

American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Mike Morris, Director
Industrial Relations
1300 L Street, NW
Washington, DC 20005
202-842-4273 (Office)
202-331-0992 (Fax)

National Executive Board

Cliff Guffey
President

Greg Bell
Executive Vice President

Elizabeth "Liz" Powell
Secretary-Treasurer

Mike Morris
Director, Industrial Relations

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Mike Gallagher
Coordinator, Eastern Region

John H. Dirzius
Coordinator, Northeast Region

Princella Vogel
Coordinator, Southern Region

Omar M. Gonzalez
Coordinator, Western Region

Fax & First Class Mail Initiate National Dispute

August 17, 2011

Mr. Doug Tulino
Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU#HQTG20110464; Denial of Retreat Rights

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding denial of retreat rights.

The Postal Service has issued instructions to the field that excessed employees who have exercised their retreat rights pursuant to Article 12 will be denied the opportunity to retreat by bidding as provided in Article 37.3.B.1 on posted non-traditional full-time duty assignments. Article 37.3.B.1 says "(t)he employee(s) shall have the right to bid for vacancies within the former installation and the written request for retreat rights shall serve as a bid for vacancies in the level from which the employee was reassigned and for all residual vacancies in other levels for which the employee has expressed a desire to retreat." Nothing was negotiated that would abridge this right.

It is requested that you or your designee contact my office at (202) 842-4273 in order to schedule a meeting to discuss this important issue pursuant to Article 15, Section 2 and 4 of the CBA.

Sincerely,

Mike Morris, Director
Industrial Relations

MM:bw
OPEIU #2
AFL-CIO



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475 L'Enfant Plaza
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Re: APWU#HQTG20110463; Unencumbered/Unassigned Regulars

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding the scheduling of unencumbered/unassigned full-time employees.

The Postal Service has issued instructions to the field that employees in the Clerk and MVS crafts converted from PTF or PTR to FT on August 27, 2011 in accordance with the 2010-2015 CBA may become unencumbered/unassigned employees with non-traditional work schedules.

Article 7.1.A.1 requires that full-time employees "shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week."

Article 8.1 states that "(t)he work week for full- time regulars shall be forty (40) hours per week, eight (8) hours per day within ten (10) consecutive hours...(or) within nine (9) consecutive hours..." in offices with more than 100 full-time employees.

Article 8.2.C provides that a full-time regular's "normal work week is five (5) service days, each consisting of eight (8) hours..."

The Non-Traditional Full-Time (NTFT) Duty Assignments MOU contained in the 2010 CBA provides the rules for creation and posting of NTFT duty assignments **when operationally necessary**.

The MOU does not provide for unencumbered /unassigned NTFT schedules.

Doug Tulino
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It is requested that you or your designee contact my office at (202) 842-4273 in order to schedule a meeting to discuss this important issue pursuant to Article 15, Section 2 and 4 of the CBA.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Morris", with a long horizontal flourish extending to the right.

Mike Morris, Director
Industrial Relations

MM:bw
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U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU#HQTG20110466; Consecutive Days Off

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding consecutive days off.

The Postal Service has issued instructions to the field that NTFT Duty Assignments in Mail Processing (Function 1) and MVS in 200 man-year offices may have work weeks with less than two consecutive days off.

Article 8.2.D states that "(i)n postal installations which have 200 or more man years of employment in the regular work force, career employees in mail processing operations, transportation and vehicle maintenance facility operations, will have consecutive scheduled days off, unless otherwise agreed to by the parties at the local level."

The Non-Traditional Full-Time (NTFT) Duty Assignments MOU in the 2010-15 CBA states that "(e)mployees occupying FTR duty assignments (traditional and NTFT) in postal installations which have 200 or more man years of employment in the regular work force, career employees in mail processing operations, transportation and vehicle maintenance facility operations, will have consecutive scheduled days off, unless otherwise agreed to by the parties at the local level."

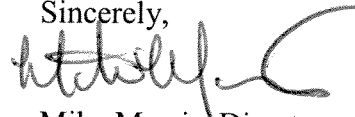
In the Non-Traditional Work Schedules Task Force MOU the parties agreed on the concept of the "creation of a 'full-time' duty assignments that have nontraditional scheduling ..." The parties specifically agreed that these "nontraditional work schedules may include those with less than 40 hours or less than 5 days a week, or more than 8 hours a day, split shifts, etc."

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Page 2

Nothing in the collective bargaining agreement permits the establishment of duty assignments with either split or single days off for career employees in mail processing operations, transportation and vehicle maintenance facility operations in postal installations which have 200 or more man years of employment in the regular work force.

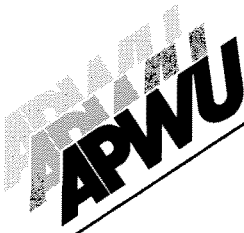
It is requested that you or your designee contact my office at (202) 842-4273 in order to schedule a meeting to discuss this important issue pursuant to Article 15, Section 2 and 4 of the CBA.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Morris", with a large, stylized flourish extending to the right.

Mike Morris, Director
Industrial Relations

MM:bw
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Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU#HQGTG20110467; NTFTs in Function 5 & Function 7

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding NTFTs in Function 5 & Function 7.

The Postal Service has issued instructions to the field permitting the creation of NTFT Duty Assignments in Function 5 (Finance) & Function 7 (Bulk Mail).

The Non-Traditional Full-Time (NTFT) Duty Assignments MOU establishes the rules concerning NTFT Duty Assignments. The parties negotiated specific rules for the creation and use of NTFT Duty Assignments in Mail Processing (Function 1) and also in Customer Service (Function 4) which are identified in that MOU and in the "Overtime Rules for Non-Traditional Full-Time (NTFT) Duty Assignments."

There is no provision in the collective bargaining agreement for the creation or use of NTFT Duty Assignments within the Clerk Craft in any function other than Functions 1 and 4. In fact, at no time during negotiations did the Employer even suggest or mention a need for such a provision.

It is requested that you or your designee contact my office at (202) 842-4273 in order to schedule a meeting to discuss this important issue pursuant to Article 15, Section 2 and 4 of the CBA.

Sincerely,

Mike Morris, Director
Industrial Relations

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American Postal Workers Union, AFL-CIO

Mike Morris, Director
Industrial Relations

Industrial Relations Department
1300 L Street, NW, Sixth Floor
Washington, DC 20005
Tel: 202-842-4273 Fax: 202-371-0992

FAX COVER SHEET

Date: August 17, 2011 Time: 3:50

To: Doug Tulino

Recipient's Fax Number: _____

From: MIKE MORRIS Fax: (202) 371-0992

Number of Pages Transmitted (Including Cover Page): 7

COMMENTS: NATIONAL DISPUTE APWU#HQTG20110464

HQTG 20110463

HQTG 20110466

HQTG 20110467

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