



National Postal Mail Handlers Union

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May 26, 2022

To: All Local Unions

From: Paul Hogrogian, National President *PH*
Michael Hora, National Secretary-Treasurer *MH*
Teresa Harmon, Manager, CAD *TH*

Re: Memorandum of Understanding Re: Additional Mail Handler Staffing
Q&As on the MOU: Re: Additional Mail Handler Staffing

Attached to this letter is a new MOU signed by the NPMHU and the Postal Service to provide for additional Mail Handler staffing by converting 230 Mail Handler Assistants to full-time regular career employment no later than July 22, 2022. Also attached is a chart listing the 17 installations in which these conversions will take place and the number of conversions that will take place in each listed installation.

Additionally, the parties have agreed to a Joint Question and Answer document addressing and affirming the parties' mutual understanding and interpretation of the provisions contained in this MOU, which is also attached.

A copy of these documents will also be posted on the NPMHU website. Please do not hesitate to contact the National CAD should you have any questions.

Cc: National Executive Board
National/Regional CAD

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

Re: Additional Mail Handler Staffing – May 26, 2022

The parties agree to the following:

1. The Postal Service will convert 230 MHAs to career status in installations as identified by the Postal Service. The conversions will occur no later than July 22, 2022. The corresponding number of duty assignments will be created and posted in the 17 facilities as identified by the Postal Service in the attached table.
2. MHAs will be converted based on their relative standing on the MHA rolls within the installation. MHAs will be converted "in place" within the functional area they are assigned as of the date of this MOU until the number of MHAs are converted in the bid clusters associated with the facilities identified by the Postal Service.
3. All conversions to career in accordance with this MOU will be done pursuant to the National Agreement.



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



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

Date: May 26, 2022

**TOTAL TO
CONVERT**

230

SITE NAME	MH conversion count
LOS ANGELES CA P&DC	43
HARTFORD CT P&DC	30
ALBANY NY P&DC	25
SPRINGFIELD NDC	15
WESTCHESTER NY P&DC	15
MEMPHIS TN P&DC	16
PHILADELPHIA PA P&DC	12
BOSTON MA P&DC	12
DENVER CO P&DC	10
KCMO MO P&DC	8
DVD BLDG NJ P&DC	8
SYRACUSE NY P&DC	8
PHILADELPHIA NDC	7
PITTSBURGH PA P&DC	7
MID CAROLINA NC P&DC	5
JACKSONVILLE FL P&DC	5
RICHMOND VA P&DC	4

**Questions and Answers for the Memorandum of Understanding
Re: Additional Mail Handler Staffing – May 26, 2022**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Mail Handler Staffing – May 26, 2022, count against the 1:4 or 1:6 ratios found in the MOU Transfers?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – May 26, 2022*, are not counted against the subject 1:4 or 1:6 ratios. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – May 26, 2022*, are in addition to those conversions to career status that result when the MOU, *Filling of Residual Vacancies*, is applied.

- 2. Question: What assignments will the Mail Handler Assistants (MHAs) who are converted to career status pursuant to the MOU, Re: Additional Mail Handler Staffing – May 26, 2022, be placed into?**

Answer: The MHAs who are converted to career status pursuant to the MOU, *Re: Additional Mail Handler Staffing – May 26, 2022* will be converted in place effective on or before July 22, 2022. They will preference any available residual vacancy on that date for placement the first day of the following pay period, which includes the residual vacancies posted in eReassign in June and July 2022.

- 3. Question: In the 17 plants on the USPS provided list attached to the MOU, Re: Additional Mail Handler Staffing – May 26, 2022, will the MHA conversions result in the mail handler complement being increased?**

Answer: Yes. There will be an increase in duty assignments created and posted for bid to match the new authorized staffing.

- 4. Question: Will the facilities listed in the USPS provided "Mail Handler Conversion List May 26, 2022" be required to post new duty assignments equal to the number of MHAs converted under the MOU?**

Answer: Yes. Within 60 days from the date of this MOU, the Postal Service will post the necessary duty assignments in the listed facilities to increase the mail handler craft complement. These duty assignments will be posted for bid within the bid cluster. Any residual duty assignment will be filled in accordance with the *Filling of Residual Vacancies* MOU.

- 5. Question: Does any part of the MOU, Re: Additional Mail Handler Staffing – May 26, 2022 alter any part of the MOU, Filling of Residual Vacancies?**

Answer: No.

- 6. Question: For installations that have insufficient MHAs for conversion, how will the conversions be fill?**

Answer: There will not be a direct hire into a career assignment. The recruitment will be to hire MHA to fulfill the allocation. As soon as a MHA is hired and completes the orientation the conversion will be the next pay period.



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

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

Date: May 26, 2022