



## **Palm Beach Area Local, No. 749 APWU, AFL-CIO**

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**March 24, 2021**

### **Attention all Bargaining Unit Employees**

#### **APWU Joint Contract Interpretation Manual December 2020**

The United States Postal Service and the American Postal Workers Union have engaged in extensive discussion on ways to enhance the parties' workplace relationship, including methods to improve the Grievance/Arbitration procedure. Consistent with that goal, the parties agree to jointly establish a manual which outlines areas of agreement on contract application. It was updated in December of 2020.

This Joint Contract Interpretation Manual (JCIM) represents the mutual agreement of the National parties on the interpretation application of the issues discussed in this document and no inference should be drawn from the absence of national settlements, agreements or arbitration awards.

A primary purpose of this JCIM is to provide the parties with guidance and to require consistency with contract compliance. The parties are bound by this manual and grievances should not be initiated which assert a position contrary to the JCIM.

The JCIM is self-explanatory and is not intended to, nor does it, increase or decrease the rights, responsibilities, or benefits of the parties of the National Agreement and it shall be applied by the parties at the lower grievance steps in an effort to settle grievances at the lowest possible level. Of course, the parties always have discretion to resolve any issue without the filing of a grievance.

#### **Article 1 identifies who is in the Bargaining unit.**

##### **Definition – APWU Bargaining Unit**

Article 1.4 provides that, subject to the exclusions listed in Article 1.2 and 1.3, all members of the regular workforce as defined in Article 7, Section 1.A are members of the bargaining unit.

Article 7, Section 1, defines the regular workforce as being comprised of full-time employees, part-time regulars (Maintenance Craft) and part-time flexibles (Clerk Craft in Level 20 and below offices) and part-time flexibles (MVS Craft). Article 7.10B provides for the establishment of the Postal Support Employee (PSE) workforce comprised of non-career bargaining unit employees.

## **Section 2. Exclusions**

The employee groups set forth in Section 1 above does not include, and this Agreement does not apply to:

1. Managerial and supervisory personnel;
2. Professional employees;
3. Employees engaged in personnel work other than a purely non-confidential clerical capacity;
4. Security guards as defined in Public Law 91-375, 1201(2);
5. All Postal Inspection Service Employees;
6. Rural letter carriers;
7. Mail handlers; or
8. Letter carriers.

Bargaining unit work violations (Supervisors) and Crossing Craft violations occur when any of the cited positions above perform APWU work.

Where there is bargaining unit work (BUW) violation or a Crossing Craft violation, The Palm Beach Area Local has a long-standing policy that employees who submit written statements identifying the violation are designated in any settlement.

Written statements must include:

Who is performing the work by name and craft.

What was the work being performed in detail.

Where the violation occurred.

When the violation occurred. For example, "From 0500 to 0800 for a total of 3 hours." If the work is performed intermittently provide the hours during which the work was performed and the total of the violation during that period. "From 0800 to 1700 for a total of 4 hours."

Please include your information and EIN. No statement will be provided to management at Step 1.

Much of the information in this article was provide by Former President Gary Hamrick.

If you have any questions contact your Steward or, the Union Hall at the numbers above.

In Solidarity,

  
Kevin Young, President  
APWU PBAL 749