

UNION MEETING MINUTES FOR; SUNDAY, MARCH 25TH, 2012

THE MEETING WAS CALLED TO ORDER AT 10:05AM BY PRESIDENT KEARNS
AFTER THE MORNING PRAYER AND SALUTE TO THE FLAG, A ROLL CALL
OF OFFICERS AND STEWARDS WAS TAKEN... THE MINUTES OF THE LAST
MEETING WERE ACCEPTED BY THE MEMBERS...

PRESIDENTS REPORT & VICE PRESIDENTS REPORT ON BUL;LETIN BOARD.

CLERK-CRAFT DIRECTOR; KEN EXPLAINED TO THE MEMBERS THAT PSE'S
(POSTAL SUPPORT EMPLOYEE'S) MAY BE PLACED ON ANY TOUR AND ON
ANY JOB THAT MANAGEMENT ASSIGNS THEM.....

DIRECTOR OF ORGANIZATION; ANN THANKS THE MEMBERS FOR SEND-
ING HER TO ADVANCED ARBITRATION SCHOOL....ANN ALSO TELLS US
THAT THE MEMBERSHIP LEVEL HAS REMAINED ABOUT THE SAME AS
LAST MONTH....ALSO SHE REMINDS THE BODY THAT MOST PSE'S ARE
DUES PAYING MEMBERS AND SHOULD BE TREATED AS SUCH.....

LEGISLATIVE DIRECTOR; ANTHONY INSTRUCTS THE MEMBERS TO
PAY CLOSE ATTENTION TO WHAT IS GOING ON IN THE SENATE IN THE
NEXT FEW WEEKS. THE DREADED POSTAL BILL 1789 WILL BE VOTED ON.

OLD BUSINESS; NONE

NEW BUSINESS;

PRESIDENT KEARNS WELCOMES THREE GUESTS FROM THE WESTERLY
APWU.....MOTION MADE AND PASSED TO HAVE THE AWNING REPAIRED
OUTSIDE THE HALL...COST OF \$1750.....

MOTION MADE AND PASSED TO PAY FOR A MAILING TO ALL MEMBERS
FOR THE PURPOSE OF CONTACTING THEIR POLITICIANS CONCERNING

Union meeting minutes
Continued.

2

THE BILL 1789 BEFORE THE SENATE..THE UNION WILL PAY THE POSTAGE
AND A LETTER TO SEND TO THEIR LOCAL POLITICIAN.....

MOTION MADE AND PASSED TO HOLD A PICKETS CONCERNING THE
PROPOSED CLOSINGS OF POST OFFICES AND LOSS OF JOBS..

MOTION MADE TO PURCHASE TEN TICKETS TO TO RI FEDERATION OF
CHAPTERS. COST \$125.00 MOTION PASSED.

MOTION MADE AND PASSED TO PURCHASE TEN TICKETS TO THE WOON-
SOCKET HIGH SCHOOL VARIETY SHOW...

MOTION MADE AND PASSED TO PAY OUR YEARLY DUES (\$100.) TO THE
RI HISTORICAL SOCIETY....

MOTION MADE AND PASSED TO CHANGE THE START TIME OF THE MAY
20TH UNION MEETING FROM 10AM TO NOON....

GOOD & WELFARE; A CONSTITUTIONAL/BY-LAW CHANGE WAS
SUBMITTED (POSTED ON BULLETIN BOARD)... THIS WILL BE VOTED ON
AT THE JUNE 24TH UNION MEETING.....

MOTION TO ADJOURN AT 11:05AM.....PASSED.


ROBERT HERRON/SEC

If, the current first class delivery standard gets changed to the purposed two or three day delivery. There will be a lot of changes in the Plant. Last Friday morning I had a meeting with (A) Lead MDO, Martha St, Germaine and Bob Conroy they told me there plan if the first class standard gets changed.

