



## VOTE “YES” TO RATIFY THE 2019 NATIONAL AGREEMENT!!

**GUARANTEED WAGE INCREASES** — The tentative agreement provides for four general wage increases over the course of the three-year contract. The first increase of 1.1% will be retroactively effective on November 23, 2019. There will be an additional increase of 1.0% in November 2020, and of 1.0% with a special pay adjustment of an additional 0.8% effective in November 2021. All Mail Handler Assistants covered by this Agreement will receive an additional one percent each year (for rates of 2.1% retroactively, 2.0%, and 2.8%, respectively). For career Mail Handlers at top step, the wage increases (not including COLA) will total \$2,370 at Level 4 and \$2,413 at Level 5. For MHAs at Level 4, the rate will go up to \$16.55 per hour retroactively effective November 2019, and will be \$17.36 by November 2021.

**CONTINUATION OF COLA PAYMENTS** — Cost-of-living adjustments (COLAs) based on the July 2019 Consumer Price Index will continue under the tentative agreement. There will be six COLA payments total, in March and September of 2020, 2021, and 2022. The COLAs will be rolled into basic salary immediately upon payment. The seven COLAs paid during the 40-month term of the 2016 National Agreement averaged \$345 per COLA, even though one COLA was 0 and another was only \$21 because of minimal inflation in the economy. If that average were to repeat itself during the term of the 2019 National Agreement, the COLA provision, by itself, would provide over \$1,800 in additional base wage increases over the next three years. Of course, these payments are subject to variability based on inflation during the period covered by the contract. Regardless of the exact amounts, any and all COLA payments will be above and beyond the four general wage increases described above.

**ELIMINATION OF CASUALS** — If ratified, all casual employees will be eliminated from the Mail Handler craft within 120 days. This is a historic achievement — casuals without a path to career employment have been used in the craft since the beginning of collective bargaining in 1970. This will bring approximately 1,400 additional members into the bargaining unit.

**UNLOCKING NIGHT SHIFT DIFFERENTIAL** — For the first time since 1994, the flat dollar amounts paid for night differential at each grade and step of the wage scales will be unlocked from the rates set previously. During the period of this contract, all night differentials will increase by 2% per year — in May 2020, May 2021, and May 2022.

**NO-LAYOFF PROVISION** — Unless Congress repeals or significantly relaxes the Private Express Statutes, all Mail Handlers employed as of September 20, 2019 will again be protected against layoff or force reduction during the entire 3-year term of the contract. Article 6 will be amended to ensure that, if ever implemented, layoffs of career employees are prohibited unless preceded by reductions in overtime, MHA hours, and PTF hours.

**HEALTH INSURANCE CONTRIBUTIONS** — For career employees, in 2020 there will be no change in the percentage of employee contribution to health insurance. Starting in 2021, the Postal Service will contribute 72% of the weighted average calculated by the Office of Personnel Management (OPM). At 72%, the Postal Service will pay the same as the U.S. Government pays for health insurance for federal employees, who receive exactly the same health insurance benefits.

**MORE REASONS TO RATIFY** — As in the 2016 National Agreement, there will be another automatic, one-time conversion for all MHAs with at least 2.5 years of service in installations with over 200 workyears of employment. Remaining MHAs will be paid overtime after 8 hours in a service day. The proposed contract also contains increases in clothing allowance, a Task Force on Preventing Harassment, and revisions to Article 12 expanding the Postal Service’s accountability concerning seniority and reassignments.

*The entire NPMHU National Executive Board has unanimously approved the tentative National Agreement. Please be certain to vote.*

