

# Tentative 2006-2010 Collective Bargaining Agreement

**A**s we go to press, APWU members are voting on the tentative 2006-2010 Collective Bargaining Agreement, a copy of which was included in the referendum mailing.

The following are many of the significant new features of the proposed contract. For highlights of agreements specific to Clerk, Maintenance, Motor Vehicle Service, and Support Services craft work, visit the “Contract Negotiations” pages at [www.apwu.org](http://www.apwu.org).

## Wages, Upgrades, COLAs

- There will be a 1.3 percent raise, effective Nov. 25, 2006;
- All APWU-represented employees will receive an upgrade of one level, effective Feb. 16, 2008, implemented by the adoption of a new pay scale;
- Transitional Employees will be upgraded as well;
- There will be a 1.2 percent raise, effective Nov. 21, 2009;
- Cost-of-Living-Adjustments will be made in March and September each year, with a base index of July 2006.

## Healthcare Premiums

- The Postal Service will pay 95 percent of premiums for employees enrolled in the APWU Consumer Driven Health Plan, effective in 2008;
- To be eligible, employees must have been members of a Federal Employee Health Benefit Program (FEHBP) for a minimum of one year;
- Employees’ share of healthcare premium costs will increase 1 percent each year for employees enrolled in other plans, in 2008, 2009, 2010, and 2011.

## No-Layoff Protection

- The ‘No-Layoff’ provisions were extended;

### What Is a 200 Man-Year Office?

Whether a facility qualifies as a 200 man-year office is determined by adding all paid hours for USPS career employees in crafts represented by the APWU, the National Association of Letter Carriers, and the National Postal Mail Handlers Union, and dividing by 2,080.

If the result is 200 or more, the office qualifies as a “200 man-year” office. The measure is based on the 12-months preceding the beginning of a new Collective Bargaining Agreement. The determination remains in effect throughout the life of the agreement. Paid hours include work hours, overtime, and leave hours.



The Rank-and-File Bargaining Advisory Committee met in Washington on Dec. 7 and 8.

- Employees on the rolls as of Nov. 20, 2006, will be protected against layoff.

## Elimination of PTFs in Large Offices

- Clerk Craft PTFs will be eliminated as a workforce category in offices of 200 man-years or more, effective Dec. 1, 2007;
- All Clerk Craft part-time flexible employees in offices of 200 man-years or more in the regular workforce will be converted to regular, no later than Dec. 1, 2007;

## Other Workforce Changes

- Except for reporting periods 3 and 4 (December), the limit on the number of casual employees the Postal Service may hire within a district will be decreased from 15 percent to 6 percent of the total number of career employees in the district;
- The number of casuals that may be hired nationwide within the APWU bargaining unit will be increased from 5.9 percent to 6 percent;
- Except for reporting period 3 and 4, the number of casuals that may be employed within an installation in any reporting period shall not exceed 11 percent of the total number of Clerk Craft employees within that installation. (Previous contracts did not limit the number of casuals within an installation);
- Full-time regular Clerk Craft employees on the Overtime Desired List (ODL) will be given priority

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scheduling for overtime work over casuals doing overtime work;

- The total number of part-time regular employees shall not exceed 2.5 percent of the total number of employees in the Clerk, Maintenance, and Motor Vehicle Crafts;
- In offices of 200 man-years or more in the regular work force, career Clerk Craft employees will have consecutive scheduled days off, unless otherwise agreed to by the local parties;
- In offices of 200 man-years or more, casuals will only be assigned to Tour 2 if there are no career Clerk Craft employees assigned to Tour 1 or Tour 3;
- Casuals in offices of 200 man-years or more will be limited to assignments that do not require training or testing;
- Casual employees will have a 360-day period of employment;
- Clerk Craft casual employment will not be considered “in lieu of full or part-time employees” in installations of 200 man-years or more;
- Existing PTF maximization/conversion rules will remain unchanged for other crafts;
- The full-time to part-time ratio in the Motor Vehicle Craft will continue at the same percentage as exists on Nov. 20, 2006.

## Retail Sales Task Force

- A task force will be convened to establish a Retail Sales Associate program in commercial establishments;
- The program will include the union providing lists of prospective workers to the Postal Service to perform retail sales in commercial establishments;
- The task force will begin meeting no later than Feb. 7, 2007, and conclude by May 1, 2007.

## Leave, Holiday Provisions

- At the option of the local parties, the union may assume responsibility for the administration of scheduling overtime, choice vacation periods, and/or holiday work;
- APWU-represented employees will be automatically granted up to three days of leave (from annual leave, sick leave, or leave without pay) due to the death of a family member, with additional leave subject to normal leave provisions;

- Up to seven days of administrative leave per year may be granted for donations of bone marrow, stem cells, and blood platelets, with up to 30 days for organ donations.

## Light/Limited Duty Assignments

- Management will give advance written notification to the local union president when it plans to reassign an ill or injured light- or limited-duty employee from a non-APWU-represented craft into an APWU-represented craft;
- The reassignment or re-employment of light- or limited-duty employees from other crafts to perform APWU bargaining unit work must be made in accordance with the provisions of Article 13 of the National Agreement.

## Safety and Health

- A Memorandum of Understanding (MOU) affirms that safe and healthful working conditions must be provided for postal employees who perform duties at non-postal facilities through engineering and administrative controls, personal protective equipment, enforcement of safe work practices, withdrawal of employees from the private-sector facility, and, if necessary, curtailment of mail;
- An implementation process will be created to ensure employees in off-site locations are protected by the Postal Service’s safety and health program.

## Uniform Allowances

- There will be a 2.5 percent increase in uniform and work clothes allowances in each year of the contract.

## Local Implementation

- The parties agree to jointly develop a model “Local Memorandum of Understanding” within 90 days from effective date of agreement, which will be applied in those offices not covered by any LMOU because of the absence of a local union structure.

## Subcontracting, Access to Records

- 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;
- The parties agree to develop a means to provide for the electronic inspection and review of documents, files, and records necessary for processing grievances. ■