Here is what the Services plan is;

Tour 2, Automated Letters start time will be 8:00am. Tour 2 Flats start time will be 8:00am

Tour 3, Automated Letters start time will be 4:30pm. Tour 3 Flats start time will be 4:30pm.

Tour 1, Handcase, Manual Flats, and Pouch bins start time will change from 9:30pm to 5:30pm this action will require and abolishment of these positions. Jobs with the new start time will have to be posted for the whole Installation to bid on.

Tour 1, Automated Letters all but 16 to 20 jobs will be abolished and new jobs for the whole Installation to bid on will be posted between Tour 2 and 3. The number of jobs on each tour was not told to me. Tour 1, automation runs on a nightly basis 30 DBCS's the Service wants to reduce that number to 24 DBCS's machines.

Tour 1, Flats as of the meeting all jobs will be abolished they are still thinking. They are still thinking about whether or to leaving a crew to staff one machine on Tour 1. That has not been decided yet.

There will be changes in Maintenance Craft and MVS Craft as well, what those changes will be was not expressed to me during the meeting.

Could Members be excessed a crossed craft lines or out of the Installation that is always a possibility. Bottom line changes that are coming and the changes that are coming are from Management and not the Union.

Rests assure that the Officers and stewards will make sure the Service follow the National Agreement. Nothing in that meeting was agreed too.

The time has come for every member of this local to get involved with the future of this Union and the Postal Service to protect our jobs. We are asking every member to write, call, and email their Senators and Congressmen to not change the delivery standards. The Local will be forming a Committee to address the delivery standards we will be formatting a letter for you to sign and send to your Senators and Congressmen. The Officers and Stewards will do their part to protect our jobs now is the time for the whole membership to join in the fight to protect our jobs. If, not you, who will protect your jobs?

Let me say this once again NOTHING ABOUT THE SERVICES PLAN HAS BEEN AGREED TOO.

In Union Solitary

Ray Kearns
President/Local 387/APWU

Good Morning Brothers and Sisters

This article is from APWU Web News Article 022-2012, March 23, 2012 The Senate Vote on Postal Bill S. 1789 Could Be Taken on Monday.

An amended version of a controversial postal bill (S. 1789) is tentatively scheduled for a vote during the week of March 26, and could be brought to the Senate floor as early as Monday, APWU Legislative and Political Director Myke Reid is reporting.

Details of the final bill are unknown, however. The bill's sponsors have been meeting to discuss possible amendments, but have not released information about their discussions.

The APWU is asking union members to be vigilant and to check the APWU Web site frequently for updates. "The situation could change very rapidly, so it is important that union members remain alert," Reid said. "We may need to respond to an announcement quickly."

The APWU was sharply critical of the original bill, and supported amendments to set strict service standards; allow the USPS to recover overpayments the Postal Service made to its retiree pension funds; adequately address the requirement that forces the USPS to pre-fund future retiree health benefits, and establish new ways to generate revenue, among others. The issue of service standards is crucial, because the Postal Service is planning to degrade delivery standards in order to eliminate more than half of all mail processing facilities.

This letter is from Chairman Ruth Y. Goldway, of the Postal Regulatory Commission

On December 5, 2011, the Postal Service proposed to change the "service standards" that govern how long it takes for the mail to be delivered. The Commission is now reviewing the proposal (Docket N2012-1). The most significant revisions would eliminate overnight service for First-Class Mail and Periodicals, and would instead provide two and three day delivery service. The intent of these changes is to capture significant cost savings from the consolidation of the Postal Service's mail processing and transportation networks. This proposal will impact in significant but varying ways, the mail service, all business mailers, and the mailing public.

My fellow Commissioners and I will review the proposed service standards along with the Postal Service's evidence and justifications in this filing. We will listen to testimony at public hearings and then render our Advisory Opinion based on evidence developed in the case. We encourage interested members of the public to participate in the process.

It is important to note that the Commission does not review individual closures of mail processing facilities. I have sent a letter to members of Congress to clarify our role in this process. Look to the left in the What's New column to read a copy of this letter. Please let us hear from you.

