



National Postal Mail Handlers Union

John F. Hegarty
National President

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*Vice President
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*Vice President
Western Region*

DATE: September 4, 2009

TO: Local President

From: John F. Hegarty 

MEMO

Q & A on Incentive payments signed today

The NPMHU and USPS have agreed upon a series of questions and answers to deal with the many inquiries that have been coming in from the field regarding the incentive program that was announced on August 25, 2009. That document is attached for your information, and it will also be available on the NPMHU web site.

**MEMORANDUM OF UNDERSTANDING
RE: ONE-TIME RETIREMENT INCENTIVE**

QUESTIONS AND ANSWERS

1. Which employees have the option to retire/separate on or before September 30?

Response: Employees who as of August 24, 2009 had a previously scheduled retirement date of September 30 or earlier will be allowed to retire on such date and be eligible for the incentive. In light of the time needed to accurately and appropriately process retirement applications, it is not possible to provide a September 30 retirement date for employees who had not already begun the process by August 24.

2. What retirement/separation date will be given to employees who did not have a previously scheduled retirement date, but have requested a retirement/separation date on or before September 30?

Response: These employees will be given a retirement/separation date of October 31 or November 30. This does not preclude agreement at the local level on the selection of either of those dates.

3. Will employees who already have a retirement date later than September 30 be allowed to retire on their scheduled date and be eligible for the incentive?

Response: Yes. Employees who as of August 24, 2009 have a scheduled retirement date on or before November 30 will be allowed to retire on their scheduled date and be eligible for the incentive. Employees who have a scheduled retirement date after November 30 will have to change it in order to be eligible for the incentive.

4. Will the incentive be paid to an employee resigning or retiring on a date other than the one assigned by the Postal Service?

Response: Unless the employee is being permitted to retire on a previously scheduled retirement date in accordance with the answers to questions 1 and 3 above, employees must retire/separate on the date assigned by the Postal Service in order to be eligible for the incentive.

5. What, if anything, do employees with a scheduled retirement or separation date have to do to apply for the incentive?

Response: Employees who as of August 24, 2009 have a scheduled retirement/separation date still must “opt-in” to the incentive program. If employees have a retirement/separation date of August 25-September 18 and have not been contacted by their Human Resources local services office by September 25, they must contact that office by September 25 to “opt-in” to the incentive program. Employees with a scheduled retirement/separation date of September 19-November 20 will receive a letter with a form that must be returned to the Human Resource Shared Services Office by September 25.

6. Are employees retiring under a Voluntary Early Retirement Authority (VERA) treated any differently than other employees in terms of determining their retirement dates?

Response: No. Employees who wish to retire pursuant to a VERA and take advantage of the incentive will be given a retirement date of October 31 or November 30, as provided in the MOU.

7. Is November 30 the set date for all part-time flexibles and part-time regular employees who wish to take advantage of the incentive?

Response: Yes, except for those part-time flexible and part-time regular employees who are being permitted to retire on a previously scheduled retirement date in accordance with the answers to questions 1 and 3 above.

8. Since employees can apply for disability retirement within a year of separation, if an employee should retire/separate pursuant to the MOU and subsequently apply for and receive disability retirement, do they have any obligation to repay the incentive monies?

Response: No.

9. If an employee who is on the USPS rolls collecting any wage loss compensation from OWCP accepts the incentive and retires/separates from USPS employment, will the \$15,000 be used as an offset against lost wage compensation?


Response: That determination is made by the Department of Labor.

10. If the number of applicants for the incentive reaches 25,000 and the national parties meet to determine how the opportunity for the incentive is going to be distributed, how will the employees be informed?

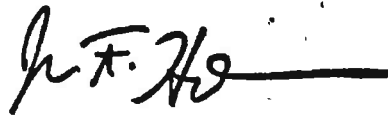
Response: The national parties will meet and will announce the agreed-upon process for approving the incentive for interested employees.

11. If the number of employees applying for the incentive exceeds the 30,000 maximum, can employees who have expressed interest withdraw their application and continue employment?

Response: Employees who have applied to accept the incentive by resigning or retiring optionally may withdraw their application prior to close of business on the effective date of separation/retirement. Employees who have applied to accept the incentive by retiring pursuant to a VERA may withdraw only if they do so prior to the irrevocable commitment date, which is September 25 for full-time employees and October 16 for part-time employees.



Doug A. Tulino
Vice President, Labor Relations
United States Postal Service



John F. Hegarty
National President
National Postal Mail Handlers
Union, AFL-CIO

Date: 9/4/09