

NATIONAL NEGOTIATIONS

Paul V. Hogrogian, National President



Dear Members:
The collective bargaining agreement between the NPMHU and the USPS expires on September 20, 2025. Negotiations officially opened on June 25th.

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 members of the NPMHU National Executive Board have been actively involved in this process. Meanwhile, the USPS team is in flux with a new Postmaster General, a new Vice President of Labor Relations, and a new Chief Spokesperson with the abrupt and unexpected retirement of Patrick Devine, who announced his retirement at the end of the opening ceremony.

Preparations for this round of bargaining began early last year. Mail Handlers nationwide were requested to submit proposals to amend the current national bargaining agreement. 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.

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.

This is not a particularly opportune time during which to bargain. 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 the Postal Service and its Unions. There is also the specter of the 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. Republicans in Congress have been paying lip service to subcontracting out mail processing operations.
3. A new Postmaster General and Vice President of Labor Relations
4. 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 has a major impact on our negotiations and on our contract. The status of bargaining for the other Postal Unions is as follows:
 - a. NALC: Arbitrated/Mediated contract after Tentative Agreement was rejected by its membership.

- b. NRLCA: Negotiated Agreement ratified by its membership
- c. APWU: Negotiated Agreement ratified by its membership

September 8, 2025, was the deadline to submit non-economic proposals. While the NPMHU submitted over 70 proposals, the USPS submitted only 10. After September 8th, while the parties can discuss already submitted proposals and offer counterproposals, no new non-economic proposals can be introduced. 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.

During the last round of 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.

On Saturday, September 13th, negotiations moved to a local hotel in Washington, DC so that the parties can remain focused on the bargaining process with the hope that the parties can reach tentative agreements on the outstanding issues. During hotel week, the parties had meaningful discussions on economic proposals for the first time during these negotiations.

Beyond the main table and economic discussions, the subcommittees will continue to meet to make sure that all intricate details of each proposal are fully understood by the parties. As the contract deadline approaches, the NPMHU Negotiating Team remains more prepared than ever to achieve the goals that we established at the start of this process. The NPMHU Bargaining Team will remain committed that these issues remain the priority for the remainder of the bargaining process.

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 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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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

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