



# National Postal Mail Handlers Union

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DATE: January 12, 2021

TO: Local Presidents  
National Executive Board  
National/Regional CAD

FROM: Paul V. Hogrogian, National President *PVH*  
Michael J. Hora, National Secretary - Treasurer *MJH*  
Teresa Harmon, Manager Contract Administration *TH*

RE: Memorandum of Understanding Re: Additional Mail Handler Staffing Q & As

With the recent Memorandum of Understanding Re: Additional Mail Handling Staffing, the parties agreed to jointly develop and implement a Question and Answer document addressing and affirming the parties' mutual understanding and interpretation of the provisions contained in that MOU.

While the Q&A document does not address every matter, the interpretations contained in the Q&A should be self-explanatory.

Please feel free to circulate the attached Questions and Answers as you deem appropriate, and please do not hesitate to contact the National CAD should you have any questions.



## Questions and Answers for the Memorandum of Understanding

### Re: Additional Mail Handler Staffing

1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), *Additional Mail Handler Staffing*, 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, *Additional Mail Handler Staffing*, are not counted against the subject 1:4 or 1:6 ratios. The conversions to career status provided for in the MOU, *Additional Mail Handler Staffing*, 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, *Additional Mail Handler Staffing*, be placed into?

Answer: The MHAs who are converted to career status pursuant to the MOU, *Additional Mail Handler Staffing*, will be provided the opportunity to preference positions from the residual vacancies listed in the February 2021 posting for eReassign, any new residual vacancies resulting from installation postings through February 15, 2021 not yet posted in eReassign and unassigned schedules equal to the number of conversions on the list provided Mail Handler increased staffing, in the 183 facilities as identified as part of the MOU, *Additional Mail Handler Staffing*. The MHAs who are converted to career status pursuant to the MOU, *Additional Mail Handler Staffing*, based on their relative standing within the installation to which they are assigned, will then either be placed into a residual vacancy or be converted to an unassigned full-time status.

3. Question: If the MHAs who are converted to career status pursuant to the MOU, *Additional Mail Handler Staffing*, preference the residual vacancies as identified in question 2 above, will additional conversions to career status still occur when the MOU, *Filling of Residual Vacancies*, is applied in that installation?

Answer: Yes. The conversions to career status provided for in the MOU, *Additional Mail Handler Staffing*, are in addition to those conversions to career status that result when the MOU, *Filling of Residual Vacancies*, is applied. Any MHA conversions in accordance with the *Filling of Residual Vacancies* MOU will not be counted toward

the 5,288 MHA conversions as required by the MOU, *Additional Mail Handler Staffing*.

4. Question: In the 183 plants on the USPS provided list attached to the MOU, *Additional Mail Handler Staffing*, will the MHA conversions result in the mail handler complement being increased?

Answer: Yes. Mail Handler staffing will be over and above the current staffing. Any conversions to career status that result from residual vacancies listed in the regular eReassign postings will not count toward the subject 5,288 MHA conversions.

5. Question: Will the facilities listed in the USPS provided "Mail Handler Conversion List" be required to post new duty assignments equal to the number of MHAs converted under the MOU, *Additional Mail Handler Staffing*?

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 in accordance with the USPS provided "Mail Handler Conversion List". These duty assignments will be posted for bid within the installation. Any residual duty assignment will be filled in accordance with the *Filling of Residual Vacancies* MOU.

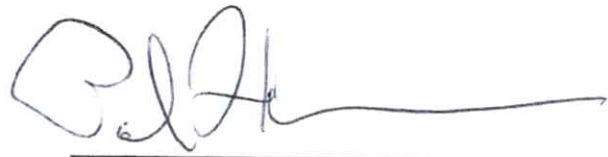
6. Question: Does any part of the MOU: *Additional Mail Handler Staffing*, alter any part of the MOU: *Filling of Residual Vacancies*?

Answer: No.



