

UNIFORM AND WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER / CALL FOR BARGAINING

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UNIFORM AND WORK CLOTHES ANNUAL ALLOWANCE CARRY OVER

I have received many questions regarding the new language in the 2022 National Agreement regarding the Uniform and Work Clothes Annual Allowance Carry Over.

Effective on March 13, 2024, the following provision of Article 26, Section 26.3 of the 2022 National Agreement was implemented:

Unused portions of an eligible employee's annual allowance for uniform and work clothing will be carried over and available for use beginning twelve (12) months after the end of each anniversary year. An eligible employee's uniform and work clothing allowance balance may not exceed the sum of two (2) years of the employee's annual allowance entitlement. This uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the ratification date of the 2022 Agreement.

Any unused portion of an eligible employee's annual allowance starting 3/13/2024 would be accumulated and would be reflected in the employee's uniform allowance accounts starting 03/13/2025 at the end of each of their anniversary year.

There has been a lot of confusion about when the actual carryover begins. While this provision was implemented on 03/13/2024, the unused portion of an eligible employee's annual allowance for uniform and work clothing for 2024 will not rollover until starting 03/13/2025 with that being dependent on the employee's anniversary dates. To explain this better an example of this would be an employee's clothing anniversary date for 2024 is on June 1st, if that employee does not use the entire amount of their clothing allowance for 2024, the remaining balance would carryover to their 2025 allowance which would become effective on June 1, 2025.

CALL FOR BARGAINING

With preparations underway for negotiations over the terms of the 2025 National Agreement between the NPMHU and the Postal Service, the National Office is issuing its official call for bargaining proposals from all members and Local Unions.

To be fully considered prior to the onset of negotiations, proposals must be submitted by January 31, 2025. Although formal bargaining is not scheduled to begin until June, the

Union's Field Negotiating Committee will be meeting for a full week in February 2025 to review all submitted proposals and outline the changes in the National Agreement that should be proposed by the NPMHU.

To be sure, planning for collective bargaining is a continuous process at the National Office, as the National Officers and representatives working in the Contract Administration Department routinely identify and collect proposals for improving the language currently found in the 2022 National Agreement. But an equally important aspect of preparing for bargaining is the collection and review of proposals generated by mail handlers across the country.

If you have any proposals that you would like to have considered for the upcoming round of bargaining, now is the time to submit them to the National Office. Every proposal submitted will be fully analyzed by the NPMHU's Field Negotiating Committee and the National Negotiations Team while the Union develops its opening bargaining proposals.

All proposals should set forth the Article, Section, Paragraph, and/or Page of the National Agreement that you are suggesting should be changed; the specific language you would like to see added to, or deleted from, the current National Agreement; and your specific reasons for suggesting the change. If you have supporting evidence or documentation that you believe would support the change that you propose, please submit those materials to the National Office along with your proposals. The National Office is asking that all proposals be submitted as soon as possible, but in no event later than January 31, 2025. The National Office also has issued a form that can be used to submit proposals which can be found at <https://www.npmhu.org/>.

Once again, proposals from any member (or group of members) and any Local Unions or other subordinate body should be submitted to the National Office by January 31, 2025, by faxing to 202-833-0008 or by sending to the following address:

National Postal Mail Handlers Union

ATTN: 2025 Negotiations
815 16th Street, NW, Suite 5100
Washington, DC 20006