



# National Postal Mail Handlers Union

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*National President*

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July 28, 2022

**TO:** All Local Unions

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

**RE:** Memorandum of Understanding Re: Additional Mail Handler Staffing  
Q&As on the MOU: Re: Additional Mail Handler Staffing

Attached to this memorandum is a new MOU signed by the NPMHU and the Postal Service to provide for additional Mail Handler staffing by converting 2702 Mail Handler Assistants to full-time regular career employment no later than September 10, 2022. Also attached is a chart listing the 197 installations in which these conversions will take place and the number of conversions that will take place in each listed installation. The parties have also agreed in this MOU that the MHA peak season exception period for the 2022 peak season will be expanded by one (1) pay period.

Additionally, the parties have agreed to a Joint Question and Answer document addressing and affirming the parties' mutual understanding and interpretation of the provisions contained in this MOU, which is also attached.

A copy of these documents will also 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 – July 28, 2022**

The parties agree to the following:

1. The Postal Service will convert 2,702 MHAs to career status in 197 installations as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than September 10, 2022.
2. MHAs will be converted based on their relative standing on the MHA rolls within the installation. MHAs will be converted "in place" within the functional area they are assigned as of the date of this MOU and become unassigned in the 197 bid clusters identified in the attached table.
3. The MHA exception period for the 2022 peak season for exceeding the 24.5% limitation, as set forth in Article 7.1B3 will be expanded by one (1) pay period. This additional pay period must be adjacent to the two accounting periods previously identified to the Union under Article 7.1B3 for 2022, and the Employer shall notify the Union, at the national level and at the appropriate installation, of the selected pay period for each installation no later than August 31, 2022.
4. All conversions to career and separations of MHAs in accordance with this MOU will be done pursuant to the National Agreement.



**Thomas Blum**  
Vice President, Labor Relations  
United States Postal Service



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

Date: July 28, 2022

**Questions & Answers  
for the  
MOU, Re: Additional Mail Handler Staffing – July 28, 2022**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Mail Handler Staffing – July 28, 2022, count against the 1:4 or 1:6 ratios contained in the MOU, Re: Residual Vacancies?**

Answer: No. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – July 28, 2022*, 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 – July 28, 2022*, are in addition to those conversions to career status that result when the MOU, *Re: 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 – July 28, 2022, be placed into?**

Answer: The MHAs who are converted to career status pursuant to the MOU, *Re: Additional Mail Handler Staffing – July 28, 2022*, will be placed into the residual vacancies from the August posting based on their relative standing within the bid cluster/installation. Any MHA who does not successfully secure placement to a residual vacancy will be converted “in place” on or before September 10, 2022 as an unassigned regular equal to the number on the attached table.

- 3. Question: In the 197 facilities on the USPS provided table attached to the MOU, Re: Additional Mail Handler Staffing – July 28, 2022, will the MHA conversions result in the mail handler duty assignments being increased?**

Answer: Yes: Duty assignments in those 197 installations will be over and above the current number of duty assignments. Any conversions to career status that result from residual vacancies listed in the regular eReassign postings will not count toward the subject 2,702 MHA conversions.

- 4. Question: Does any part of the MOU, Re: Additional Mail Handler Staffing dated December 23, 2020, the MOU, Re: Additional Mail Handler 1 Staffing - March 22, 2021, the MOU, Re: Additional Mail Handler Staffing - June 21, 2021, the MOU, Re: Additional Mail Handler Staffing – March 25, 2022, the MOU, Re: Additional Mail Handler Staffing – May 26, 2022, or the MOU, Re: Additional Function 1 Staffing – July 28, 2022, alter any part of the MOU, Re: Filling of Residual Vacancies ?**

Answer: No.

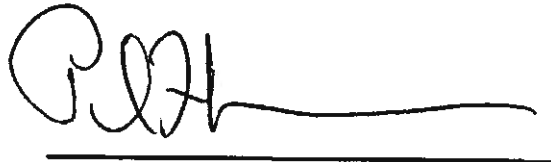
**5. Question: For Installations that have insufficient MHAs for conversion, how will the conversions be filled?**

**Answer: There will be no direct hire into a career appointment. The recruitment will be to hire MHAs to fulfill the allocation. As soon as a MHA is hired and completes the orientation, the conversion will be effective the next pay period.**



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**Thomas Blum**  
Vice President, Labor Relations (A)  
United States Postal Service  
United States Postal Service



