



American Postal Workers Union, AFL-CIO

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Greg Bell, Director
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February 27, 2008

Via Facsimile and First Class Mail
Mr. John W. Dockins, Manager
Contract Administration
United States Postal Service
475 L'Enfant Plaza, SW, Room 9146
Washington, DC 20260-4100

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Re: Article 32 – Subcontracting, Section 1.C
(Notification to the Union at the Local Level)

Dear Mr. Dockins:

It has been called to my attention that management is not providing the Union at the local level notification of subcontracting of bargaining unit work. It is also my understanding that there has been an increase in grievance activity, involving management refusal and failure to provide the Union at the local level notification of subcontracting. I am seeking your assistance and request that corrective action be immediately taken to ensure that management comply with its obligation pursuant to Article 32, Section 1.C of the National Agreement – to furnish the Union at the local level notification of subcontracting of bargaining unit work at their respective installation(s).

In addition, the purpose of this letter is to determine if there is a disagreement between the parties regarding management obligation pursuant to Article 32, Section 1.C of the National Agreement, to furnish the Union at the local level notification of subcontracting of bargaining unit work at their respective installation(s).

Article 32, Section 1.C of the National Agreement provides the following:

When a decision has been made at the Field level to subcontract bargaining unit work, the Union at the Local level will be given notification.

Article 32 of the National Agreement requires the Postal Service to provide notification to the Union in regard to subcontracting of bargaining unit work.

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Article 32, Section 1.C is intended to require notice to the local union of any subcontracting of bargaining unit work at local installations. If such subcontracting might have significant impact on the bargaining unit work, notification to the Union at the national level is required in accordance Article 32, Section 1.B.

The term “field level” in Article 32, Section 1.C is intended to encompass subcontracting of bargaining unit work at local installation(s) that would not have a significant impact on bargaining unit work, and therefore not require notification to the Union at the national level.

Notification to the Union at the local level of subcontracting of bargaining unit work, affords the Union the opportunity to address any concerns early on and provide the parties the opportunity to resolve any differences that they may have at the lowest possible step of the grievance procedure. This is consistent with the principles of dispute resolution in Article 15.

If the Postal Service disagrees with APWU’s position, it is requested that you provide the Employer’s position.

Your response to the above-referenced inquiry would be appreciated. If you have any questions regarding this matter, I can be contacted at 202-842-4273.

Sincerely,


Greg Bell, Director
Industrial Relations

GB:jm
OPEIU#2
AFL-CIO