

NATIONAL BARGAINING CONTINUES CONTRACT SET TO EXPIRE ON SEPTEMBER 20, 2022

Paul V. Hogrogian, National President



Dear Members: Although it seems like a short time since the commencement of negotiations on June 10, 2022, the collective bargaining agreement between the NPMHU and the USPS is set to expire on September 20, 2022.

The NPMHU bargaining team is led by the National President and includes National Secretary-Treasurer Mike Hora, 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 Deputy Postmaster General and Chief Human Resources Officer Doug Tulino, and includes Acting Vice President of Labor Relations Tom Blum and Chief Spokesperson Patrick Devine.

Our priorities in bargaining include:

1. A fair and just general wage increase
2. A continuation of Cost of Living Adjustments (COLAs)
3. Keep the No Lay-Off clause
4. Improve the wages, rights, and benefits for our Mail Handler Assistants (MHAs)
5. Continue 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

The goal is to obtain a tentative National Agreement, subject to membership ratification, prior to the September 20 deadline, but previous rounds of bargaining have often been extended to allow the parties to continue meeting to finalize an agreement. However, if no agreement is reached, and the parties reach impasse, there are alternate

dispute resolution procedures to determine the changes to the National Agreement through final and binding interest arbitration.

The proposals presented by the NPMHU were extensive and aimed to improve the quality of work for every Mail Handler. Submitted proposals included:

- A Memorandum of Understanding on Dignity and Respect
- Updating the non-discrimination policy
- Greater protections and privileges for MHAs
- Better regulation on management's use of 204Bs
- Limiting Subcontracting and bringing subcontracted work back in-house
- Holiday Issues including incorporating the Juneteenth holiday into our contract

In total, over 75 proposals have been submitted by the NPMHU. The NPMHU has been addressing these issues through main table discussions and through appropriate subcommittees.

Regarding economic issues, the NPMHU has proposed general wage increases, maintenance of the COLA, and has prioritized proposals affecting MHAs and newly converted full-time career employees. This includes better pay for MHAs and correcting the wage scales that have adversely affected MHAs and those Mail Handlers on the lower end of the career wage scale.

Conversely, USPS negotiators have introduced less than 10 non-economic proposals. In addition to their lack of genuine proposals, USPS representatives have displayed a much less cooperative atmosphere in the last month, and have stalled progress in sincere negotiations. The USPS is calling for the referral of many NPMHU proposals to the much lengthier and more bureaucratic process for approving economic proposals.

On numerous occasions, the NPMHU has asked the USPS representatives to come to prompt tentative agreements on issues that would not have an adverse impact on postal operations, or which have been routinely granted to other crafts.

In these instances, the USPS negotiators to this point have displayed a noted resistance and lack of transparency as to why they refuse to agree.

As the contract deadline approaches, the NPMHU hopes that the USPS will be open to a more realistic discussion of our proposals, as well as being more forthcoming of their intentions. . If we fail to reach an agreement that is fair for the NPMHU membership, however, we are ready, willing, and able to continue to fight through the interest arbitration process. The NPMHU Negotiations Team will continue to strive to do what is best for the NPMHU, the Postal Service, and the American mailing public.

The NPMHU will keep the membership informed of the progress of these negotiations.

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We are extremely pleased to announce that the NPMHU has prevailed in National arbitration concerning the Postal Service's decision to subcontract Mail Handler work at the Kansas City Surface Transportation Center (STC). The

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award should also apply to several other STCs that have been subcontracted, and favorably interprets several prior National awards under Article 32 and related contract provisions. In short, this Award from National Arbitrator Daniel Brent should help to restrict or even end the USPS practice of subcontracting Mail Handler work to private employers

without first considering the views of the Union on all issues properly presented. The Brent Award remanded the issue of remedy to the National parties, meaning that the remedial portion of this Award and its impact on subcontracting at the STC in Kansas City, and in other locations, is still to be determined.

The NPMHU has also been in discussions with the Postal Service to return some of the Terminal Handling Services (THS) work which has been subcontracted for many years. So far, we have reached agreement to return the THS functions in Phoenix, and are discussing other THS sites to bring back in-house, including Anchorage, Alaska.

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On July 28, 2022, the NPMHU and the Postal Service reached agreement on another Memorandum of Understanding that provides for additional Mail Handler staffing by converting an additional 2,702 Mail Handler Assistants (MHAs) to Full-Time Career status in 192 installations throughout the country. This MOU, along with previous MOUs signed in December 2020 (5,291 conversions), March 2021 (885 conversions), June 2021 (6,596 conversions), and May 2022 (230 conversions) have provided for 16,906 conversions to career status. In addition to the conversion MOUs, the Residual Vacancy MOU continues to pay dividends. The provisions of the Residual Vacancy MOU continue to apply, and additional MHAs are being converted in addition to those converted under the conversion MOUs.

- Total Conversions since the inception of the MHA category: 35,139
- Total Conversions since the Residual Vacancy MOU: 32,683

The NPMHU will continue its efforts to maximize the Full-Time career workforce for Mail Handlers.

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I remain confident that through the hard work of our Contract Administration Department, both Nationally and Regionally, our legal representatives, and our Local and Branch representatives, we can successfully meet all challenges that lie before us.

Fraternally,



Paul V. Hogrogian
National President