



# 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 1, 2019

TO: All Local Unions  
National/Regional CAD

FROM: Paul V. Hogrogian, National President *PVH*  
Michael J. Hora, National Secretary-Treasurer *MJH*  
Teresa Harmon, Manager, CAD *T.H.*

RE: RI-399 Update MOU Monetary Payments

On June 26, 2018, the NPMHU, the APWU and the United States Postal Service executed a tripartite Memorandum of Understanding ("Update MOU") to update the RI-399 Dispute Resolution Procedures that were originally signed in 1992.

With certain exceptions, the MOU effectively withdrew and administratively closed all cross-craft grievances that were pending in the RI-399 process prior to September 1, 2017. The Update MOU also provides monetary payments to mail handlers and clerks in consideration of the withdrawal of these grievances. The parties have agreed that \$14,500,000 will be distributed among mail handlers designated by the NPMHU. The parties also agreed that the APWU represented employees will be similarly compensated.

The NPMHU National Executive Board has approved the following criteria to determine which mail handlers will receive payments as well as the amount that each eligible mail handler will receive:

1. In order to be eligible for payment, a Mail Handler had to be in the NPMHU Bargaining Unit (Career or Mail Handler Assistant) and on the rolls of the Postal Service during the Pay Period which ended on September 1, 2017 AND the Mail Handler has to be in the NPMHU Bargaining Unit (Career or MHA) and on the rolls of the Postal Service during the Pay Period which ends on March 15, 2019. A Mail Handler must satisfy both of these criteria to be eligible for payment.

National Headquarters: 1101 Connecticut Avenue, NW, Suite 500, Washington, D.C. 20036  
(202) 833-9095 FAX (202) 833-0008 [www.npmhu.org](http://www.npmhu.org)

2. Eligible payees in the Bargaining Unit for less than 5 years (as of September 1, 2017) will receive 1 Share.
3. Eligible payees in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017) will receive 2 Shares.
4. Eligible payees in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017) will receive 3 Shares.
5. Eligible payees in the Bargaining Unit for 20 years or more (as of September 1, 2017) will receive 4 Shares.

The exact amount that each mail handler is to receive has not yet been determined. Once the number of mail handlers in each category has been compiled, the precise payment amounts can be announced.

Updates will be provided to the membership as more details are finalized.

Please disseminate this document as you deem appropriate, and please contact the National Office if you have any questions.

Cc: National Executive Board