



National Postal Mail
Handlers Union

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National Postal Mail Handlers Union

PRESIDENT'S REPORT

2016 NATIONAL AGREEMENT RATIFIED AND POSTAL REFORM WORK CONTINUES

Dear Members,

I am pleased to report that the terms of our 2016 National Agreement were officially ratified by our membership on February 10, 2017. The results were 8,047 (94%) in favor of ratification and 513 opposed, and the ratification vote was certified by the American Arbitration Association.

It has been a long and tough bargaining process, but after all was said and done we achieved many gains and benefits for all Mail Handlers.

Our priorities in bargaining included fair and just general wage increases, continuation of our current Cost of Living Adjustments (COLAs), keeping the No Lay-Off clause, improving the rights and benefits for our MHAs, returning subcontracted work to the Mail Handler Craft and reducing future subcontracting, minimizing the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments, and fighting any USPS demand for concessions (including proposals to implement any new lower wage scale for future career employees or to reduce benefits). We believe that the 2016 National Agreement addresses most, if not all, of our bargaining priorities.

I again want to thank our bargaining team for their hard work and thank all Local Presidents, officers, stewards, and rank and file members for supporting our efforts.

In the legislative arena, the NPMHU remains committed to achieve meaningful postal reform legislation. We continue to meet with the coalition consisting of postal unions, the Postmaster General and her senior staff, and representatives of the mailing industry to advocate for



PAUL V. HOGROGIAN, National President

postal reform that is good for postal employees, good for the Postal Service, and good for the American people.

Earlier this year, the House Oversight and Government Reform Committee introduced bi-partisan postal reform legislation. The lead sponsor of the bill was Chairman Jason Chaffetz (R-UT). The legislation was co-sponsored by Ranking Member Elijah Cummings (D-MD), Mark Meadows (R-NC), Stephen Lynch (D-MA), Gerald Connolly (D-VA) and Dennis Ross (R-FL).

The NPMHU appreciates the hard work that Chairman Chaffetz, Ranking Member Cummings, and all the co-sponsors have done on this legislation. I am optimistic that if this bill is passed by Congress and signed into law by President Trump, the Postal Service's financial future will be more secure.

Postal reform will be the major focus of the upcoming NPMHU Legislative Conference, to be held in May 2017.

With a new Republican President and the Republican Party in control of both Houses of Congress, we must remain active in the political/legislative arena. Postal and federal workers as well as the Postal Service itself are likely to come under attack.

Each of the following items could end up on the Republican legislative agenda:

- Limiting the collective bargaining rights of postal and federal employees
- Increasing pension contributions and reducing retirement benefits for postal and federal employees



- Increasing contributions for health benefits for postal and federal employees
- Eliminating paid Official/Union time for postal and federal union representatives
- Increasing privatization of postal and/or federal operations
- Freezing the hiring of new postal or federal employees
- Increasing closings and consolidations of mail processing facilities
- Cutting delivery to 5-days per week
- Eliminating door to door delivery
- Eliminating the first-class mail and mailbox monopolies.

The enactment of any of these proposals could have a devastating effect on postal and federal workers. We must and will work with other postal and federal unions, as well as our allies in the labor movement, and reach out to our supporters in the greater community to prevent this agenda from being implemented.

Finally, let me turn to contract administration and the National Agreement. The conversion of MHAs to career employee status remains a priority for the NPMHU. More than 7,500 MHAs have been converted to career status through the end of February 2017. The MOU on Filling Residual Vacancies, which we signed in August 2015, has proven to be an extremely productive memo. This MOU has provided significant opportunities for our part-time employees to become full time, and for our MHAs to achieve career status, while also providing transfer opportunities for those Mail Handlers who desire them. The NPMHU was successful during the recent contract negotiations in improving this MOU and incorporating it into the National Agreement.

One of the new provisions of the recently ratified contract provides for the conversion to full-time regular career status of all MHAs who have served as an MHA for more than two and a half years as of the ratification date of the contract.

This will result in the conversion of hundreds more MHAs.

The NPMHU Contract Administration Department has resumed efforts with representatives of USPS Labor Relations to update our Contract Interpretation Manual (CIM). The update would include changes from the 2011 and 2016 National Agreements, as well as National Arbitrations and Step 4 agreements that were decided or reached since the last CIM update. I am confident that we will have a new CIM in the near future.

The NPMHU and USPS are discussing the possibility of conducting joint training on the CIM and new contract language for all Local Union Officers and USPS Labor Relation Specialists.

I want to take this opportunity to congratulate National Secretary-Treasurer Mark Gardner and Manager of Contract Administration T.J. Branch on their well-deserved retirements.

I remain confident that, through the work of our Contract Administration Department and our legal representatives, we can successfully meet any and all challenges that lie before us. The continuing support of all Mail Handlers is very much appreciated.

Fraternally,

Paul V. Hogrogian
National President

“I AM OPTIMISTIC THAT IF THIS BILL IS PASSED BY CONGRESS AND SIGNED INTO LAW BY PRESIDENT TRUMP, THE POSTAL SERVICE’S FINANCIAL FUTURE WILL BE MORE SECURE.”