



# MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL HEADQUARTERS: 815 16<sup>th</sup> Street, N.W. • Suite 5100 • Washington, D.C. 20006 • (202) 833-9095



Paul V. Hogrogian  
National President

## 2025 CONTRACT NEGOTIATIONS EXTENDED PAST DEADLINE



Kevin P. Tabarus  
Secretary-Treasurer

Since negotiations opened on June 25, 2025, the NPMHU Negotiations Team has been working diligently to secure a new collective bargaining agreement with the U.S. Postal Service. The NPMHU Negotiations Team have spent countless hours analyzing and developing proposals and meeting with the USPS representatives.

Despite the concerted efforts of both parties, the NPMHU and USPS have so far been unable to reach a comprehensive, overall agreement on all the terms to be included in the 2025 National Agreement. Enough progress has been made over the negotiations period, to convince each side that an extension of the bargaining process may lead to a tentative agreement. The parties have agreed to extend negotiations past the midnight deadline on September 20, 2025, with the goal that further discussions could still lead to a negotiated agreement.

In their efforts to reach a complete 2025 National Agreement, the NPMHU Negotiations Team will continue to meet with their counterparts at the Postal Service. Their priority will now be to finalize all the tentative agreements that have been reached with the Postal Service, including a careful review of every Memorandum of Understanding and Letter of Intent in the current agreement to determine which shall continue as is, which shall be amended to include updated dates of coverage, which shall be substantively mod-

ified, and which shall be removed. In addition to solidifying the terms of non-economic agreements, both parties will continue to negotiate over the key economic items in the contract including general wage increases, cost-of-living adjustments, and night shift differentials.

If the NPMHU and the Postal Service come to a tentative agreement, it will be subject to a mail ballot referendum of the entire NPMHU membership. All regular, dues-paying members will have a chance to vote in favor or against the new terms and conditions included in any final 2025 National Agreement.

Throughout negotiations National President Hogrogian and National Secretary-Treasurer Tabarus have and will continue to update the Regional Vice Presidents on the National Executive Board on the progress of negotiations. In addition, the NPMHU Negotiations Team will be meeting with the Local Presidents and other representatives from all 36 Local Unions. During this important meeting, National President Hogrogian will brief the Local Presidents on the details of bargaining and the issues that remain important in the efforts to secure a contract. The meeting will provide the NPMHU Negotiations Team with important feedback that will aid them in the final push for a completed 2025 National Agreement.

If the parties are unable to agree on the

full terms of a 2025 National Agreement, the parties will declare an impasse, in accordance with Postal Reorganization Act of 1970. This will begin the process of impasse resolution, which will eventually culminate in interest arbitration. The last time the NPMHU and USPS entered interest arbitration was over the terms of the 2011 National Agreement which resulted in the Fishgold Arbitration Award that was issued on February 15, 2013.

In the meantime, both the Postal Service and the NPMHU understand that, if they end up in third-party interest arbitration, the terms of the National Agreement will be determined not by the agreement of the parties but instead by the decision of the panel of arbitrators.

The NPMHU will continue to push for those items which are in the best interest of our membership. While the road to this point has been long and arduous, the NPMHU Negotiations Team remains determined as ever to secure a contract that is beneficial to the NPMHU and its members, the Mail Handler craft, the Postal Service, and the American mailing public.

The NPMHU Negotiations Team will continue meeting with their counterparts in the Postal Service—and will continue to consult with the Union's Local and Regional leaders—in its pressing goal to secure a new National Agreement.

## USPS ISSUES NATIONAL CRAFT DETERMINATION ON THE PARALLEL INDUCTION LINEAR SORTER (PILS)

The USPS has awarded all work on the PILS to the Mail Handler craft. The PILS is designed to process machinable packages and bundles. These packages are inducted on the system through a container unloader and feed conveyor and follows with the feed con-

veyer moving the packages to operators who “place each package onto the sortation belt.” The packages then move into a six-sided camera tunnel where “the system collects the information needed to make a sortation decision.”



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**September 2025**