



# National Postal Mail Handlers Union

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February 23, 2017

TO: All Local Union Officers and Representatives  
All National/Regional CAD

FROM: Paul V. Hogrogian, National President *PVH*  
Mark A. Gardner, National Secretary-Treasurer *MG*

RE: Effective Dates for 2016 National Agreement

With ratification of the new National Agreement complete, the general effective date for the 2016 National Agreement has been established as Saturday, March 4, 2017, except as may otherwise be provided by the terms of the National Agreement.

Among the terms to be effective on March 4, 2017 are new or revised provisions found in Article 4.5, Article 8.5, numerous improvements in Article 12, changes in Article 10 and various MOU related to leave, and improvements in Articles 17, 25, 31, and 38. Also please remember that there are several Memoranda of Understanding and Letters of Intent that have been in effect since before 2016 bargaining, and just now have been incorporated into the National Agreement (e.g., MOU on Relative Standing of MHAs and Subsequent Seniority Upon Conversion to Career Mail Handler; MOU on Filling of Residual Vacancies).

Many other provisions have specific effective dates other than March 4, 2017, including the following:

1. For career employees, the first negotiated 1.2% wage increase is retroactively effective on November 26, 2016 and the first cost-of-living adjustment of \$21 is retroactively effective on September 3, 2016. The prospective application of these wage increases will be implemented during Pay Period 5 of 2017, which begins on February 18, 2017, and will be reflected in paychecks issued on March 10, 2017. The retroactive portion of these increases will be paid in Pay Period 10 of 2017, in paychecks to be issued on May 19, 2017.

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2. For Mail Handler Assistant employees, the first negotiated 2.2% wage increase is retroactively effective on November 26, 2016, as is a 9 cent per hour increase in base pay. The prospective application of these wage increases will be implemented during Pay Period 5 of 2017, which begins on February 18, 2017, and will be reflected in paychecks issued on March 10, 2017. The retroactive portion of these increases will be paid in Pay Period 10 of 2017, in paychecks to be issued on May 19, 2017.
3. The thirty (30) consecutive day period for local implementation and negotiation of Local Memoranda of Understanding will occur within a period of sixty (60) days commencing March 1, 2017, and culminating on April 29, 2017.
4. The One-Time Conversion for all MHA employees having served over 2.5 years in a 200 man-year facility will be implemented no later than 60 (sixty) days from the date of ratification – that is, April 11, 2017.
5. Changes in complement, most notably the change of MHA and casual caps in districts and installations, will occur over a transition period of one hundred twenty (120) calendar days from ratification. In other words, all new caps must be in place by June 10, 2017.
6. Holiday pay for MHAs will be fully in place on Memorial Day of this year, May 29, 2017. The NPMHU and the Postal Service are still discussing the question whether MHAs must be given holiday pay on a retroactive basis for some holidays during 2016.
7. The MOU governing Purgers for Letters of Warning relates to LOWs with an issue date prior to the effective date of the 2016 National Agreement – that is, prior to March 4, 2017.
8. The first changes in health insurance contribution rates will come into effect next year, in January 2018, and will be routinely implemented at the start of each calendar year.
9. The no-layoff clause, as extended, applies to all Mail Handlers employed as of May 20, 2016.

We appreciate your patience and support during this long bargaining process. Please contact the National CAD should you have any questions.

cc: National Executive Board