



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

December 2006

William Burrus
President
(202) 842-4246

Dear APWU Member:

Enclosed is a copy of the tentative agreement reached between the APWU national negotiators and representatives of the United States Postal Service. If approved by the membership, this agreement will become the contract that governs your wages, benefits, and working conditions. As required by the APWU Constitution, the APWU Rank-and-File Bargaining Advisory Committee has endorsed this agreement and authorized its submission to you for ratification. Their unanimous decision is a testament to the strength of the agreement. The entire national negotiating team joins me in requesting your endorsement. We believe that the newly-negotiated provisions constitute a major step forward in rewarding postal employees for their hard work serving the American people.

National Executive Board
William Burrus
President

Cliff "C.J." Guffey
Executive Vice President

Terry R. Stapleton
Secretary-Treasurer

Greg Bell
Industrial Relations Director

James "Jim" McCarthy
Director, Clerk Division

Steven G. "Steve" Raymer
Director, Maintenance Division

Robert C. "Bob" Pritchard
Director, MVS Division

This agreement is revolutionary in advancing the objectives of our union and its membership. It provides for two wage increases and preserves the Cost-of-Living Adjustments (COLAs) that have protected us against the ravages of inflation. In addition, every **employee represented by APWU will be upgraded and will receive a corresponding wage increase.**

Regional Coordinators
Sharyn M. Stone
Central Region

Jim Burke
Eastern Region

Elizabeth "Liz" Powell
Northeast Region

William E. "Bill" Sullivan
Southern Region

Omar M. Gonzalez
Western Region

The agreement requires the Postal Service to contribute 95 percent of healthcare premiums for members of the APWU Consumer Driven Plan, beginning in 2008. If applied in 2007, the employees' share of the premium for the family plan would be \$17.70 biweekly. (The intricacies of the Federal Employee Health Benefits Program make it virtually impossible to accurately estimate the future costs of healthcare premiums.)

The most significant aspect of the tentative agreement is **the conversion of all Clerk Craft part-time flexibles in offices of 200 man-years or more** and the elimination of PTFs as a workforce category in such offices. This change applies not only to the thousands of PTFs currently employed in these offices, but to all future postal workers. Part-time flexible employees in offices of less than 200 man-years will have first priority for vacancies in full-time offices.

The agreement also establishes a program that will expand postal retail operations in private commercial establishments, employing applicants whose names will be submitted by the union. These workers will be employed by the American Postal Workers Union and contracted to the Postal Service.

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Balancing the agreement to establish an all-full-time Clerk Craft workforce in offices of 200 man-years or more, the agreement extends casual employment to 360 days and allows postal management to employ casuals consistent with numerical limits. The "in lieu of" restrictions on the use of casuals have been eliminated in the Clerk Craft in these offices. Casual employees will be prohibited from working during preferred hours, will not be permitted to perform jobs requiring training and testing, and **will not be allowed to work overtime prior to full-time employees on the Overtime Desired List.**

Additional advances include the guarantee of Bereavement Leave, the requirement that management provide notification to the local union of subcontracting, and of plans to assign employees from other crafts on light- or limited-duty in APWU crafts. These and numerous other changes included on the enclosed summary warrant your serious consideration and your support.

You have a busy schedule with your work obligations and your personal commitments, but you owe it to yourself, your family, and your co-workers to take a few moments, familiarize yourself with the changed provisions, and vote. Without your vote these changes will not be implemented, and the union will be forced to arbitration to reach a contract.

I have done my job in negotiating a contract worthy of your consideration. It is now up to you. Vote **Yes** for all of the newly negotiated benefits. Vote **Yes** for ratification. Do not leave your future to the decision of others.

Yours in union solidarity,

A handwritten signature in black ink that reads "William Burrus". The signature is written in a cursive style with a large, prominent "B" at the end.

William Burrus
President

WB/lbb(sd)
opeiu#2, afl-cio

Enclosure