



The 10-Year Plan



While the specifics of the PMG's 10-Year Plan are currently a little on the murky side, we can be sure that it will not come without some pain for many whose job it is to actually move America's mail. The 58-page treatise entitled

DELIVERING FOR AMERICA

Our Vision and Ten-Year Plan to Achieve Financial Sustainability and Service Excellence

implies a promise we can generally get behind. We certainly want the American institution that is the United States Postal Service to be both sustainable and excellent in service. Who can argue with that. But at what cost to the hard-working women and men that get it done day in and day out?

The devil is always in the details and it is widely anticipated that those details will include realigning networks and mail processing operations and include closings and/or consolidations. As the "Ten-Year Plan" is rolled out it will undoubtedly bring with it a disruption to schedules and work assignments and ultimately impact the lives of Mail Handlers and their families. The scope of that disruption and any resulting "dislocation and inconvenience" to the Mail Handler bargaining unit can and will be mitigated by work performed by the NPMHU. The Mail Handlers Union at both the National and Local levels has already begun its preparation for potential impacts to the lives of those we represent and their families. In a recent memorandum to all Local Unions National President Hogrogian and National Secretary Treasurer Hora wrote

"To the extent the plan would rely on the closing or consolidation of mail processing facilities, the NPMHU has serious concerns but is prepared to work with USPS management to identify those changes that might make sense, if USPS management is prepared to admit error when its proposals are without foundation."

To this end we have already received positive news as the Scranton P&DC, a longtime resident of the closings and consolidations list, has now been deemed necessary and has been removed from the hit list. This decision does provide some room for optimism as the rule of reason appears to have been applied in the Scranton case. Whether this indicates the dawn of a new age of postal reason in every case is still unknown.

In coordination with our National partners we shall remain focused on each management proposal as they shift to a primarily package processing environment. The underlying premise of the National Agreement when facing such an overhaul lies within in the first section under Article 12's Principles and Requirements and reads;

"Dislocation and inconvenience to full-time and part-time flexible employees shall be kept to the minimum consistent with the needs of the service."

Of course the tricky part is the second half of that promise "consistent with the needs of the service." and this is where disagreements may occur.

It is also important to note that improvements to Article 12, which controls the changes that may occur like reassignments or reposting, such as the rights of employees when their bid is abolished with or without a reduction in staffing, occurred during the last round of bargaining. These changes were implemented to protect the seniority rights of career employees.

Rest assured that we intend to keep mail handlers fully informed and protected as changes are proposed and potentially implemented. Should you have any questions or concerns please do not hesitate to contact your Union representative or this office directly.

Always in Solidarity,
John Gibson

Emergency Federal Employee Leave

The Office of Personnel Management recently released its guidelines regarding the approval of Emergency Federal Employee Leave under the American Rescue Plan Act. As many already know this relief provides for the use of up to 600 hours of leave, paid by the Federal government, for eight specific reasons related to the COVID pandemic. This information is available through local management and is posted on both the National and Local websites @ npmhu.org and npmhu308.org respectively. Per the USPS Chief Human Resource Officer and Executive Vice President, Doug Tulino, employees requesting EFE Leave must provide a PS Form 3971, an EFEL Employee Notification and Leave Request Form along with required documentation, and "a signed Employee Agreement in Con-

nection with Emergency Federal Employee Leave." The guidelines also require these documents for previously requested leave that may have been approved conditionally. For previously requested EFEL, employees must submit completed documentation to their respective supervisor within ten (10) days of receiving these forms from management. Beginning with the week of May 4, 2021 the employer shall provide stand-up talks along with other communication to all employees. It is expected that discussions will continue between the Union and the employer at the national level regarding clarifying any confusion that may occur during implementation. Please do not hesitate to contact your Union representative with any questions or concerns.