



# National Postal Mail Handlers Union

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November 8, 2023

**TO:** All Local Union Presidents  
National/Regional CAD

**FROM:** Paul V. Hogrogian, National President *PVH*  
Teresa Harmon, Manager, CAD *TH*  
Thomas Ruther, CAD Representative and NDRC Member *TR*

**RE:** MOU: Sorting and Delivery Centers (S&DC) Staffing

Enclosed is a copy of a recently signed MOU on the Staffing of the Sorting and Delivery Centers (S&DCs) between the USPS and the NPMHU. The S&DCs are a new facility from the Deliver for America Plan that will create large carrier stations by consolidating smaller offices.

As set forth in the MOU the parties agree to allow management to exceed the MHA and/or PTF cap for a period of 120 days from the activation of an S&DC. During this period a jurisdictional inventory per the RI-399 process should be completed. At the end of the 120 days the USPS and NPMHU will discuss the staffing of the S&DC.

Should you have any questions about these appeals or implementation of the MOU in any particular facility, please contact the National CAD.

You may disseminate this memorandum and the attached documents as you deem appropriate.

**Cc:** Kevin Tabarus, National Secretary-Treasurer  
National Executive Board

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

**Sorting and Delivery Centers Staffing**

The parties agree to the following:

1. Sorting and Delivery Centers (SDCs) may be staffed with Mail Handler Assistants (MHAs) and/or Part-Time Flexible Mail Handlers for a period of 120 days from activation of the Sorting & Distribution Center (S&DC). The parties will negotiate on a site-by-site basis the number of MHAs, if any, which will not count toward any contractual limitation ("cap") in the installation.
2. Current Sorting and Delivery Centers (SDCs) may be staffed with Mail Handler Assistants (MHAs) and/or Part-Time Flexible Mail Handlers for a period of 120 days from the date of hire, which will not count toward any contractual limitation ("cap") in the installation.
3. The parties agree that during this period the USPS will abide by the RI-399 procedures. A facility inventory of jurisdictional assignments will be created or updated through the Local Dispute Resolution Committees.
4. If Mail Handler Assistants (MHAs) or Part-Time Flexible Mail Handlers are hired in any Sorting and Delivery Centers (S&DCs), pursuant to #1 or #2 above, the staffing will be reviewed at the end of the 120-day period.
5. This MOU expires twelve months from the signing of this agreement unless mutually extended by both parties.

*Debra Mills*

for Thomas Blum  
Vice President, Labor Relations  
United States Postal Service

*Paul V. Hogrogian*

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

Date: November 8, 2023