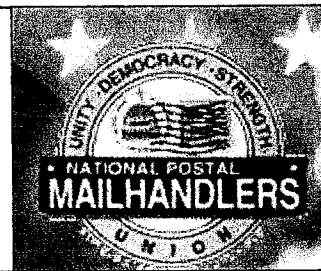


# OPERATIONAL CHANGES TO BE PROPOSED



May 19, 2008

For at least the last several months, rumors regarding potential changes in the way in which we process mail here at the BMC have circulated. It has been clear that these rumors were borne from management's internal discussions on operational changes that would presumably cut costs and increase productivity. Up to this point no serious alternative has been offered or change proposed to the Union. However, we have now been invited to a formal meeting scheduled for Thursday, May 22 with Plant Manager Brittingham and members of her staff to discuss operational changes and the effect of these changes on mail handlers. Local management has indicated that it wishes to consolidate sack sorting operations on a single tour. As most of you know we currently process sacks on both tours two and three. In preparation for the scheduled meeting, the Union has reviewed sack sorting data, which covered the period beginning January 1, 2008 through May 17, 2008. This information reflects that the facility keys on average about 18,500 sacks over 20.62 hours per day. The facility's high key for the period was a little more than 27,000 sacks and the high run time for this period was just over 28 hours. Management's proposal to key sacks on one shift would plan for maximum run time of 16 hours, with a maximum demonstrated key for one shift over the period reviewed of 18,596 sacks. Obviously the Union's primary responsibility is to minimize the impact of any changes to mail handlers and to ensure that management complies with the contract. We have all heard the talk of multi-million dollar deficits and the Postal Service's efforts to cut costs. Up until now, however, it has been just that... talk. We are now confronted with the real possibility of a management action that will affect duty assignments in this facility. Of course, until we have the opportunity to meet with local management to discuss any proposal, specific impacts and their contractual application will be impossible to predict. As soon as practicable following Thursday's meeting we will provide you with the details of management's proposals. In the interim do not hesitate to contact me or any other Union representative regarding this or any other Union matter. In addition, please continue to review the Union's bulletin boards for updated information regarding potential impact.

Yours in Union Solidarity,

  
John Gibson