

# READ ON: BROTHERS & SISTERS, KNOWLEDGE IS POWER!!!

**DAN ST. MARIE, NORTHEASTERN REGION VICE PRESIDENT,  
LOCAL 301 PRESIDENT**



**T**here are several books/handbooks worth a read that are specific to the National Postal Mail Handlers Union. These are sources of information that affect us all as Mail Handler Union Members and as Mail Handler Employees.

1. [The NPMHU National and Local Constitutions](#)
2. [The NPMHU National Agreement](#)
3. [The Local Memorandum of Understanding](#)
4. [RI-399 Inventory](#)

The NPMHU National and Local Constitutions outline the principles, rules and structure of the Mail Handlers Union. Every four years, between the first day of August and the last day of September, we convene a Mail Handler National Convention. The National Convention is the highest decision-making body of the NPMHU. Amendments to this Constitution are made at the National Convention, the next one taking place in August 2028. If you do not have a hard copy of the NPMHU Constitution, check with your Union Representative as there may be a copy in the Union Office. If not, you can go to the [npmhu.org](http://npmhu.org) website and find the Constitution under Member Resources.

The NPMHU National Agreement with the United States Postal Service is a contract governing the relationship between the USPS and Mail Handlers. This contract governs wages, benefits and working conditions of the more than 50,000 Mail Handlers across the country. Our current contract expired September 20, 2025. The NPMHU has been in negotiations with the Postal Service since June 2025, recently declaring impasse, and now heading to Arbitration. While your Union Office may have an extra copy of our contract, it also can be found on the National Website, under Member Resources. Also on the website is the Contract Interpretation

Manual (CIM) Version 6. The CIM supplements the National Agreement with interpretations/explanations on each section and is an invaluable tool to our Union Representatives.

Article 30 of the NPMHU National Agreement covers Local Implementation. Most facilities have a Local Memorandum of Understanding (LMOU). This LMOU is specific to a facility or station and covers the items listed in Article 30.2. Examples are: Item D — The duration of the choice vacation period; Item L — Whether “Overtime Desired” lists in Article 8 shall be by section and/or tour; and Item P — The identification of assignments comprising a section, when it is proposed to reassign within an installation, employees excess to the needs of a section. The LMOUs are negotiated after a new contract is reached. LMOU Negotiations fall in a 30 consecutive day period within a period of 60 days as determined by the new National Agreement. LMOUs expand on the language in the National Agreement for the benefit of our Mail Handlers in our facilities. A copy of the LMOU for your facility or station may be available in the Union Office or on your Local’s Website. See your Union Representative.

The RI-399 process creates an Inventory in every Facility/Station where there are Mail Handlers. The process provides primary craft designations for Mail Handler/Clerk work functions. Talk to your Union Representative about the RI-399 Inventory in your Facility/Station. At the very least know who owns work functions in your bid assignment.

While Union Representatives will give Mail Handlers guidance regarding these sources, most commonly in the way of filing grievances, you can learn much about your Union, and your rights as a Mail Handler, by familiarizing yourself with these sources of information.

In Solidarity,  
Dan St. Marie