Katherine Attridge  
Vice President, Labor Relations  
United States Postal Service

Date: 01/12/2021



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

Date: 1-12-2021

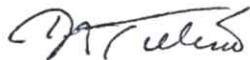


**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
UNITED STATES POSTAL SERVICE  
AND THE  
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

**Re: Additional Mail Handler Staffing**

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 5,288 MHAs to career status in 183 facilities as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than March 13, 2021.
2. The parties agree to extend the exception period for the hiring and 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 January 22, 2021, following the procedures of the current National Agreement.
  - B. Facilities 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 January 22, 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 March 27, 2021 following the procedures of the National Agreement. All other Peak MHA hires in these facilities will be separated on or before January 22, 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 March 27, 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.



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Doug A. Tulino  
Chief Human Resources Officer and  
Executive Vice President  
United States Postal Service



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

Date: December 23, 2020

Region	Division	Lead Finance Facility Name	Lead Fin Nbr	Career FTR Conversions
WESTERN	MID-SOUTH	BATON ROUGE LA P&DC	210625	9
WESTERN	MID-SOUTH	BIRMINGHAM AL P&DC	010781	36
WESTERN	MID-SOUTH	CEDAR RAPIDS P&DC	181502	5
WESTERN	MID-SOUTH	CHAMPAIGN IL P&DC	161430	9
WESTERN	MID-SOUTH	COLUMBIA MO P&DC	281685	2
WESTERN	MID-SOUTH	FAYETTEVILLE P&DF	045146	1
WESTERN	MID-SOUTH	JACKSON MS P&DC	273784	18
WESTERN	MID-SOUTH	KCMO MO P&DC	284219	70
WESTERN	MID-SOUTH	LITTLE ROCK AR P&DC	045131	13
WESTERN	MID-SOUTH	MOBILE AL P&DC	015602	12
WESTERN	MID-SOUTH	MONTGOMERY AL P&DC	015631	10
WESTERN	MID-SOUTH	SHREVEPORT LA P&DC	217957	40
WESTERN	MID-SOUTH	SPRINGFIELD IL P&DC	167417	3
WESTERN	MID-SOUTH	SPRINGFIELD P&DC	287535	10
WESTERN	MID-SOUTH	ST LOUIS METRO ANNEX	287151	29
WESTERN	MID-SOUTH	ST LOUIS MO P&DC	287142	7
WESTERN	MIDWEST	BILLINGS P&DC	290772	6
WESTERN	MIDWEST	BISMARCK P&DF	370950	2
WESTERN	MIDWEST	BOISE ID P&DC	150926	3
WESTERN	MIDWEST	DENVER CO P&DC	072359	70
WESTERN	MIDWEST	GDJ-FORESIGHT CARRIER ANX	073836	3
WESTERN	MIDWEST	GREAT FALLS P&DF	293633	1
WESTERN	MIDWEST	LAS VEGAS MPA	314882	7
WESTERN	MIDWEST	LAS VEGAS NV P&DC	314881	9
WESTERN	MIDWEST	MINNEAPOLIS MN P&DC	266362	9
WESTERN	MIDWEST	MISSOULA MPF	295795	1
WESTERN	MIDWEST	OMAHA NE P&DC	306646	6
WESTERN	MIDWEST	PROVO P&DC	497173	2
WESTERN	MIDWEST	RENO NV P&DC	317282	13
WESTERN	MIDWEST	SAINT PAUL MN P&DC	268361	13
WESTERN	MIDWEST	SALT LAKE CITY ASF	497795	19
WESTERN	MIDWEST	SIOUX FALLS SD P&DC	467860	2
WESTERN	MIDWEST	WICHITA KS P&DC	199714	2
WESTERN	PACIFIC NORTHWEST	ANCHORAGE AK P&DC	020313	1
WESTERN	PACIFIC NORTHWEST	EUGENE OR P&DC	402850	1
WESTERN	PACIFIC NORTHWEST	FRESNO CA P&DC	052888	8
WESTERN	PACIFIC NORTHWEST	PORTLAND OR P&DC	406785	3
WESTERN	PACIFIC NORTHWEST	REDDING CA MPF	056352	4
WESTERN	PACIFIC NORTHWEST	SACRAMENTO CA P&DC	056679	99
WESTERN	PACIFIC NORTHWEST	SAN FRANCISCO CA P&DC	056789	2
WESTERN	PACIFIC NORTHWEST	SAN JOSE CA P&DC	056835	2
WESTERN	PACIFIC NORTHWEST	SEATTLE PRIORITY MAIL ANX	547649	21
WESTERN	PACIFIC NORTHWEST	SEATTLE WA P&DC	547618	33
WESTERN	PACIFIC NORTHWEST	SPOKANE WA P&DC	548054	8
WESTERN	SOUTHERN CALIFORNIA	ANAHEIM CA P&DC	050224	21
WESTERN	SOUTHERN CALIFORNIA	INDUSTRY CA P&DC	050109	31
WESTERN	SOUTHERN CALIFORNIA	LOS ANGELES CA P&DC	054531	152
WESTERN	SOUTHERN CALIFORNIA	MARGARET SELLERS CA P&DC	056770	7