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

**Date: July 28, 2022**

REGION	DIVISION	PLANT NAME	MH
EASTERN	CHESAPEAKE	BALT INC MAIL MD P&DC	28
EASTERN	CHESAPEAKE	CURSEEN-MORRIS DC P&DC	15
EASTERN	CHESAPEAKE	DELAWARE DE P&DC	2
EASTERN	CHESAPEAKE	EASTERN SHORE MD P&DC	3
EASTERN	CHESAPEAKE	LANCASTER PA P&DC	15
EASTERN	CHESAPEAKE	LEHIGH VALLEY PA P&DC	10
EASTERN	CHESAPEAKE	PHILADELPHIA PA P&DC	22
EASTERN	CHESAPEAKE	PITTSBURGH NDC	9
EASTERN	CHESAPEAKE	SCRANTON PA P&DC	2
EASTERN	GULF ATLANTIC	BIRMINGHAM ANNEX	20
EASTERN	GULF ATLANTIC	DMDU CANTANO ANNEX	5
EASTERN	GULF ATLANTIC	GAINESVILLE P&DF	14
EASTERN	GULF ATLANTIC	HUNTSVILLE P&DF	1
EASTERN	GULF ATLANTIC	JACKSONVILLE FL P&DC	5
EASTERN	GULF ATLANTIC	JACKSONVILLE NDC	1
EASTERN	GULF ATLANTIC	MID FLORIDA FL P&DC	5
EASTERN	GULF ATLANTIC	MOBILE AL P&DC	1
EASTERN	GULF ATLANTIC	MOBILE ANNEX	1
EASTERN	GULF ATLANTIC	MONTGOMERY AL P&DC	2
EASTERN	GULF ATLANTIC	PENSACOLA FL P&DC	9
EASTERN	GULF ATLANTIC	ROYAL PALM FL P&DC	15
EASTERN	GULF ATLANTIC	SAN JUAN PR P&DC	35
EASTERN	GULF ATLANTIC	SEMINOLE FL P&DC	1
EASTERN	GULF ATLANTIC	TALLAHASSE FL P&DC	12
EASTERN	GULF ATLANTIC	YBOR CITY FL P&DC	5
EASTERN	NEW ENGLAND	ALBANY NY P&DC	3
EASTERN	NEW ENGLAND	BRADLEY AMF	4
EASTERN	NEW ENGLAND	BROCKTON MA P&DC	5
EASTERN	NEW ENGLAND	BUFFALO NY P&DC	19
EASTERN	NEW ENGLAND	BURLINGTON VT P&DC	1
EASTERN	NEW ENGLAND	CENTRAL MA P&DC	3
EASTERN	NEW ENGLAND	EASTERN ME P&DC	1
EASTERN	NEW ENGLAND	MANCHESTER NH P&DC	18
EASTERN	NEW ENGLAND	MIDDLESEX-ESSEX MA P&DC	9
EASTERN	NEW ENGLAND	MID-HUDSON NY P&DC	17
EASTERN	NEW ENGLAND	NASHUA NH P&DC	53
EASTERN	NEW ENGLAND	NORTHWEST ROCHESTER NY P	16
EASTERN	NEW ENGLAND	PROVIDENCE RI P&DC	26
EASTERN	NEW ENGLAND	ROCHESTER NY P&DC	9
EASTERN	NEW ENGLAND	SOUTHERN ME P&DC	22
EASTERN	NEW ENGLAND	SPRINGFIELD NDC	13
EASTERN	NEW ENGLAND	SYRACUSE NY P&DC	25
EASTERN	NEW ENGLAND	WESTCHESTER NY P&DC	33
EASTERN	NEW ENGLAND	WHITE RIVER JUNC VT P&DC	2
EASTERN	NEW YORK METRO	BETHPAGE NY P&DC	22
EASTERN	NEW YORK METRO	BROOKLYN NY P&DC	22

