



MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

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VACANCY MOU SIGNED BY NPMHU

The NPMHU and the Postal Service have entered into a Memorandum of Understanding aimed at the Filling of Residual Vacancies in postal installations that are not subject to withholding under Article 12. The MOU provides a path for the conversion of MHAs into career positions, following implementation of several steps aimed at providing current career employees with opportunities to fill such vacancies in compliance with various provisions of the National Agreement.

The MOU provides clear direction to the Local parties on how to fill vacant career Mail Handler jobs. Although working through the steps delineated below may appear to be difficult, the final result should be the end of management claims that, without some written procedure or agreement, there is no process for converting MHAs.

Here is how the MOU works: After a review of “residual” vacancies by local management, a determination must be made on whether to fill or eliminate (revert) such vacancies. If reverted, a posted notice is required, with reasons for the reversion stated in writing. If the vacancy is to be filled, management first must use career employees for these vacancies following a particular pecking order: (1) unassigned regulars in the installation; (2) any Mail Handlers with retreat rights because they were excessed out of the installation; (3) conversion of part-time flexible Mail Handlers in less-than-200-man-year installations; (4) employees with “priority” consideration for transfers in eReassign; (5) conversion of part-time regular Mail Handlers requesting conversion to full-time status within the installation; and (6) other career employees seeking transfer in accordance with the MOU on Transfers, subject to the rules contained in the National Agreement. Each of these steps is required prior to filling the remaining vacant positions through the conversion of MHAs into career positions.

The Postal Service will provide reports to the NPMHU with the status of every residual vacancy in the Mail Handler craft for all installations where Mail Handlers are employed. The National Office will then provide copies of these

reports to the Local Presidents immediately upon receipt. These reports will indicate where each residual vacancy exists, whether the residual has been reviewed, whether the residual vacancy has been reverted or posted on eReassign, whether career employees have applied to fill the vacancy, and so on.

Residual vacancies that are not reverted shall be posted on eReassign on the first day of the month for twenty-one (21) days. Management will then act to fill these vacancies through eReassign. Residuals that have no applicants will be available for the conversion of MHAs. It is expected that this process will result in the conversion of MHAs in installations where such vacancies exist. The parties have further agreed that the provisions of Article 12.7 and the MOU regarding Transfers will be applied, providing for consideration of transfer applicants with adherence to the “1 in 4” (for installations with more than 100 man-years) and “1 in 6” (for smaller installations) requirements that are contained in the Transfer MOU.

A question concerning management’s right to review each residual vacancy and make determinations as to whether each vacancy shall be filled or reverted has been raised. This is not an unfettered right. The USPS decision to revert a residual vacancy is limited by two important factors: First, whether the residual vacancy has previously been “withheld” under Article 12 of the National Agreement, for if a residual has previously been withheld for potential excessing, the Postal Service is restricted from reverting such vacancies in accordance with a binding Step 4 Agreement from October 1, 1984, a copy of which was recently forwarded to all Local Unions. Second, whether the reversion of each assignment would be a violation of the requirements of Article 12.2H and/or Article 12.3B of the National Agreement, which require the posting and awarding of Mail Handler duty assignments to the senior eligible bidder. It is the position of the NPMHU that reverting a viable duty assignment would be a violation of these contractual provisions.

Please refer any concerns regarding implementation of this new MOU on Filling of Residual Vacancies to the National CAD.

TWO LOCAL PRESIDENTS ADDED TO COMMITTEE ON THE FUTURE

National President Paul Hogrogian recently made two additional appointments to the NPMHU’s Committee on the Future: Pervous (Andy B.) Badilishamwalimu, President of Local 310, and Jeff Larsen, President of Local 323, will be joining the Committee. “We are in tumultuous times, and everything is at risk. To solidify our future, we must remain prepared to react to renewed threats of closures and consolidations, the never ending attempts to subcontract craft work, the threat of harmful legislation, and complex jurisdictional battles,” said Hogrogian.

Pervous Badilishamwalimu and Jeff Larsen bring a host of experience and knowledge to the table and are a welcome addition to the Committee. The next meeting of the Committee will be in January 2016. The NPMHU is confident that the addition of Brothers

Badilishamwalimu and Larsen will invigorate the forward-thinking capabilities of the Committee into 2016 and beyond.

Pervous Badilishamwalimu, also warmly known by friends as “Andy B.,” began his postal career in Atlanta, Georgia in 1987. He became a shop steward in 1994, and then in 2002 was elected Branch President for the Atlanta P&DC and L&DC, a position he held for six years. In 2005, Andy secured a seat on Local 310’s Executive Board as Vice President, a position he held until being duly elected Local President in 2011. Andy is currently serving his second term as Local President.

Andy has served as an elected delegate in four consecutive NPMHU Conventions, serving on the Constitution Committee in 2012. He has received extensive training in matters of

Contract Administration, Safety & Health, applications of Article 12 and Regional Instruction 399. Andy also is a skilled arbitration advocate, proficient in matters contractual and jurisdictional, before the Equal Employment Opportunity Commission, and in the Merit System Protection Board. In addition, Andy will sit on the Field Negotiating Committee in preparation for the upcoming round of national negotiations.

Jeff Larsen began his career with the Postal Service in 1984 and brings 25 years of union experience in various capacities. During that time, Brother Larsen worked his way up from alternate steward, to chief steward, to Vice President in 1996. In 1999, Jeff was elected Local 323 President, a position he has held for six consecutive terms.

Having been elected delegate to five consecutive NPMHU Conventions, Jeff has had the occasion to serve the membership on the Credentials Committee in 2000 and 2004, the Rules Committee in 2008, and the Constitution Committee in 2012. In addition, Larsen represented the members of Local 323 as a delegate to the LIUNA Convention in 2001. Jeff is a third generation Union Member, with a plethora of experience in matters related to contract enforcement and the administration and management of a Local Union. In addition, Jeff has enjoyed additional success when attending advocacy and leadership training at the University of Minnesota’s Union Leadership Academy. Jeff has also served as a member of the Field Negotiating Committee preparing the NPMHU position for national bargaining in 2006 and 2011; he also will sit on the committee later this year.

Please join the NPMHU in congratulating both of the deserving appointees.



Pervous Badilishamwalimu



Jeff Larsen

COLA NOTICE

Based on the August 19, 2015 release of the July 2015 Consumer Price Index (CPI-W), the sixth of seven possible cost-of living adjustments (COLAs) for Mail Handlers, as outlined in Article 9.3 of the 2011 National Agreement, will not result in an increase to the Mail Handler wage scales. Despite six consecutive monthly increases in the CPI index leading to the July 2015 index point, that index remains slightly below the index high-point posted in July 2014. The remaining possible COLA adjustment, allowed for in the 2011 National Agreement, will be determined based on the release of the January 2016 index.



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September 2015