



National Postal Mail Handlers Union

Paul V. Hogrogian
National President

Michael J. Hora
National Secretary-Treasurer

June Harris
Vice President
Central Region

John A. Gibson
Vice President
Eastern Region

David E. Wilkin
Vice President
Northeastern Region

Lawrence B. Sapp
Vice President
Southern Region

Don J. Sneesby
Vice President
Western Region

March 22, 2021

TO: All Local Unions

FROM: Paul Hogrogian, National President *PVH*
Michael Hora, National Secretary-Treasurer *MJH*
Teresa Harmon, Manager, CAD *TH*

RE: Memorandum of Understanding Re Additional Mail Handler Staffing; Conversion of MHAs

Attached to this memorandum is a new MOU just signed by the NPMHU and the Postal Service to provide for additional Mail Handler staffing, in large part by converting 865 Mail Handler Assistants to full-time regular career employment no later than May 22, 2021. Also attached is a chart listing the 43 facilities in which these 865 conversions will take place and the number of conversions that will take place in each listed facility.

As set forth in the MOU, the Postal Service has agreed to convert 865 MHAs to career status, in the listed facilities, by May 22, 2021. In exchange, the parties agree to extend the exception period for the continued employment of MHAs in excess of the 24.5% installation cap until June 4, 2021 as set forth below. MHAs hired in excess of the 24.5% installation cap for COVID related reasons remain subject to a separate MOU.

1. The parties agree to extend the exception period for the continued employment of MHAs in excess of the 24.5% installation cap as set forth below:
 - A. Facilities other than those listed on the attached table that are in excess of the 24.5% installation cap will separate Peak MHA hires (i.e., MHAs hired for reasons unrelated to COVID-19) on or before April 23, 2021, following the procedures of the current National Agreement.
 - B. Installations that plan to convert five or fewer non-career employees to career status in accordance with the attached table will be permitted to retain the number of Peak MHA hires above the 24.5% installation cap equal to the amount of conversions listed in the table beyond April 23, 2021. After the above-referenced conversions are completed and accounted for in the MHA cap, those retained Peak MHA hires above the 24.5% installation cap will be separated on or before June 4, 2021 following the procedures of the National Agreement. All other Peak MHA hires in these facilities will be separated on April 23, 2021, following the procedures of the current National Agreement.
 - C. After the above-referenced conversions are completed and accounted for in the MHA cap, facilities listed on the attached table that are in excess of the 24.5% installation cap and which plan to convert more than five



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non-career employees to career status in accordance with the attached table will separate any non-COVID related MHA hires on or before June 4, 2021 following the procedures of the current National Agreement.

Also attached is a copy of the Questions & Answers that have been agreed to for this MOU Re: Additional Mail Handler Staffing – March 22, 2021

A copy of these documents will be posted on the NPMHU website. Please do not hesitate to contact the National CAD should you have any questions.


Cc: National Executive Board
National/Regional CAD


**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

Re: Additional Mail Handler Staffing – March 22, 2021

In order to better align the mail handler complement with the needs of the organization, the parties agree to the following:

1. The Postal Service will convert 865 MHAs to career status in 43 facilities as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than May 22, 2021.
2. The parties agree to extend the exception period for the continued employment of MHAs in excess of the 24.5% installation cap as set forth below:
 - A. Facilities other than those listed on the attached table that are in excess of the 24.5% installation cap will separate Peak MHA hires (i.e., MHAs hired for reasons unrelated to COVID-19) on or before April 23, 2021, following the procedures of the current National Agreement.
 - B. Installations that plan to convert five or fewer non-career employees to career status in accordance with the attached table will be permitted to retain the number of Peak MHA hires above the 24.5% installation cap equal to the amount of conversions listed in the table beyond April 23, 2021. After the above-referenced conversions are completed and accounted for in the MHA cap, those retained Peak MHA hires above the 24.5% installation cap will be separated on or before June 4, 2021 following the procedures of the National Agreement. All other Peak MHA hires in these facilities will be separated on or before April 23, 2021, following the procedures of the current National Agreement.
 - C. After the above-referenced conversions are completed and accounted for in the MHA cap, facilities listed on the attached table that are in excess of the 24.5% installation cap and which plan to convert more than five non-career employees to career status in accordance with the attached table will separate any non-COVID related MHA hires on or before June 4, 2021 following the procedures of the current National Agreement.
3. MHAs hired in excess of the 24.5% installation cap for COVID related reasons will be covered under a separate MOU.