EASTERN	NEW YORK METRO	MID-ISLAND NY P&DC	17
EASTERN	NEW YORK METRO	MORGAN NY P&DC	37
EASTERN	NEW YORK METRO	NORTHRN NJ METRO P&DC	25
EASTERN	NEW YORK METRO	QUEENS NY P&DC	11
EASTERN	NEW YORK METRO	SO JERSEY NJ P&DC	6
EASTERN	NEW YORK METRO	TRENTON NJ P&DC	26
EASTERN	SOUTH ATLANTIC	DULLES VA P&DC	15
EASTERN	SOUTH ATLANTIC	FAYETTEVILLE DOWNING RD A	8
EASTERN	SOUTH ATLANTIC	GREENSBORO NC P&DC	25
EASTERN	SOUTH ATLANTIC	NORFOLK VA P&DC	22
EASTERN	SOUTH ATLANTIC	NORTHERN VA P&DC	6
EASTERN	SOUTH ATLANTIC	ROANOKE VA P&DC	11
EASTERN	SOUTH ATLANTIC	ROCKY MOUNT P&DF	3
EASTERN	SOUTHEAST	ATLANTA GA P&DC	19
EASTERN	SOUTHEAST	ATLANTA NDC	6
EASTERN	SOUTHEAST	CHATTANOOGA TN P&DC	3
EASTERN	SOUTHEAST	COLUMBIA SC P&DC	17
EASTERN	SOUTHEAST	KNOXVILLE TN P&DC	8
EASTERN	SOUTHEAST	MACON GA P&DC	10
EASTERN	SOUTHEAST	MEMPHIS NDC	9
EASTERN	SOUTHEAST	MEMPHIS TN P&DC	28
EASTERN	SOUTHEAST	MUSIC CITY ANNEX	29
EASTERN	SOUTHEAST	NORTH METRO GA P&DC	58
EASTERN	SOUTHEAST	PEACHTREE GA P&DC	31
EASTERN	SOUTHWEST	AMARILLO TX P&DC	2
EASTERN	SOUTHWEST	AUSTIN ANNEX	22
EASTERN	SOUTHWEST	BATON ROUGE LA P&DC	7
EASTERN	SOUTHWEST	BEAUMONT P&DF	3
EASTERN	SOUTHWEST	CORPUS CHRISTI TX P&DC	3
EASTERN	SOUTHWEST	DALLAS NDC	11
EASTERN	SOUTHWEST	DALLAS TX P&DC	16
EASTERN	SOUTHWEST	EL PASO TX P&DC	5
EASTERN	SOUTHWEST	LITTLE ROCK AR P&DC	15
EASTERN	SOUTHWEST	LITTLE ROCK LINDSEY ROAD AN	4
EASTERN	SOUTHWEST	LUBBOCK ANNEX	1
EASTERN	SOUTHWEST	MCALLEN TX P&DC	3
EASTERN	SOUTHWEST	MIDLAND TX P&DC	2
EASTERN	SOUTHWEST	NEW ORLEANS LA P&DC	5
EASTERN	SOUTHWEST	NORTH TEXAS TX P&DC	28
EASTERN	SOUTHWEST	NORTHWEST ARKANSAS P&DF	6
EASTERN	SOUTHWEST	OKLAHOMA CITY OK P&DC	13
EASTERN	SOUTHWEST	SAN ANTONIO ANNEX	18
EASTERN	SOUTHWEST	SHREVEPORT LA P&DC	15
EASTERN	SOUTHWEST	TULSA OK P&DC	11
WESTERN	LAKESHORES	CHARLESTON WV P&DC	10
WESTERN	LAKESHORES	CINCINNATI OH P&DC	25
WESTERN	LAKESHORES	COLUMBUS FSS ANNEX	9

WESTERN	LAKESHORES	COLUMBUS OH P&DC	27
WESTERN	LAKESHORES	DETROIT MI P&DC	26
WESTERN	LAKESHORES	GRAND RAPIDS P&DF	19
WESTERN	LAKESHORES	SPRINGDALE ANNEX	26
WESTERN	LAKESHORES	TRAVERSE CITY MI P&DC	3
WESTERN	LAKESHORES	YOUNGSTOWN P&DF	3
WESTERN	MIDWEST	BISMARCK P&DF	6
WESTERN	MIDWEST	CEDAR RAPIDS P&DC	7
WESTERN	MIDWEST	DES MOINES IA P&DC	12
WESTERN	MIDWEST	DES MOINES NDC	7
WESTERN	MIDWEST	FARGO P&DF	5
WESTERN	MIDWEST	KCMO MO P&DC	46
WESTERN	MIDWEST	MANKATO P&DC	3
WESTERN	MIDWEST	MINNEAPOLIS MN P&DC	3
WESTERN	MIDWEST	NORTH PLATTE MPF	1
WESTERN	MIDWEST	OMAHA NE MCA	11
WESTERN	MIDWEST	OMAHA NE P&DC	5
WESTERN	MIDWEST	SAINT PAUL MN P&DC	9
WESTERN	MIDWEST	SIOUX FALLS SD P&DC	11
WESTERN	MIDWEST	ST LOUIS METRO ANNEX	11
WESTERN	MIDWEST	ST LOUIS MO P&DC	9
WESTERN	MIDWEST	TWIN CITIES L&DC	1
WESTERN	MIDWEST	WATERLOO P&DF	3
WESTERN	MIDWEST	WICHITA KS P&DC	7
WESTERN	PACIFIC NW	ANCHORAGE AMF	2
WESTERN	PACIFIC NW	BOISE ID P&DC	3
WESTERN	PACIFIC NW	GREAT FALLS P&DF	2
WESTERN	PACIFIC NW	MEDFORD OR P&DC	3
WESTERN	PACIFIC NW	MISSOULA MPF	5
WESTERN	PACIFIC NW	NORTH BAY CA P&DC	5
WESTERN	PACIFIC NW	NORTH PENINSULA DDC	6
WESTERN	PACIFIC NW	OAKLAND CA P&DC	51
WESTERN	PACIFIC NW	PORTLAND OR P&DC	33
WESTERN	PACIFIC NW	REDDING CA MPF	9
WESTERN	PACIFIC NW	SAN FRANCISCO CA P&DC	40
WESTERN	PACIFIC NW	SAN FRANCISCO NDC	15
WESTERN	PACIFIC NW	SAN JOSE CA P&DC	7
WESTERN	PACIFIC NW	SEATTLE DDC-EAST	3
WESTERN	PACIFIC NW	SEATTLE DDC-SOUTH	2
WESTERN	PACIFIC NW	SEATTLE PRIORITY MAIL ANX	15
WESTERN	PACIFIC NW	SPOKANE WA P&DC	12
WESTERN	PACIFIC NW	TACOMA WA P&DC	1
WESTERN	PACIFIC NW	YAKIMA MPF	1
WESTERN	SOUTHERN CAL	ANAHEIM CA P&DC	24
WESTERN	SOUTHERN CAL	BAKERSFIELD CA P&DC	7
WESTERN	SOUTHERN CAL	FRESNO CA P&DC	11
WESTERN	SOUTHERN CAL	LA INTL SVC CTR	18

