



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Initiate National Dispute

VIA FACSIMILE AND REGULAR MAIL

June 8, 2007

Greg Bell, Director
Industrial Relations
1300 L Street, NW
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Western Region

Mr. Doug Tulino
Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU No. HQTG200710, Proposed Subcontracting of
Bargaining Work at Fourteen Air Mail Centers

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute over the Postal Service's proposal to subcontract bargaining unit work (tender and receipt of mail) at the fourteen Air Mail Centers/Facilities and the Postal Service's failure to meet its obligation pursuant to Article 32 of the National Agreement.

Pursuant to Article 32 of the National Agreement, but not limited to, the Postal Service must meet the following obligations before subcontracting can take place:

- First, the Union at the National level must be given advance notification.
- Second, the Postal Service must meet with the Union while developing the initial Comparative Analysis Report.
- Third, during the meetings/discussions between the parties during the development of the initial Comparative Analysis Report, the Postal Service must consider the Union's view on costs and other factors, together with proposals to avoid subcontracting and proposals to minimize the impact of any subcontracting.
- Fourth, after the parties have met and discussed that matter, and the Union has been afforded the opportunity to provide its views on costs and other factors, together with proposals to avoid subcontracting and to minimize the impact of any subcontracting — the Postal Service is obligated to provide the initial Comparative Report, including "a statement of the Union's views and proposals." In addition, the Postal Service must include "a statement of the

Union's views and proposals" in any Decision Analysis Report relating to the subcontracting under consideration.

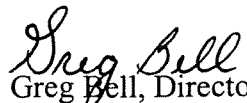
It is the APWU position that the Postal Service failed to meet and afford the APWU the opportunity to provide its views on costs and other factors, together with proposals to avoid subcontracting and to minimize the impact of any subcontracting during the development of the initial Comparative Analysis Report.

The Postal Service failed to consider APWU views on costs and other factors, together with proposals to avoid subcontracting and to minimize the impact of any subcontracting during the development of the initial Comparative Analysis Report.

The Postal Service failed to include "a statement of the Union's views and proposals" in the initial Comparative Report. In addition, the Postal Service failed to provide the APWU all relevant information and failed to give due consideration pursuant to its obligation under Article 32 of the National Agreement, when evaluating the need to subcontract.

Article 15 of the collective bargaining agreement provides that within thirty (30) days after the initiation of a dispute the parties shall meet in an effort to define the precise issues involved, develop all necessary fact, and reach an agreement. It is requested that you or your designee contact me at (202) 842-4273 to discuss this dispute at a mutually scheduled date and time.

Sincerely,


Greg Bell, Director
Industrial Relations

APWU #: HQTG200710

Dispute Date: 6/8/2007

Case Officer: Greg Bell

Contract Article(s): 32, Subcontracting;

cc: Resident Officers
File

GB/LB