

NATIONAL AGREEMENT SIGNING CEREMONY / USPS DELIVERING FOR AMERICA PLAN

Paul V. Hogrogian, National President



Dear Members: The terms of our 2022 National Agreement were officially ratified by our membership on March 13, 2023. The results were 6,617 (84.25%) in favor of ratification and 1,237 (15.75%) opposed, and the ratification vote was certified by The American Arbitration Association (AAA).

We were successful in achieving many gains and benefits for all Mail Handlers, without making any significant concessions.

On May 4, 2023, an official contract signing ceremony was held at USPS Headquarters. I attended the ceremony along with National Secretary-Treasurer Mike Hora as well as Postmaster General Louis DeJoy and Deputy Postmaster General Doug Tulino.

The contract will last three years and will expire on September 20, 2025. The agreement improves the working lives of all members of the Mail Handler bargaining unit, from the newest MHA to the longest-term Career employee. The goal of the contract is to protect the jobs of Mail Handlers, improve the quality of their workplace, and improve their standard of living. This contract certainly meets these goals.

The Contract Administration Department will now focus its efforts on the implementation of the terms of the new National Agreement. These efforts will include updating the Contract Interpretation Manual (CIM) to incorporate new and modified contract provisions and language as well as adding the National Arbitrations and Step 4 agreements that were issued

since the last update. I am confident that we will have an updated CIM in the near future. We are also in the process of producing print copies of the new collective bargaining agreement. Once finalized, a copy will be provided to every member.

Postmaster General DeJoy and the United States Postal Service published its 10-year Delivering for America (DFA) plan on March 23, 2021. The stated goal of the plan is “to transform the United States Postal Service from an organization in financial and operational crisis to one that is self-sustaining and high performing.” The Postmaster General and the Board of Governors had projected a \$160 Billion deficit over a 10-year period. The DFA has projected savings through Postal Reform (Medicare Integration) (\$40–\$50 Billion) and increased revenue (Rate increases and increased package volume) (\$60–\$70 Billion). Two years into its 10-year plan, the Postal Service has cut the projected deficit in half, from \$160 Billion to \$70 Billion. The remainder of the projected deficit must be made up through cost reduction (labor and transportation).

To accomplish this end, the Postal Service continues to aggressively roll out and implement its new, more comprehensive Network Redesign plan. The centerpiece of the Network Redesign project is the establishment of Regional Processing and Distribution Centers (RPDCs) in approximately 64 metropolitan areas throughout the

country. These RPDCs would consolidate all originating letters, flats, and parcels and all destinating parcels from all mail processing facilities within a metropolitan area into one mega-processing center. Most, but not all, of the NDCs will be transformed into RPDCs. Most of the processing plants from which originating mail was taken would continue to process destinating letters and flats and would be renamed Local Processing Centers (LPC). The Postal Service has reported that it is their intention to bring back many of the functions of the Service Transportation Centers (STCs) and Terminal Handling Services (THS) which have been subcontracted and house them in the RPDCs. The Postal Service has been sharing some information on its Network Redesign plan but not nearly enough.

The USPS has announced the initial 11 RPDC sites (all subject to change):

1. Sandston (Richmond), VA
2. North Houston, TX
3. Santa Clarita, CA
4. Charlotte, NC
5. Greensboro, NC
6. Atlanta, GA
7. Chicago, IL
8. Indianapolis, IN
9. Portland, OR
10. Jacksonville, FL
11. Boise, ID

It is worth repeating that these plans are extremely fluid and subject

to change. The National Office will provide updates on this project once we receive more information.

The Postal Service also has plans to consolidate many of its delivery operations into super delivery sites called Sorting and Delivery Centers (SDCs). The purpose of the plans is to centralize the delivery functions of several post offices into a single mega-delivery site. It is possible that the Postal Service may establish over 900 of these SDCs throughout the country. The Postal Service has identified the following sites to be in its initial phase of SDCs:

COMPLETED AND OPERATIONAL:

1. Athens, GA
2. Brooklyn, NY (parcels only)
3. Bryan, TX
4. Utica, NY
5. Gainesville, FL
6. Panama City, FL
7. Woburn, MA

EFFECTIVE JUNE 2023:

1. Annapolis, MD
2. Bartlett/Hanover Park, IL
3. Kokomo, IN
4. Topeka, KS
5. Golden, CO
6. Pasco, WA

EFFECTIVE SEPTEMBER 2023:

1. North Atlanta, GA
2. Atlanta NDC, GA
3. Bridgeport, CT
4. Chula Vista, CA
5. Mid Hudson, NY
6. Huntington Station, NY
7. Palo Alto, CA
8. Terra Haute, IN
9. Tulsa, OK



National Secretary-Treasurer Michael Hora, Deputy Postmaster General Doug Tulino, Postmaster General Louis DeJoy and National President Paul Hogrogian.



Postmaster General Louis DeJoy and National President Paul Hogrogian signing the NPMHU 2022 National Agreement.

10. Waco, TX
11. Irvine, CA
12. Jackson, MS

It is still early in the project and all plans are subject to change. The NPMHU will ensure that the Postal Service complies with all the provisions of our National Agreement especially those contained in Article 12, when implementing this plan

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. We have reached agreement to return the THS functions in Phoenix, Anchorage, Spokane, Richmond, Norfolk, and Salt Lake City and are discussing bringing other THS sites back in-house, including Kansas City and Philadelphia.

The NPMHU has also been in discussions with the Postal Service to return some of the Service Transfer Centers (STC) work which also has been subcontracted for several years. Initial discussions have been focused on the New Jersey STC.

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