



National Postal Mail Handlers Union

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Vice President
Western Region

April 10, 2020

TO: Local Presidents
National/Regional CAD

FROM: Paul Hogrogian, National President *PVH*
Teresa Harmon, Manager, CAD *TH*

RE: Delay in Dates for LMOU Implementation under Article 30

Because of the ongoing pandemic, the NPMHU and the Postal Service have agreed on a Memorandum of Understanding to delay the period during which the parties at each Installation will be authorized to conduct negotiations over the terms of their Local Memoranda of Understanding or LMOUs. A copy of this MOU is attached.

In particular, the parties at the National level have reset the initial sixty-day period for local negotiations – which originally was set to occur in May and June 2020 under Article 30 of the 2019 National Agreement – to the sixty-day period running from September 2, 2020 to October 31, 2020. We hope this delay will provide Local representatives with a longer opportunity to plan for local bargaining during these perilous times.

Please disseminate this information as you deem appropriate. Should you have any questions, please contact the National CAD Representatives.

cc: Michael J. Hora, National Secretary-Treasurer
National Executive Board

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE UNITED STATES POSTAL SERVICE
AND
THE NATIONAL POSTAL MAIL HANDLER UNION

Due to the impact of the Coronavirus Pandemic, the parties agree that the timelines for Local Implementation Procedures will be extended beyond those specified in the 2019 National Agreement Memorandum of Understanding between the United States Postal Service and the National Postal Mail Handlers Union, Re: Article 30, Memorandum of Understanding, Local Implementation Procedures.

It is agreed that the following procedures will now apply to the implementation of Article 30 during the 2019 local implementation period.

1. The thirty (30) consecutive day period for 2019 local implementation will commence, pursuant to agreement by the local parties, on or after **September 2, 2020** and terminate on or before **October 31, 2020**. If the local parties do not reach agreement on the dates for local implementation, the local implementation period shall be from **October 2, 2020** to **October 31, 2020**. Initial proposals must be exchanged within the first twenty-one (21) days of the thirty (30) consecutive day local implementation period.

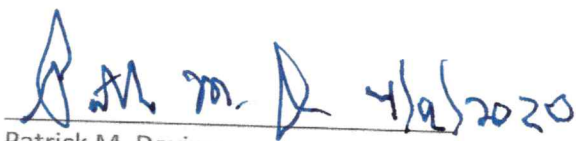
If neither party provides written notification of its intent to invoke the local implementation process on or before **September 15, 2020**, presently effective Memoranda of Understanding not inconsistent or in conflict with the 2019 National Agreement shall remain in effect during the term of this Agreement.

2. In the event that any issue(s) remain in dispute the end of the thirty (30) consecutive day local implementation period, each party shall identify such issue(s) in writing. Initialed copies of this written statement and copies of all proposals and counterproposals pertinent to the issue(s) in dispute will be furnished by the appropriate local party to the appropriate management official at the LR Service Center of the Employer with copies to the Installation Head, local Union President and the Union's Regional Representative within fifteen (15) days after **October 31, 2020**. Inclusion of any matter in the written statement does not necessarily reflect the agreement of either of the parties that such matter is properly subject to local implementation.
3. The appropriate management official at the Area office and the Regional Union representative shall attempt to resolve the matters in dispute within seventy-five (75) after **October 31, 2020**.

The appropriate management official at the Area office and the Regional Union representative will have full authority to resolve all issues still in dispute.

4. If the parties identified in paragraph 3 above are unable to reach to reach agreement at the Regional level by the end of the seventy-five (75) day period provided for above, the issue(s) may be appealed to final and binding arbitration by the Union or the Vice President, Labor Relations within twenty-one (21) days of the end of the seventy-five (75) day period. Any such appeal shall be given priority scheduling on the District Regular Contract Docket.
5. Where there is no agreement and the matter is not referred to the appropriate management official at the LR Service Center or to arbitration, the provision(s), if any, of the former Local Memorandum of Understanding shall apply unless inconsistent with or in conflict with new or amended provisions of the 2019 National Agreement.
6. Where a dispute exists as to whether an item in the former Local Memorandum of Understanding is inconsistent or in conflict with the 2019 Mail Handlers National Agreement, such dispute will be processed in accordance with the procedures outlined in 2 through 4 above. Items declared to be inconsistent or in conflict shall remain in effect until four (4) months have elapsed from the conclusion of the local implementation period under the 2019 National Agreement.

This Memorandum of Understanding expires at 12 midnight on September 20, 2022.

 4/9/2020

Patrick M. Devine
Manager, Contract Administration (NPMHU)
United States Postal Service



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

4-9-2020