Katherine S. Attridge
Vice President, Labor Relations
United States Postal Service


Paul V. Hogrogian
President
National Postal Mail Handlers Union,
A Division of LIUNA, AFL-CIO

Date: March 22, 2021

Region	Division	Lead Finance Facility Name	Lead Fin Nbr	MH Conversions
EASTERN	CHESAPEAKE	BALTIMORE MD P&DC	230379	20
EASTERN	CHESAPEAKE	DELAWARE DE P&DC	096821	10
EASTERN	COASTAL SOUTHEAST	JACKSONVILLE FL P&DC	114382	10
EASTERN	COASTAL SOUTHEAST	NORTH METRO GA P&DC	123569	20
EASTERN	COASTAL SOUTHEAST	ROYAL PALM FL P&DC	116812	20
EASTERN	COASTAL SOUTHEAST	SEMINOLE FL P&DC	116920	20
EASTERN	LAKESHORE	CLEVELAND OH P&DC	381670	20
EASTERN	LAKESHORE	COLUMBUS OH P&DC	381793	30
EASTERN	LAKESHORE	INDIANAPOLIS IN P&DC	174038	10
EASTERN	MID-ATLANTIC	LOUISVILLE KY P&DC	204789	40
EASTERN	MID-ATLANTIC	RICHMOND VA P&DC	517649	30
EASTERN	NEW YORK METRO	BROOKLYN NY P&DC	350996	30
EASTERN	NEW YORK METRO	GREATER NEWARK NJ P&DC	335978	20
EASTERN	NEW YORK METRO	MORGAN NY P&DC	355831	50
HQ	HQ NDC	CHICAGO NDC	161541	40
HQ	HQ NDC	CINCINNATI NDC	381604	20
HQ	HQ NDC	DALLAS NDC	482269	20
HQ	HQ NDC	JACKSONVILLE NDC	114381	20
HQ	HQ NDC	NEW JERSEY NDC	333869	20
HQ	HQ NDC	SPRINGFIELD NDC	247822	20
WESTERN	MID-SOUTH	KCMO MO P&DC	284219	10
WESTERN	PACIFIC NORTHWEST	SACRAMENTO CA P&DC	056679	60
WESTERN	PACIFIC NORTHWEST	SEATTLE WA P&DC	547618	10
WESTERN	SOUTHERN CALIFORNIA	INDUSTRY CA P&DC	050109	30
WESTERN	SOUTHERN CALIFORNIA	LOS ANGELES CA P&DC	054531	40
WESTERN	SOUTHERN CALIFORNIA	MARGARET SELLERS CA P&DC	056770	20
WESTERN	SOUTHERN CALIFORNIA	SANTA CLARITA CA P&DC	058101	10
WESTERN	SOUTHWEST	AUSTIN TX P&DC	480421	20
WESTERN	SOUTHWEST	DALLAS TX P&DC	482274	20
WESTERN	SOUTHWEST	FT WORTH TX P&DC	483221	20
WESTERN	SOUTHWEST	N HOUSTON TX P&DC	484143	30
WESTERN	SOUTHWEST	SAN ANTONIO TX P&DC	487981	10
WESTERN	SOUTHWEST	WEST VALLEY AZ P&DC	036370	20
WESTERN	WESTSHORE	BUSSE IL P&DC	161128	20
WESTERN	WESTSHORE	CAROL STREAM IL P&DC	161275	20
WESTERN	PACIFIC NORTHWEST	Oakland	055509	10
WESTERN	HQ ISC	LA ISC	054521	5
EASTERN	Mid Atlantic	Nashville	476145	10
EASTERN	CHESAPEAKE	So Suburban	161546	10
EASTERN	New England	Hartford	083367	5
EASTERN	Chesapeake	Philadelphia	417965	5
EASTERN	CHESAPEAKE	Harrisburg	413485	5
EASTERN	New England	NW Rochester	357101	5

**Questions and Answers for the Memorandum of Understanding
Re: Additional Mail Handler Staffing – March 22, 2021**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Mail Handler Staffing – March 22, 2021, count against the 1:4 or 1:6 ratios found in the MOU Transfers?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – March 22, 2021*, are not counted against the subject 1:4 or 1:6 ratios. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – March 22, 2021*, are in addition to those conversions to career status that result when the MOU, *Filling of Residual Vacancies*, is applied.

- 2. Question: What assignments will the Mail Handler Assistants (MHAs) who are converted to career status pursuant to the MOU, Re: Additional Mail Handler Staffing – March 22, 2021, be placed into?**

Answer: The MHAs who are converted to career status pursuant to the MOU, *Re: Additional Mail Handler Staffing – March 22, 2021*, will be converted in place effective on or before May 22, 2021. They will preference any available residual vacancy on that date for placement the first day of the following pay period.

- 3. Question: In the 43 plants on the USPS provided list attached to the MOU, Re: Additional Mail Handler Staffing – March 22, 2021, will the MHA conversions result in the mail handler complement being increased?**

Answer: Yes. There will be an increase in duty assignments created and posted for bid to match the new authorized staffing.

- 4. Question: Will the facilities listed in the USPS provided “Mail Handler Conversion List 3.22.21” be required to post new duty assignments equal to the number of MHAs converted under the MOU?**

Answer: Yes. As soon as practicable, the Postal Service will post the necessary duty assignments in the listed facilities to increase the mail handler craft complement. These duty assignments will be posted for bid within the bid cluster. Any residual duty assignment will be filled in accordance with the *Filling of Residual Vacancies* MOU.

- 5. Question: Does any part of the MOU, Re: Additional Mail Handler Staffing – March 22, 2021 alter any part of the MOU, Filling of Residual Vacancies?**

Answer: No.



Katherine S. Attridge
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United States Postal Service



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3-22-2021