



National Postal Mail Handlers Union

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November 7, 2019

TO: Local Presidents
National/Regional CAD

FROM: Paul Hogrogian, National President
Teresa Harmon, Manager, CAD

PWH
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MAIL HANDLERS LOCAL 302

RE: Pre-Arbitration 4 Settlement on 2016-2017 Holiday Pay for MHAs

The NPMHU and the Postal Service have reached a pre-arbitration settlement on the interpretive dispute concerning payment to Mail Handler Assistants or MHAs for retroactive holidays during the first year of the 2016 National Agreement. The Case No. is Q16M-6Q-C 17583292.

The issue in this dispute was the effective date of the provisions of Articles 11.1 and 11.3 of the National Agreement, as well as the subsection of the MOU on Mail Handler Assistant Employees governing Article 11 issues for MHAs. Together, these provisions guarantee that MHAs receive pay for up to six holidays per year, but there was a dispute concerning the beginning date for application of these provisions. As a result of this settlement, the parties have agreed that eligible MHAs will receive holiday pay for three (3) holidays during the first year of the 2016 National Agreement, which ended on May 20, 2017. Thus, current MHAs or Mail Handlers who were on the rolls as MHAs on Thanksgiving Day 2016, Christmas Day 2016, and/or New Year's Day 2017 will receive retroactive holiday pay for these holidays in accordance with Articles 11.1 and 11.3 of the 2016 National Agreement. Management had taken the position that the provisions of Article 11 only applied after ratification of the Agreement, which occurred in February 2017, and this settlement is a compromise of the parties' respective positions.

The payments owed will be made as soon as administratively practicable. Any cases being held on this issue at the Local or Regional level are resolved on the same basis.

Please disseminate this information as you deem appropriate. Should you have any questions, please contact your Regional or National CAD Representatives.

cc: Michael J. Hora, National Secretary-Treasurer
National Executive Board

November 6, 2019

Mr. Paul V. Hogrogian
National President
National Postal Mail Handlers Union,
1101 Connecticut Avenue, NW, Suite 500
Washington, DC 20036-4304

Re: Q16M-6Q-C 17583292
Class Action
Washington, DC 20260-4100

Recently, our representatives met to discuss the above-captioned grievance currently scheduled for national arbitration. Time limits were extended by mutual consent.

The issue presented in this case concerns the effective date of the Mail Handler Assistant (MHA) holiday provisions in Article 11 of the 2016 collective bargaining agreement.

After full discussion of this issue, we mutually agree to the following:

Employees who were on the rolls as MHAs on Thanksgiving Day 2016 (November 24, 2016), Christmas Day 2016 (December 25, 2016) and New Year's Day 2017 (January 1, 2017) and remain on the rolls as an MHA or a career Mail Handler as of the date of this agreement, will receive holiday pay pursuant to Article 11.3 of the 2016-2019 National Agreement for the above-mentioned dates.

These payments will be made as soon as administratively practicable.

The above referenced agreement constitutes a full and complete settlement of national grievance Q16M-6Q-C 17583292. Any grievance(s) held for this case will be closed.



Patrick M. Devine
Manager, Contract Administration
(NPMHU)
U.S. Postal Service

Date: 11-6-19



Paul V. Hogrogian
National President
National Postal Mail Handlers
Union, AFL-CIO

Date: 11-6-2019