



MAIL HANDLER UPDATE

NATIONAL POSTAL MAIL HANDLERS UNION

NATIONAL HEADQUARTERS: 815 16th Street, N.W. • Suite 5100 • Washington, D.C. 20006 • (202) 833-9095



Paul V. Hogrogian
National President

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



Michael J. Hora
Secretary-Treasurer

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.

CONTRACT RATIFICATION PROCEDURES RELEASED

BALLOTS TO BE MAILED FEBRUARY 18, 2020

The following procedures have been adopted in January 2020, by the National Executive Board of the National Postal Mail Handlers Union, pursuant to Article V, Section 9 of the NPMHU National Constitution, to govern the referendum vote that will be held to ratify the terms of the tentative 2019 National Agreement between the Union and the U.S. Postal Service.

1. All regular members who are employed by the U.S. Postal Service as of the last pay period of January 2020 shall be eligible to vote. It will take a majority of the votes properly cast to ratify the tentative agreement.
2. The voting shall be by mail ballot in postage-guaranteed return envelopes that are pre-addressed to a Post Office Box rented for the collection of such ballots. Voters will be asked to set forth their name, their address, their Local Union, and the last four

digits of their employee identification number on the return envelope, but not on the inside envelope containing their secret ballot.

3. All eligible voters will be furnished with the text of any proposed changes and deletions, together with their ballots and return envelopes, as soon as practicable after the tentative agreement has been reached. It is the present intention of the National Office to mail these materials to all eligible voters no later than sixty (60) days after the date on which a tentative agreement is announced.
4. The balloting period shall extend for at least thirty (30) days after the mailing of ballots. The ballots will be collected from the Post Office Box, verified, and counted beginning at 9:00 a.m. on that day. The Union shall retain the American Arbitration

Association or a similar organization to certify the ballot count. All Local Unions may send observers to be present at the collection, verification, opening, and counting of the ballots.

5. Any member who does not receive a ballot or the accompanying information must call the Ratification Ballot Coordinator at 202-833-9095, extension 1029, to request those materials.
6. The results of the voting will be announced publicly after the final ballot count is available. Copies of the official ballot count will be furnished to all Local Unions for posting.
7. All envelopes and ballots, together with other pertinent records pertaining to the vote, shall be maintained by the National Office for at least one year.



Please Post!!

February 2020