



National Postal Mail Handlers Union

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*Vice President
Eastern Region*

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*Vice President
Northeastern Region*

John (J.R.) Macon
*Vice President
Southern Region*

Don J. Sneesby
*Vice President
Western Region*

Date: March 14, 2025

To: Local Presidents
National Executive Board
National/Regional CAD

From: Teresa Harmon, Manager Contract Administration **TH**

Re: Memorandum of Understanding Re: One-Time Retirement Incentive Dispute Process

The Memorandum of Understanding – Re: One Time Retirement Incentive provides a process for handling any disputes that arise under this MOU. It provides that any disputes are to be referred to the National Administrative Committee (NAC) for discussion and resolution.

If any of your members believe that they have an issue/dispute regarding the One-Time Retirement Incentive, they should:

1. Contact their local union official regarding the issue/dispute.
2. The union should have the member fill out the attached 2025 One Time Retirement Incentive/VER Appeal Form.
3. The Appeal Form along with any supporting documents should be emailed to Tharmon@npmhu.org.
4. Once the dispute is received at the National NPMHU, a copy will be forwarded to the USPS Headquarters representatives on the National Administrative Committee which will meet expeditiously to discuss the dispute.

Please disseminate this information, as you deem appropriate and should you have any questions regarding the above, please contact the Contract Administration Department.

Memorandum of Understanding Re: One-Time Retirement Incentive Dispute Process

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If you believe that you have an issue/dispute regarding the One-Time Retirement Incentive/VER, you should:

1. Contact your local union official regarding the issue/dispute.
2. The union will have you fill out the 2025 One Time Retirement Incentive/VER Appeal Form.
3. The Appeal Form along with any supporting documents will be emailed by your local union to Tharmon@npmhu.org at National NPMHU Headquarters.
4. Once the dispute is received at the National NPMHU, a copy will be forwarded to the USPS Headquarters representatives on the National Administrative Committee which will meet expeditiously to discuss the dispute.



2025 One Time Retirement Incentive/VER Appeal Form

NAME _____
 ADDRESS _____
 CITY, STATE, ZIP _____
 PHONE _____
 EMAIL ADDRESS _____
 EIN NUMBER _____
 FACILITY NAME _____
 FINANCE NUMBER _____
 LOCAL _____

This Appeal is being initiated for the following reasons:

UNION OFFICIAL _____

Email Form and Supporting Documents to: Tharmon@npmhu.org