



National Postal Mail Handlers Union

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July 14, 2022

TO: All Local Unions
National/Regional CAD
National Executive Board

FROM: Paul V. Hogrogian, National President *PVH*
Michael J. Hora, National Secretary-Treasurer *MJH*
Teresa Harmon, Manager, CAD *TH*

RE: Terminal Handling Services Staffing Pilot – July 13, 2022

The 2019 National Agreement includes a MOU on subcontracting, part of which states the following: “Under the 2019 National Agreement, the parties commit to re-establishing their Subcontracting Committee and continuing their discussions about the possibility of returning mail handler work from the Surface Transportation Centers (STC), Mail Transport Equipment Service Centers (MTESSC) and the bedloading project. The Committee will consider all relevant factors when discussing the issue outlined above, to include cost, operational efficiency, availability of equipment, and qualification of employees. In addition, any MHA employees utilized as referenced in paragraph 1 will not count against existing non-career caps.”

Based on this MOU, the parties at the National level have been engaged in ongoing discussions about these subjects as well as other subcontracted work. Most recently, discussions have been focused on the Terminal Handling Services which has been subcontracted in most locations since 2001.

We are pleased to announce that the National parties have reached their first agreement on insourcing or returning some of the terminal handling service work to the mail handler craft starting with a one-year pilot program in certain postal facilities. The first installation where the THS work will be returned to postal operations is at the West Valley P&DC in Phoenix, AZ. The details of this pilot program is outlined on the attached Memorandum of Understanding.



Although much of the information obtained and being discussed by the NPMHU is subject to nondisclosure and confidentiality agreements, should you have any questions on these matters, please do not hesitate to contact the National CAD.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION,
A DIVISION OF LIUNA, AFL-CIO**

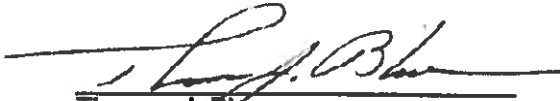
RE: Terminal Handling Services Staffing Pilot—July 13, 2022

The parties agree to the following:

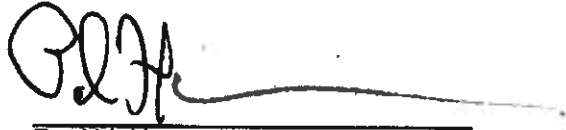
1. The Postal Service (USPS) will pilot test for a period of one year from the date of the signing of this agreement in certain postal facilities the return of Terminal Handling Services (THS) work now performed by a subcontracted supplier.
2. Mail Handler Assistants (MHAs) will be hired to perform this THS work. The parties at the National level will negotiate on a site-by-site basis the number of MHAs which will not count toward any contractual limitation ("cap") on MHAs in the installation where the THS work will be performed.
3. Performance of the THS work is limited to MHAs. Those MHAs hired to perform this THS work will be used for the sole purpose of performing the THS work and will not be utilized to perform work in other operations, except where agreed to by the parties at the Local level. MHAs from the THS operation will be included in the Installation holiday schedule pecking order. A specific operation number will be designated to performing the THS work and all employees will utilize the operation number when performing the THS work.
4. The USPS will supply the Union at the installation and national levels with a list of all MHAs designated for performing work in the THS operation. This list will be updated as MHAs are assigned to the THS operation.
5. If additional resources are needed, volunteers will be solicited from qualified and available Mail Handler Assistants from the same installation on a senior qualified basis.
6. The first installation where the THS work will be returned to postal operations is at the West Valley P&DC in Phoenix, Arizona.
7. The parties agree to further discussion at the National level of the application of this Memorandum of Understanding (MOU) and its terms as this pilot and the return of the THS work to postal facilities continues.
8. The parties agree to discuss within one year from the date of the signing of this agreement the potential for creating and posting new duty assignments for career employees to perform the THS work.

9. This MOU expires one year from the signing of this agreement unless mutually extended by both parties.

10. The Postal Service reserves the right to terminate the pilot prior to the conclusion of the one-year period.



Thomas J. Blum
Vice President, Labor Relations (A)
United States Postal Service



Paul V. Hogrogian
President
National Postal Mail Handlers Union,
A Division of LIUNA, AFL-CIO

Date: July 13, 2022