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July 21, 2016

National APWU Town Hall Meeting held today, July 21, 2016

APWU Members:

At noon today, Thursday July 21, 2016, I attended the National Town Hall Meeting telecom. All of the key APWU negotiators from all of our crafts were present and below were some of the items that were brought up:

- There were many gains such as : (i) limiting sub-contracting particularly in the Motor Vehicle Craft, (ii) preventing the Plant Closings and Consolidations until at least April of 2017, (iii) achieved substantial groundwork for our Retail Operations,
- The definition of the 200 man-year understanding is the total hours of career employees in the Mail Handler, City Carrier (NALC), and all APWU Crafts divided by 2080 hours. A list will be sent out of all of the 200 man-year installations once the USPS provides it, which should be soon.
- The PSE (Postal Support Employees) conversion is a one-time conversion now. After one year from the effective date of this Award, the parties will evaluate the possibility of another one-time conversion of Clerk Craft PSEs.
- 35,000 PSEs have been converted to career over the past 2 ½-3 years,
- The retroactive pay, dating back to November of 2015; we have no definitive answer as to when it will be coming. It is hoped within 2-3 pay-periods but no guarantees as of yet,
- The new pay-scales won't be available until the 'flimsy' (non-hard back—lighter paper) contract is printed, and it should be in there under Article 9,
- All APWU members will receive a copy of this 'flimsy' (non-hard back—lighter paper) Collective Bargaining Agreement in the mail,
- APWU Retirees will also receive the retroactive pay dating back to November of 2015 for the time they were on the rolls,
- COLA (Cost of Living Allowance) will also be retroactive, but the last two COLA's showed no real increases, however, we were successful in retaining the COLA,
- Maintenance Craft PSEs will be converted and the unofficial starting Custodial pay should be \$14.45 per hour. The MS-47 still applies as well as the TL-5. There have been close to 2000 additional Custodial positions created over the last 2-3 years,
- Maintenance Craft PSEs who have already served one full term as a PSE will not be required to serve a probationary period,



- Questions were asked about what the Part Time Flexible (PTFs) employees gained and why they did not receive the six paid Holidays as did the PSEs. The answer is that PTFs have historically (the last several decades) received approximately \$1.10 per hour more than a career (FTR) in the same Level and Step to offset the Holidays. An example was given that a career FTR at a certain Level and Step received \$27.30 versus a PTF who was receiving \$28.40 per hour,
- PTF gains: the 1.2-1.3% contractual pay increases for FTR-PTR and PTFs, COLAs for FTR-PTR-and PTFs, no layoff protection for PTFs (all career employees), uniform allowances for eligible PTFs, limits on excessing for career employees (includes PTFs), new pecking order for the HUB Clerk agreement (MOU),
- The arbitration carried forward things such as, but not limited to: sick leave, annual leave, Just Cause principles, grievance procedure, good safety language, and an array of other Memorandum of Understandings, as well as the good contractual language we have today,
- Motor Vehicle Craft (MVS) is to have their PSE conversions on September 3, 2016,
- Motor Vehicle Craft PSEs who have served one full term as PSEs will not be required to serve a probationary period,
- Local Memorandums of Understanding (LMOUs) Negotiations occur for 30 Consecutive-Days within a 60-Day period and will begin September 8, 2016 and run through November 7, 2016,
- The Tentative Agreement (contract) will be posted on-line at www.apwu.org within 48 hours. This is the APWU's view/understanding and once everything is finalized these Tentative Agreements (non-hard back—lighter paper) will be mailed out to all APWU members, and within a couple of months, the hard-back/spiral bound copies will be available.
- As of today there was no mention of any Early Outs.

As more information is released I will send out additional updates to be posted on your APWU Bulletin Boards.

In Solidarity,


President

Cc: APWU Bulletin Boards

