



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005


Cliff "C.J." Guffey
Executive Vice President
(202) 842-4246 Phone

AREA MAIL PROCESSING

Area Mail Processing is the consolidation of mail to a central location for processing. This usually involves the loss of work and duty assignments and excessing of numerous employees.

President Burrus has requested that I prepare an action plan for locals to follow in an attempt to prevent the loss of work in facilities as a result of an AMP action.

This document includes two distinct plans. I. Political effort to stop the movement of the working of your mail from your community to another city, and II. Awareness of the tools you may use in the grievance procedures.

I. Political Action

You should contact _____ Legislative Director, to obtain names and addresses of proper political contacts.

To have any chance of stopping an AMP action you must build a broad coalition.

- I. Make contact with all other postal organizations including NAPS.

Identify any employees who are related to or who are closely related to a city councilperson or any other type of civil government official. Not just the township in which the facility exist but in all townships where employees live and commute from.

Identify any employees who are members of local service clubs such as; junior chamber of commerce or rotary.

Identify individuals who are members of other groups, including churches that would be willing to speak to their organizations concerning the effect of losing (hundreds) of

well paid jobs with health insurance and other benefits in their community. This could be a substantial drain on a local economy, dollars move many times through a community after the first infusion of a paycheck.

By trucking mail to and from another location mail would definitely be delayed.

2. The city governments and all concerned organizations should be encouraged to contact their;
 - A. Local media
 - B. Congressional representatives
 - C. The Postmaster General to register dissatisfaction

Get your membership and all postal employees to write the congressional delegation in opposition to the move.

CONSOLIDATION

II. Grievance Prodedures

Management must adhere to:

1. Article 12, Section 4. Principles of Reassignments.

Section 4.B - When a major relocation of employees is planned in major metropolitan areas or due to the implementation of national postal mail networks, the Employer will apply this Article in the development of the relocation and reassignment plan. At least 90 days in advance of implementation of such plan, the Employer will meet with the Union at the national level to fully advise the Union how it intends to implement the plan. If the Union believes such plan violates the National Agreement, the matter may be grieved.

Such plan shall include a meeting at the regional level in advance (as much as six months whenever possible) of the reassignments anticipated. The Employer will advise the Union based on the best estimates available at the time of the anticipated impact; the numbers of employees affected by craft; the locations to which they will be reassigned; and, in the case of a new installation, the anticipated complement by tour and craft. The Union at the Regional Level will be periodically updated by the Employer should any of the information change due to more current data being available.

The National Union will be monitoring management's obligations under Section 4.B through the Regional Coordinators' office.

Section 4.C - When employees are excessed out of their installation, the Union at the national level may request a comparative work hour report of the losing installation 60 days after the excessing of such employees.

If a review of the report does not substantiate that business conditions warranted the action taken, such employees shall have their retreat rights activated. If the retreat right is denied, the employees have the right to the grievance-arbitration procedure.

Should you wish to obtain a comparative work hour report you may request one through the National Industrial Relations Department. The Industrial Relations Department will obtain the information and provide it to you.

Section 4.D - In order to minimize the impact on employees in the regular work force, the Employer agrees to separate, to the extent possible, casual employees working in the affected craft and installation prior to excessing any regular employee in that craft out of the installation. The junior full-time employee who is being excessed has the option of reverting to part-time flexible

status in his/her craft, or of being reassigned to the gaining installation.

The language "to the extent possible" separate casuals has been interpreted by Arbitrator Snow in case HOC-NAC-12 (Attachment # 1).

2. During consolidation (transformation plan) management may excess to the needs of a section (Article 12.5.C.4), excess out of an installation (Article 12.5.C.5), and/or excess to the centralized facility (both Article 12.5.C.5 and Article 12.5.C.6 would apply).

3. Limited Duty Employees

Employees of other crafts who are temporarily assigned to an affected APWU craft must be returned to their craft before an APWU craft employee is excessed (Attachment #2, letter to William Burrus dated, June 11, 1990, signed by Joseph J. Mahan Jr., Assistant Postmaster General).

Injured employees who have been changed to or who are members of an affected craft must be excessed by their seniority order, even if working a job specifically created for their accommodation (Attachment # 2).

4. Veteran Preference Employees

All veterans can be excessed out of a section or to another facility as long as they are excessed to the same wage level.

Preference Eligible Veterans may not be excessed to a lower level. If a veteran preference employee is reached and their seniority does not permit them the opportunity to obtain a same level assignment, our position is the excessing must stop. To do anything else to provide a special accommodation would be a RIF avoidance which would violate the Veteran's Preference Act. Our National Agreement prohibits any RIF actions.

Reassigning a Level 6 veteran to a new installation as unassigned Level 6 and having that employee perform Level 5 work would violate both the

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contract and the veteran's rights because working the veteran at the lower level we believe would be a RIF action.

5. Appendix N of the United States Postal Service Transformation Plan. This document is the blueprint management must follow (Attachment # 3).

6. Handbook PO-408, Area Mail Processing (AMP) Guidelines (Attachment # 4).

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