

APWU NEWS Service

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American Postal Workers Union, AFL-CIO

APWU Urges Boycott of 'Communication' Survey

President William Burrus is urging all APWU members to boycott the Postal Service's communication survey scheduled this month. Management notified the union recently that it intends to conduct this survey for the alleged purpose of assessing employee perceptions of postal communication, focusing on the anthrax crisis and the Postal Service's "transformation efforts." The APWU is concerned that the Postal Service will misrepresent the results of this survey in an attempt to show that employees support its recently announced "Transformation Plan." President Burrus reminded members that boycotting management's employee opinion surveys is consistent with APWU policy.

As reported in previous News Service bulletins, the APWU opposes the Postal Service's Transformation Plan because we believe it fails to address the real problems facing the Postal Service. Along with the recent rate case it represents an attempt to transfer revenue from the Postal Service to private sector firms which turn a profit on postal activity at the expense of the USPS.

As part of the Transformation Plan, the Postal Service plans to close facilities and make other significant reductions in postal services throughout the country. These efforts will have an adverse impact upon APWU-represented employees. It is important that postal workers recognize the Transformation Plan for what it is - an attempt to dismantle the United States Postal Service.

The APWU is urging members to boycott the transformation survey because of the likelihood that management will misuse the results. Following previous employee opinion surveys, the Postal Service alleged the results showed employees supported the concessionary wage proposals that management put forward during contract negotiations.

Members are cautioned that questions in some opinion surveys are designed to elicit a desired response or result. For example, in the current survey, under "USPS Reputation and Goals" it states, "I understand USPS' need for transformation in order to achieve its goals." The possible responses range from "strongly agree" to "strongly disagree." The APWU believes this could be misleading and achieve responses that are not necessarily what the employee intends. Transformation could be understood simply to mean change. Employees may agree that changes are needed in the Postal Service. But, by using the word "transformation" without identifying any specific changes, the Postal Service may contend that employees favor the Transformation Plan, which of course the APWU opposes.

The Postal Service plans to distribute the survey to approximately 10,000 craft and management employees at random, at their work sites, where they will be given time on the clock to complete them.

The only way to ensure that you do not contribute to surveys that may adversely affect your livelihood is to simply refuse to participate.

Training Conference Sept. 10-15

Advanced Arbitration

The Research and Education Department of the American Postal Workers Union will conduct a weeklong Advanced Arbitration Training Conference. The conference is designed to acquaint arbitration advocates who are currently arbitrating with the advanced techniques needed to prevail in arbitration. Students will be tested daily.

Prerequisite:

To register for the conference participants must meet one of the following criteria:

- Must be a certified national advocate.
- Must be a local certified advocate who is currently arbitrating cases.
- Must have previously attended a Basic Arbitration Training Conference.

To Register:

To register for the conference, participants must mail a letter from the local or state president (on official letterhead) authorizing their attendance along with the registration form and check.

All participants must pre-register prior to the conference deadline, Friday, Aug. 9, 2002. No walk-ins will be allowed. Space is limited; please register early.

Arrival and Departure:

All participants must arrive at the hotel on Tuesday, Sept. 10, 2002, no later than 2 p.m. to register; classes will start promptly at 3 p.m. on Tuesday. The conference will adjourn no later than 11 a.m. on the following Sunday morning.

Participants must be in attendance for the entire program. Certificates will be awarded based on class performance. APWU national officers and business agents will serve as instructors.

Classes:

Rules of Contract Construction, New Evidence/New Arguments, Major Mistakes Made by Arbitration Advocates, Just Cause Concepts and Challenges, Writing an Effective Brief, Due Process, Witnesses (special situations), Nexus, Latin in the Hearing, Affirmative Defense, Framing Multiple Issues and Threshold Strategies.

Hotel Accommodations

To secure the hotel rates listed below, please inform the hotel that you are with the American Postal Workers Union. All hotel rooms must be guaranteed by credit card, check or money order. Refunds will be granted if reservations are canceled 72 hours in advance of the arrival date. Check-in time is 4 p.m.

Date: Tuesday, Sept. 10 through Sunday, Sept. 15, 2002.

Hotel: Holiday Inn on the Bay
1355 Harbor Drive
San Diego, CA 92101

Direct Phone Number: (619) 232-3861

Toll Free Phone Number: 1 (800) 877-8920

Room Rate: \$99 + 10.5 percent tax, single/double occupancy

Parking: Currently is \$15 overnight, with in-and-out privileges.

Deadline to Register for Conference and Hotel Rooms: Friday, Aug. 9, 2002.

'Elevating The APWU'

Human Relations Conference Aug. 7-10

The 17th national APWU Human Relations Conference will focus on a variety of issues that affect our members in both their personal and working lives. We will address the diversity among our brothers and sisters and the importance of building coalitions with other groups.

We will provide resources about community involvement to motivate our members and to help create alliances. Attention will be given to educating tomorrow's leaders about the importance of unions to ensure our survival. We will offer extensive training on the Department of Labor - Office of Workers Compensation Program and the Federal Employees' Compensation Act to assist our injured members in obtaining their benefits. There will be a questions-and-answers forum posed to DOL-OWCP representatives.

Presentations and workshops will be offered on the Employees Assistance Program, the EEO Process, Reasonable Accommodations, Disability Retirement, Survivor Benefits and Dependent Care.

Your participation at this conference will enhance your ability to serve as a union representative and help members become active in the APWU. Motivating the membership, raising public awareness about our struggles, and providing our members with additional guidance, advice and benefits will surely elevate the APWU. We encourage APWU representatives and members to attend. It will take our collective effort to successfully achieve our mutual goals. We look forward to your participation.

