

VIRTUAL

O R I E N T A T I O N S

On November 7, 2020, the USPS began the practice of hosting virtual orientations for newly hired employees. The National Postal Mail Handlers Union has initiated a National Level grievance concerning the Postal Service's unilateral implementation of its Peak Season Virtual Orientation programs.

In the NPMHU's view, the Postal Service's unilateral implementation of these Virtual Orientation programs (and the Postal Service's subsequent control over the program) violates Articles 5, 17.5, and 17.6 of the National Agreement. Article 5 is violated by the employer's unilateral changes to the prior practices and programs for new employee orientation without bargaining with and acceptance by the NPMHU, and Article 17 is violated by failing to provide union representatives with an ample opportunity (a) to meet with new, bargaining unit employees and (b) to assist those new employees with joining the union, authorizing dues checkoff, and making important decisions about certain benefit programs. Nonetheless, NPMHU officials have participated in each of twenty-three orientation sessions in front of 16,000 MHAs since early November.

Many thanks to Regional Vice Presidents John Gibson, June Harris, and Don Sneesby, CAD Representatives David Ross, Don Gonzales, Eugene Horton, Tom Ruther, Eileen Mills, and NST Michael Hora for the on-camera presence. In addition, thanks to all NEB Members and CAD Representatives for the off-camera assistance fielding hundreds of questions from the new MHAs with the chat Q&A tool.

