



National Postal Mail Handlers Union

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March 28, 2022

TO: All Local Unions

FROM: Paul Hogrogian, National President *PH*
Michael Hora, National Secretary-Treasurer *MJH*
Teresa Harmon, Manager, CAD *TH*

RE: Memorandum of Understanding Re: Additional Mail Handler Staffing – March 25, 2022
Q&As on the MOU: Re: Additional Mail Handler Staffing – March 25, 2022

Attached to this memorandum is a new MOU signed by the NPMHU and the Postal Service to provide for additional Mail Handler staffing by converting 1202 Mail Handler Assistants to full-time regular career employment no later than May 21, 2022. Also attached is a chart listing the 42 installations in which these 1202 conversions will take place and the number of conversions that will take place in each listed installation.

As set forth in the MOU, the Postal Service has agreed to convert 1202 MHAs to career status, in the listed installations, by May 21, 2022. In exchange, the parties agree to extend the exception period for the continued employment of MHAs (those hired for reasons unrelated to COVID-19) in excess of the 24.5% installation cap, in the listed facilities until June 3, 2022. MHAs hired in excess of the 24.5% installation cap for COVID related reasons remain subject to a separate MOU.

Additionally, the parties have agreed to a joint Question and Answer document addressing and affirming the parties' mutual understanding and interpretation of the provisions contained in this MOU, which is also attached.

A copy of these documents will also be posted on the NPMHU website. Please do not hesitate to contact the National CAD should you have any questions.

Cc: National Executive Board
National/Regional CAD

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THOMAS J. BLUM
VICE PRESIDENT, LABOR RELATIONS (A)



March 28, 2022

OFFICERS

SUBJECT: MOU—Additional Mail Handler Staffing (March 25, 2022)

Attached, please find the new Memorandum of Understanding (MOU) between the Postal Service and the Mail Handlers Union.

- MOU: Additional Mail Handler Staffing (March 25, 2022)
- Table One—Facility and Mail Handler Conversion list
- Questions and Answers—MOU Additional Mail Handler Staffing—March 24, 2022

A handwritten signature in blue ink, appearing to read "Tom Blum", written over a horizontal line.

Thomas J. Blum

Attachments


**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 – March 25, 2022

The parties agree to the following:

1. The Postal Service will convert 1,202 MHAs to career status in 42 installations as identified by the Postal Service, consistent with the attached table. The conversions will occur no later than May 21, 2022. The corresponding number of duty assignments will be created and posted in the 42 facilities as identified by the Postal Service, consistent with the attached table.
2. MHAs will be converted based on their relative standing on the MHA rolls within the installation. MHAs will be converted "in place" within the functional area they are assigned as of the date of this MOU until the number of MHAs are converted in the 42 bid clusters associated with the facilities identified in the attached table. The total number of MHA conversions in each bid cluster shall not exceed the number listed on the attached table.
3. The parties agree to the hiring and continued employment of MHAs in excess of the 24.5% installation cap as set forth below:
 - A. Available NPMHU bargaining unit employees, starting with career employees, and including current Mail Handler Assistants (MHAs) within the installation will be utilized up to the maximum hours allowed.
 - B. MHAs hired for reasons unrelated to COVID-19 employed in installations on the attached table who are in excess of the 24.5% installation cap will be separated no later than June 3, 2022
4. All conversions to career and separations of MHAs in accordance with this MOU will be done pursuant to the National Agreement.
5. The hiring of COVID related MHAs is covered in the MOU: *Re: Temporary Exception Period—COVID-19.*


