

May 24, 2012

USPS offers separation incentive to NPMHU employees Decision required by July 2, 2012

USPS is offering a Voluntary Early Retirement (VER) opportunity to employees represented by the National Postal Mail Handlers Union (NPMHU). In addition, USPS has reached an agreement with the NPMHU to offer a separation incentive to employees the organization represents.

Earlier this month, USPS announced plans to move ahead with a modified plan to consolidate its network of 461 mail processing locations in phases. The first phase of activities will result in up to 140 consolidations through February of 2013.

Details of the VER and incentive plan are available on the Workforce Connection website on *LiteBlue*. Major provisions include:

- All career employees covered by the USPS-NPMHU National Agreement are eligible for the incentive offer, with a few exceptions that are detailed in the Memorandum of Understanding.
- The total incentive amount for full-time NPMHU bargaining unit employees is \$15,000. Eligible participating NPMHU employees will receive an initial incentive payment of \$7,500 on Dec. 21, 2012 (less required deductions and withholdings). The remaining \$7,500 will be paid on or about Dec. 20, 2013 (less required deductions and withholdings).
- The incentive program is available to eligible employees who notify USPS on or before July 2, 2012 of their intent to participate in the VER, optional retirement, or voluntarily resign and who separate effective Aug. 31, 2012.
- Part-time career employees also are eligible for the incentive on a prorated schedule.

Optionally eligible employees may begin the process immediately by using *eRetire* or by contacting the Human Resources Shared Service Center (HRSSC) at 877-477-3273. VER-eligible employees will receive an offer letter and kit with required documents to initiate the process. Eligible employees selecting resignation also may begin the process immediately by contacting HRSSC. All retirement-eligible employees will receive offer letters and annuity estimates at their mailing address during the week of May 29.

PLEASE PRINT AND POST ON ALL EMPLOYEE BULLETIN BOARDS.

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