



## VOTE “YES” TO RATIFY THE 2022 NATIONAL AGREEMENT!!

**GUARANTEED WAGE INCREASES** — The tentative agreement provides for three general wage increases over the course of the 3-year contract. The first increase of 1.3% will be retroactively effective to November 19, 2022. There will be two other increases of 1.3% in November 2023 and November 2024. All Mail Handler Assistants covered by this Agreement will receive an additional one percent each year (for increases of 2.3% per year), plus an additional 50 cents per hour also in November 2022 and another 50 cents per hour after serving at least six months as an MHA (effective in approximately September 2023). Night shift differentials also will continue to rise in May of each year. And finally, Steps BB, AA, and A of the new career pay scale will get an extra 1% increase retroactively effective to November 2022, until Step BB is eliminated completely in approximately September 2023. For career Mail Handlers at top step, the wage increases (not including COLA) will total \$2,715 at Level 4 and \$2,760 at Level 5. At Level 4, the hourly rate will be \$33.91 retroactively effective to November 2022, and even without COLAs will be \$34.78 by November 2024.

**CONTINUATION OF COLA PAYMENTS** — Cost-of-living adjustments (COLAs) based on the July 2022 Consumer Price Index will continue under the tentative agreement. There will be six possible COLA payments total, in March and September of 2023, 2024, and 2025. The COLAs will be rolled into basic salary immediately upon payment. The COLAs paid during the 40-month term of the 2016 National Agreement averaged \$345 per COLA, and they averaged over \$1,000 per COLA during recent years. If those historic averages were to repeat itself during the term of the 2022 National Agreement, the COLA provision, by itself, would provide over \$1,800 in additional base wage increases over the next three years. Of course, these payments are subject to variability based on inflation during the period covered by the contract.

**NO-LAYOFF PROVISION** — Unless Congress repeals or significantly relaxes the Private Express Statutes, all Mail Handlers employed as of September 20, 2022, will again be protected against layoff or force reduction during the entire 3-year term of the contract.

**NO CHANGE IN RATE OF HEALTH INSURANCE CONTRIBUTIONS** — For the first time in several decades, there will be no change in the percentage of employee contribution for health insurance. Since 2021, the Postal Service has contributed 72% of the weighted average calculated by the Office of Personnel Management (OPM). At 72%, the Postal Service will pay the same as the U.S. Government pays for health insurance for federal employees, who receive exactly the same health insurance benefits.

**MORE REASONS TO RATIFY** — Although conversions from MHA to career will continue under the usual process, the 2022 National Agreement also includes an automatic conversion to career if an MHA should reach 24 months of relative standing. Such MHAs would become full-time flexible career employees, guaranteed 40 hours over 5 days per week, with full retirement, health care, and other benefits, and would remain on the top of the relative standing list for the next regular career positions. The proposed contract also contains a new MOU on Dignity and Respect in the workplace, more immediate access to annual leave for MHAs and PTFs, the carryover of work clothes allowances if not spent in any given year, and guarantees of consecutive days off in larger plants for career mail handlers and at least one nonscheduled day per week for MHAs. Finally, an MOU was negotiated concerning 204(b) temporary supervisors, which states that the Postal Service is developing alternate approaches to recruiting, staffing, and filling temporary supervisor positions, including the possibility of creating EAS positions to perform these duties. To the extent that USPS implements an alternative program, the parties at the National Level agreed to meet to discuss the status of the current 204(b) program.

*THE NPMHU NATIONAL EXECUTIVE BOARD HAS UNANIMOUSLY APPROVED THE TENTATIVE AGREEMENT.  
PLEASE BE CERTAIN TO VOTE.*