress who repeatedly demonstrate “concern for working people and for [the] aims and objectives of the NPMHU and the entire trade union movement.” The PAC is non-partisan in its operations, and, by federal law, is financed completely through voluntary contributions from members and groups who subscribe to the objectives of the Mail Handlers PAC. Your Union needs your active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers



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