

NATIONAL NEGOTIATIONS

Paul V. Hogrogian, National President



Dear Members:

The collective bargaining agreement between the NPMHU and the USPS is set to expire on September 20, 2025. Negotiations officially opened on June 25th. The entire National Executive Board as well as the National CAD staff attended the opening session. During this opening session, the NPMHU and the USPS presented their opening statements, setting the stage for this year's bargaining process. Videos of these opening statements can be viewed on our website (www.npmhu.org).

The NPMHU bargaining team is led by the National President and includes National Secretary-Treasurer Kevin Tabarus, Manager of Contract Administration Teresa Harmon, Executive Assistant to the National Officers Neil Ryan, National CAD Representatives Tom Ruther and Eugene Horton and our legal team from the NPMHU's General Counsel's office. The USPS team is led by the Acting Postmaster General and Chief Human Resources Officer Doug Tulino, Vice President of Labor Relations Mike Elston and Chief Spokesperson Patrick Devine.

Our priorities in bargaining include:

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.

Preparations for this round of bargaining began early last year. A bargaining strategy session was held on the third day of our Semi-Annual Meeting of Local Unions (SAMLU) held

in Houston, Texas on November 4–6, 2024. Mail Handler representatives from across the country discussed the priorities for these negotiations. Our Field Negotiating Committee met in Washington, DC for five days from February 3-7, 2025, to thoroughly review, analyze, discuss, debate, and evaluate over 450 proposals that were received from the field and to produce proposals of its own. The Committee provided its recommendations, which were sent to the National Bargaining Team for their analysis and consideration. The National Bargaining Team then formulated formal contract proposals to be submitted to the Postal Service.

This is a difficult time to be entering into bargaining. The Postal Service's financial situation and the continuing decline in mail volume (especially First-Class Mail) lead us to believe that these negotiations will be extremely difficult. We must also contend with a White House administration that is hostile to Postal Service and its Unions. There is also the specter of Elon Musk's Department of Government Efficiency (DOGE) which is seeking to cut the wages and benefits of postal employees.

This round of bargaining will be greatly affected by several circumstances beyond our control. These circumstances include:

1. As previously mentioned, a new President and Administration that has been openly anti-Post Office, anti-worker, especially Federal workers, and anti-Union.
2. A new Postmaster General and Vice President of Labor Relations
3. The bargaining and contracts of our three sister Postal Unions (NALC, NRLCA and APWU). What happens with the bargaining process of the three other Postal Unions will have a major impact on our negotiations and on our contract. The status of bargaining of the other Postal Unions is as follows:
 - NALC: Interest Arbitration Award issued on March 21, 2025
 - NRLCA: Membership ratified tentative agreement on June 16, 2025.
 - APWU: Tentative Agreement pending ratification by its membership.

The National Negotiating Team will continue to meet numerous times to prepare our proposals that will be submitted to the Postal Service, as well as researching the issues and gathering documentation to support our proposals and arguments. These internal meetings will continue throughout the bargaining process.

If the bargaining process results in a tentative agreement, that agreement is subject to a ratification vote by the NPMHU membership. As required by the NPMHU National Constitution, the vote would be by secret mail ballot.

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 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 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.

**I remain confident that through
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During its open session on May 9, the United States Postal Service Board of Governors announced the appointment of David Steiner as the seventy-sixth Postmaster General.

Mr. Steiner previously served as the CEO of Waste Management and sat on the Board of Directors of FedEx. He assumed the Postmaster General position in July. As the NPMHU prepares to go into collective bargaining with USPS, we are anxious to see how Mr. Steiner will interact and negotiate with our Union to protect our pay and benefits, ensure workplace safety, and fight any threats of privatization that would impact not only Mail Handlers but also postal customers.

The NPMHU is encouraged by Mr. Steiner's commitment to maintaining the Postal Service as an independent establishment of the executive branch. The NPMHU looks forward to having a productive relationship with Postmaster General Steiner while we jointly work to maintain the Postal Service's status as one of the most trusted agencies of the Federal Government. We will educate Mr. Steiner on the needs of Mail Handlers to successfully process the mail and how any changes to the network cannot be disruptive to the service standards our customers expect. It is the number one priority of NPMHU to protect our members while promoting the sustainability of the Postal Service.

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