

WILLIAM BURRUS, President

ROY BRAUNSTEIN, Editor

NEWS SERVICE

AMERICAN POSTAL WORKERS UNION, AFL-CIO Headquarters: 1300 L Street, NW, Washington, DC 20005

Arbitration Decision Announced

Arbitrator Stephen B. Goldberg issued his ruling on the Collective Bargaining Agreement between the U.S. Postal Service and the American Postal Workers Union on Tuesday, Dec. 18. The highlights of the three-year contract are listed below:

Three General Salary Increases, Plus Cost-of-Living Increases:

- Wages: 1.2% Nov. 18, 2000 (Retroactive for hours paid)
COLA: \$499 Lump Sum for two 2000 Cost-of-Living Allowances (Not added to basic pay)
- Wages: 1.8% Nov. 17, 2001 (Retroactive for hours paid)
COLA: March and September 2002
- Wages: 1.4% Nov. 16, 2002
COLA: March and September 2003

No Changes in the Cost-Of-Living Formula

Upgrades:

Effective no later than March 23, 2002:

- Mail Processor positions upgraded from PS 4 to PS 5
- Senior Mail Processor positions upgraded from PS 5 to PS 6

The panel required that all grievances on mail processor upgrades be withdrawn.

Effective Nov. 16, 2002:

- Motor Vehicle Operator positions upgraded from PS 5 to PS 6
- Tractor Trailer Operator positions upgraded from PS 6 to PS 7
- Building Equipment Mechanic positions upgraded from PS 7 to PS 8
- Maintenance Mechanic MPE positions upgraded from PS 7 to PS 8
- Electronic Technician positions upgraded from PS 9 to PS 10
- Electronic Technician positions upgraded from PS 10 to PS 11
- All upgrades will be to higher grade while carrying in-step waiting time.
- Employees in Schedule 1 salary scale when upgraded will be moved to the next higher grade on Schedule 2.

Example of Retroactive & Lump Sum Payments (Assumes Payout in February 2002)

Level 5, Step 0 Will Receive:

Lump Sum for COLA during 2001:	\$499
Retroactive 1.2% Pay Increase 11/18/00:	\$554
Retroactive 1.8% Pay Increase 11/17/01:	\$114
Total Lump Sum And Retroactive Payments:	\$1,167

Transitional Employees

- All non-REC TEs will be phased out by Dec. 31, 2005.
- Until Dec. 31, 2005, USPS may hire up to 4,000 non-REC TEs pursuant to the agreement known as "TE 2."
- REC TEs will continue pursuant to existing memo.

Changes to Working Conditions:

Article 11

- Effective Feb. 2, 2002, employees who work their holiday or designated holiday will have the option to get credited with eight hours of annual leave in lieu of holiday pay.

Article 15

- If payment of grievance settlements or arbitration awards are not made within 60 days, affected employees are entitled to receive a pay advance of 70 percent of the award.
- Union and management have the right to elevate one case per scheduling docket to top of schedule for arbitration hearing.

Article 19

- Management must include explanation of handbook changes and how they impact employees. Must also make available a manager with actual knowledge of proposed change in the Article 19 meeting. Union will have 90 days to appeal changes.

Article 26

- Clothing allowances increased 4.5 percent on Nov. 21, 2001 and 2.5 percent on Nov. 21, 2002

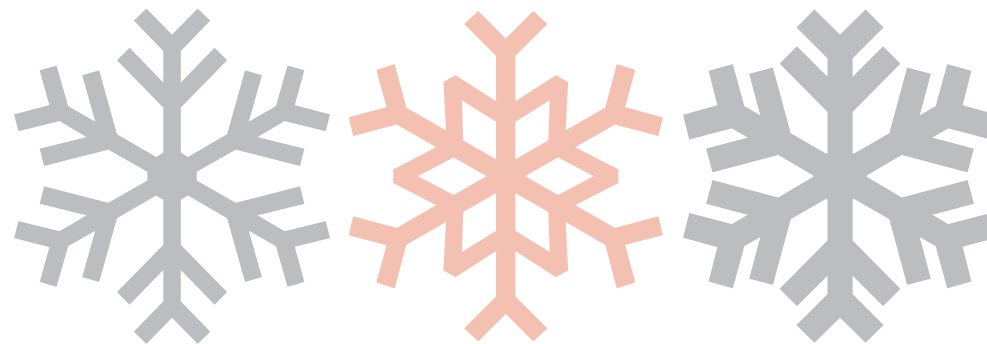
Article 30

- The panel changed management's right to challenge Local Memo provisions as "in conflict or inconsistent" with the National Agreement, limiting such right to only those provisions of the local agreement that have been affected by changes to the National Agreement since last negotiated at local level.

To All APWU Members

Season's Greetings!

The officers and staff of the APWU wish you and your family the very best this holiday season.



Article 32

- The panel required that the union's views must be considered prior to decisions regarding subcontracting.

Article 36

- All job-related travel time is compensable.

Article 38 Local Memos

- The panel accepted the union's demand to establish a joint task force to evaluate the assignment of duties to specific work assignments .

Other Issues

- The panel continued the **Sick Leave for Dependent Care Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **No Layoff Memorandum** for the life of the 2000 National Agreement and extended protection to career employees who were in the regular work force as of Nov. 20, 2000.
- The panel continued the **Annual Leave Exchange Option Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **Retail Operations Within Installations Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **Leave Sharing Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **CFS Rotation Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **Dependent Care Memorandum** for the life of the 2000 National Agreement, with selection of the contractor to be determined by the sub-committee, which includes union representatives.
- The panel continued the **PTF Reassignment Memorandum** for the life of the 2000 National Agreement.
- The panel continued the **Mail Equipment Shops Memorandum** for the life of the 2000 National Agreement.
- The panel discontinued the NLRB Dispute Resolution Process.
- The panel ordered the **Article 7, 12, 13 Memorandum** be continued for the life of the 2000 National Agreement.
- The panel ruled that a memo permitting locals to negotiate modified work weeks will be included in the 2000 National Agreement.

EXAMPLES OF SALARY INCREASES FROM WAGES, COLAs AND UPGRADES

	Level 4, Step 0	Level 5, Step 0	Level 7, Step 0
General Increase			
1.2% 11/18/00	476	480	509
1.8% 11/17/01	713	741	770
1.4% 11/16/02	546	567	600
COLAs			
March '02	0	0	0
Sept. '02	395	395	395
March '03	291	291	291
Sept. '03	416	416	416
If Upgraded			
Annual value of upgrade at end of contract	968	1055	1225
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	Level 9, Step 0	Level 10, Step P	
General Increase			
1.2% 11/18/00	544	567	
1.8% 11/17/01	822	839	
1.4% 11/16/02	645	658	
COLAs			
March '02	0	0	
Sept. '02	395	395	
March '03	291	291	
Sept. '03	416	416	
If Upgraded			
Annual value of upgrade at end of contract	1421	1523	