



# 2011-2016 NATIONAL AGREEMENT



By now most of you are familiar with the general terms of the 2011-2016 National Agreement between the NPMHU and the USPS. As expected the arbitration decision mirrors those set for the Letter Carriers by Arbitrator Das which followed the outline negotiated by the APWU. Critical elements of the NPMHU contract have been protected. The no lay-off and salary protections are still in place for all current and future employees. The economic package established by the arbitration panel chaired by Herbert Fishgold followed the contractual increases of 1%, 1.5%, and 1% established by the APWU and repeated in the NALC award. The decision will provide seven Cost of Living Allowances over the course of the Agreement, although the first two are delayed, similar to the NALC, NRLCA, and the APWU. In addition, the COLA formula for current employees has not been modified. Of significance is the retention of top Step P for new hires. Although career employees hired henceforth will begin at Step BB, they will progress to Step P. This is similar to the NALC step progression, but unlike the APWU negotiated agreement which has as its top step a rate approximately 20% lower than today's top step. For career mail handlers hired in the future, salary and retirement annuity levels have been protected.

Another major impact of this award will be the conversion of all part-time flexible mail handlers in facilities with two hundred or more man-years of employment. As provided by the award, the Postal Service will have 180 days from the issuance of the decision to convert eligible part-time flexible mail handlers to full-time. The need for flexibility argued by the Postal Service during hearings was not rejected entirely by the panel however. Even though converting PTFs and reducing the casual cap from 12.5% to 5%, the panel did create the new Mail Handler Assistant (MHA). The cap for MHAs is set at 15% for the District and 20% for the installation, increasing total flexibility by a net 2.5% in 200+ man-year installations. The Union will obviously continue its non-career tracking for both casuals and MHAs to ensure contractual compliance with the cited caps.

The creation of a new category of employee performing mail handler duties, the MHA, is certainly new territory for this Union, modeled after the APWUs Postal Service Employee (PSE), agreed to by the APWU during their national negotiation, they will be members of the bargaining unit for whom rights have been negotiated. The rights of the MHA and their role within the Postal Service and this Union will undoubtedly bring much discussion during the up-

coming Semi-Annual Meeting of the Local Unions (SAMLU) scheduled to occur April 3<sup>rd</sup> through April 6<sup>th</sup>. As a reminder, any questions or concerns regarding any matter affecting this Union should be submitted to Local Union Headquarters. Those with National implications will be raised during the April SAMLU. The full text of the decision is available at [www.npmhu.org](http://www.npmhu.org).

The period identified for Article 30, Local Implementation procedures, has been set to begin on or after September 1, 2013 and terminate on or before October 30, 2013. As previously reported Article 30 of the Agreement covers local bargaining over such items as leave policy, wash-up, and temporary movement. In order to prepare for the possibility of Local negotiation on these important items we have confirmed that the Local will host a training session conducted by our top national experts on this aspect of our Agreement providing your representatives with relevant information and strategies. Please continue to watch your Union bulletin board as well as both the National and Local websites at [www.npmhu.org](http://www.npmhu.org) and [www.npmhu308.org](http://www.npmhu308.org) respectively.

In Union Solidarity,  
John Gibson

## POSTAL EMPLOYEES HONORED



Terrance Lyman, & John Wynn Mallard Jr.

On September 19, 2012 just after 2:00 in the afternoon Trenton Processing and Distribution Center Maintenance Supervisor Russell Childress was observed lying on the workroom floor by employee Lorraine Coates who quickly alerted Acting Supervisor Zendra Jones. Mr. Childress appeared unresponsive when Ms. Jones summoned members of the Medical Emergency Response Team. Maintenance employee John Wynn Mallard Jr. arrived and found no pulse or respiration for Mr. Childress and immediately began CPR. Mail Handler Terrance Lyman then arrived with an Automated External Defibrillator (AED) and applied it to Russell Childress. Both employees continued to work on Russell until emergency medical services arrived. The heroic actions of both Terrance and Wynn are largely credited with saving the life of their fellow employee. Terrance and Wynn were honored on February 28, 2013 in front of a large group of friends, family, co-workers and members of the media.

## New Constitutions Now Available

The Union's new National and Uniform Local Union Constitution. The preamble to the governing rules for the National Postal Mail Handlers Union proudly claims

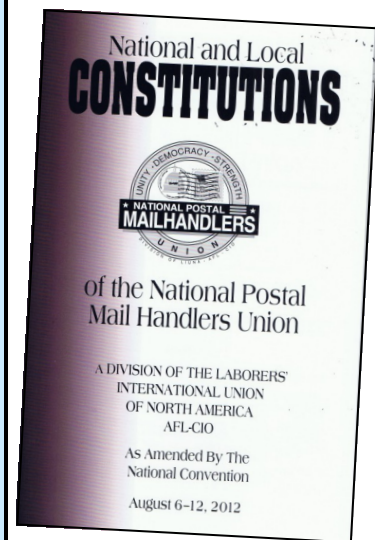
***"We, the National Postal Mail Handlers Union, establish this Constitution in order to form a more perfect union.***

***We believe that all working people and all human beings have a right to a safe and decent living at a reasonable wage and that all members of society are entitled to equal and fair justice.***

***We believe that all people, regardless of race, color, sex, sexual orientation, age, national origin, physical or mental handicap, or creed are entitled to equal opportunity and treatment.***

***We further believe that all members of society should challenge such pernicious evils as racism, sexism, and capital's domination of labor.***

***We also believe that it is important for the working class to ever realize that "in unity there is strength" and that "an injury to one is an injury to all."***



Please see your Local Union representative or contact Local Union Headquarters for your copy of the National and Local Constitutions

*NPMHU, Local 308  
President's Report  
February 2013*