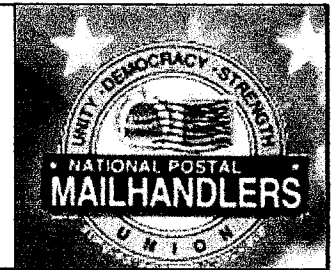


# OPERATIONAL CHANGES DISCUSSED



May 23, 2008

The Union met with Plant Manager Brittingham and Managers Leo Havel and Joseph Marquis yesterday to discuss operational changes that will affect Mail Handler duty assignments. As previously reported, the changes involve consolidating sack processing on one tour. It became clear during the course of discussion that this was a preliminary meeting and a follow-up meeting was scheduled for Tuesday, June 3 at 10:00. While Plant Manager Brittingham made it a point to state that no decision has been set in stone, it was apparent that there is a definite lean toward tour three as the shift that will process sacks. Once again, as stated in our earlier bulletin the Union's primary responsibility is to minimize the impact of any changes to the mail handler craft and to ensure that management complies with the contract. We are aware that no matter what tour is ultimately selected to key sacks, mail handlers on the other shift will be affected. Area's that may be affected include the Roller Tables, the Inbound Docks, the Outbound Docks, and positions in the Secondary. The Union believes it is in the best interests of our membership to preserve as many daytime jobs as possible and to vigorously challenge any unnecessary erosion of those jobs. The discussion revolved around service standards, productivity, throughput, and impact on the craft. The Union's review of productivity and throughput for the period beginning January 1, 2008 revealed that while tour 2 has demonstrated greater throughput, tour 3's productivity is slightly higher. Overall, the data collected by the Union raises the question of the ability of one tour to sustain the desired productivity and throughput for the volume of sacks we process. To this end and prior to any final decision, the Union suggested a trial period to determine the affects of processing sacks on one shift avoiding any unnecessary disruption. Further, management pointed to the mail arrival profile as it related to our service standards. On this point the Union will be taking a long hard look at the arrival profiles for the BMC and specifically at the arrival of sacks in the facility prior to the next meeting. We are aware of the processing parameters and will be exploring alternatives in order to reduce the impact. In addition, there are discussions at the highest levels of the Postal Service regarding changing service standards. Obviously, this may affect the issues facing us locally. The specific impact on affected employees was not discussed at this time other than the general application of the contract when these types of changes are implemented which the parties agreed will involve the provisions of Article 12.6C4 of the National Agreement. Other possible realignment scenarios were discussed in order to reduce impact to the craft including creating additional positions on the Low Cost Sorter and the High Speed Tray Sorter. It is clear that by the end of the realignment process, no matter what the specifics, employees will be affected and undoubtedly unhappy about the change. This is the unfortunate reality we face. Rest assured, as developments occur we will keep you fully informed. As always please contact any Union representative with questions or concerns on this or any other Union related matter.

Yours in Union Solidarity,

John Gibson