

# LOCAL NEGOTIATIONS

**S**ince the beginning of full postal collective bargaining in 1971, the contractual rights and benefits of bargaining unit employees have been negotiated at the National level. However, the implementation of certain provisions of the National Agreement has been left to the local parties on the basis of their particular preferences and circumstances.

As a reminder to all Union Representatives, in accordance with the provisions of the 2011 National Agreement between the NPMHU and the Postal Service and in compliance with the terms of the Fishgold Arbitration Decision issued on February 15, 2013, the implementation period for local negotiations in all facilities employing mail handlers is scheduled to begin on or after September 1, 2013 and is scheduled to conclude on or before October 30, 2013.

Upon one's properly submitted written notice of a party's intent to invoke the local implementation process, there shall be a 30 consecutive day period of local implementation. This 30-day period shall occur within a 60-day period commencing on September 1, 2013; all negotiations must end by October 30, 2013. The parties are expected to agree to the specific 30-day period, but the default period shall be from October 1, 2013 through October 30, 2013 if you are unable to reach agreement on these dates.

If neither party provides written notification of its intent to invoke the local implementation process on or before September 15, 2013, presently effective Memoranda

of Understanding not inconsistent or in conflict with the 2011 National Agreement shall remain in effect during the term of this Agreement.

To prepare for these upcoming local negotiations, mail handler representatives from around the country who attended the recent Semi-Annual Meeting of the Local Unions in early April also participated in an LMOU training program conducted on Friday and Saturday, April 5 and 6, 2013. The training was presented by several mail handler advocates with dozens of years of bargaining experience, including Paul Hogrogian, President of Local 300, Northeastern Regional Vice President, and National Shop Steward Trainer; Sam D'Ambrosio, former Eastern Regional Vice President and National Trainer; Tim Dwyer, National CAD Representative, and T.J. Branch, National

CAD Manager. The training was supplemented by a revised Handbook on Local Negotiations that was distributed at the meeting and also has been distributed on CD to all Local Union officers. As Local Unions and branches enter this round of negotiations, special attention should be given to the concerns of our newest bargaining unit members, the Mail Handler Assistants or MHAs. In the past, the NPMHU has had no institutional role in protecting and improving the rights of non-career casual employees, but this is not the case with MHAs. Their needs, especially on the issue of leave, should be taken into account as Locals prepare for negotiations.

If you have questions about these LMOU procedures or timelines, do not hesitate to contact your Local President, Regional Director or a member of the National CAD.

**The implementation period for local negotiations in all facilities employing mail handlers is scheduled to begin on or after September 1, 2013 and is scheduled to conclude on or before October 30, 2013.**