NATIONAL POSTAL MAIL HANDLERS

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



Paul V. Hogrogian National President

NPMHU SECURES DELAY OF PROPOSED INVOLUNTARY REASSIGNMENTS



Timothy M. Dwyer Secretary-Treasurer

SPS management continues to implement its ill-conceived plans to realign its work force. Their plans involve massive bid reversions and job abolishments in almost every mail processing facility throughout the country. In most cases, management is basing its staffing needs on the flawed Function 1 Scheduler that the Postal Service uses to determine staffing levels at the large mail processing plants. Postal management continues to argue that these reversions and/or abolishments are necessary because of the continuing decline in mail volumes.

USPS management has now gone a step further, by issuing "impact statements" detailing its intention of involuntarily reassigning Full-Time Regular Mail Handlers out of their current installations. The Postal Service has proposed to complete these involuntary reassignments in September 2017. The latest figures received by the NPMHU reflect that 63 installations would be impacted and would result in 1,168 Full-Time Regulars (FTRs), 9 Part-Time Regulars (PTRs), and at least 72 Mail Handler Assistants (MHAs) being involuntarily reassigned out of their installation. The APWU has been receiving similar impact statements involving its clerk craft employees.

In response to these unwarranted attacks on the postal workforce, NPMHU President Paul Hogrogian and APWU President Mark Dimondstein sent a joint letter to Postmaster General Megan Brennan protesting the Postal Service's proposed actions. The two Presidents vowed that both unions would work together to combat the Postal Service's attacks on its employees: "Rest assured that, absent correction, the APWU and the NPMHU will together resist these misguided actions and violations of your agreements with, and commitments to, our members."

The NPMHU has been recently informed by Postal Headquarters that the September 2017 "move date" will be pushed back and that no Mail Handler will be involuntarily reassigned out of his/her installation until, in all likelihood, at least February 2018. Postal management has agreed to use this extended period to discuss with the unions ways to minimize and even eliminate the involuntary reassignments of Full-Time career employees out of their current installations. Management also confirmed that it is required under Article 7 of our National Agreement to reduce their proposed non-career work hours to the greatest extent possible before excessing

However, management remains steadfast in its intention to realign the work force and align employees' schedules/start times with the projected mail arrival profiles. This will result in wholesale start time changes, bid reversions, and abolishment of duty assignments. Area Labor-Relations specialists will be meeting with the respective NPMHU Regional Directors to discuss how they will be implementing these changes. During these meetings, our Regional Directors will be voicing our strong opposition to these unnecessary changes and suggest more efficient alternatives.

career employees out of their installation.

Unions representatives at the Local and Branch levels will challenge the unwarranted start time changes, reversions, and abolishments and will file the appropriate grievances.

The National and Regional CAD remain fully prepared to assist the Local Unions in processing these grievances. All members also should stay informed of these issues, both through the mail and on the NPMHU website.





June 21, 2017

Megan Brennan Postmaster General - Chief Executive Officer United States Postal Service 475 L'Enfant Plaza, SW Washington, DC 20260

Dear Postmaster General Brennan:

As presidents of our respective unions representing over 250,000 hard-working postal employees, we are deeply disturbed by the wholesale and massive job cuts under way by your administration. The cutting of an already skeletal workforce will not only cause massive disruption to the workforce but will cause further degradation of postal services for the American people throughout the country.

We also note that your public commitment to abide by the respective Collective Bargaining Agreements as you address workforce complements is being violated because the ongoing job reversions and job abolishments are contrary to contractual obligations. The excessing impact statements – currently amounting to over 1500 events affecting over 15,000 employees and counting - are blatant violations of our CBAs in relation to advance notice, mandated information to the unions, meeting requirements, move dates, and residual vacancies.

Using the information that the Postal Service has provided to the unions, there also is no way to determine if the required Article 12 provisions involving part-time flexible hours or PSE and MHA/Casual employment were considered or if the staffing is based upon all available work

Our contracts further require that at the Area/Regional meeting a list of residual vacancies be provided to the union for each excessing event. At the current time, there are insufficient residual vacancies to accommodate the impact of thousands of bargaining unit employees. In fact, it would take a significant amount of time to gather that number of residual vacancies.

Megan Brennan June 21, 2017 Page Two

Without the residual vacancies, there is no excessing. That begs the question of why there is a demand to excess thousands of employees if there are no 'landing spots' for the excessed employees to be placed into.

Based upon all of the above factors and concerns expressed above, the NPMHU and the APWU pased upon an or the above factors and concerns expressed above, the INFINITU and the AF WO request that management consider and explore all other alternative options prior to the massive

Without change, these management actions essentially throw any good faith efforts and without change, these management actions essentially throw any good ratin errors and constructive relationships to the wind. At a time when the parties have been working together to excessing plan currently proposed. constructive relationships to the wind. At a time when the parties have been working toget craft, promote, and pass constructive postal reform legislation, we wonder why the Postal Service would choose to declare war on its unions and its employees. Rest assured that, absent

service would enouse to declare war on its unions and its employees. Rest assured many correction, the APWU and the NPMHU will together resist these misguided actions and violations of your agreements with, and commitments to, our members. We are both available early afternoon on Tuesday June 27th or late morning or early afternoon on

We are boun available early anomeon on Tacoday June 27 of a Wednesday June 28th to further discuss these matters in person.

We await your response.

President, American Postal Workers Union

Paul V. Hogrogian, National President National Postal Mailhandlers Union

MD/PH/yc

cc: Douglas Tulino, Vice President, Labor Relations

Please Post!!

July 2017

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