WESTERN	SOUTHERN CAL	LOS ANGELES CA P&DC	240
WESTERN	SOUTHERN CAL	MORENO VALLEY CA P&DC	9
WESTERN	SOUTHERN CAL	PASADENA CA MAIL PROCESSING	1
WESTERN	SOUTHERN CAL	SAN BERNARDINO CA P&DC	8
WESTERN	SOUTHERN CAL	SANTA ANA CA P&DC	5
WESTERN	SOUTHERN CAL	SANTA CLARITA CA P&DC	17
WESTERN	WESTERN	ALBUQUERQUE NM ASF	10
WESTERN	WESTERN	CHEYENNE P&DC	1
WESTERN	WESTERN	COLORADO SPRINGS P&DC	6
WESTERN	WESTERN	DENVER CO P&DC	60
WESTERN	WESTERN	PROVO P&DC	21
WESTERN	WESTERN	RENO NV P&DC	6
WESTERN	WESTERN	SALT LAKE CITY ASF	30
WESTERN	WESTERN	TUCSON AZ P&DC	4
WESTERN	WESTERN	WEST VALLEY AZ P&DC	12
WESTERN	WESTSHORES	CAROL STREAM IL P&DC	26
WESTERN	WESTSHORES	CHAMPAIGN IL P&DC	8
WESTERN	WESTSHORES	CHICAGO IL P&DC	24
WESTERN	WESTSHORES	CHICAGO INTL SVC CTR	4
WESTERN	WESTSHORES	CHICAGO NDC	31
WESTERN	WESTSHORES	EVANSVILLE ANNEX	7
WESTERN	WESTSHORES	EVANSVILLE IN P&DC	7
WESTERN	WESTSHORES	FOX VALLEY IL P&DC	9
WESTERN	WESTSHORES	FT WAYNE IN P&DC	7
WESTERN	WESTSHORES	GREEN BAY WI P&DC	5
WESTERN	WESTSHORES	INDIANAPOLIS MPA	27
WESTERN	WESTSHORES	MADISON WI P&DC	3
WESTERN	WESTSHORES	MILWAUKEE WI MPA	19
WESTERN	WESTSHORES	MILWAUKEE WI P&DC	2
WESTERN	WESTSHORES	OSHKOSH P&DF	16
WESTERN	WESTSHORES	PALATINE IL P&DC	20
WESTERN	WESTSHORES	PEORIA IL P&DC	2
WESTERN	WESTSHORES	SOUTH BEND IN P&DC	2
WESTERN	WESTSHORES	SOUTH SUBURBAN IL P&DC	54
Total		TOTAL	2464



Facility	MHAs	Conversions
Boston MA PSA	13	2
Chicago IL PSA	11	10
Cincinnati OH PSA	5	2
Cleveland OH PSA	5	16
Denver CO PSA	6	13
Detroit MI PSA	10	2
Fort Worth TX P&DC PSA	8	13
Greensboro NC PSA	19	15
Indianapolis IN PSA	8	2
Industry CA P&DC PSA	19	14
Las Vegas NV PSA	19	7
Margaret L. Sellers CA P&DC Extended Peak Annex	5	2
Mid-Carolina NC PSA	15	7
Minneapolis MN PSA	13	4
Nashville TN PSA	12	4
New Jersey NJ PSA	10	9
Philadelphia PA NDC PSA	14	33
Pittsburgh PA PSA	12	29
Raleigh NC P&DC Extended Peak Annex	13	17
Seattle WA PSA	19	11
St. Louis MO PSA	10	8
Stockton CA Extended Peak Annex	8	1
Washington DC NDC PSA	13	17
Total	267	238