



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

December 2006

**William Burrus**  
President  
(202) 842-4246

Dear Postal Employee:

I am enclosing a copy of the tentative 2006-2010 Collective Bargaining Agreement for your evaluation. It contains many major changes that would improve your wages, benefits, and working conditions. You may believe that your conditions of employment are determined by your contribution to serving the mailing public, but the fact is that every aspect of your job is governed by the agreements between the APWU and postal management.

**National Executive Board**

William Burrus  
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Director, Clerk Division

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Director, Maintenance Division

Robert C. "Bob" Pritchard  
Director, MVS Division

In the recently-concluded contract negotiations, the union and postal management agreed to grant APWU-represented employees two wage increases, and to continue the Cost-of-Living Adjustments (COLAs). **In addition, our agreement stipulates that every employee represented by the American Postal Workers Union will be upgraded and will receive a corresponding wage increase.**

If approved, the contract will result in the conversion to regular of all Clerk Craft part-time flexibles in offices of 200 "man-years" or more, and it will eliminate PTFs as a workforce category in such offices. As a result of this agreement, all future postal employees will escape the indignities of part-time flexible status.

**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

As a result of our negotiations, the Postal Service will be required to pay 95 percent of the healthcare premiums for members of the APWU Consumer Driven Health Plan, beginning in 2008. If this change were initiated in 2007, it would result in an employee biweekly premium of \$17.70 for family coverage. (The intricacies of the Federal Employees Health Benefits Program make it virtually impossible to accurately estimate the future costs of healthcare premiums.) For employees enrolled in other plans, the employee's share of premiums will be increased 1 percent per year for four years, beginning in 2008. If implemented in 2007, this change would increase premiums by approximately \$4.47 per pay period.

The newly-negotiated contract also includes agreement to establish a new category of employee to perform retail services in private commercial establishments. These workers will be hired by the union and their names will be submitted to postal management for employment and training.

These and other major improvements will vastly improve your conditions of employment.

Letter to Postal Employees  
December 2006  
Page Two

The APWU Constitution requires that any negotiated contract must be ratified by the members of the union. For those who question the legality of restricting ratification to APWU members, I assure you that it is perfectly legal to limit voting on union matters to union members.

If you approve of these changes, the only way you can have a voice in whether or not they are enacted is if you become a union member.

The stakes are too high for you to defer to others the decision on your future pay raises, Cost-of-Living Adjustments, and upgrade. The issues are too important to leave to others the decision on whether PTFs will be converted to full-time regular; whether you will be guaranteed bereavement leave, and whether you will receive many other benefits. If the contract is approved, you will be the recipient of these improvements and you have a responsibility to ensure that they are achieved.

Please record your support or opposition on the enclosed ballot. Your vote is important, but it will only be counted if you become a member of the union by completing the enclosed form.

I am sure that you are a person of integrity and that you try to "do the right thing." The right thing in this instance is to vote in support of or opposition to the negotiated changes that will affect your working life. It is your job and your life, but you will have a voice only if you join the union and help us help you.

Join the union and vote for better working conditions for postal employees.

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