Thomas Blum
Vice President, Labor Relations (A)
United States Postal Service


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

Date: March 25, 2022

Region	Division	Parent Facility Name	Parent Facility Fin Nbr	Fulfillment Facility	Fulfillment Facility Fin Nbr	MHAs Conversions
EASTERN	SOUTHEAST	ATLANTA NDC	120439	Atlanta GA NDC PSA	120424	36
EASTERN	CHESAPEAKE	BALTIMORE MD P&DC	230379	Baltimore MD PSA	230377	24
EASTERN	NEW ENGLAND	BOSTON MA P&DC	240801	Boston MA PSA	240811	16
WESTERN	WESTSHORES	BUSSE IL P&DC	161128	Chicago IL PSA	161127	81
WESTERN	LAKESHORES	CINCINNATI NDC	381604	Cincinnati OH PSA	381704	77
WESTERN	LAKESHORES	CLEVELAND OH P&DC	381670	Cleveland OH PSA	381705	29
EASTERN	SOUTHWEST	DALLAS NDC	482269	Dallas TX NDC PSA	482249	28
WESTERN	WESTERN	DENVER NDC	072357	Denver CO PSA	072376	24
WESTERN	MIDWEST	DES MOINES NDC	182413	Des Moines IA PSA	182409	19
WESTERN	LAKESHORES	DETROIT NDC	252491	Detroit MI PSA	252487	31
EASTERN	SOUTHWEST	FT WORTH TX P&DC	483221	Fort Worth TX P&DC PSA	483218	30
WESTERN	LAKESHORES	GRAND RAPIDS MI P&DC	253921	Grand Rapids MI PSA	253941	11
EASTERN	S ATLANTIC	GREENSBORO NDC	363193	Greensboro NC PSA	363183	9
EASTERN	SOUTHEAST	GREENVILLE SC P&DC	453621	Greenville SC P&DC EPA	n/a	35
EASTERN	CHESAPEAKE	HARRISBURG PA P&DC	413485	Harrisburg PA PSA	413498	25
WESTERN	WESTSHORES	INDIANAPOLIS IN P&DC	174038	Indianapolis IN PSA	174028	31
WESTERN	SOUTHERN CAL	INDUSTRY CA P&DC	050109	Industry CA P&DC	n/a	27
EASTERN	GULF ATLANTIC	JACKSONVILLE NDC	114391	Jacksonville FL PSA	114394	42
WESTERN	MIDWEST	KCKS NDC	194654	Kansas City MO PSA	284214	24
WESTERN	WESTERN	LAS VEGAS NV P&DC	314881	Las Vegas NV PSA	314877	21
EASTERN	SOUTHEAST	MEMPHIS NDC	475665	Memphis TN PSA	475672	8
EASTERN	S ATLANTIC	MID CAROLINA NC P&DC	361420	Mid-Carolina NC PSA	361425	14
WESTERN	MIDWEST	MINN-SAINT PAUL NDC	266361	Minneapolis MN PSA	266354	27
WESTERN	SOUTHERN CAL	ML SELLERS CA P&DC	056770	ML Sellers CA P&DC EPA	n/a	15
EASTERN	SOUTHWEST	N HOUSTON TX P&DC	484143	N. Houston TX PSA	484157	40
EASTERN	SOUTHEAST	NASHVILLE TN P&DC	476145	Nashville TN PSA	476140	4
EASTERN	NY METRO	NEW JERSEY NDC	333869	New Jersey NJ PSA	333875	37
EASTERN	CHESAPEAKE	PENNWOOD PLACE PA P&DC	416607	Pittsburgh PA PSA	416695	33
EASTERN	CHESAPEAKE	PHILADELPHIA NDC	416545	Philadelphia PA NDC PSA	416533	21
EASTERN	S ATLANTIC	RALEIGH NC P&DC	366353	Raleigh NC P&DC EPA	n/a	13
EASTERN	S ATLANTIC	RICHMOND VA P&DC	517649	Richmond VA P&DC EPA	n/a	38
EASTERN	GULF ATLANTIC	ROYAL PALM FL P&DC	116812	Royal Palm FL PSA	116814	20
WESTERN	PACIFIC NW	SACRAMENTO CA P&DC	056679	Stockton CA EPA	n/a	54
EASTERN	SOUTHWEST	SAN ANTONIO TX P&DC	487981	San Antonio TX PSA	487991	12
WESTERN	SOUTHERN CAL	SAN BERNARDINO CA P&DC	056745	San Bernardino CA P&DC EPA	n/a	30
WESTERN	PACIFIC NW	SEATTLE NDC	547617	Seattle WA PSA	547667	11
EASTERN	GULF ATLANTIC	SEMINOLE FL P&DC	116920	Seminole FL PSA	116910	64
EASTERN	NEW ENGLAND	SPRINGFIELD NDC	247822	Springfield MA NDC PSA	247829	29
WESTERN	MIDWEST	ST LOUIS NDC	287141	St. Louis MO PSA	287156	35
EASTERN	CHESAPEAKE	WASHINGTON NDC	237482	Washington DC NDC PSA	237472	30
WESTERN	WESTERN	WEST VALLEY AZ P&DC	036370	West Valley AZ PSA	036350	30
EASTERN	GULF ATLANTIC	YBOR CITY FL P&DC	118906	Ybor City FL PSA	118905	17
Total						1,202

**Questions and Answers for the Memorandum of Understanding
Re: Additional Mail Handler Staffing – March 25, 2022**

- 1. Question: Will the conversions to career status provided for in the Memorandum of Understanding (MOU), Re: Additional Mail Handler Staffing – March 25, 2022, 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, *Re: Additional Mail Handler Staffing – March 25, 2022*, are not counted against the subject 1:4 or 1:6 ratios. The conversions to career status provided for in the MOU, *Re: Additional Mail Handler Staffing – March 25, 2022*, 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, Re: Additional Mail Handler Staffing – March 25, 2022, be placed into?**

Answer: The MHAs who are converted to career status pursuant to the MOU, *Re: Additional Mail Handler Staffing – March 25, 2022* will be converted in place effective on or before May 21, 2022. They will preference any available residual vacancy on that date for placement the first day of the following pay period, which includes the residual vacancies posted in eReassign in May 2022.

- 3. Question: In the 42 plants on the USPS provided list attached to the MOU, Re: Additional Mail Handler Staffing – March 25, 2022, will the MHA conversions result in the mail handler complement being increased?**

Answer: Yes. There will be an increase in duty assignments created and posted for bid to match the new authorized staffing.

- 4. Question: Will the facilities listed in the USPS provided "Mail Handler Conversion List March 25, 2022" be required to post new duty assignments equal to the number of MHAs converted under the MOU?**

Answer: Yes. Within 60 days from the date of this MOU, the Postal Service will post the necessary duty assignments in the listed facilities to increase the mail handler craft complement. These duty assignments will be posted for bid within the bid cluster. Any residual duty assignment will be filled in accordance with the *Filling of Residual Vacancies* MOU.

- 5. Question: Does any part of the MOU, Re: Additional Mail Handler Staffing – March 25, 2022 alter any part of the MOU, Filling of Residual Vacancies?**

Answer: No.

- 6. Question: For installations that have insufficient MHAs for conversion, how will the conversions be fill?**

Answer: There will not be a direct hire into a career assignment. The recruitment will be to hire MHA to fulfill the allocation. As soon as a MHA is hired and completes the orientation the conversion will be the next pay period.


Thomas J. Blum
Vice President, Labor Relations
United States Postal Service


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