



American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

FROM: OMAR GONZALEZ RE: Area/Regional Article Meeting Medford OR

The first Area/Regional meeting required under Article 12 was conducted on November 7, 2017. Here are the highlights of that meeting:

- The Area Move Date is FEB 3, 2018 for this event. According to the Area there are currently NO available residual vacancies for the impact.
- District Management has not informed all clerks of their right to apply for transfer [AS REQUIRED PER JCIM] and will do so after the Area meeting DTB. {The Region has an Area Level Appeal on this issue as the JCIM [pg 118] requires such notice when the Region is notified}. This needs to be policed and grieved locally if this does not occur NOW.
- Senior clerks are to be solicited to volunteer in lieu of junior impacted employees. District states they will have stand ups and then internally canvass the senior clerks in writing. This too must be policed by the Local to ensure not only if it is done but, that the right is fully explained (e.g., take their seniority and no retreat rights).
- The AIR (Automated Impact Report) issued by Area (sent to the Local previously) states that the planned OT will increase. Management stated AIR was "updated" and the OT will decrease and the updated AIR will be issued.
- The AIR has targeted 4 FTRs for excessing yet the number of PSEs will NOT decrease but their hours will decrease. Region raised the issue that the planned non OT PSEs hours equate to at least 33 FTEs. Management stated they are aware of the Union's position that all work hours of PSEs are cobbled to create FT jobs. **THE LOCAL MUST POLICE THIS AND RUN MDAT** and file appropriate grievances either individual appeals or class action. [Mgt does not want grievances. File accordingly]
- There are NO non APWU employees on light/limited duty.
- There is currently 1 PSE on break but the number is still 13 and 13 PSEs will be retained after the excessing. [THIS VIOLATES THE CBA/JCIM REQUIREMENT TO MINIMIZE IMPACT AND MUST BE GRIEVED LOCALLY JUST **BEFORE** THE MOVE DATE because to do so now would be premature as no impact has occurred]
- The stated date local management plans to meet with the Local Union is no later than Nov 17th. [The Local should formalize and submit a LM Agenda for submission and discussion.]
- There were recent reversions in F4 [hopefully grievance(s) were filed]
- There are no PSEs assignments within a 50 mile radius for FTR preferencing
- There are 2 F1 and 2 F4 duty assignments to be posted. 3 are from a recent settlement [local should act if the settlements are not complied with].
- There a currently 9 assignments posted on 21 day eReassign that all clerks can apply for.

IF THERE IS A DISCREPANCY with the seniority list sent with the AIR the Local need to identify the discrepancies. If there are any other issues or clarification of the above need please contact the Regional Coordinator asap.

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