



American Postal Workers Union, AFL-CIO

March 23, 2010

1300 L Street, NW, Washington, DC 20005

William Burrus
President
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Subject: New Leaders

Dear Local President:

Over recent years the USPS' financial challenge, increased efficiencies of automation and the consolidations of retail services have influenced the hiring of new employees, while the postal workforce has aged significantly. These changes to the mix of veterans and new employees will have an impact on our union that depends upon a steady influx of new activists to continue first class representation far into the future.

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Coordinator, Southern Region

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Coordinator, Western Region

Twenty years from now when the current local, state and national officers have moved on there will be a new generation of leaders representing postal employees. Under normal circumstances, there is a mix of senior and junior union activists, but this balance has been seriously disrupted by the many years of 'hiring freezes' and our bargaining unit has progressively aged. As a union, we must address this imbalance and make a concentrated effort to encourage a disproportionately high percentage of young employees to become active within the union. To meet this objective, the national and local unions must take appropriate steps that the delegates to all union functions, including the national convention, the union's highest governing body, reflect a mix of senior and junior activists.

To assist locals in their efforts to include the next generation of union activists at the 2010 national convention, I commit to sharing the costs of local union members 35 years or younger who have not been elected or selected as delegates. The national union will assume the cost of transportation, lodging (one private double occupancy room per special delegate) and 50% of lost time for those locals that pay reimbursement of lost wages to those selected. In order that the cost of including young activists is not borne by diminished local treasuries, the national union will absorb these costs.

In most instances, the young activists have not been elected to serve as delegates; therefore, they cannot be afforded voice or vote at the convention. However, I will request the consent of the delegates to include in the Convention Rules that these delegates will be permitted on the convention floor. This offer does not extend to elected delegates who will be in attendance without national subsidy.

I repeat the offer. The national union will pay the cost for delegates who are 35 years or younger at the time of the 2010 national convention who have not been elected by the local membership. We will pay 50% of LWOP and the full costs of lodging (one private - double occupancy per special delegate) and transportation. I reserve the right to limit the number allotted per local, if the total costs exceed the budgeted amount. Every local that submits names will receive a minimum of one.

To qualify for inclusion in this effort, locals must submit the name and Employee ID number of the union member with certification that he/she is 35 years or younger at the time of the 2010 national convention. Please email your selection(s) to: sduyck@apwu.org as soon as possible.

These young delegates will be registered by the national union and they will be afforded special credentials.

WB:RB:sbd