

APWU

American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

Fax & First Class Mail Initiate National Dispute

Mike Morris, Director
Industrial Relations
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July 12, 2011

Mr. Doug Tulino
Vice President, Labor Relations
U.S. Postal Service, Room 9014
475 L'Enfant Plaza
Washington, D.C. 20260

Re: APWU#HQTG20110350 PSE Position Descriptions

Dear Mr. Tulino:

In accordance with the provisions of Article 15, Section 2 and 4, of the Collective Bargaining Agreement, the American Postal Workers Union is initiating a Step 4 dispute regarding the issuance of Postal Support Employee (PSE) position descriptions.

The Postal Service has issued instructions to the field regarding the SPD to be used when employing PSEs based on the 2010-2015 APWU/USPS collective bargaining agreement.

It is the position of the APWU that no new Standard Position Description (SPD) need be issued as the PSEs should simply be assigned to the existing SPD in the same manner as was done with Transitional Employees.

PSE assignments are a mandatory subject of bargaining. It is inappropriate for the Service to attempt to gain through the unilateral issuance of standard position descriptions that for which they did not bargain.

These SPDs were unilaterally created and issued to the field without any input from the APWU. This is especially disturbing since on April 27, 2011 Greg Bell requested a National Joint Labor-Management Committee meeting to discuss, among other things, "Establishment of a procedure for individuals to be employed as a PSE from the appropriate register."

These PSE SPDs were unilaterally issued in violation of Article 19 and also in a way that violates Article 7 and our agreement on PSEs.

For instance, we have agreed in a joint Q&A that PSEs "will be hired at the grade for the position in question. An example would be a PSE hired to work as a mail processing clerk would be hired as Grade 6 PSE, as career mail

Dough Tulino
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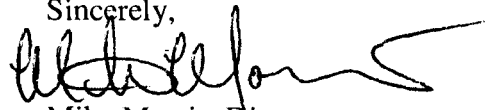
processing clerks would be hired at level 6.” In spite of that agreement, the USPS is moving forward and hiring Level 4 Post Office Clerk PSEs for use in post offices with more than 190 revenue units (Levels 15 and 16) where no career Level 4 Post Office Clerk may properly exist.

Similarly, the APWU also objects to the inclusion of the paragraph, “PSE positions may perform a variety of duties in addition to the position described in one or more of the following craft areas, to support day to day operations of the USPS: mail processing, retail/customer services, maintenance, and motor vehicle.” A PSE cannot be assigned to a different position, duty assignment or bargaining unit (craft) except in compliance with the CBA, particularly Article 7. The CBA may not properly be amended by the unilateral issuance of a PSE SPD by the USPS.

Finally, the APWU also objects to the usage of incorrect occupational and “Designation /Activity (D/A)” codes.

It is requested that you or your designee contact my office at (202) 842-4273 in order to schedule a meeting to discuss this important issue pursuant to Article 15, Section 2 and 4 of the CBA.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mike Morris', with a long horizontal flourish extending to the right.

Mike Morris, Director
Industrial Relations

MM:bw
OPEIU #2
AFL-CIO

Transmission Report

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American Postal Workers Union, AFL-CIO

Mike Morris, Director
Industrial Relations

Industrial Relations Department
1300 L Street, NW, Sixth Floor
Washington, DC 20005
Tel: 202-842-4273 Fax: 202-371-0992

FAX COVER SHEET

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To: Mr. Doug Tulino

Recipient's Fax Number: _____

From: Mr. Mike Morris Fax: (202) 371-0992

Number of Pages Transmitted (Including Cover Page): 9

COMMENTS: CASE # APWU HQT 20110345

APWU HQTG 200917

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Abbreviations:

HS: Host send
HR: Host receive
WS: Waiting send

PL: Polled local
PR: Polled remote
MS: Mailbox save

MP: Mailbox print
CP: Completed
FA: Fail

TU: Terminated by user
TS: Terminated by system
RP: Report

G3: Group 3
EC: Error Correct



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