I would like to take this opportunity to inform every one of the critical changes we may face if the Postal service implements the reduction of the first class delivery standards. The PRC (Postal Regulatory Commission) has already met twice in the last month for recommendation of the Postal Service's proposal to relax the overnight delivery standard for first class mail. Although the Postal Service does not need the PRC to approve plans it still will seek a favorable recommendation. If successful the Postal Service will go from 1 to 3 day first class delivery to 2 to 3 day delivery. This will lead to irreparable damage to the service we provide to customers and to our jobs. This plan will also lead to massive consolidations to the delivery network and closings of processing plants and local post offices. What's worse is the customers like residents and businesses may not receive bills, payments, prescriptions, online purchases and community newspapers on time, just to name a few of the unnecessary problems the American public will experience.

Closing Postal facilities will have a devastating effect on millions of individual citizens who rely on the mail to connect them to their communities and the nation at large. The cause of the Postal Service's crisis is largely misunderstood and the media does not report the real picture. Although it is true that first class mail has declined over the last four years, partly due to the recession that started in 2007, the hard facts are still apparent. Nearly 40 percent of Americans do not have broadband Internet access and 28 percent of Americans have no internet access at all. Approximately 55 percent of consumers still receive hard copy bills and statements. The relaxation of delivery standards are not the answer to the Postal service's problem. America still depends on the Postal Service every day as a form of communication. With a population of over 300 million people, there is still a vast market of consumers to tap.

Fortunately, the massive proposed postal closures and delay in service standards are unnecessary. Congress created the problem and Congress can fix it. The primary cause of the Postal Service's dire financial situation is a mandate imposed by Congress in 2006 that requires the USPS to pre-fund healthcare benefits for future retirees. This obligation drains approximately \$5.5 billion annually from Postal accounts to fund a 75 year obligation in just 10 years. No other Government agency or private business bears this burden.

If it were not for this Congressional chokehold the Postal Service would have netted a \$611 million surplus during years 2006 to 2010 instead of racking up \$21 billion in deficits. In addition the Postal Service has overfunded its retirement accounts by billions of dollars. The Office of Personnel Management, which oversees these accounts, has concluded that it cannot allow the USPS to reclaim these funds without congressional authorization.

There is a bill in the Senate, S 1789, that fails to adequately address the problems. Although the 21st Century Postal Service Act would reduce the level of retiree pre-funding, the annual cost of reduced pre-funding would continue to pose a significant amount of debt and would result in the unnecessary cuts the USPS is planning. There is a solution to all this gloom and doom without cutting service and pose no threat or cost to taxpayers. On February 14, 2012, 27 Senators led by Senator Bernie Sanders of Vermont, have petitioned congress, in the form of amendments to S 1789, so as not to reduce delivery standards and put a stay on the massive cuts to the postal network to stop the USPS from a death spiral.

Unfortunately, our Rhode Island Senators have not signed on, although if the amendments to S 1789 hit the senate floor these Senators may be in favor of the vote for, we cannot stand still and wait. We have to take action now. This will include the assistance of everyone, including family, friends and neighbors. The Executive Board has recommended that we, as a Union, get actively involved. We must send a delegation to meet with U.S. Representatives and U.S. Senators in the Southeastern New England where we, in Providence, process the mail for these affected communities. If approved, we will also provide letters, with envelopes and postage, for everyone in this Local to sign and mail to their appropriate Congressman and Senator. Also it would be a good idea to get the word out to local and state politicians as a means of additional support.

As Ben Franklin, the First Postmaster General of these United States of America, once said: "We must, indeed, all hang together or, most assuredly, we shall all hang separately."

Steven H. Poole Sr.

