



# NATIONAL POSTAL MAIL HANDLERS UNION

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## 2025 Contract Update #3

### Main Table Bargaining Sessions Continue

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**You are reading the third Contract Update produced and distributed by the NPMHU during the course of 2025 negotiations. These updates, along with the Union’s magazine and monthly bulletins, will keep mail handlers throughout the country informed and involved in the issues raised during this round of bargaining.**

After exactly one month since the opening session, bargaining between the NPMHU and the Postal Service continues in full force. As of now, the NPMHU and USPS have met four times at main table bargaining sessions and numerous subcommittee meetings.

While the main table meetings represent the most important part of contract negotiations (occurring on the record), the subcommittee meetings remain an invaluable medium for addressing individual issues and topics. At the commencement of contract negotiations, both parties agreed to subcommittees to handle Article 8, Article 11, Article 12, Article 32, MHAs, MOUs, 204Bs, Articles 15 and 16, and miscellaneous proposals. Each subcommittee considers relevant proposals and creates a much more productive narrative at the main table.

The NPMHU has presented nearly 70 proposed changes of the National Agreement to the Postal Service. These proposals aim to address many of the issues that the NPMHU is determined to address in

the new agreement. This includes the use of 204Bs, MHA issues, and subcontracting or outsourcing. The Negotiations Team is confident that these proposed changes will address the prevailing issues that affect all Mail Handlers.

As both parties move deeper into the negotiation process, the Negotiations Team is fighting hard to ensure that its proposals are accepted by USPS. The details of each proposal are now taking center stage and proposals are being discussed at length and negotiated by both sides.

To date, we have detailed discussions on, among other things, protections against subcontracting, issues related to the use of 204Bs, and overtime and holiday scheduling.

The Negotiation Team looks forward to receiving and discussing USPS’s counterproposals to reach common ground. Also on the horizon are meetings regarding economic proposals where the Negotiations Team will push for better pay and to repair a wage scale that has adversely affected MHAs and those at the lower steps of the scale.

As bargaining continues, the entire Negotiations Team is committed to keep advocating for the interests of all mail handlers to the best of its abilities.

Please watch your bulletin boards for the latest information!

**PLEASE POST!!!**

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