



Bargaining Continues



As previously announced by the National office, negotiations over the terms of our next contract have been extended by the parties. During these tumultuous political times and the threat of unwanted transformational change for the Postal Service, the fact that we are still discussing terms of a successor agreement should be viewed in a positive light. As many of you know, the National Rural Letter Carriers Association did reach an agreement with the Postal Service that retained the significant pillars of career employment. The NRLCA were successful in negotiating contractual increases for each year over the duration of their new agreement as well as continuing the cost of living calculation as currently constructed. Another significant aspect of employment for career employees retained by the NLRCA is the no-lay-off provision.

As comparison, the American Postal Workers Union whose agreement expired September 20, 2018, are now engaged in interest arbitration before Arbitrator Stephen B. Goldberg. Those hearings are continuing as the NPMHU monitors developments closely. The National Association of Letter Carriers have not yet come to an agreement and have declared an impasse which requires an additional 60 days of mediation. With the attacks on Federal Sector Unions intensifying potentially stripping away the collective bargaining rights from our Federal Union Sisters and Brothers, the

importance of securing a negotiated agreement cannot be overstated.

During the most recent Semi-Annual Meeting of the Local Unions and in accordance with the Union's Constitution, National President Hogrogian informed those Local Unions in attendance of the progress of the negotiations. While explicit details of the potential terms of the next agreement were obviously not available, it was abundantly clear that extending negotiations is the appropriate course of action.

It is important to remember that all terms of our current collective bargaining agreement are in full force and effect until modified by a properly ratified or awarded agreement. You should also know that should our National negotiating team determine that an agreement has been struck that is worthy of a ratification vote, it will be presented to the rank and file members of the Union. In that case every member shall have an opportunity to review the terms of the proposed agreement and vote to either accept or reject that contract. Please visit npmhu.org or npmhu308.org or your facility Union bulletin board for any breaking news on the contract or any other Union related matter.

In Union Solidarity
- John Gibson

RI-399 Settlement

As you know the negotiated RI-399 settlement called for a monetary payment to qualifying members. A total of \$14.5 million was to be divided among eligible mail handlers, with amounts ranging from \$143.90 to \$575.60 depending on total years in the mail handler bargaining unit. Those payments were received in pay checks dated October 4th, 2019. As previously reported, the number of shares to each eligible was determined by the number of years in the craft.

- If eligible, and in the Bargaining Unit for less than 5 years (as of September 1, 2017), the Mail Handler will receive 1 Share.
- If eligible, and in the Bargaining Unit for 5 years or more but less than 10 years (as of September 1, 2017), the Mail Handler will receive 2 Shares.
- If eligible, and in the Bargaining Unit for 10 years or more but less than 20 years (as of September 1, 2017), the Mail Handler will receive 3 Shares.
- If eligible, and in the Bargaining Unit for 20 years or more (as of September 1, 2017), the Mail Handler will receive 4 Shares.

As the payment was managed by the employer we are aware that facility seniority lists were used and this may have resulted in an underpayment to some. If you believe you were underpaid please submit an appeal no later than

Friday January 17th, 2020

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NPMHU, Local 308
President's Report
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