



“BETTER FOR US IN 2021”

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Whoosh! That's how fast the new year came in. Hello 2021. No extreme fanfare or big send off for 2020. Just the same hum drum. We are still wearing masks, hopefully, due to this pandemic and people are being immunized. We, the Essential Workers, are now categorized as 1B and are allowed to get our shots too! Hurray. But so many people are telling me that they are not taking the shots. I chose not to get into a big debate about it, but I do let them know the importance of the vaccine.

Our USPS family is getting hit hard by the COVID-19 pandemic. It's difficult to see people, both in and out of the post office, not wearing masks. For whatever reason that they may give, I still insist that they give me “my” social distancing space of at least 24 feet. I am in the midst of being vaccinated, but I have to be protective of others. My response to this pandemic can have a long-lasting effect on my family and friends. Strangers also have the potential of being infected by strangers.

There are so many variables that you have to consider. I have love ones who have been put on ventilators due to the effect of COVID. I know people who have lost their lives due to this virus. I get calls from different facilities about the death of our co-workers who have succumbed to COVID. There is no age barrier, gender, or race. We are all susceptible to this disease.

Our children are returning to in-person learning in a lot of states. We have to make sure that both the students and the teachers are in a safe learning environment. I have several family members who are in the education field and they love teaching and caring for our kids. But all of them deserve to have a guaranteed safe and healthy workplace. That's why it's important to continue masking up in 2021. Even as the numbers go down, we still need to be diligent and on task. Again, lives are at stake.

The year 2021 already has seen the inauguration of the new President of the United States of America. The first female Vice President. Black and

Asian-American to boot. We have seen a new Congress with a slight, but important shift of power. We have seen something that I never thought would happen in our country, an attack on Congress. Not the normal verbal assault, but a physical attack that caused lives to be lost. A new perspective for a country that is known as a major power and leader of the world. Trying to explain this to our children — who unfortunately observed this attack — was hard. To some, this was nothing. To some, it was deserved. For most, however, this was a shameless and humiliating attack on our nation. How do we bounce back from this nightmare? Don't be afraid to speak about it. Be willing to do the right thing. Stand up against injustice. Remember what happened on January 6th at our nation's capital, and do whatever necessary to make sure this does not happen again!

For 2021, I hope that the MOU Re Workplace Free of Harassment that was newly included in our National Agreement will be taken seriously by both our members and the USPS. Calls are still coming in from employees across the country who are experiencing both discrimination and sexual harassment. The complaints are real and somewhat disturbing. While many of these employees attempt to file their complaints, some are being discouraged from doing so by both management personnel and our representatives. They are given the same dead excuse of “that's just how he/she is.” Really? Is that going to help the person that is



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going through this despicable time? I receive the statements from the complainant and witnesses, yet nothing is being done. I get calls and emails from others who state that their efforts are being hindered by our own representatives. Both the complainant and others are apprehensive about going against their Local. What kind of mess is this? We have to stop allowing the norm to

be the norm. Let's enforce the contents of our new MOU on a Workplace Free of Harassment. We want all of our members, male and female, to feel safe while at work. Let's do our part.

March 8th is International Women's Day. The theme this year is “Women in Leadership: Achieving an Equal Future in a COVID-19 World.” Women stand on the frontlines, with our Brothers, as

during this COVID-19 pandemic. They too are health care workers, caregivers, essential workers, teachers, military service people, and national leaders. Due to the quarantine, women are subjected to an increase in domestic violence, unemployment, and poverty. These issues have to be addressed in order to ensure a true change for women and this world. We shall continue to persist and prevail.

UNDERSTANDING THE CONVERSION MEMORANDUM

With the MOU signed by President Hogrogian in December 2020 concerning Additional Mail Handler Staffing and Conversion of MHAs (“Conversion MOU”), precisely 5,291 MHAs in 183 installations have already become Full-time Regular career employees as of March 13, 2021.

Under our National Agreement, all full-time career employees must receive a schedule with set hours and day offs, and an agreement has been reached to allow the MHAs who are being converted to choose from all residual vacancies that became vacant prior to February 15, 2021 or to choose an unassigned schedule. The unassigned schedules that are being offered are not the bids created with this Conversion MOU. In addition, all of the new career employees converted on March 13th will be exempt from the 1 transfer per 4 residual ratio normally required under the Residual Vacancy MOU. These instructions are contained in a Q&A that the National parties agreed to in January 2021.

To facilitate these new rules, every newly converted MHA will be given a preference sheet that will allow the MHA to choose either a residual vacancy or an unassigned schedule; no one on this list will be forced into a residual. When a residual is chosen, the MHA will be placed into this bid on March 13th upon his or her conversion. If a residual vacancy is not chosen, that vacancy will then be filled based on the Residual

Vacancy MOU. After further discussions, it was agreed by the National parties to allow the MHAs being converted to select from among the vacancies on the March eReassign list. This will be done separately from the first selection process, and any MHA who chooses one of these bids will be placed into that bid on March 27th, while still being converted on March 13th. If such a vacancy is selected, it will be removed from eReassign. Again, with this latest agreement, no MHA will be forced into a residual vacancy and any such vacancy that is not selected will be filled using the 1 in 4 ratio contained in the Residual Vacancy MOU, to take effect on April 10, 2021.

In April, the USPS will begin posting the 5,291 bids agreed to under the Conversion MOU, in accordance with Article 12 of the National Agreement. Those bids will be posted for bidding installation wide. All residual vacancies from any posting after March 1st will be filled by placing the junior unassigned regular into that position. This process will continue until all unassigned regulars either receive a bid or are placed into a residual. Once an installation has no unassigned regulars, all vacancies will then be filled based on the Residual Vacancy MOU.

Please contact your National or Regional representatives in the Contract Administration Department if you have any questions.