



# American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

## Initiate National Dispute

### National Executive Board

Mark Dimondstein  
President

Debby Szereby  
Executive Vice President

Elizabeth "Liz" Powell  
Secretary-Treasurer

Charlie Cash  
Director, Industrial Relations

Lamont Brooks  
Director, Clerk Division

Idowu Balogun  
Director, Maintenance Division

Michael O. Foster  
Director, MVS Division

Stephen R. Brooks  
Director, Support Services Division

Sharyn M. Stone  
Coordinator, Central Region

AJ Jones  
Coordinator, Eastern Region

Tiffany Foster  
Coordinator, Northeast Region

Kenneth L. Beasley  
Coordinator, Southern Region

Omar M. Gonzalez  
Coordinator, Western Region

October 4, 2022

Mr. Thomas Blum  
Vice President, Labor Relations  
U.S. Postal Service, Room 9014  
475 L'Enfant Plaza, SW  
Washington, DC 20260

**Re: USPS Made Improper Changes to New Employee Orientation Process  
for APWU-Represented, Career and Non-Career, Employees  
APWU National Dispute: HQTC20220354**

Please be advised that pursuant to Article 15, Sections 2 and 4, of the Collective Bargaining Agreement (CBA), the APWU is initiating a Step 4 Dispute.

The issues and facts involved in this dispute are as follows:

The USPS has unilaterally changed the new employee orientation process.

Among the issues that violate the CBA are:

- Providing false and/or misleading declarations to new employees that the APWU at the national level has agreed to this new process and "signed off" on this procedure.
- Limiting the Union's time for its presentation to new employees, in violation of Article 17.6 and the JCIM, Article 17.6. This is also a past practice violation in numerous offices/Locals.
- By limiting the APWU's amount of time to address new employees, this harms the employees who will not receive necessary information from the Union in terms of contractual rights, health benefits, etc.

- Conducting these new employee orientations solely at District offices, preventing many APWU Locals from having the opportunity to address the employees who each Local will ultimately represent.

Please contact Sam Lisenbe, case officer, at 202-216-2648 (office) or 469-387-2129 (cell) or [slisenbe@apwu.org](mailto:slisenbe@apwu.org) to discuss this dispute at a mutually scheduled time.

Sincerely,

A handwritten signature in blue ink that reads "Sam Lisenbe". The signature is cursive and fluid, with the first name "Sam" and last name "Lisenbe" clearly distinguishable.

Sam Lisenbe  
Assistant Director, Clerk Craft  
American Postal Workers Union,  
AFL-CIO