WESTERN	SOUTHERN CALIFORNIA	MORENO VALLEY CA P&DC	055157	6
WESTERN	SOUTHERN CALIFORNIA	SAN BERNARDINO CA P&DC	056745	15
WESTERN	SOUTHERN CALIFORNIA	SANTA ANA CA P&DC	056937	19
WESTERN	SOUTHERN CALIFORNIA	SANTA CLARITA CA P&DC	058101	11
WESTERN	SOUTHERN CALIFORNIA PROC	VAN NUYS FSS MAIL PROCESSING ANN	058105	9
WESTERN	SOUTHWEST	ABILENE P&DF	480014	3
WESTERN	SOUTHWEST	ALBUQUERQUE NM ASF	340118	23
WESTERN	SOUTHWEST	ALBUQUERQUE NM P&DC	340148	3
WESTERN	SOUTHWEST	AMARILLO TX P&DC	480230	3
WESTERN	SOUTHWEST	AUSTIN TX P&DC	480421	29
WESTERN	SOUTHWEST	FT WORTH TX P&DC	483221	36
WESTERN	SOUTHWEST	MCALLEN TX P&DC	485454	2
WESTERN	SOUTHWEST	N HOUSTON TX P&DC	484143	95
WESTERN	SOUTHWEST	NORTH TEXAS TX P&DC	482273	36
WESTERN	SOUTHWEST	OKLAHOMA CITY OK P&DC	396139	6
WESTERN	SOUTHWEST	PHOENIX AZ P&DC	036365	16
WESTERN	SOUTHWEST	SAN ANTONIO TX P&DC	487981	29
WESTERN	SOUTHWEST	TUCSON AZ P&DC	038881	11
WESTERN	SOUTHWEST	TULSA OK P&DC	398350	4
WESTERN	SOUTHWEST	WEST VALLEY AZ P&DC	036370	134
WESTERN	WESTSHORE	BUSSE IL P&DC	161128	119
WESTERN	WESTSHORE	CAROL STREAM IL P&DC	161275	2
WESTERN	WESTSHORE	CHICAGO IL P&DC	161547	4
WESTERN	WESTSHORE	MADISON WI P&DC	564981	4
WESTERN	WESTSHORE	MILW PRIORITY ANNEX	565470	74
WESTERN	WESTSHORE	MILWAUKEE WI P&DC	565481	15
WESTERN	WESTSHORE	OSHKOSH P&DF	566285	4
WESTERN	WESTSHORE	PALATINE IL P&DC	166027	58
HQ	HQ - ISC	MIAMI INTL SVC CTR	115855	1
HQ	HQ - NDC	ATLANTA NDC	120439	61
HQ	HQ - NDC	CHICAGO NDC	161541	44
HQ	HQ - NDC	CINCINNATI NDC	381604	49
HQ	HQ - NDC	DENVER NDC	072357	15
HQ	HQ - NDC	DES MOINES NDC	182413	24
HQ	HQ - NDC	DETROIT NDC	252491	48
HQ	HQ - NDC	GREENSBORO NDC	363193	12
HQ	HQ - NDC	JACKSONVILLE NDC	114381	123
HQ	HQ - NDC	KCKS NDC	194654	29
HQ	HQ - NDC	LOS ANGELES NDC	054529	173
HQ	HQ - NDC	MEMPHIS NDC	475665	30
HQ	HQ - NDC	MINN-SAINT PAUL NDC	266361	56
HQ	HQ - NDC	NEW JERSEY NDC	333869	68
HQ	HQ - NDC	PHILADELPHIA NDC	416545	109
HQ	HQ - NDC	PITTSBURGH NDC	416607	45
HQ	HQ - NDC	SEATTLE NDC	547617	7
HQ	HQ - NDC	SPRINGFIELD NDC	247822	107
HQ	HQ - NDC	ST LOUIS NDC	287141	29
HQ	HQ - NDC	WASHINGTON NDC	237482	39
EASTERN	CHESAPEAKE	BALT INC MAIL MD P&DC	230387	37
EASTERN	CHESAPEAKE	BALTIMORE MD P&DC	230379	3
EASTERN	CHESAPEAKE	DELAWARE DE P&DC	096821	12
EASTERN	CHESAPEAKE	HARRISBURG PA P&DC	413485	84
EASTERN	CHESAPEAKE	LANCASTER PA P&DC	414409	20

