

# National Postal Mail Handlers Union

**John F. Hegarty**  
*National President*

**Mark A. Gardner**  
*National Secretary-Treasurer*

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*Vice President*  
*Southern Region*

**Rudy Santos**  
*Vice President*  
*Western Region*

October 21, 2013

**To: Local Presidents  
Regional Directors  
National Executive Board**

**Re: Unfair Labor Practice Charge (05-CA-112553):  
Lean Mail Processing Teams**

Dear Sisters and Brothers:

We are pleased to inform you that the NPMHU has reached agreement with the USPS regarding its recent Unfair Labor Practice Charge against the Postal Service, concerning establishing LMP Teams as a means of unlawful "direct dealing" with bargaining unit employees. The goal of LMP is to improve employee satisfaction and to improve service, and such a goal is best accomplished not through unilateral management action, but through management and union interaction.

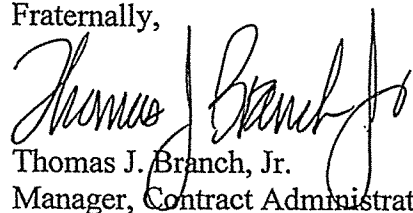
As more fully described in the actual charges, the NPMHU believes that the Postal Service violated Sections 8(a)(2) and 8(a)(1) of the Act through unilateral action and through its unlawful attempt to form and to dominate a labor organization in the form of so-called Lean Mail Processing Teams ("LMP Teams" or "Teams"). An actual violation occurs when an employer acts unilaterally or dominates and/or interferes with a "labor organization" within the meaning of Section 2(5) of the Act.

After engaging in several discussions, the NPMHU and the Postal Service have agreed to the following settlement, a copy of which is attached. As set forth in the settlement the following should be noted:

1. When management seeks the input of bargaining unit employees, it shall contact the appropriate NPMHU Local Union President or his/her designee who, in turn, will select the mail handler craft employees who will participate on the LMP Teams.
2. Participation is strictly voluntary and in accordance with the National Agreement.
3. Should the appropriate NPMHU Local Union President or his/her designee determine that it is not in the best interest of the mail handlers to participate in the LMP project in any installation, then no mail handler employees will participate in the LMP.

If you have any questions about the LMP settlement or implementation, please do not hesitate to contact the National CAD.

Fraternally,

A handwritten signature in cursive script, appearing to read "Thomas J. Branch, Jr.", written over a printed name and title.

Thomas J. Branch, Jr.  
Manager, Contract Administration

cc: John F. Hegarty, National President  
Mark A. Gardner, National Secretary-Treasurer  
NCAD



October 3, 2013

Mr. Thomas J. Branch  
CAD Manager  
National Postal Mail Handlers Union (NPMHU)  
1101 Connecticut Avenue, NW, Suite 500  
Washington, DC 20036-4304

Dear TJ:

Following up on prior correspondence and our discussion from last week, the following is our agreement regarding the participation of bargaining unit employees in the Postal Service's Lean Mail Processing (LMP) project, as it is expanded to all mail processing facilities. The goal of LMP is to improve employee satisfaction and to improve service, and often this is best accomplished cooperatively between management and its employees.

To that end, when management seeks the input of bargaining unit employees, it shall contact the appropriate NPMHU Local Union President or his/her designee who, in turn, will select the mail handler craft employees who will participate on the LMP Teams. Participation is strictly voluntary and in accordance with the National Agreement. Should the appropriate NPMHU Local Union President or his/her designee determine that it is not in the best interest of the mail handlers to participate in the LMP project in any installation, then no mail handler employees will participate in the LMP.

This agreement resolves the ULP charge (05-CA-112553) and all other issues regarding this matter.

Handwritten signature of Allen E. Mohl in cursive.

Allen E. Mohl  
Manager, Contract Administration (NPMHU)  
and Employee Workplace Programs  
United States Postal Service

Handwritten signature of Thomas J. Branch in cursive.

Thomas J. Branch  
Manager, Contract Administration Dept.  
National Postal Mail Handlers' Union