

March 8th is International Women's Day. The theme this year is "Women in Leadership: Achieving an Equal Future in a COVID-19 World."

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.