



American Postal Workers Union • Fayetteville Arkansas Local

May 2011

New Contract Ratified

By Loren Adams

The new contract has been ratified by membership vote. My take on the new contract goes like this – considering the tough economic times we're in and the political climate contrary to unionism and working Americans, the contract negotiated by our national leaders is outstanding – at least much better than expected.

A few weeks ago, two local leaders traveled with me to the "Round-Robin" Session with APWU National Officers who were in Tulsa to explain the new changes to the Collective Bargaining Agreement [as compared to previous contracts]. The Tulsa meeting lasted 5 hours. We videoed 4 hours, and Jason Novak burned several DVDs of the meeting for Local members to watch & circulate. If you haven't gotten a chance to see the video before time to vote, read the brochure sent with your ballot from Headquarters. It explains, in brief, the highlights of the 2010-2015 Agreement.

The new Contract sets three wage increases: (1) November 17, 2012 – 1%; (2) November 16, 2013 – 1.5%; (3) November 15, 2014 – 1%. In addition, there will be 5 COLAs beginning 2013 (2 retroactive from 2012 but paid 2013).

All PTFs to be converted in Fayetteville. In all offices Level 21 and above, all career clerks must be FTR (no PTFs). That means our current PTFs will either fill current residual withheld positions or will take newly created NIFTY positions (see below).

Non-Traditional Full-time Duty Assignments (NIFTY)

Local management and Local union officers will meet to create NIFTY positions as needed. These non-traditional jobs will include a wide variety of options and work-weeks. The "full-time" designation will apply to any position of 30 or more hours/week and to any position 48 hours or less per week. No current full-time employee can

supposedly be forced into these NIFTY slots. Included in NIFTY will be four 10-hour days (3-day weekends); three 12-hour days (4-day weekends); and four 11-hour days (3-day weekends).

There will supposedly be no mandatory overtime for regulars when non-traditional assignments and PSEs are in facilities.

Postal Support Employees (PSEs)

Casuals and TEs will be eliminated. In their place will be PSEs who must qualify by passing the postal exam. They will comprise 20% of the workforce (clerk craft) and 10% maintenance. PSEs will be paid more than casuals but less than PTFs and will be part of the APWU bargaining unit where they will receive raises, health benefits, and leave. They also will be allowed to contribute to TSP but not with matching funds for the first 5%. PSEs will have the opportunity to join the permanent career workforce by seniority.

Unlimited Bidding

Clerks will have unlimited bidding for jobs not requiring training or a deferment period. Such bids will not count toward a clerk's allowed number of bids.

Other New Contract Items

There are several more provisions in the new contract.

- Time-keeping will be returned to the craft.
- Wherever the Union can demonstrate the existence of



APWU FAYETTEVILLE LOCAL 667

Affiliated with the Arkansas Postal Workers Union, the Arkansas AFL-CIO, the Accident Benefit Association, and the APWU Postal Press Association. Established May 1, 1920 as Local 667 of the National Association Of Post Office Clerks

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- duty assignments of 30 hours or more, management must create a new job (according to the new Agreement, that is).
 - In Level 20-and-above offices — No bargaining unit work by supervisors will be allowed (We'll see how far that gets).
 - The new no-layoff clause includes all career employees on the rolls as of November 20, 2010.
 - Employees cannot be excessed more than 50-miles, and if management cannot place employees within 50 miles, the parties will jointly determine what steps may be taken.
 - Employees will not be required to retreat to crafts they were excessed from if the crafts are represented by APWU.
 - There will be no changes to healthcare benefits for APWU members in 2012; each year after (through 2016) there will be a slight shift in employees' share of healthcare contributions. (Postal workers healthcare costs are one of the lowest for any career in the U.S.)
- Summarizing, the new Contract seems to have a lot of positive aspects. It also will mean some big changes ahead.
- In Solidarity,
Loren Adams

Bill of Rights

1. Freedom of religion
2. Freedom of speech
3. Freedom of the press
4. Freedom to peaceably assemble
5. Freedom to petition for the redress of grievances
6. No unreasonable searches and seizures
7. Due process of law
8. Trial by impartial jury
9. Writ of habeas corpus
10. Right to bargain collectively

BILL OF WRONGS

1. Tax cuts for the rich
2. Deregulating capital
3. Gutting schools
4. Slashing Medicaid
5. Chopping pensions
6. Increasing poverty
7. Destroying jobs
8. No health care
9. Home foreclosures
10. Union busting
11. Union busting
12. Union busting
13. Union busting
14. Union busting, etc...

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WHICH SIDE ARE YOU ON?

Highlights of new contract

Just a few important events and dates from the new contract.

Non-traditional full-time assignments are possible	5/23/2011
One-time purge of disciplinary letters of warning	5/23/2011
LMOU negotiations	Between 8/1/2011 and 9/30/2011
PTF's converted to FTR (level 21 and above offices)	8/23/2011
TE's and casuals eliminated	8/23/2011
Establishment of lead clerk positions	5/23/2012
Limited use of 204B's	6/1/2012
1% pay increase	11/17/2012
Double COLA increase (March 2012 & 2013)	3/9/2013
Double COLA increase (September 2012&2013)	9/7/2013
1.5% pay increase	11/16/2013
Normal COLA increase	March, 2014
Normal COLA increase	September, 2014
1% pay increase	March 15, 2014
Normal COLA increase	March 2015

To my brothers and sisters of Local 667, at this time I wish to inform you that I officially tender my resignation as your Vice-President effective June 1, 2011. There are several factors that came into play prior to making this final decision. The details are personal, and though I may share some through private conversation – this is not the forum to do so.

I will say, I've been called several things in my life – some deservingly so, but there are some words that once said (written), have a lasting effect.

I am fortunate to go out with a win on the Administrative Leave Grievance and would like to thank all those who submitted documentation. This was a group effort and our diligence paid off.

Sincerely, Andrew Heyd



Next meeting June 5, 1pm at
Jim's Razorback Pizza

AX NOT WHAT
YOUR COUNTRY CAN
DO FOR THE
TOP ONE PERCENT,
AX WHAT
YOUR COUNTRY
CAN DO FOR
THE REST
OF YOU CHUMPS.



HICK

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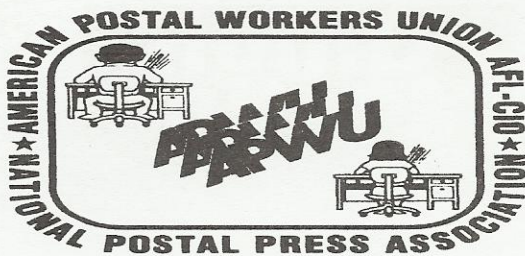
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PROUD MEMBER!



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**Get Involved!! The world is run
by those who show up.**

