

## STANDING UP AND FIGHTING BACK

Detroit District Area Local

### - LM 10-

WHEREAS, the 2015 national contract negotiations are critical to the future of postal workers, and

WHEREAS, these negotiations must demonstrate that workers are standing up and fighting back, and

WHEREAS, within APWU bargaining units there are 30,000 non-career employees with wages and benefits well below the compensation of people doing similar work and well below compensation levels sufficient to maintain a household and a reasonable standard of living, and

WHEREAS, the three tier pay structure is inherently unfair and divisive with starting salaries 27% below the old schedule and after about a dozen years of waiting still fall 8% short of the top of the old schedule, and

WHEREAS, PSE once converted to career will have to retire later in life to make up lost credit toward retirement and will have lost savings contributions into TSP and the compounding to those dollars for the remainder of their career and perhaps lifetime, and

WHEREAS, full time work is now defined as 30 hours a week,

WHEREAS, the Postal Service is threatening the very survival of the Postal Vehicle Service and continues to expand the contracting of retail, maintenance, and IT work – even when it costs more, degrades service and threatens the survival of a public Postal Service, and

WHEREAS, the Postal Service priorities and goals are opposite to APWU goals; hostile to workers; and dismissive of its obligations to citizens:

- Cut service standards by eliminating overnight delivery and adding a day or more to the old two and three day standards;
- Cut days of delivery to five or less;
- Cut retail locations and hours of operation;
- Cut door delivery;
- Cut the number of processing plants; and
- Contract anything left

Will leave a very small Postal Service that does nothing but contract for services; and

WHEREAS, the Postal Service refuses to set priorities and goals to launch new services like public banking despite the proven revenue generation, therefore be it

**Resolved, the delegates of the 2014 (22<sup>nd</sup> Biennial) Convention declare that we will stand up and we will fight back; and**

**Resolved, the APWU will conduct a contract campaign mobilize our members, galvanize postal workers, friends of labor and concerned citizens to oppose and change the priorities of the Postal Service; and**

**Resolved, that in the next round of negotiations it is a priority of the APWU to;**

- **STAND UP** for conversion of PSE's to career and reliance only upon a career workforce and
- **FIGHT BACK** against any Postal Service attempt to maintain a low paid, low benefit, mistreated non-career workforce, and
- **STAND UP** for decent wages and benefits from hire to retirement and

- **FIGHT BACK** against any Postal Service attempt to maintain or increase multi-tiered and substandard pay and benefits schemes;
- **STAND UP** for the competency, dedication and hard work of our members and
- **FIGHT BACK** against any Postal Service attempt to continue contracting or expanding contracting or continuing to have EAS employees do any work that postal employees can perform;
- **STAND UP** for full-time work and
- **FIGHT BACK** on any postal service attempt to define full-time work as less than 40 hours;
- **STAND UP** for a first-rate service, a vibrant, healthy and growing Postal Service and
- **FIGHT BACK** against any Postal Service attempts to continue to reduce service standards, close plants and post offices, reduce days of delivery, hours of retail operations and door deliveries.

Previously Adopted \_\_\_ Concurrence \_\_\_ Nonconcurrence \_\_\_ Referred \_\_\_ Other \_\_\_