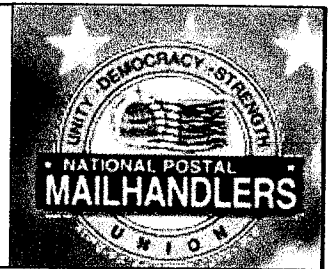


# ABOLISHMENT UPDATE & GRIEVANCE STATUS



July 15, 2008

Management continues to move forward with their ill-advised decision to terminate sack operations on tour 2 and reassign employees from the tour. Following several meetings over the last few weeks, management has informed the Union that it will begin to notify impacted and potentially impacted employees this week. Employees whose jobs are to be abolished and those employees whose duty assignments may be impacted by the sectional bidding process will be provided with an "expedited" bid sheet listing the maximum number of positions available within their current level. Affected Level 4 mail handlers will be offered level 4 positions and Level 5 mail handlers will be offered level 5 positions. In addition, there are a number of residual vacancies on each of the three tours that will be offered to tour two employees. Currently there are 13 residual level 4 positions available which includes 5 on Tour 1, 4 on Tour 2 and 4 on tour 3. Management has also identified 6 residual Level 5 vacancies all of which are tour 3 positions. The exact number of employees who will be affected cannot be predicted until the expedited bid process is completed. At this point management has identified all level 4 mail handlers beginning with Mary Ann Flynn and junior as excess to the needs of tour 2 and all level 5 mail handlers beginning with Beverly Smith and junior as excess to the needs of tour 2. As it stands now these employees are to be reassigned to tour 3 with their current non-scheduled days as unassigned regulars. This may change depending on the outcome of current bid cycle and the expedited selection process. The Union is not in agreement with management on the excess employees and continues to discuss the role of light and limited duty employees on the expedited process. Management has indicated that it intends to complete the entire process by 8/16, however with them, who knows? Following the expedited process 10 new tour two duty assignments will be posted for all eligible employees to bid. These duty assignments will include 2 level 4 jobs on the HSTS, a Sat/Sun and a Sat/Fri and 6 new jobs on the LCUS which includes a Sat/Sun, 2 Sun/Mon, a Sat/Fri, a Tue/Wed, and a Wed/Thu. Two new level 5 duty assignments will be created on Tour 2 in the Outbound which will be a Sun/Mon and a Mon/Tue. Management will also create 6 new jobs on Tour 3 which will include 2 additional keying positions on both the South and North inbounds as well as two IMHS positions in the North inbound. Those positions will be a Tue/Wed, Thu/Fri, Sat/Fri, Mon/Tue, Sun/Mon, and a Tue/Wed respectively.

As you know the Union has opposed this decision from the very outset and has advanced a grievance to step two of the process. It has been the Union's position that management's actions are in violation of the contract under Article 12. As the Union continues to review management's operational "rationale" it is even more apparent today that the decision to consolidate sack operations to tour 3 is not consistent with the needs of the Service and has the effect of creating more dislocation and inconvenience to the craft instead of less. Since sack operations were terminated on tour 2 a month ago the tour has absorbed the work hours of the "impacted" Tour 2 employees. In addition to absorbing the career mail handler hours the service has also "supplemented" the tour by utilizing close to 400 casual hours per service week. It is the Union's position that this is clear evidence that the reassignment of mail handlers to tour 3 is unnecessary. Further, it is the reassignment of employees from the tour that necessitates the expedited bid process. Without the reassignment there is no need for the expedited bid process which would obviously lessen the impact to the tour. We recognize this is a complicated process and stressful to all those affected and encourage any mail handler who has questions or concerns to speak with any Union representative. As circumstances unfold the Union will keep you informed.

Yours in Union Solidarity,

John Gibson