

NPPN Tentative Agreement Overview

1. Contract effective through August 18, 2017.
2. Elimination of the uniform dress requirement
3. Wage increases as follows:
 - a. August 2014 ECI plus 1.1% that should amount to 3.1%
 - b. August 2015 ECI projected 2.2%
 - c. August 2016 ECI projected 2.5%

Equates to a 7.8% increase over the life of the contract. Every other APWU contract was awarded increases of 7.5%.

4. Remove Professional Enhancement Incentive – Replace with training budget.
5. Remove restrictions on choice vacation period
6. Discipline involving suspensions of 14 days or less the employee does not serve suspension until disposition of the grievance procedure.
7. Federal Employees Health Benefit Program premiums will be same as all other bargaining units.
8. Training/Education USPS will continue to offer and supply employees with necessary on the job training. In addition, each employee will be reimbursed for up to \$500/year for continuing education units taken to receive required certificates, licenses etc... In addition, employees will be approved for a minimum of 24 hours of time on the clock to achieve those goals.
9. Retention of the NO LAYOFF clause. No employee on the rolls as of August 10, 2012 will be involuntarily laid off.
10. Flexible Starting Salary If USPS is having trouble hiring at initial salary they have the ability to hire at a higher step in the scale. However; if this is done then any nurse in that area that is currently at a lower step, will also be upgraded to the higher step.
11. Bereavement Leave added mother-in-law and father-in-law as covered family members.
12. Alternative Work Schedule A National Committee is being formed to develop a pilot program to allow for alternative work schedules such as a four (4) ten(10) hour day work week, flexible starting times on either side of normal schedule, no time-clock punching, etc...
13. Retention and adherence to the Goldberg Award concerning job duties and responsibilities to allow for uniform duties. Duties attached.
14. USPS will post thirty eight (38) new OHN positions for hire.