



OPERATIONAL CHANGES DISCUSSED



June 15, 2008

As you know the Union met with management on Thursday June 12 to discuss their decision to consolidate the sack operations on tour 3. It should be made clear from the outset that the Union opposes this change and believes it to be in violation of the collective bargaining agreement. Article 12 provides the controlling language in this situation and states in part "A primary principle in effecting reassignments will be that dislocation and inconvenience to employees in the regular work force shall be kept to a minimum, consistent with the needs of the Service." The Union believes management was only concerned with their needs and failed to keep the dislocation and inconvenience to the minimum, therefore, the Union will pursue a grievance to remedy this matter. It should also be noted that the Union until Monday June 9th was led to believe that a decision would not be rendered until our discussions were finalized. Management chose, in their infinite wisdom, to move forward without our full input forcing the Union to present our position in the form of a grievance demanding full remedy for those impacted mail handlers.

At this point the impact on tour 2 mail handlers will include the abolishment of all roller table and sack sorter positions. In addition, 4 positions on the south outbound will be abolished along with another 4 positions on the north outbound, 2 level 4 and 2 level 5 duty assignments. Management proposed to combine the north and south outbound and then add two duty assignments. This would result in a net loss of 6 duty assignments for the outbound. The Union rejected the proposal to combine the two areas but we are examining alternatives and will further discuss this specific matter with management. The chronology of events will include abolishing the identified positions effective early in August where we have pay periods beginning on August 2 and August 16. There are 48 jobs identified for abolishment with 18 residual, vacant and new positions that will be available on tour 2. This is a net loss of 30 duty assignments to the tour. The 48 duty assignments identified for abolishment include 23 level 4 positions and 25 level 5 positions.

As previously reported Article 12.6C4 is controlling and begins on page 47 of the National Agreement. In addition, we have been in contact with the Regional and National Offices to ensure that our understanding of 12.6 is clear. In short the contract requires that the junior level 4 employees and the junior level 5 employees be identified and reassigned from the section which has been defined as the tour. The duty assignments remaining on the tour will be offered in seniority order beginning with the senior affected mail handler. The remaining level 4 assignments will be offered to only tour 2 level 4 mail handlers and the remaining level 5 duty assignments will be offered only to tour 2 level 5 mail handlers. To be sure this is a complicated and disruptive procedure and we invite any and all questions regarding this process. Once again, the Union opposes this management action and will advance our grievance as long and as far as it takes to make mail handlers whole. We will continue to keep you informed as developments occur.

Yours in Union Solidarity,

John Gibson