



# FYI

NPMHU LOCAL 321 MARCH 2023

PRESIDENT ERROL 'TONY' WILSON 303-455-6400 720-841-5020 CELL ewilson@local321.org

## TEMPORARY MOVE OFF YOUR BID ASSIGNMENT

Can management temporary move a Mail Handler off their bid assignment? The answer is in most cases Yes!!!

As long as it was done in accordance with Article 12. 3E3 of the National Agreement or in accordance with the installation established Local Memorandum of Understanding (LMOU)

Article 12. 3E3 of the National Agreement States,

“Normally, an employee shall work the duty assignment for which the employee has been designated the successful bidder. **However, when an employee is moved off the employee's duty assignment, the employee shall not be replaced by another employee.**

**For temporary reassignments not covered by Article 25, (Art. 25 addressed higher level detail) the movement of people outside the bid assignment area will be as follows:**

- employees from other crafts performing work in accordance with Articles 7 or 13;
- MHAs
- part-time flexible employees;
- part-time regular employees;
- full-time regular Mail Handler employees;

For full-time regular movement will be done by juniority. As stated in the LMOU.

This provision further stated,

**“The order of movement of full-time regular Mail Handler employees in .3E3, above shall be a subject for local negotiations.”**

However, if an agreement is not reached at the local level, the matter will be referred to the **Area Manager, Human Resources and the Regional Director,** Mail Handlers Union for settlement.

The order of movement is defined in most LMOU in Colorado / Wyoming—meaning that the matter is agreed upon at the local level.

Article 12.3E4 make one exception it states,

*“Except as otherwise provided by this Agreement, no employee shall be allowed to displace or "bump" another employee properly holding a position or duty assignment.”*

Management is not allow to move a Mail

Handler off his/her bid assignment and replace that Mail Handler with another employee, If they do, it is a violation of the agreement, and the appropriate grievance should file.

Any temporary movement off your bid assignment must be done in according to the aforementioned Article of the CBA and or your installation LMOU. *(I will elaborate on this further in future FYI)*

## DRAWING FOR NPMHU LOCAL 321 "Jeremy Barriault" Scholarship Award (SCHOOL YEAR 2023-24)

Local 321's Scholarship Award drawing will be **on April 21, 2023**, The Scholarship Committee will draw five winners for the annual Jeremy Barriault Scholarship Award, each scholarship is worth \$500.00. Drawing will be held at the Union Hall 1833 West Elk PL Denver, CO 80211, at 1030 AM all members are invited

Local 321 is offering these scholarships to help offset the financial burden for those members of Local 321, and those dependents of members of Local 321, who desire to better themselves through higher education as a full-time student. For further information please go to our website at <https://www.npmhulocal321.org/> and click on the link.

## ANNUAL MEMBERSHIP PICNIC / COOKOUT/INSTALLATION OF OFFICERS

The annual membership picnic / cookout is on Sunday June 25, 2023, events starts at 1300, all members in good standing are invited to attend.

Location is at **Carpenter Park 3498 E. 112th Ave., Thornton 80233**. The union will share more information with you as this event gets closer.

## POSTAL SERVICE HEALTH BENEFITS (PSHB) PROGRAM

The Postal Service Health Benefits (PSHB) Program is a new, separate program within the Federal Employees Health Benefits (FEHB) Program, administered by the Office of Personnel Management (OPM), which will provide health insurance to eligible Postal Service employees, Postal Service annuitants, and their eligible family members starting in 2025.

The PSHB Program coverage will replace Federal Employees Health Benefit (FEHB) Program coverage for postal employees retirees and family members per the Postal Reform Act of 2022.

According to the law, Postal Service employees, Postal Service annuitants, and their family members who are currently

eligible for coverage under the FEHB Program will be eligible for coverage under the PSHB Program.

Employees, annuitants, and eligible family members may continue to participate in the FEHB Program for the 2022, 2023, and 2024 plan years, their current FEHB enrollment will continue unless they make any changes prior to January 2025.

According to OPM and the Postal Service they will continue to provide updates leading up to the 2024 PSHB Open Season to help ensure a smooth transition for all eligible employees and annuitants.

The first opportunity to select a PSHB plan will take place during Open Season in late 2024, coverage under the PSHB health benefits program will begin January 2025.

According to the law, eligible Postal Service employees and Postal Service annuitants must enroll in a PSHB plan during the PSHB Program Open Season in late 2024. Postal Service employees and Postal Service annuitants currently enrolled in FEHB plans who do not enroll in a new PSHB plan during Open Season in 2024 will automatically be enrolled in a PSHB plan.

Enrollment in a PSHB plan will not disrupt enrollment in other insurance and benefits programs, including:

- Federal Employees Dental and Vision Insurance Program (FEDVIP)
- Federal Flexible Spending Account Program (FSAFEDS)
- Federal Employees' Group Life Insurance (FEGLI), or Federal Long-Term Care Insurance Program (FLTCIP).

One thing that all Career Full-time Career Mail Handler must know and prepare for, during Open Season in 2024, eligible individuals must enroll or will be automatically enrolled in a Postal Service Health Benefits (PSHB) plan within the FEHB Program to receive health insurance based upon their active employment with or retirement from the Postal Service, according to the Act. As more information comes available I will share them with you.

*Tony Wilson*

In Union Solidarity  
NPMHU  
President Local 321