EASTERN	CHESAPEAKE	LEHIGH VALLEY PA P&DC	414583	25
EASTERN	CHESAPEAKE	NORTHERN VA P&DC	516541	22
EASTERN	CHESAPEAKE	PHILADELPHIA PA P&DC	417965	49
EASTERN	CHESAPEAKE	SOUTHERN MD CAPITAL B	237484	3
EASTERN	COASTAL SOUTHEAST	ATLANTA GA P&DC	120441	68
EASTERN	COASTAL SOUTHEAST	DMDU CANTANO ANNEX	428459	34
EASTERN	COASTAL SOUTHEAST	FT MYERS FL P&DC	113077	5
EASTERN	COASTAL SOUTHEAST	JACKSONVILLE FL P&DC	114382	13
EASTERN	COASTAL SOUTHEAST	MACON GA P&DC	125490	13
EASTERN	COASTAL SOUTHEAST	MANASOTA FL P&DC	115605	8
EASTERN	COASTAL SOUTHEAST	MIAMI FL P&DC	115851	22
EASTERN	COASTAL SOUTHEAST	MID FLORIDA FL P&DC	115945	5
EASTERN	COASTAL SOUTHEAST	NORTH METRO GA P&DC	123569	73
EASTERN	COASTAL SOUTHEAST	ORLANDO FL P&DC	116916	8
EASTERN	COASTAL SOUTHEAST	PEACHTREE GA P&DC	120442	68
EASTERN	COASTAL SOUTHEAST	PENSACOLA FL P&DC	117411	18
EASTERN	COASTAL SOUTHEAST	ROYAL PALM FL P&DC	116812	149
EASTERN	COASTAL SOUTHEAST	SAN JUAN PR P&DC	428461	35
EASTERN	COASTAL SOUTHEAST	SEMINOLE FL P&DC	116920	58
EASTERN	COASTAL SOUTHEAST	TALLAHASSE FL P&DC	118898	12
EASTERN	COASTAL SOUTHEAST	TAMPA FL P&DC	118926	10
EASTERN	COASTAL SOUTHEAST	WEST PALM BEACH FL P&DC	119466	9
EASTERN	COASTAL SOUTHEAST	YBOR CITY FL P&DC	118906	63
EASTERN	LAKESHORE	AKRON OH P&DC	380085	10
EASTERN	LAKESHORE	CINCINNATI OH P&DC	381605	32
EASTERN	LAKESHORE	CLEVELAND OH P&DC	381670	50
EASTERN	LAKESHORE	COLUMBUS OH P&DC	381793	75
EASTERN	LAKESHORE	DETROIT MI P&DC	252492	43
EASTERN	LAKESHORE	FT WAYNE IN P&DC	172920	3
EASTERN	LAKESHORE	GRAND RAPIDS MI P&DC	253921	4
EASTERN	LAKESHORE	GRAND RAPIDS P&DF	253917	61
EASTERN	LAKESHORE	HIGH SCHOOL RD MAIL P	174040	1
EASTERN	LAKESHORE	INDIANAPOLIS IN P&DC	174038	19
EASTERN	LAKESHORE	INDIANAPOLIS MPA	174031	80
EASTERN	LAKESHORE	JOHNSTOWN PA P&DC-INS	414078	1
EASTERN	LAKESHORE	MICHIGAN METROPLEX MI P&DC	258231	45
EASTERN	LAKESHORE	PENNWOOD PLACE PA P&DC	416602	30
EASTERN	LAKESHORE	PITTSBURGH PA P&DC	416609	29
EASTERN	LAKESHORE	SPRINGDALE ANNEX	381639	23
EASTERN	LAKESHORE	TRAVERSE CITY MI P&DC	259322	4
EASTERN	MID-ATLANTIC	CHARLESTON SC P&DC	451490	21
EASTERN	MID-ATLANTIC	CHARLESTON WV P&DC	551459	8
EASTERN	MID-ATLANTIC	CHARLOTTE NC P&DC	361393	8
EASTERN	MID-ATLANTIC	COLUMBIA SC P&DC	451801	27
EASTERN	MID-ATLANTIC	EVANSVILLE IN P&DC	172653	3
EASTERN	MID-ATLANTIC	FAYETTEVILLE NC P&DC	362681	37
EASTERN	MID-ATLANTIC	GREENSBORO NC P&DC	363195	79
EASTERN	MID-ATLANTIC	GREENVILLE SC P&DC	453621	41
EASTERN	MID-ATLANTIC	KNOXVILLE TN P&DC	474634	21
EASTERN	MID-ATLANTIC	LEXINGTON KY P&DC	204601	1
EASTERN	MID-ATLANTIC	LOUISVILLE KY P&DC	204789	52
EASTERN	MID-ATLANTIC	MEMPHIS TN P&DC	475666	39
EASTERN	MID-ATLANTIC	MID CAROLINA NC P&DC	361420	47