Vice President

APWU PRIAL 387 AFL-CIO

WORKING ALONE ON A DBCS MACHINE THE DO'S AND DON'TS

Recently, people have been working alone on the DBCS machines. These actions cannot be accepted. There are Contractual Rules agreed to by the Union and the USPS. The Joint Contract Interpretation Manual (JCIM 2007) and the National Collective Bargaining Agreement along with previously settled grievances are the sole documents relevant to the determination of the proper staffing of automated equipment such as the DBCS machines. It should also be noted that when management allows employees to work in a manner that is not consistent with mutually agreed staffing parameters, which are set up to ensure a viable ergonomic standard, is tantamount to allowing those employees to eventually incur on-the-job injuries due to the unsafe staffing model.

The JCIM 2007 addresses DBCS staffing as thus:

OCR – BCS – DBCS STAFFING

Normal staffing for the OCR, BCS and/or DBCS will be two Mail Processing Clerks to perform the loading, feeding and sweeping functions.

1. Does the settlement mean that there must always be two Mail Processing Clerks assigned to the OCR, BCS and/or DBCS?

Response: No, that is the normal staffing.

2. Would it be a violation if there was only one clerk working on the OCR, BCS and/or DBCS at the start of the run?

Response: No. There may not be a need for two Mail Processing Clerks at start up or close out.

3. Would it be a violation if there was only one clerk working on the OCR, BCS or DBCS because of the limited volume for that sort program?

Response: Once again, the "normal" staffing is two Mail Processing Clerks, but there may be circumstances where the staffing is reduced.

4. Would low volume zone runs be an example?

Response: Yes, if the volume available for a DPS zone is such that there is no or minimal sweeping activity required during the run, one operator may be sufficient. One operator may also be sufficient if the volume is such that one operator can load, then sweep before the bins fill up, and then return to loading. This settlement addresses minimum staffing, and is not intended to impact those offices where there have been agreements involving more than two operators per machine (due to unique rotations or other local factors.)

Furthermore, to explain the terms "START UP" and "CLOSE OUT" of a run are as follows. The term START UP OF A RUN is defined as setting up a machine for example,

labeling trays, getting equipment and the like. NOT STARTING THE MACHINE AND RUNNING UNTIL THE BINS FILL UP. The term CLOSE OUT OF A RUN is defined as the tie out and dispatch of a machine run. In plain language, the easiest way to judge if a MACHINE NEEDS TWO (2) PEOPLE is that if "ANYTIME" during the operation of running mail, the machine requires sweeping the "NORMAL STAFFING" will be TWO (2) people.

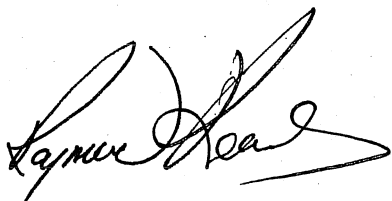
The Union has locally grieved this issue in the past and will continue to grieve working alone now and in the future whenever management violates the contract.

Steven H. Poole Sr.
Vice President
APWU PRIAL 387 AFL-CIO

ATTENTION APWU MEMBERS:

There has been a change in the start time for the May Union meeting the reason for this change is the RI State Convention being held in Sturbridge MA. the same weekend.

The change will be from starting @10:00AM to starting @ 12:00PM noontime on the 20th of May

A handwritten signature in black ink, appearing to read 'Raymond Kearns', with a stylized flourish at the end.