See you in Minneapolis!

Daily Schedule of Events

<p>Tuesday, Aug. 6, 2002 Late Registration 4 - 7 p.m.</p> <p>Wednesday, Aug. 7, 2002 Late Registration: 7:30 a.m. - 2 p.m. Plenary Session: 9 a.m. - 5 p.m. Hospitality: 7:30 - 10:30 p.m.</p> <p>Thursday, Aug. 8, 2002 Morning Workshops: 9 a.m. - Noon Afternoon Workshops: 1:30 - 5 p.m.</p>	<p>Friday, Aug. 9, 2002 Morning Workshops: 9 a.m. - Noon Afternoon Workshops: 1:30 - 5 p.m. Awards Banquet: 7 - 10:30 p.m.</p> <p>Saturday, Aug. 10, 2002 Plenary Session: 9 a.m. - 11:30 a.m. Community Activity Day: 1 p.m. - 5 p.m. Transportation to Community Activity begins at noon</p> <p>Sunday, Aug. 11, 2002 9 - 11 a.m. Memorial / Prayer Service</p>
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Please make all checks payable to APWU

Return all completed forms along with payment to:
APWU Human Relations Department
1300 L Street N.W.
Washington, D.C. 20005

For more information, call
Sue Carney
Director Human Relations Department
(202) 842-4271.

Form #1 and payment must be received no later than July 12, 2002.

Human Relations Registration Form #1

Return by July 12, 2002

APWU 17th National Human Relations Conference			
Millennium Hotel, Minneapolis, MN August 7- 10, 2002			
"Elevating The APWU"			
Name _____	Social Security Number _____		
Address _____	City _____	State _____	Zip Code _____
Phone (home) _____	Title/Craft _____		
WORKSHOP REGISTRATION:			
Please indicate the workshop(s) you will attend. Select no more than two per day if workshops are a half-day, and no more than one if workshops are a full day.			
Thursday, Aug. 8th			
MORNING WORKSHOPS 9 a.m. to Noon Community Activism _____ Future Force: Educating youth on union values _____			
AFTERNOON WORKSHOPS 1:30 to 5 p.m. Beginners OWCP _____ Dependent and Child Care Options _____			
FULL-DAY WORKSHOPS 9 a.m. to 5 p.m. Advanced OWCP _____ (Must have had beginners training) DOL's Injury Compensation Specialists _____ (Must have had advanced training) Two full days - Thursday & Friday - Must attend both - DOL Certificate Issued _____			
Friday, Aug. 9th			
MORNING WORKSHOPS 9 a.m. to Noon EAP District Advisory Committee _____ EEO Process _____			
AFTERNOON WORKSHOPS 1:30 to 5 p.m. Disability Retirement/ Survivor Benefits _____ Reasonable Accommodations _____			
FULL DAY WORKSHOPS 9 a.m. to 5 p.m. Special Issues in Injury Compensation: Limited Duty/Rehab, Appeals Process, Types of Claims, ECAB Rulings, Agency Query System _____			
Fees: Conference pre-registration fee is \$60 per person, and includes ticket to the Awards Banquet. Additional Banquet Tickets: \$40 each. Late Conference registration fee is \$40 (no Awards Banquet ticket).			
Enclosed is \$ _____ for _____ registration(s), including Awards Banquet and \$ _____ for additional Awards Banquet tickets.			
Registration for:			
Name _____			
Special Needs _____			
Sign Language Interpreter _____			
Other _____			

Human Relations Registration Form #2 (optional)

Return by July 12, 2002

Outstanding Achievement Award Nomination Form			
Name _____	Social Security Number _____		
Address _____	City _____	State _____	Zip Code _____
Phone (home) _____	Title/Craft _____		
Nominees to be recognized at the Awards Banquet, Friday, Aug. 9, 2002.			
I nominate:			
Name (must be an APWU member) _____			
Title (if applicable) _____			
Local / State _____			
For their outstanding dedication, loyalty and perseverance in community service and human relations.			
Please attach the following information:			
<input type="checkbox"/> Their participation / leadership in community activities			
<input type="checkbox"/> Their years of union membership / leadership / service to the APWU			
<input type="checkbox"/> Other pertinent information stating why they deserve this recognition.			
Recommended by:			
Name _____			
Title (if applicable) _____			
Local/State _____			

Human Relations Registration Form #3 (optional)

Return by July 12, 2002

APWU Memorial Tribute Registration Form			
Name _____	Social Security Number _____		
Address _____	City _____	State _____	Zip Code _____
Phone (home) _____	Title/Craft _____		
Submitter of names to be remembered:			
Name _____			
Title (if applicable) _____			
Local / State _____			
Please list the names of deceased members who have passed away since July 2000 (last APWU National Convention) that you would like to be remembered at the Prayer / Memorial Service on Sunday, Aug. 11, 2002.			
1. _____			
2. _____			
3. _____			
4. _____			
5. _____			
6. _____			

REGISTRATION FORM Advanced Arbitration Training Conference

PLEASE TYPE OR PRINT

Name _____	Social Security Number _____		
Street Address _____	City _____	State _____	Zip Code _____
Local _____	Phone (home) _____	(work) _____	
Hours of work _____			

Mail this form with a check or money order for the \$125 registration fee, made payable to Advanced Arbitration Training Conference to:
APWU Research and Education Department
Attn: Joyce B. Robinson, Director
1300 L Street, NW, Washington, DC 20005

*Special Note: Included in the \$125 conference registration fee is a dinner, two coffee breaks daily and a graduation breakfast.