EASTERN	MID-ATLANTIC	NASHVILLE TN P&DC	476145	56
EASTERN	MID-ATLANTIC	NORFOLK VA P&DC	516523	21
EASTERN	MID-ATLANTIC	RALEIGH NC P&DC	366353	45
EASTERN	MID-ATLANTIC	RICHMOND VA P&DC	517649	37
EASTERN	MID-ATLANTIC	ROANOKE VA P&DC	517717	9
EASTERN	NEW ENGLAND	ALBANY NY P&DC	350061	50
EASTERN	NEW ENGLAND	BOSTON MA P&DC	240801	3
EASTERN	NEW ENGLAND	BRADLEY AMF	080520	2
EASTERN	NEW ENGLAND	BROCKTON MA P&DC	240953	4
EASTERN	NEW ENGLAND	BUFFALO NY P&DC	351026	33
EASTERN	NEW ENGLAND	CENTRAL MA P&DC	249623	14
EASTERN	NEW ENGLAND	EASTERN ME P&DC	220355	11
EASTERN	NEW ENGLAND	HARTFORD CT P&DC	083367	2
EASTERN	NEW ENGLAND	MANCHESTER NH P&DC	324801	12
EASTERN	NEW ENGLAND	MIDDLESEX-ESSEX MA P&DC	244591	22
EASTERN	NEW ENGLAND	NASHUA NH P&DC	325522	75
EASTERN	NEW ENGLAND	NORTHWEST ROCHESTER NY P&DC	357101	21
EASTERN	NEW ENGLAND	PROVIDENCE RI P&DC	437141	37
EASTERN	NEW ENGLAND	ROCHESTER NY P&DC	357106	21
EASTERN	NEW ENGLAND	SOUTHERN CT P&DC	084727	2
EASTERN	NEW ENGLAND	SOUTHERN ME P&DC	226901	35
EASTERN	NEW ENGLAND	SYRACUSE NY P&DC	358361	31
EASTERN	NEW ENGLAND	WESTCHESTER NY P&DC	359093	33
EASTERN	NEW YORK METRO	BETHPAGE NY P&DC	350978	143
EASTERN	NEW YORK METRO	GREATER NEWARK NJ P&DC	335978	60
EASTERN	NEW YORK METRO	MORGAN NY P&DC	355831	3
EASTERN	NEW YORK METRO	NORTHRN NJ METRO P&DC	335950	2
EASTERN	NEW YORK METRO	QUEENS NY P&DC	356886	3
EASTERN	NEW YORK METRO	DVD BLDG NJ P&DC	335980	5
				<b>5,288</b>