



Postal Legislation Yes, It is Important



Sisters and Brothers,

Since the enactment of the Postal Accountability and Enhancement Act of 2006, which occurred during the lame duck session under President Bush, there has been very little accountability and zero enhancement for the United States Postal Service. The onerous burden placed on the most trusted public institution and consequently its dedicated employees, required the prefunding of retiree health benefits for employees that were not even born yet, never mind employed or retired. This \$5 Billion a year requirement exists for no other public or private entity prior to, or since.

There is now the possibility that real legislative reform might actually occur, and there is actually bi-partisan progress being made in Washington. I

know, how is that possible with the biblical polarization that exists. Incredibly, many are seeing eye to eye on the injustice of the PAEA of 2006. H.R. 3076, the *Postal Service Reform Act of 2021*, would eliminate the prefunding mandate imposed by the 2006 legislation. The PSRA of 2021 would also require future Postal retirees to enroll in Medicare, providing additional financial relief. Currently, Postal employees contribute to Medicare while not taking full advantage of its benefits. The bill, should it pass, would also permit the Service to partner with state and local governments in providing fishing and hunting licenses, for example, creating an additional revenue stream for the Postal Service.

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- Paul Hogrogian, NPMHU National President

Of course the Senate is also needed to promote companion legislation and have done so in S. 1720, also entitled the *Postal Service Reform Act of 2021*. The Senate version is identical to HR 3076 and enjoys the all important bi-partisan support necessary to get this legislation to the President’s desk and signed into law. NPMHU National President Paul Hogrogian is encouraged by these efforts and recently wrote, “Reforms to the Postal Service are long overdue. By repealing the prefunding mandate and adopting Medicare integration for future retirees, the Postal Service will gain needed financial stability. With bipartisan

support from both Republicans and Democrats in the House and Senate, we finally have a chance of passing effective postal reform.”

While there is room for legislative optimism this time

around, we can be sure we still need to fully engage our representatives and you can help. Please go to npmhu.org or link through your local’s site @npmhu308.org and send a letter to your congressional representatives demanding that they support these legislative initiatives. It is easy to do and an effective way to make sure your voice is heard.

Should you have any questions or concerns regarding this or any other Union matter please do not hesitate to contact your local Union representative or this office directly.

Always in Solidarity,
John Gibson

Emergency Federal Employee Leave Update

As you may already know the Union at the national level has requested a clarification from the Office of Personnel Management regarding the administration of the EFE Leave. The Postal Service has taken the position that employees whose tours of duty do not coincide with that of the virtual learning schedules of their dependent school age children, cannot utilize the EFE Leave. They expect our Tour 1 and Tour 3 Brothers and Sisters to attend to their kids all day and then work all night. I doubt very much that this was the intent of those on Capitol Hill when they passed this relief package. Notwithstanding this injustice, the employer stands by this unreasonable position.

The Postal Service mailed notices dated May 6, 2021 to all employees who had been conditionally approved EFE Leave and requested documentation supporting the employee’s request. An arbitrary deadline was set for the submission of these supporting documents of May 21, 2021. This deadline in some instances may have violated the OPM requirement of providing employees no less than 10 days from receipt of such a request. If you have reason to

believe management did not provide you with the required 10 days please see a Union representative.

As we write, the Postal Service now prepares to mail another notice to all conditionally approved employees who did not submit the required supporting documentation or did not submit that documentation prior to May 21, 2021. This notice informs those who were allegedly late with their submission or who failed to submit the two required documents, to now select an alternate type of leave. This selection, according to the employer must be made with 10 calendar days of your receipt of the notice. The notice advises that if you do not select an alternate type of leave the period of conditionally approved EFE leave will be changed to Leave Without Pay (LWOP). This will create a debt and before too long money will be deducted from your check. It should come as no surprise to any reader that within this process there exists great opportunity for management to get this wrong. If you have any questions or concerns, please do not hesitate to contact your facility Union representative as soon as possible.