



NATIONAL POSTAL MAIL HANDLERS UNION

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2025 Contract Update #2

Main Table Bargaining Sessions Continue

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You are reading the second Contract Update produced and distributed by the NPMHU during the course of 2025 negotiations. These updates, along with the Union’s magazine and monthly bulletins, will keep mail handlers throughout the country informed and involved in the issues raised during this round of bargaining.

On July 8 and 10 of 2025, representatives from the NPMHU Negotiations Team and the U.S. Postal Service (USPS) met for the second and third sessions of main table bargaining at NPMHU Headquarters in the AFL-CIO building and the USPS Headquarters (Washington, DC). Both groups returned to the bargaining table hoping to continue the spirit of positive cooperation that had been established in the first session.

During these substantive meetings, the NPMHU Negotiations Team presented their proposed non-economic changes to the current contractual language in the 2024 National Agreement. Representatives of the USPS were given the opportunity to ask questions and to clarify any issues regarding the NPMHU proposals that they might not have understood. President Hogrogian, acting as chief spokesperson and with the assistance of CAD Representatives and NPMHU Counsel, provided USPS with details about the rationale for each proposal.

The proposals presented by the NPMHU were extensive and aimed at improving the quality of work for every Mail Handler. Submitted amendments included:

- Updating the non-discrimination policy
- Greater protections and privileges for Mail Handler Assistants (MHAs)
- A more efficient and effective overtime desired / volunteer lists
- Better regulation of management’s use of 204Bs
- Increasing regulations and protections around subcontracting out Mail Handler work

During the coming weeks, both the NPMHU Negotiations Team and USPS representatives, acting through various subcommittees, will address these issues and further discuss these new proposals.

What’s Next?

Starting the week of July 14, the parties will begin their off-the-record subcommittee meetings to have the opportunity to more fully discuss the NPMHU’s proposals. These sessions will allow the NPMHU’s bargaining team to continue to stress our priorities during this round of bargaining and to ensure that the next National Agreement is good for the membership, consistent with the continued health and prosperity of the Postal Service, and beneficial to the American mailing public, especially during this time of political uncertainty.

Future editions of this Contract Update will outline some of what is being discussed this year, highlighting developments in negotiations as they occur. Please check your bulletin boards for more bargaining information throughout the coming weeks and months.

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