

# APWU NEWSservice

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1300 L Street NW, Washington, DC 20005  
Volume 32 No. 20 • Nov. 21, 2002

American Postal Workers Union, AFL-CIO

## Contract Extension Ballots Go Out To Members Dec. 2-4

The Rank and File Bargaining Advisory Committee has set the schedule for voting on the tentative agreement to extend the 2000-2003 Collective Bargaining Agreement by two years. Ballots will be mailed to members beginning Monday, Dec. 2.

The returned ballots will be picked up by the outside mailing-house appointed by the advisory committee on Thursday, Dec. 19. The counting of ballots will take place the same day. The results will be announced on the APWU Web site home page ([www.apwu.org](http://www.apwu.org)) as soon as they are known. Local-by-local counts will take as much as a week to tabulate, but should be posted before the end of the year.

On Nov. 20, state and local union presidents were mailed copies of the contract items being voted upon.

### Executive Board Action

On Nov. 19, the APWU National Executive Board voted unanimously to endorse the tentative agreement to extend the contract.

The ratification mailing will include the contract items (10 individual memoranda), the ballot, a return envelope, the Rank and File Bargaining Advisory Committee's statement on the contract extension, a letter from APWU President William Burrus, and a summary of the agreement.

Members who do not receive a mailing may request a new ballot starting Tuesday, Dec. 10. Requests for new ballots should be directed to APWU headquarters at 202-842-8505.

Ballot preparation and the supervision of the election are under the auspices of a subcommittee of the Rank and File Bargaining Committee, consisting of Terry Grant (president, Ohio Postal Workers Union), Tom Maier (Industrial Relations director, Tulsa Area Local), Isabelle Bailey (president, APWU of California), Morline Moore (president, Texas Postal Workers Union), and Greg See (president of the Mansfield, OH, Area Local). After ratification was approved Nov. 14, members of the subcommittee remained in Washington to guide the balloting process.

The subcommittee will supervise the vote count in Washington Dec. 19.

## APWU to Host Four Days of Seminars

APWU seminars on retirement counseling, injury compensation, and "Building Your Local Union" will be offered over the course of four days in late February.

The seminars, hosted by the APWU Retirees and Human Relations departments, will take place in Midland, MI, Feb. 19 to Feb. 22. Each department is offering a three-day training seminar. The union-building seminar on the fourth day is for all participants.

The **Retirement Counseling** seminar, presented by APWU's Retirees Department, will offer overviews of the role of the counselor, the various retirement systems, employee contributions, civilian, military and leave credits, life and health insurance, computation of annuities, resources, and more.

The **Injury Compensation Specialist** seminar, presented by the APWU Human Relations Department, is modeled after the training offered to the federal agencies by the Department of Labor, Office of Workers' Compensation Program.

The APWU seminar is tailored to address issues specifically relevant to postal workers and union representatives. The agenda includes the role of the representative,

definitions, types of claims, claim forms, claimant and agency responsibilities, claimant rights, benefits, continuation of pay, compensation, conversions, scheduled awards, physicians, medical narrative, second and referee opinions, limited duty, ELM 540, record-keeping, hearings, reconsiderations and appeals, claims-examiner role and perspective in claim review, the Agency Query System, special issues and more.

The **"Building Your Local Union"** seminar will be a full-day workshop sponsored by both APWU departments, for all participants. The full-day class will focus on ways to regenerate interest and participation among the membership.

The registration fee for the four-day event is \$70, and includes dinner Saturday evening, Feb. 22. The deadline for registering is Jan. 15, 2003. Late registration will be accepted on a space-available basis, but no walk-ins will be permitted.

Rooms have been blocked at the Holiday Inn & Convention Center, Midland Michigan (about 15 minutes from the Midland/Bay City/Saginaw Airport). The special APWU room rate is \$66.30 per night. Reservations should be made directly with the hotel at 800-622-4220.

