

NATIONAL NEGOTIATIONS CONTINUE

Paul V. Hogrogian, National President



Dear Members:
The collective bargaining agreement between the NPMHU and the USPS expired on September 20, 2025.

The final days and hours of bargaining over the terms of the NPMHU-USPS 2025 National Agreement have come to a close, with the parties unable to reach a tentative agreement over all of the terms and conditions that need to be covered by the National Agreement as of contract expiration at midnight on September 20, 2025.

Discussions are continuing and the parties have agreed to extend their negotiations past the September deadline to give their bargaining representatives additional time to reach a comprehensive settlement agreement.

Though many topics have been discussed, there are still several items that remain outstanding. Due to these unresolved issues, the parties have agreed to extend their negotiations based on their shared hope that an overall agreement can still be reached without the interference of a third-party arbitrator.

The Field Negotiating Committee, the Bargaining Team and the National Executive Board established priorities in bargaining which included:

1. A fair and just general wage increase
2. A continuation of our current Cost of Living Adjustments (COLAs)
3. Keep the No Lay Off clause
4. Improve the wages, rights and benefits for our MHAs
5. Increased MHA conversions to career status
6. Return subcontracted work to the Mail Handler Craft and stop future subcontracting
7. Minimize the dislocation and inconvenience to Mail Handlers subject to involuntary reassignments

8. Address the issue of MHAs serving as 204Bs.

9. Fixing the badly broken wage scale which hinders the recruitment and retention of new Mail Handler employees.

We have submitted proposals that address all of our bargaining priorities.

While progress has been made on many of these issues, 2 very important issues remain:

- Proportional COLA
- The Use of 204Bs

To paraphrase Winston Churchill: This is not the end, it is not even the beginning of the end, but rather the end of the beginning.

During main table discussions, the USPS introduced aggressive proposals to maximize its flexibility and to facilitate its subcontracting efforts going forward. The NPMHU will never accept any such proposal and will fight hard for more contractual protection against privatization.

If the parties fail to reach a tentative agreement, either by the parties being unable to agree or a failed ratification

vote by the membership, the process is by no means over. To paraphrase Winston Churchill: This is not the end, it is not even the beginning of the end, but rather the end of the beginning. The Postal Reform Act (PRA) has a dictated procedure that must be followed unless the parties agree to an alternate dispute procedure themselves.

The PRA procedure contains multiple steps. First, the Federal Mediation and Conciliation Service (FMCS) would establish a three-person fact-finding panel. The fact-finding panel would have 45 days in which to investigate the bargaining dispute and issue a report of its findings. If an agreement still cannot be reached by the parties after fact-finding, the PRA requires the establishment of an arbitration board within 90 days of the expiration of the current contract. This board normally

consists of three members—one selected by the Union, one member selected by the Postal Service and a third neutral arbitrator. The neutral member is selected either by the agreement of the other two members of the Board or by appointment of the Director of the FMCS. The board is required to make a decision within 45 days after its appointment. This arbitration decision is binding on both parties.

Mail Handlers deserve to be rewarded for their dedicated and essential service with well-earned pay raises. It is time for the Postal Service to stand up and justly compensate all Mail Handlers for the hard work and dedication that they have demonstrated throughout the implementation of the Delivering For America (DFA) plan. Talk is cheap, now is the time for action.

The NPMHU bargaining team is up to the task at hand and will continue to work tirelessly to achieve a fair contract for all Mail Handlers. The NPMHU will routinely and frequently keep the membership informed of the progress of these negotiations.

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The Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 60 metropolitan areas throughout the country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC).

The Postal Service has also begun to implement a program called the “Go East/Go West” initiative. The pilot program would create Regional Hubs to which originating sites would send jackpotted mail to the respective regional hubs. The Regional Hubs include the following sites:

DEDICATED FACILITIES:

- Denver
- Dallas
- Arizona
- St. Louis

SHARED FACILITIES:

- Charlotte RPDC
- New Jersey NDC
- Pennwood Place (Pittsburgh)
- Philadelphia
- Atlanta RPDC
- Indianapolis RPDC
- Memphis MPA
- West Valley PDC

- San Francisco NDC
- Los Angeles NDC
- Des Moines
- Kansas City
- Jacksonville PSA
- Chicago

The USPS has announced that the following RPDC sites have been completed or are in progress (all subject to change):

1. Sandston (Richmond), VA (completed)
2. Chicago, IL (completed)
3. Atlanta, GA (completed)
4. Charlotte, NC (completed)
5. North Houston, TX (completed)
6. Indianapolis, IN (completed)
7. Portland, OR (completed)
8. Jacksonville, FL (completed)
9. Boise, ID (completed)
10. Phoenix, AZ (RTH)
11. Memphis, TN
12. St Louis, MO (RTH)
13. Birmingham, AL
14. Jersey City, NJ
15. Greensboro, NC
16. Kansas City (RTH)
17. Dallas, TX (RTH)

The NPMHU will vigorously work to ensure that dislocation and inconvenience to all Mail Handlers is kept to an absolute minimum in accordance with the provisions of Article 12 of the National Agreement. It is worth repeating that these plans are extremely fluid and subject to change. The National Office will provide updates on this project once we receive more information.

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I remain confident that through the work of our Contract Administration Department and our legal representatives, and through the hard work of our Regional, Local, and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President