

NPMHU Negotiates Retirement Incentive Opportunity for Most Mail Handlers

As this magazine goes to press, the deadline is nearing for eligible Mail Handlers to participate in an early retirement program under the terms of a May 22, 2012 Memorandum of Understanding (MOU), which provides a financial incentive in return for retirement or separation from the USPS by August 31, 2012. As outlined in the MOU, and explained further in USPS documents and in USPS mailings to all eligible Mail Handlers, any eligible full-time Mail Handler interested in participating in this incentive offer must have notified USPS Human Resources Shared Services Center (HRSSC) by mailing in the required forms to be received by HRSSC no later than 8:30 pm (EST) on July 2, 2012.

Under the terms of the MOU, provided that they met the July 2, 2012 notification deadline, eligible Mail Handlers who choose to leave employment with the USPS on or before August 31, 2012 will each receive incentive payments totaling up to fifteen thousand dollars (for full-time employees). The monetary incentives included in the MOU were made available (with certain restrictions) to all Mail Handlers who are currently eligible for regular retirement, voluntary early retirement, and all other employees who may wish to separate from the Postal Service.

This MOU agreement with the Postal Service is intended to provide a financial cushion, and added peace of mind, for Mail Handlers who might be prepared to move on to the next chapter of their lives by leaving the Postal Service—a decision that could be particularly trying during these difficult economic times. In addition, with many closings and consolidations expected to be implemented at mail processing facilities in August 2012 and February 2013, the MOU also will benefit remaining Mail Handlers to the extent that some Mail Handlers choose to retire because of this incentive. More specifically, remaining Mail Handlers will experience less excessing and will benefit from more landing spots if excessed, more bidding opportunities, and other results of reduced staffing. The MOU also provides a moratorium on excessing in all facilities until at least August 11, 2012 (unless excessing was already scheduled), and includes provisions regarding employment of casual workers during the transition months following the August 31, 2012 retirement effective date.

There has been some confusion regarding the deadline by which an individual who submits the required documents to HRSSC may revoke that decision to retire/resign (the irrevocability date). Please be advised that, as indicated in the MOU, the irrevocability deadline of July 2, 2012 only applies to those Mail Handlers retiring under the terms of the Voluntary Early Retirement (VER). Not covered by the July 2, 2012 irrevocability date are those Mail Handlers who have completed and timely submitted the required documents to exercise their optional retirement, or who have elected to resign from the Postal Service in return for the retirement incentive payments; those two categories of Mail Handlers may revoke their decision by submitting a notice of withdrawal, in writing, up to the close of business on the effective date of their retirement or resignation, which could be on or before August 31, 2012.

Stated another way, the deadline by which all interested and eligible full-time Mail Handlers must have notified HRSSC of their decision to participate in the One-Time Retirement Incentive offer was July 2, 2012 (this deadline applies to those leaving the USPS either through optional retirement, Voluntary Early Retirement, or through resignation). Once that notification to HRSSC was made, Mail Handlers who elected to retire under the VER were allowed to revoke that decision by notifying HRSSC, in writing, by 8:30 pm (EST) on July 2, 2012. All others who seek to revoke their optional retirement or resignation decision have until the close of business on the effective date of their optional retirement or resignation to revoke their decision.

Please understand that none of the information in this article, or in prior NPMHU publications, should be considered as official retirement advice, and the NPMHU National Office is neither recommending retirement or separation nor assuming any responsibility for decisions that you may make about your retirement or separation from the USPS. We recognize that retirement or separation from the Postal Service is a very personal decision, based on each individual's own finances and circumstances. Therefore, the National Office cannot provide individual retirement advice.



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