

NATIONAL NEGOTIATIONS / NETWORK REDESIGN PLAN

Paul V. Hogrogian, National President



Dear Members: As you already know, the collective bargaining agreement between the NPMHU and the USPS expired on September 20, 2025.

The parties were unable to reach a tentative agreement over all of the terms and conditions covered by the National Agreement but agreed to continue bargaining past the contract expiration deadline. Pursuant to the Ground Rules, while we have passed the expiration date, the current CBA and its terms remain in effect.

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.

Progress has been made on many of these issues except on 2 very important issues:

- Proportional COLA
- The Use of 204Bs

While negotiations during the bargaining period involved a large contingent of Postal employees from operations and Labor Relations and from various locations from around the country, negotiations over economic terms, including

proportional COLA, have taken place between the parties' principals: Deputy Postmaster General (DPMG) and Chief Operating Officer (COO) Doug Tulino and Vice President of Labor Relations Mike Elston from the Postal Service and National President Paul Hogrogian and National Secretary-Treasurer Kevin Tabarus, with assistance from Manager of Contract Administration Teresa Harmon and General Counsel Matt Clash-Drexler for the NPMHU.

While we have had several discussions on these issues, little progress has been made, and we remain very far apart on the core economic issues, especially that of proportional COLA. The Postal Service steadfastly refuses to budge an inch on this extremely important item. The NPMHU, on the other hand, equally refuses to acquiesce to the Postal Service's position. The NPMHU has made it clear that we will not agree to any contract that does not address the inequities in our wage scales.

Additional bargaining sessions could be scheduled, but prospects for a negotiated agreement do not look promising. While the NPMHU will continue to negotiate for a little while longer, the NPMHU remains adamant that if the Postal Service does not agree to economic proposals that meet our demands and objectives, there will be no agreement and interest arbitration would appear to be our only viable option. I, as National President, will schedule a meeting of the Local Unions to discuss the relevant issues and to receive their advice before entering arbitration.

While reaching a negotiated settlement is our preference, the NPMHU is prepared to carry the fight through to arbitration to ensure that the next National Agreement achieves fair wages and working conditions for all Mail Handlers. We ask you to remain patient as we go through this process.

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 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 following is the latest update that we received from the Postal Service:

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

16. Kansas City (RTH) (active)
17. Dallas, TX (RTH) (active)
18. Denver (RTH) (active)

NEW RPDC PROJECTS INCLUDE:

1. Dallas RPDC (Campus/Area Review)
2. Los Angeles RPDC (Campus/Area Review)
3. Denver
4. Denver PDC = Denver RPDC
5. Denver NDC = Denver RTH
6. Fargo
7. San Juan

The NPMHU will vigorously work to ensure that all dislocation and inconvenience to all Mail Handlers are 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



NPMHU President Paul Hogrogian is joined by the other union and management association presidents while speaking to the Congressional Postal Service Caucus.