

Update on the Fight Back Against USPS Reductions in Service and Jobs

Following strong resistance from the APWU – and the National Postal Mail Handlers Union (NPMHU) – USPS management agreed to a five-month delay in implementing forced reassignments and excessing of employees out of their installations.

However, this may only be a temporary reprieve as the USPS is planning to move ahead with their outrageous and misguided plans to gut the workforce and service, targeting over 12,000 jobs with their three-pronged assault:

- First, in most facilities postal management is automatically reverting (i.e. doing away with) vacant positions in violation of the contract. Job reversions reduce the workforce and slow or stop conversion opportunities for Postal Support Employees (PSEs) to career jobs.

- Second, management is targeting thousands of bid jobs currently occupied by career employees for abolishment.

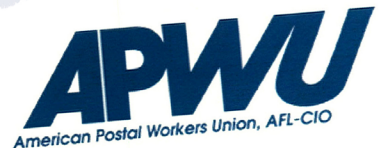
- Third, job abolishments can lead to the excessing of career employees out of their facilities and possibly out of their crafts. Furthermore, PSE hours will be significantly reduced if management's ill-conceived actions are fully implemented.

“Management’s proposed plans will severely disrupt the lives of career and non-career employees alike. We are in a big fight,” said President Dimondstein. “If we stick together and stay united, then I am confident that – just like with the Stop Staples and contract struggles – we will be victorious in stopping these new attacks on the workforce and on customer service.”

USPS Actions are an Attack on Service

These actions by postal management are counter to the Postal Service’s core mandate to “provide prompt, reliable and efficient services to patrons in all areas.”

“The Postal Service’s decisions will



June 21, 2017

Megan Brennan
Postmaster General - Chief Executive Officer
United States Postal Service
475 L'Enfant Plaza, SW
Washington, DC 20260

Dear Postmaster General Brennan:

As presidents of our respective unions representing over 250,000 hard-working postal employees, we are deeply disturbed by the wholesale and massive job cuts under way by your administration. The cutting of an already skeletal workforce will not only cause massive disruption to the workforce but will cause further degradation of postal services for the American people throughout the country.

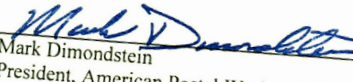
We also note that your public commitment to abide by the respective Collective Bargaining Agreements as you address workforce complements is being violated because the ongoing job reversions and job abolishments are contrary to contractual obligations. The excessing impact statements – currently amounting to over 1500 events affecting over 15,000 employees and counting – are blatant violations of our CBAs in relation to advance notice, mandated information to the unions, meeting requirements, move dates, and residual vacancies.


Based upon all of the above factors and concerns expressed above, the NPMHU and the APWU request that management consider and explore all other alternative options prior to the massive excessing plan currently proposed.

Without change, these management actions essentially throw any good faith efforts and constructive relationships to the wind. At a time when the parties have been working together to craft, promote, and pass constructive postal reform legislation, we wonder why the Postal Service would choose to declare war on its unions and its employees. Rest assured that, absent correction, the APWU and the NPMHU will together resist these misguided actions and violations of your agreements with, and commitments to, our members.

We are both available early afternoon on Tuesday June 27th or late morning or early afternoon on Wednesday June 28th to further discuss these matters in person.

We await your response.


Mark Dimondstein
President, American Postal Workers Union


Paul V. Hogrogian, National President
National Postal Mailhandlers Union

reduce employees at offices which are already short-staffed and where customers are experiencing poor service,” said Clerk Division Director Clint Burelson. “Delays in the mail will increase and there will be longer lines at post offices.”

APWU and Mail Handlers Working Together

In response to these attacks on the postal workforce and service, APWU President Mark Dimondstein and NPMHU President Paul Hogrogian sent a joint letter to Postmaster General Megan Brennan voicing the unions’ deep concerns. In the letter, the two presidents challenged, “why the Postal Service would choose to declare war on its unions and its employees.”

“The cutting of an already skeletal workforce will not only cause massive disruption to the workforce but will cause further degradation of postal services for the American people throughout the country,” the letter stated.

Together, the postal unions drew a line in the sand and stood united against Postmaster Brennan’s continuous “cost-saving” shortcuts. The presidents concluded by restating their commitment to work together, “Rest assured that, absent correction, the APWU and the NPMHU will together resist [the] misguided actions and violations of [the Postal Service’s] agreements with, and commitments to, our members.”

Fighting Back with Grievances and in the Streets

The National Clerk Division leadership organized a coordinated response to the serious contract violations, including provisions that management must create career bid jobs out of all available work hours. National officers conducted concerted training for local/state officers and stewards across the country (with plans to continue trainings, as necessary, moving forward). A Clerk Division National Business Agent (NBA) from each region is assigned to assist the local and state affiliates in filing grievances. The APWU headquarters leadership is preparing to file national grievances, as appropriate, and the five APWU Regional Coordinators will initiate appropriate area-wide grievances, as well.

Now that the proposed excessing is delayed for five months, the APWU and postal management agreed



APWU members protest in Baltimore on June 10

to area-wide meetings to fully discuss staffing and scheduling. “We welcome the opportunity to sit down and discuss these important issues,” said President Dimondstein. “However, APWU representatives will vigorously oppose any unnecessary changes and seek constructive alternatives to management’s slash and burn approach.”

Locals are taking their own initiative and getting out in the streets, educating and rallying their communities. On June 10, the Baltimore Francis “Stu” Filbey Area Local held an informational picket with over 70 members and supporters. Other locals are preparing similar actions to defend good services to postal customers.

Stay Informed & Involved!

“All APWU members should stay informed and involved,” urged President Dimondstein. “As we await new impact statements, any excessing is months away from becoming a reality. Furthermore, based on a previously negotiated settlement with the union, management cannot excess APWU-represented career employees more than 50 miles. So, there is limited opportunity for postal bosses to currently force employees out of their facilities.”

If an APWU member receives an improper notification of an involuntary reassignment, contact your local/state union representative for assistance.

Find out more information on the specific impact to your workplace and how to help fight back, at apwu.org, on Facebook and at local union meetings. To receive texts or emails directly from the APWU’s National Headquarters regarding this, and other important issues, sign-up online at www.apwu.org/

Send Us Your Photos!

We need you to send photos of you, your coworkers and/or family at APWU local, state or affiliate sponsored events, community parades, picnics, farmers markets or any other civic event.

Many APWU members are active in their local unions, as well as their communities. Did you participate in the recent Call-in Day of Action on the House Budget? Did you support a picket line or organizing drive for other union brothers and sisters? Maybe you handed out some flyers at a community barbecue or baseball game? Let us know what you’ve been up to!

High-resolution photos should be emailed to communications@apwu.org in order to be featured in the *American Postal Worker* and on apwu.org. Be sure to wear your union gear.