



National Postal Mail Handlers Union

Paul V. Hogrogian
National President

Michael J. Hora
National Secretary-Treasurer

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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

December 4, 2020

To: Local Presidents
Regional Directors/Representatives
National Executive Board

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

Re: **Reappointment Opportunities for MHAs Separated for Lack of Work**

Please find enclosed a copy of a new Memorandum of Understanding signed today in order to accommodate the hundreds of MHAs hired under the Memorandum of Understanding "Temporary Exception Period-COVID-19" dated March 26, 2020 and the subsequent extensions of this MOU.

The Memorandum of Understanding "Mail Handler Assistant Employees" under Item 3, Other Provisions, Article 15, number 3 states in relevant part:

"MHAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other MHAs with less relative seniority and ahead of other applicants who have not served as MHAs, provided that the need for hiring arises **within twelve (12) months of their separation.**" (**emphasis added**).

The parties agree that for MHAs hired between March 26, 2020 and December 31, 2020, the above provision will be amended to read "within twenty-four (24) months of their separation."

If you have any questions, please contact the National Contract Administrative Department.

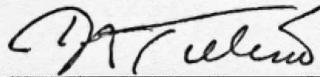
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL POSTAL MAIL HANDLERS UNION, A DIVISION OF LIUNA, AFL-CIO**

Re: Reappointment Opportunities for MHAs Separated for Lack of Work

The Memorandum of Understanding Re: *Mail Handler Assistant Employees* under Item 3. Other Provisions, Article 15, number 3, states in relevant part:

“MHAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other MHAs with less relative seniority and ahead of other applicants who have not served as MHAs, provided that the need for hiring arises within twelve (12) months of their separation.” (Emphasis added).

In order to accommodate MHAs hired under the Memorandum of Understanding Re: *Temporary Exception Period-COVID-19*, dated March 26, 2020, and the subsequent extensions of that MOU, the parties agree that for MHAs hired between March 26, 2020 and December 31, 2020, the above provision is amended to read “within twenty-four (24) months of their separation.”



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



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

Date: 12/4/2020