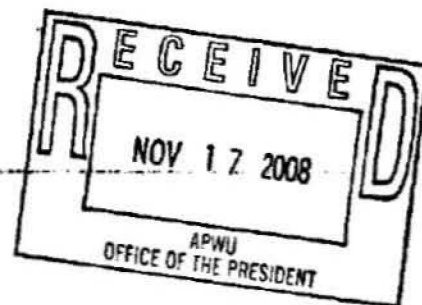


LABOR RELATIONS



November 14, 2008

Mr. William Burrus
President
American Postal Workers Union,
AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4304

Sent by Certified Mail
Tracking #: 7002 0860 0006 9347 8330

Dear Bill:

Re: IR08-58, Elimination or Reduction of Tour 2 Operations and/or Staffing

This letter is in response to your letter dated October 17 to Vice President, Labor Relations, Doug Tulino. In your letter, you assert that the Postal Service is "considering or is in the process of implementing a nationwide program establishing a two tour operation, which is intended to eliminate or greatly reduce existing Tour 2 assignments, operations and staffing." You indicate that the Union has received no notification of such a program, and as such, such an initiative would constitute a violation of the collective bargaining agreement and/or the Postal Service's obligation to bargain with the Union. In your letter, you have requested that the Union be supplied with documentation detailing the specifics of such a program, as well as, a briefing by Postal Service managers with knowledge of the initiative upon the Union's receipt of the documentation.

While the Postal Service is reviewing various options designed to improve operational efficiencies in light of decreased mail volume, the Postal Service has not implemented the nationwide program you suggest. Rather, operations will be reviewed on a site-by-site basis and any action taken to improve operational efficiencies will be based on local circumstances. Because of the decrease in mail volumes, many facilities are under utilized resulting in operational gaps and inefficiencies. As those gaps and inefficiencies are identified and eliminated, the work may be compressed to better match operational windows. Consequently, the work flow may change and employees will follow the work. Any movement or reassignment of employees would be made pursuant to the relevant provisions of the collective bargaining agreement.

Regarding your request to produce documentation regarding any "nationwide or region or district-wide program, plans or initiatives to eliminate or reduce Tour 2 operations and/or Tour 2 staffing," no such documentation exists. As previously described, any changes made will be done on a site-by-site basis based on local circumstances and in compliance with the collective bargaining agreement.

If you have any questions or concerns, please contact Patrick Devine at (202) 268-5421.

Sincerely,

A handwritten signature in black ink that reads "John W. Dockins".

John W. Dockins
Manager
Contract Administration (APWU)