



**Palm Beach Area Local, No. 749  
American Postal Workers Union, AFL-CIO**

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I'm sure we all remember from the Round 1 posting.

Management is responsible for all changes that are happening.... Not the Union

The Union is responsible for making sure Management actions are done by the contract.

- 1. The Union does not agree with the actions being taken.**
- 2. The Union does not agree with the use of a Function 1 scheduler or "earned hours" to determine staffing/scheduling.**
- 3. There are no agreements made by the Union for any of the actions being taken.**

**We have all seen the results of the last round of "CHANGES"**

**Surprise!!!!!! Nothing even close to processing the mail has happened since the first round of changes.**

**We have all heard the reports and seen the results.**

**Now we are told Management has decided to make another round of changes.**

## **Now comes Round 2**

**Many of the Jobs that were improperly moved in the first round will be changed yet again!!!!!!**

**This will make your Union's job of contract enforcement more difficult to explain and follow.**

**We have members with retreat right protection they need to contact the Union before they decline or accept. The Service prematurely initiated retreat rights and the Union was successful in having them reinstated.**

**If you receive a retreat rights notice please contact the Union Hall or your Steward before you make your decision.**

**The new Plan is to repost or abolish jobs to accomplish the below actions.**

- 1. Tour 1 Automation Sat/Sun NS reposted, increase in jobs, Start times will now be 2100, 2330, 0100**
- 2. Tour 2 Automation will be reduced and have new 0800 and 0900 start times**
- 3. Tour 3 Automation will increase and have an additional start time of 1300**
- 4. Tour 1 Manual will be increased**
- 5. Tour 3 Manual will be decreased**
- 6. Tour 1 AFSM will be increased**

- 7. Tour 3 AFSM will be increased**
- 8. Tour 1 APBS will be increased**
- 9. Tour 2 APBS Reposting of Sat/Sun to Sun/Mon some with 0800 start time**

**No other changes were discussed at the October 23<sup>rd</sup> meeting**

**The LMOU in conjunction with the Contract identify changes to a bid position that would require reposting. Any change to N/S days requires reposting. An hours change of more than 1.5 hours etc.**

**Any changes of this type essentially create a “new” bid**

#### **LMOU Start Times**

**Any start time from 1900 to 0259 is Tour 1**

**Any start time from 0300 to 1059 is Tour 2**

**Any start time from 1100 to 1859 is Tour 3**

**In Round 2 the sections identified in the meeting as being impacted by excessing (reducing the number of employees in a section) under Item 18 of the LMOU will be:**

#### **P&DC**

**Tour 2 Level 6 Automation**

**Tour 3 level 6 Manual**

**These are in addition to the impacted sections identified in Round 1.**

**These sections have been designated as “Impacted” and any repostings, abolishments, or newly created bids will be subject to bidding by those currently assigned in the section only.**

**Everyone in the section should bid or they may be assigned to the remaining job(s) in the section.**

**The “in Section bidding residual vacancies” would then be assigned to any currently “unassigned” in the section (or an in section employees not submitting a bid). Once everyone currently in the section is assigned, remaining vacancies will offered to those with retreat rights to the section by seniority. They may accept or decline the vacancy.**

**Accept and your retreat rights are satisfied, Decline and you no longer have retreat rights.**

**The reality of this is if you do not accept retreat rights to a position, and the section remains impacted, any new positions in that section will be bid on by those in the section first, then those with retreat rights and finally posted for the entire bid cluster. You *could* see a position exactly like the job you were excessed from go to a junior employee who exercised their retreat rights, still retained their retreat rights or to a senior employee bidding on the position if it is posted to the bid cluster.**

**It is important for you to know that exercising your retreat rights for a less than desirable position could result in your having first shot at bidding newly created in an impacted section.**

**Impacted sections are required to repost all of the jobs below the senior person having their position reposted or abolished.**

**Everyone in the section should bid or they may be assigned to the remaining job(s) in the section.**

**The same as in Round 1, excessed employees will receive retreat rights to the section they were excessed from. That means...**

**Any vacancies in the section that remain after every one in the section has been assigned to, or successfully bid, a position will then be a residual.**

**These “in Section residual vacancies” would then be offered to those with retreat rights to the section by seniority. They may accept or decline the vacancy.**

**Accept and your retreat rights are satisfied, decline and you no longer have retreat rights.**

**When everyone has been offered their retreat rights the section is no longer impacted and regular bidding by everyone in the bid cluster resumes.**

## **In Summary**

**Other than the identified sections there are no proposed decreases in the number of jobs in other sections at this time. Some sections are increasing the number of bid jobs.**

**Some of the “newly” created positions will look just like positions that were abolished or reposted in Round 1. These “newly” created jobs should give the Union grounds to prevail in the grievances filed on Round 1.**

**There will be changes of start times or the elimination of certain N/S days that would cause a number of jobs to be reposted.**

**Grievances on Round 2 will be filed. National APWU is addressing Function 1 scheduler actions, on a nationwide scale, with USPS Headquarters.**

**Round 1 and Round 2 of the Scheduler realignments are handled separately even though there may be an action that relates to both.**

**Actions taken by Management to recreate positions in a section can, and will cause confusion. Please contact your Steward or the Union Hall with specific questions.**

**Gary Hamrick**