



FYI

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Management Realignment Scheme

In recent months, Mail Handlers across the Colorado/Wyoming District have come under direct attack as management moves forward with a scheme to realign sections, abolish bid assignments, and displace career employees under the guise of changes tied to Regional Transportation Optimization (RTO).

These proposed changes directly impact Mail Handlers by potentially triggering excessing under **Article 12.6C4** of the National Agreement, which governs situations where management declares employees **“Reassignment within the installation of employees excess to the needs of the section.”** this is an aggressive management effort to displaced mail handlers off their bid assignments, while they expand subcontracting at the expense of the bargaining unit.

Management claims that RTO will create operational efficiencies and reduce costs. But to date, they have provided **no data, no analysis, and no verifiable justification** to support these claims.

Instead, their assertions remain unsubstantiated, hollow talking points.

What they’re not publicly admitting is that under RTO:**Collection mail located more than 50 miles from the Regional Transportation Hub (RTH) will not be dispatched the same day.** Instead, this mail will be delayed and processed the following day.

This changes will result in **slower outgoing mail delivery**, lengthening delivery times by a day or more for many communities.

The public, which depends on timely delivery, will suffer service degradation while management boasts of “efficiency gains.”

At the same time that management is proposing to **abolish bid assignments and involuntarily excess career Mail Handlers**,while they are allowing **subcontractor employees — non-career personnel — to perform Mail Handler work at the RTH.**

- Career employees are being displaced.
- Subcontractors are performing Mail

Handler bargaining unit work.

- Our jobs and contractual protections are being deliberately undermined.

This is a clear violation of both the spirit and the letter of our contract. This is nothing more than an attempt to chip away at the Mail Handler craft, shifting work away from career employees while avoiding the contractual obligations they owe to our members.

When management declares employees excess to the needs of a section, they must comply with strict contractual requirements outlined in **Article 12.6C4**:

We hold that Management must notify the Union at least 30 days in advance and provide full documentation supporting the need for excessing.

The contract is clear. The Union will stand united and ready to defend our work, our rights, and all Mail Handlers.

This is not about efficiency.
This is not about improving service.
This is about breaking down career jobs and expanding subcontracting.

We cannot and will not allow that to happen without a fight. This local will make sure that management adhere to our contract per Article 12– and we will also hold management accountable per Article 32, due their blatant violation of our contract on out sourcing our work at the RTH.

Whenever you see **Clerks or Supervisors performing Mail Handler Duties**, it is critical that you document the violation. Write a detailed statement describing what you observed , including names, dates, times, and specific work being performed — and promptly give that statement to your Shop Steward or Union Officer.

If management places you on **standby time**, do not wait. **Immediately notify a steward** so that the Union can investigate and address any contractual violations on the spot.

Protecting our work starts with all of us. Your vigilance and timely documentation give the Union the evidence we need to defend our jobs and enforce our contract.

National Negotiations Starts June 25, 2025

The National Postal Mail Handlers Union (NPMHU) formally opened contract negotiations with the U.S. Postal Service on **June 25, 2025**. As always, these negotiations will determine the future wages, benefits, working conditions, job protections, and long-term stability of Mail Handler careers. This round of bargaining comes at a particularly critical moment, and we can already see patterns emerging based on what the Postal Service has agreed to with the NALC (National Association of Letter Carriers) and APWU (American Postal Workers Union).

While each union bargains its own contract, we are all part of the same federal workforce under the same political, financial, and operational pressures. What USPS negotiates with one union almost always becomes the framework or pressure point for others.

Our National Negotiating Team understands the stakes. They bring years of experience, deep knowledge of the contract, and the full support of the membership into every session.

They know that what happens at that bargaining table affects every Mail Handler on every dock, in every plant, on every tour, and in every facility across this nation. We stand united behind our National Negotiating Team. Let’s wish them strength, wisdom, and the full force of the membership’s support as they carry our banner forward.

Golden SDC

After months ,even years, of hard work, persistence, and constant pressure from your Union, management has finally posted two career Part-Time Flexible (PTF) Mail Handler positions at the Golden Sorting Delivery Center (SDC).

This may seem like a small posting to some, but for those of us who have been fighting on the front lines, it is a hard-earned step forward in the long battle to protect and grow career Mail Handler jobs.

Through aggressive advocacy, careful documentation, and the unrelenting commitment of our officers, we made it impossible for management to continue denying what we’ve known all along: career Mail Handlers are essential to the success of Golden SDC.