

**Labor Management Committee**  
**Bargaining Priority - Bargaining Unit Preservation**  
**Article 1. Section 6.B. - Article 7.3. And Article 8, Section 2 and Section 8.**

**Whereas;** The APWU has successfully negotiated bargaining unit restrictions in offices of 100 or more bargaining unit employees, and

**Whereas;** The APWU has successfully negotiated a full-time regular work force in offices of 200 or more man years of employment, and

**Whereas;** The APWU has successfully negotiated consecutive scheduled days off in offices of 200 or more man years of employment, and

**Whereas;** The Service has taken drastic steps at reducing hours of part-time flexible employees, to the point that many are having to collect unemployment or in States that don't pay unemployment they are making wages that are under the poverty level and their positions can hardly be considered a 'career' position, and

**Whereas;** Maximization in offices falling under Article 7 Section 3.b has almost always required arbitration to achieve, and now with excessing occurring 'maximization' is almost nonexistent coupled with the fact the Service is also attempting to reduce the number of full-time regulars in small offices by excessing them out of the office leaving only part-time flexible clerks in the office, and

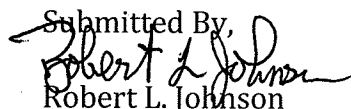
**Whereas;** the Service is unilaterally increasing the performance of bargaining unit work by Postmasters - to the detriment of the career full-time positions (excessing full-time clerks in offices with only one full-time regular) and part-time flexible positions (reducing their work hours to less than 8 hours a week in many offices and or excessing them and replacing them by increasing the Postmaster performance of bargaining unit work), and

**Whereas;** To address the issues described above in the grievance process is a never ending saga that dates back to the early 1970's and even when a grievance is resolved in the Union's favor the Service will simply violate the same contractual issues citing new or different criteria than what was resolved in previous arbitrations, and

**Whereas;** If these issues, bargaining unit work by Postmasters, part-time flexible positions, and small office staffing - full-time regular positions, are not addressed through contractually negotiated language; the base of the APWU bargaining unit, (meaning the many thousands of small offices and their bargaining unit - clerks,) will continue to be reduced and or eliminated leaving the APWU with nothing but a 'shell' of an organization or 'plant' installations only, **therefore be it resolved;**

That the one of the highest priorities of our negotiators in the 2010 contract negotiations shall be:

1. To negotiate language to permanently resolve the performance of bargaining unit work by Postmasters in less than 200 man year offices, and
2. To strengthen the work hour guarantee and or position of 'part-time flexible' clerk, and
3. To negotiate stronger language for conversion of part-time flexible clerks to full-time regular,
  - a. With particular emphasis on a minimum of at least one full-time regular in any office that has more than one career employee and the installation has hours of work of eight or more.

Submitted By,  
  
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