

## **BRIEF BACKGROUND/HISTORY**

The delegates at the 1996 national convention passed a special resolution to assess APWU members 20 cents per pay period until the 1998 National Convention. This assessment was to have been dedicated exclusively to organizing nonpostal contract workers. The intent of the resolution, submitted by the APWU National Executive Board for the delegates' consideration was:

- to send a clear message to postal management that they should not underestimate the strength and determination of the members of the APWU.
- to seek to hire professional AFL-CIO organizers to organize workers at pre-sort houses and other facilities where nonpostal workers perform mailing industry work -and strive to improve wages and working conditions for all workers who perform mail work, and to bring them up closer to the level of US Postal Service workers.

At the 1998 national convention, the delegates passed a resolution that the national union:

- provide financial support to locals that vote to sponsor union-organizing campaigns at privately contracted facilities,
- inclusive of legal and staff support,
- that union members be afforded the opportunity to volunteer to participate in organizing campaigns through the payment of lost wages and through sponsorship of ongoing training in private-sector organizing,
- and that the national union fund no fewer than six such campaigns in the next two years.

## **Private Sector Organizing Strategic Plan Mission**

- To organize private sector workers in the postal industry striving to improve wages, benefits, and working conditions and provide workers a voice in the industry.
- To develop a comprehensive strategic plan for private sector organizing within the organizing funding mechanism established by the delegates at the 2002 National Convention, and supplemented by local union organizing resources.
- To establish APWU policy and provide an outline of external organizing for 2003, inclusive of research and planning for 2004 external organizing drives.

## APWU POLICY AND GUIDING PRINCIPLES

- Unless otherwise approved by the National Executive Board, nationally funded (in whole or part) private sector organizing drives require the vote of any sponsoring local(s) membership and the commitment of local union resources to the campaign.
- Prior to commitment of national resources, the sponsor(s) will provide a report containing:
  - Information concerning the targeted employer, i.e., financial health, revenues, operations, locations of operations, relationship with USPS, number of employees, description of targeted unit and work locations, organized units, history of any past attempts to organize, and role and significance of the company to the industry and to any nationally targeted priority;
  - An analysis detailing why we should launch this campaign and the likelihood of success;
  - An estimate of needed resources (including a budget), resources the sponsor can commit, and resources the sponsor wants the national union to commit.
- Locals sponsoring an organizing drive are responsible for the drive. The decision to commit national resources to any local drive will depend upon whether the drive attempts to organize a national target and the availability of national resources. Although the national union may use some resources to assess a local drive, such involvement does not indicate that the national union will assume responsibility for the drive. Sponsoring locals will be informed up-front about the level of support and availability of national resources whenever the national union makes commitments to local drives.
- Private sector bargaining unit employees must be represented by an existing APWU local or be prepared to establish their own APWU local and petition for a charter.

- Organizing (internal and external) and related administrative policy-making decisions come under the administrative responsibility of the Organization Department.
- Private sector negotiations and related administrative policy-making decisions come under the administrative responsibility of the Industrial Relations Department.
- Spending for private sector organizing-related activities cannot exceed an approved private sector organizing budget.