

## Clerk Craft Committee

**Lori Ennis, Chairperson**

Western New York Area Local

**Scott Hoffman**

Boston Metro Area Local

**Angela Bostic**

San Francisco Local

**Renee Breeden**

Arizona State APWU

**Joe Paul**

Florida State APWU

# Resolution #1

## South Shore Area Local (MA)

WHEREAS, the APWU has negotiated to hire Postal Support Employees (PSE) into the APWU bargaining unit without career status, and

WHEREAS, there is currently no mechanism to convert such PSES to career status, therefore be it resolved,

*“That the APWU negotiate mechanisms that would trigger PSE conversions to career status.”*



# Committee Recommendation #1

The committee recommends an amendment to add to the resolution “after all contractual rights for career employees have been met such as retreat rights, PTF Conversions and assignment of unencumbered employees”.

With this the resolve will read:

*“Be it resolved that the APWU negotiate language that would trigger PSE conversions to career status after all contractual rights for career employees have been met such as but not limited to retreat rights, PTF Conversions and assignment of unencumbered employees”*

**Passed by the body as amended.**

## Resolution #2

WHEREAS, the implementation of Non-Traditional Full-time duty assignments resulted in an inordinate amount of duty assignments with only one non-scheduled day off, therefore be it resolved

*“That the APWU negotiate language that would prohibit duty assignments with only one non-scheduled day off.”*

# Committee Recommendation #2

The issue is currently scheduled for National Arbitration in December of this year for Function 1 – Mail Processing, and Function 4 – Customer Service. The committee feels that the outcome of these arbitrations will resolve the matter.

**The body deferred this resolution to the pending National Level arbitrations.**

# Resolution 3

WHEREAS, the USPS constantly reduces staffing causing the need to reassign excess employees, and

WHEREAS, the conversion of part-time flexibles employees to full-time is precluded by the Article 12 withholding of residual vacancies, and

WHEREAS, hiring of PSEs to career positions is also precluded by Article 12 withholding of residual vacancies and

WHEREAS, the USPS can withhold residual vacancies for an indefinite period of time, therefor be it resolved

*“That the APWU negotiate language setting limitations on the length of time residual vacancies can be withheld before being filled by an impacted excess employee transfers or released for PTF and/or PSE conversion.”*

# Committee Recommendation #3

The committee believes that the resolution is too confusing and we recommend that the resolution is remanded back to the local for re-submission to the 2014 Clerk Craft Convention just prior to the National Convention.

**This resolution was referred back to the submitting Local for clarification and resubmission.**

# Resolution #4

WHEREAS, holiday pay is currently 8 hours for all full-time employees, and

WHEREAS, certain Non-Traditional Full-time (NTFT) employees may have a regularly scheduled day that exceeds 8 hours on a holiday or designated holiday and

WHEREAS, such NTFT employee loses pay unless he/she works the holiday, therefore be it resolved

*“That NTFT employees whose holiday or designated holiday exceeds 8 hours be paid holiday pay hour per hour in accordance with their scheduled day.”*



# Committee Recommendation #4

The committee recommends non-concurrence. All full-time employees receive 80 hours of holiday pay per year. This would be an unjust enrichment for a select few at the risk of hurting the majority.

**This resolution was passed as submitted.**

# Resolution #5

## Washington State APWU

Whereas, the USPS has agreed to return work currently performed by Management, that was or could be performed by craft employees, and

Whereas, The National APWU negotiated language in Article 1, and also in the MOUs concerning such work, Therefore be it resolved that, *“that the National APWU will make it a priority to enforce language in the contract and the MOUs to bring this work back to the craft such as timekeeping and other such duties.”*

# Committee Recommendation #5

The committee recommends concurrence with the understanding that locals must enforce the contract at their level.

**Passed and body agreed with the committee's recommendation**

# Resolution 6

## Washington State APWU

- WHEREAS, The Collective Bargaining Agreement provides for the filling of residual full-time vacancies in the Motor Vehicle Craft by conversion to career of PSEs with the highest standing on the roll, and
- WHEREAS, The CBA does not provide similar language for Postal Support Employees to be converted to residual vacancies in the Maintenance or Clerk Crafts, and
- WHEREAS, The Motor Vehicle Craft, as of 2013, is the craft with the largest number of conversions from PSE to career status, therefore be it resolved
- That the APWU negotiate in order to obtain similar language which would facilitate conversion from PSE to career status in the Maintenance and Clerk Craft, and be it further resolved
- That the intent of this resolution would be to obtain language that would not override any existing rights of career employees, such as part-time employees' eligibility for conversion to full-time residual vacancies.

# Committee Recommendation #6

The committee refers this resolution to resolution #1.

**This resolution was deferred to resolution #1 whereas resolution #1 was passed as amended by the body.**

# Resolution #7

WHEREAS Regional Instruction 399 process has no definitive ending when resolution cannot be achieved at the local level, and

WHEREAS, the RI399 process can be manipulated by the USPS to divide bargaining unit employees against each other, and

WHEREAS, the bargaining unit employees constantly bicker over which job functions belong to their craft, therefore be it resolved:

*“That the APWU take whatever actions necessary to withdraw participation in the RI-399 process, and be it further resolved*

*That the APWU negotiate specific job functions to clarify which job functions belong to the appropriate APWU craft.”*

# Committee Recommendation #7

The committee recommends non-concurrence because of the negative impact to Clerk Craft employees.

**Resolution did not pass and was defeated by the body as recommended by the Committee.**