### 2003 CENTRAL REGION SEMINARS

#### Retirement Counseling, Injury Compensation Specialist, 'Building Your Local Union'

Holiday Inn & Convention Center, Midland, MI, Feb. 19-22, 2003

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

Address \_\_\_\_\_ E-mail \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Title (if officer/steward) \_\_\_\_\_ Local \_\_\_\_\_

Local Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

Seminar Selection\* (Choose only one):

Retirement \_\_\_\_\_ Injury Compensation Specialist \_\_\_\_\_

\*All participants will attend "Building Your Local Union"

Send this completed form and payment payable to:  
Michigan Postal Workers Union  
PO Box 664  
Iron Mountain, MI 49801  
Attention: Lynn Pallas-Barber

## It Pays to Belong!

## Upgrades, Pay Raises Take Effect

The basic annual salary for each grade and step for each APWU-covered position increased 1.4 percent Nov. 16, and will be reflected in paychecks issued on Dec. 6. This was the third and final annual raise in the 2000-2003 Collective Bargaining Agreement.

Also on Nov. 16, several APWU crafts' positions were upgraded. The upgrades, especially when combined with the annual increase, often resulted in significant raises. The overall increase was supplemented, of course, by cost-of-living adjustments that took place in March and September this year.

Among those being upgraded were Motor Vehicle Operators and Tractor-Trailer Operators. Motor Vehicle Operators were upgraded from Level 5 to Level 6, and Tractor-Trailer Operators were upgraded from Level 6 to Level 7.

Maintenance Craft upgrades took place for the Level 7 Building Equipment Mechanics, Level 7 Mail Processing Equipment Mechanics, and Level 9 and 10 Electronic Technicians. Most of the Maintenance employees who were upgraded advanced from Schedule 2 of the pay scale on a step-to-step basis and got credit for waiting time they had

accrued in the lower level. Because the waiting periods are shorter in Level 8 than in Level 7, some Level 7 employees moved to a higher step at the same time that they were upgraded.

Employees who were upgraded went to the same step in the higher level and carried their waiting time for the next step increase. For example, if you were a Level 5, Step A, with only six more weeks of waiting time until you would have been eligible for a step increase, the upgrade made you a Level 6, Step A (with only six more weeks of waiting time until you are eligible for a step increase to Level 6, Step B). This is true for all steps.

The upgrades also moved some employees who were in Schedule 1 of the pay scale to Schedule 2. This was accomplished by treating the employees as if they had been promoted and using the appropriate chart to determine which step they belonged in on Schedule 2.

Employees who had served more than 30 weeks in Level 7, Step O, were upgraded to Level 8, Step P. Since Level 8 starts at Step D, Level 7 employees in steps A, B and C jumped to Level 8, Step D, but did not carry over step waiting time.

## COLA Update

An increase in the Consumer Price Index in October means that after the third month of the third Cost-Of-Living Adjustment (COLA) period in the National Agreement, employees have accrued an annual raise of \$202.80.

The COLA adjustment amounts to a 9.75 cents per hour increase, which works out to \$7.80 per pay period.

The rise in the CPI-W from January through July (the second six-month COLA period in the contract) resulted in a \$12 increase in APWU members' biweekly paychecks; the increase was reflected in paychecks issued Sept. 27.

Pay scales can be seen at [www.apwu.org](http://www.apwu.org).

## 2003 Craft Conference Alert

### Motor Vehicle Directors' Conference

The Motor Vehicle Directors' Conference is set for April 24-26, 2003, in Philadelphia.

The conference will be held at Philadelphia's Crowne Plaza Hotel.

Registration will begin April 23. The general session will convene on Thursday, April 24. The conference will close Saturday, April 26, at 5 p.m.

If you wish to attend the evening banquet on Friday, April 25, please include a check for \$40 along with the registration form below. Complete the form below and mail it to the Motor Vehicle Services Division (Attention: Robert Pritchard), at the address given below. The pre-registration process closes **March 22, 2003**.

To make hotel reservations, contact the Crowne Plaza at 215-561-7500. Be sure to identify yourself as a participant in the APWU Motor Vehicle Directors' Conference. The room rates are \$118 per night for single or double occupancy.

To guarantee the negotiated rate, be sure to make your reservations by April 17.

### 2003 MOTOR VEHICLE DIRECTORS' CONFERENCE

Crowne Plaza Hotel, Philadelphia April 24-26, 2003

Name \_\_\_\_\_ Social Security No. \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Title \_\_\_\_\_

Local \_\_\_\_\_

Local Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

E-mail \_\_\_\_\_ Banquet tickets \_\_\_\_\_ @ \$40 per person \$ \_\_\_\_\_

#### Send this completed form to:

Robert Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union, AFL-CIO  
1300 L Street NW, Washington, DC 20005