

American Postal Workers Union, AFL-CIO

To: Pacific Area Locals

From: Western Region Coordinator

4 FEB 09

Re: Pacific Area USPS STAND UP SCRIPT

Enclosed please find a copy of the latest Pacific Area Stand Up Talk to be given to impacted employees. Be advised the Region does not necessarily agree with the contents . The script is offered for your information only.

We had a dispute with the earlier version of this script which declared that the Regional Office had agreed to the process. I did not make such agreement! In paragraph 2 Area management changed the verbiage to a generic topic of making placements in accordance with Article 12.

The Region is in dispute as we have not reached agreement on the method of selection as required by the JCIM. When the Area declared a 500 mile radius the Region, in consultation with the NBAs, informed USPS that all withheld vacancies were to be offered to all impacted employees for placement in accordance with seniority.

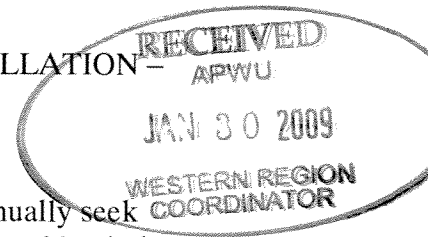
Since then USPS Area Officials, without consultation, changed the radius and separated Northern California and Southern California, changed the radius in Northern CA but not in Southern CA. We are therefore in dispute. Thus in the Process (paragraph 3) bullet point 8 management claims they will "share" the results of the placement preference with the Coordinator. I am in the process of sending Locals grievance appeal templates for their action.

Also note bullet point 9 wherein it indicates that if a driving record is acceptable an impacted employee will be reassigned. This appears to declare that if a clerks driving record is not acceptable they will be assigned to some other job while Q 7 of the Pacific Area Q&As declares that if a clerk with a good driving record fails a driving test he/she is subject to separation.

If you have any issues or concerns please reduce same to writing and forward to me ASAP!


Regional Coordinator

FOR YOUR INFORMATION
FROM OMAR M. GONZALEZ
REGIONAL COORDINATOR
TO
STAND UP TALK FOR CLERKS BEING EXCESSED FROM INSTALLATION -
NORTHERN CALIFORNIA



Business Reason For Realignment:

In order to remain competitive and viable, the Postal Service must continually seek opportunities to capture cost savings and improve efficiencies. Loss of workload, the ongoing reduction in the need for manual processing and improvements in machine capability combined with the current economic situation have made it necessary to realign operations and to reposition employees.

Result of Impact

You were previously notified that it would be necessary to involuntarily reassign you from the craft and/or installation and advised that you would be provided with a list of available placement assignments from which to indicate your placement preferences. We are now ready to provide that list. All placements will be made in accordance with Article 12 of the National Agreement. Accordingly, we will first fill all of the withheld assignments in other crafts in your bid installation first. You will be able to express a preference on those jobs. Jobs not selected by preference will be filled by placing any junior clerks who did not express a preference into the jobs. Once this is completed, any remaining unplaced clerks will be placed in accordance with the process below:

Process:

The process that will be utilized to place you is as follows:

1. You will be given a placement preference form with your name and seniority on it. You will also be given a sample of a completed form.
2. You will be asked to verify the spelling of your name and your seniority and rank
3. You will then have a period of 7 days in which to complete and submit the form.
4. After reviewing the listing, number your placement choices in order of preference
5. You may select as many or as few of the placement opportunities as you wish. However, if you fail to make sufficient selections to guarantee placement to a position of choice, you will be assigned to one of the remaining assignments at the conclusion of the preference process.
6. Submit your preference listing by placing it in the designated lock box on or before close of business on the closing date. Immediately following the closing date for submission of the preference reference forms, the completed forms will be transmitted to the Area Office where they will be sorted and placements will be determined.
7. Impacted employees who failed to make a selection or did not make sufficient selections will be given one of remaining assignments based on management's needs.
8. Management will share the results of the placement preferencing with the APWU Regional Coordinator
9. If you are placed in a withheld carrier assignment, your driving record will be reviewed and if acceptable, you will be reassigned.
10. You will receive written notification of your placement assignment along with

reporting instructions.

11. You will be expected to successfully complete any requirements of the job. Depending on the assignment, this may include window training or a scheme or both or driving. Failure to successfully complete these requirements can result in your separation from the Postal Service.