

American Postal Workers Union, AFL-CIO

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May 24, 2012

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President
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Mr. Doug Tulino
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Dear Mr. Tulino:

The APWU has been monitoring with increasing concern the Postal Service's announcement of its POSTPlan for rural post offices. Some of the details of the plan raise serious questions about how the Postal Service intends to reconcile POSTPlan with the Postal Service's commitments in the APWU National Agreement. We need to meet to discuss these issues as soon as possible before the Postal Service goes any further with plans that we believe will result in liability to the Postal Service and ultimately raise the Postal Service's costs rather than control them.

It is disappointing that the Postal Service has failed to communicate with the APWU on POSTPlan, particularly given the implications to the APWU and the purported importance to the Postal Service. From what we have been able to determine, however, POSTPlan will change, primarily decrease, the hours of retail operations at thousands of rural post offices to just over two or four hours a day. As steps towards permanently shrinking the ranks of Postmasters, we understand that the Postal Service will also be moving and consolidating career Postmasters out of these rural retail offices into central offices where they will continue to perform supervisory and managerial responsibilities for the smaller offices remotely. One of the most troubling parts of POSTPlan is the Postal Service's plan to staff many of these reduced-hour rural retail operations with Postmaster Reliefs (PMRs).

The APWU expects that the Postal Service will be absolute in confirming its commitments to the terms of the "Q06C-4Q-C 10005587 GLOBAL SETTLEMENT" in the National Agreement that, notwithstanding POSTPlan, the Postal Service still intends to eliminate PMRs in Level 15, -16, and -18 offices (including rural offices that were at those levels on November 10, 2010) and will continue to limit the amount of bargaining unit work that Postmasters in those offices perform. We can

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discuss the additional information the APWU will need to monitor and confirm that the Postal Service is meeting these requirements.

My main concern that we need to discuss immediately is that the PMR staffing in POSTPlan violates and conflicts with some of the most critical terms and assumptions of the APWU National Agreement as well as Postal policy and practice. POSTPlan's current design conflicts with the Postal Service's own rules, policies, arbitration awards, and settlement agreements that require (1) that the Postal Service maintain a 1:1 ratio of PMRs to Postmasters and (2) that PMRs relieve Postmasters on a temporary basis to do the Postmasters' work while the Postmaster is not at work. PMRs are not to be utilized in the absence of clerical employees. Your design has multiple PMRs covering for only one Postmaster, has the PMRs working as permanent replacements rather than temporarily filling in for the Postmaster, and, as I address below, has them doing work that is neither supervisory nor managerial, all in violation of well-established Postal policy. Compounding these problems, this plan to cover window hours in solely retail operations at the impacted rural offices with non-bargaining unit, non-supervisory, and non-managerial PMRs is a blatant rejection of key underpinnings of the National Agreement as well as the law. Again, by your own design, the POSTPlan PMRs are not supervisors or managers; those responsibilities are following the career Postmasters out of the rural offices to new locations to be performed remotely. What the PMRs are left doing – working the window – is plainly bargaining unit work. And by not maintaining the statutorily-required pay differential between managers and bargaining unit employees, by, in fact, paying the PMRs less than bargaining unit employees, it is all the more evident that PMRs as you are intending to use them now are not managers or supervisors.

On what has been made public thus far, it is evident to the APWU, therefore, that POSTPlan violates the APWU National Agreement in a number of ways including:

- Our agreement that “[w]hen non-managerial or non-supervisory work, not otherwise excluded by Article 1.2, which was being performed by supervisors, is no longer performed by supervisors, then it must be assigned to clerk craft employees.” (MOU Re: Clerical Work);
- Our agreement that all new positions and new work that is non-supervisory and non-managerial “shall be assigned to the most appropriate bargaining unit position” under Article 1.5. (MOU Re: New Positions and New Work);
- Our agreement that there are specific limits on the number of hours of work

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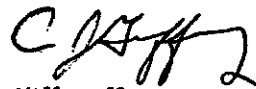
a Postmaster can perform in the Postal Service's smaller offices (GLOBAL SETTLEMENT);

- And our agreement that whether or not non-supervisory and non-managerial work performed by a supervisor "seeped" out of an APWU craft, that the Postal Service would assign to a bargaining craft unit and NOT an EAS position (MOU re: Job Audits).

The Postal Service's POSTPlan is, on its face, plainly a vision for doing clerk work in purely retail operations at rural offices with non bargaining unit employees. This is in direct conflict with the APWU National Agreement. This effort to undercut the APWU must be revised before POSTPlan goes any further.

Contact my office as soon as possible to schedule a meeting to discuss this further.

Sincerely,



Cliff Guffey
President

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