



MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL HEADQUARTERS: 1101 Connecticut Avenue, N.W. • Suite 500 • Washington, D.C. 20036 • (202) 833-9095



Paul V. Hogrogian
National President



Mark A. Gardner
Secretary-Treasurer

2016 NATIONAL NEGOTIATIONS OFFICIAL CALL FOR BARGAINING PROPOSALS

With preparations underway for negotiations over the terms of the 2016 National Agreement between the NPMHU and the Postal Service, the National Office has issued its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, proposals must be submitted by September 30, 2015. Although formal bargaining is not scheduled to begin until February of next year, the Union's Field Negotiating Committee will be meeting for a full week in October of 2015 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2011 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country. Thus, National President Paul Hogrogian has issued this official call for bargaining proposals from the membership, the Local Unions, and other subordinate bodies of the NPMHU.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals.

The National Office is asking that all proposals be submitted as soon as possible, but in no event later than September 30, 2015. The National Office also has issued a form that can be used to submit proposals. Copies of that form have been mailed to all Local Unions and all Local Union officers and stewards, and can be downloaded on the NPMHU website.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by September 30, 2015 using the following address:

**National Postal Mail Handlers Union
2016 Negotiations
1101 Connecticut Avenue, NW, Suite 500
Washington, DC 20036**

Note: A copy of the bargaining proposal submission form will be included in the Summer Mail Handler magazine.

COMMITTEE ON THE FUTURE HOLDS SEMI-ANNUAL MEETING

The NPMHU's Committee on the Future was originally constituted in 1996, and for nineteen years has engaged in strategic planning over long-term issues that are likely to confront the Union over the coming months and years. The Committee usually focuses on five key issues facing the NPMHU: privatization of the Postal Service; the NPMHU's legislative relations program; USPS automation and other technological changes; financial planning, especially at the Local level; and membership recruitment.

The most recent semi-annual meeting of the Committee, which took place during July 2015, continued this process. As is often the case, the Committee's focus is determined by current events, so this meeting primarily dealt with the following issues:

First, the Committee analyzed the Postal Service's May 2015 decision to suspend most plant closures and consolidations for one year, exploring various ways to stop or further delay the shuttering of additional mail processing facilities. To this end, the NPMHU has filed a National-level grievance claiming a violation of Handbook PO-408 and have accelerated efforts to generate legislative action by the 114th Congress. The Committee also reviewed the impact of the modified service standards — analyzing how the degradation of service has influenced the Postal Service's decision to suspend its dismantling of the network infrastructure.

As usual, the Committee also discussed various automation programs that the Postal Service is beginning to develop, purchase, and deploy. Most notably, the Committee discussed the recently issued determination of craft jurisdiction that identified the Mail Handler craft as the primary craft for all duties associated with the operation of the Small Parcel Sorting System (SPSS).



STANDING (L-R) WOODY HENDRICKSON — LOCAL 332 PRESIDENT, DAVID WILKIN — LOCAL 309 PRESIDENT AND VICE PRESIDENT, NORTHEASTERN REGION, NICK MOSEZAR — PRESIDENT LOCAL 318, LAWRENCE SAPP — FL SEBM AND VICE PRESIDENT, SOUTHERN REGION, JOHN (JR) MACON — LOCAL 329 PRESIDENT, JEFFERSON PEPPERS III — VICE PRESIDENT, CENTRAL REGION, MICHAEL HORA — ASST TO NST AND EXECUTIVE DIRECTOR MHBP, BOB LOSI — LEGISLATIVE DIRECTOR, MARK GARDNER — NATIONAL SECRETARY-TREASURER

SITTING (L-R) RUDY SANTOS — VICE PRESIDENT, WESTERN REGION, THOMAS (TJ) BRANCH — MANAGER CAD, JUNE HARRIS — PRESIDENT LOCAL 306, PAUL HOGROGIAN — NATIONAL PRESIDENT NPMHU, JOHN GIBSON — LOCAL 308 PRESIDENT AND VICE PRESIDENT, EASTERN REGION, ERNIE GRIJALVA — LOCAL 302 PRESIDENT

The Committee also reviewed the latest membership data and continuing approaches to organizing nonmembers, with extra emphasis placed on recently-hired MHAs who are converted to full-time regular (FTR) status and new career mail handlers who have joined the mail handler craft from other employment with the Postal Service. It is noteworthy to mention that 700 MHAs were converted to FTR in the 90 days prior to press.

The Committee also discussed matters relative to the recent data breach and NLRB settlement, the current USPS financial situation, planning and preparing for 2016 bargaining and the 2016 National Convention, and ongoing subcontracting negotiations with the USPS. Additionally, the Committee reviewed upcoming training programs to include bargaining strategy, financial management, and application of the FMLA.



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August 2015