**Raymond Kearns
President, PRIAL 387**

ATTENTION APWU MEMBERS

**The Local purchased ten tickets to the
47th Annual Convention R.I.**

Federation of Chapters

**This Event is being held at the Kelly
Gazzerro Post V.F.W.**

**1418 Plainfield Street Cranston, RI
02920**

On June 14, 2012 at 9:00AM

**Anyone interested in attending this
event stop by the Union office to pick
up tickets.**

ALL UNION MEMBERS
SENATE BILL S 1789 (21ST CENTURY POSTAL ACT) IS CURRENTLY SCHEDULED FOR A VOTE SOMETIME IN MID APRIL 2012. AS WRITTEN THIS BILL IS DAMAGING TO THE FUTURE OF THE USPS AND OUR JOBS. AS PER A MOTION DURING THE MARCH 25 MEETING THE UNION WILL BE PROVIDING A LETTER TO SENATORS AND REPRESENTATIVES ASKING TO AMEND S 1789 SO THAT THIS BILL IS FAVORABLE TO ALL POSTAL WORKERS AND THE FUTURE OF THE USPS. ENVELOPES AND POSTAGE WILL BE PROVIDED FOR ALL MEMBERS TO SEND A LETTER (SEE SAMPLE LETTER) TO THEIR RESPECTIVE CONGRESSMEN IN RI, CT AND MA. STOP BY THE UNION OFFICE OR CONTACT YOUR STEWARD FOR MORE INFORMATION.

As Ben Franklin, the First Postmaster General of these United States of America once said: "We must, indeed, all hang together or, most assuredly, we shall all hang separately."

THANK YOU FOR YOUR PARTICIPATION

Senator Sheldon Whitehouse
170 Westminster Street, Suite 1000
Providence, Rhode Island 02903

SAMPLE LETTER

Dear Senator Whitehouse,

As a postal worker, I am deeply concerned about 21st Century Postal Service Act (S. 1789), which was approved by the Senate Homeland Security and Governmental Affairs Committee.

As approved by the Homeland Security and Governmental Affairs Committee, S. 1789 would provide short-term financial relief to the Postal Service, but inflict long-term damage on the nation's mail system. The bill would force the USPS to close hundreds of mail processing centers, shut thousands of post offices, and cause massive delays in mail delivery. The bill would weaken the Postal Service, kill jobs, and drive customers away.

Congress must act quickly to ease the financial chokehold created by the 2006 Postal Reform and Enhancement Act (PAEA), and restore the USPS to financial stability. The PAEA drains approximately \$5.5 billion a year from the USPS by requiring it to fully pre-fund health benefits for future retirees – a 75-year obligation – in just 10 years. No other government agency or private business bears this financial burden.

I urge you to support amendments to S.1789 that would: Provide adequate relief from the retiree healthcare prefunding requirement. Set strict service standards. (The Postal Service is planning to degrade delivery standards in order to eliminate more than half of all mail processing facilities.)

- *Maintain 1-3 day delivery standards for first class mail.
- *Allow the USPS to recover overpayments the Postal Service made to its retiree pension funds.
- *Establish new ways to generate revenue, such as providing notary services, issuing licenses, contracting with state and local agencies to provide services, and allowing the USPS to offer services that mail systems in many other countries provide, such as digital services.
- *Prevent the closing of small post offices by giving the Postal Regulatory Commission binding authority to prevent closures based on the effect on the community and employees.
- *Maintain 6-day delivery of mail.
- *Eliminate the provision that would drastically reduce the compensation of workers who are injured on duty once they reach retirement age.
- *Repeal the provision that would require arbitrators in postal contract negotiations to consider the financial health of the USPS. (Arbitrators routinely do so. The requirement is an attempt to skew contract negotiations in favor of management.)

I hope you will support efforts to address the USPS financial crisis without slashing service or hurting workers.
Thank you for considering my views.

NAME

ADDRESS

CITY OR TOWN

Current:

ARTICLE 5

Duties of Officers

3. The Secretary/Treasurer, under the supervision of the President shall be the Secretary/Treasurer of the local APWU Accident Benefit Association. He /She shall receive, deposit, and maintain records of all, the Local's money in a bank or other financial institution approved by the Executive Board. He /She shall meet all the financial obligations and administer all benefit programs of and in behalf of this local by check, signed by him/her (except those checks on which his/her name appears as the Payee) and countersigned by the President (see exceptions Art. 5.1). He /She shall make a statement of the financial condition of this local at each regular meeting. He /She shall, at the Annual Meeting, submit an itemized statement of all moneys received and expended. He /She shall be paid quarterly, a yearly salary of **three thousand five hundred dollars (\$3,500.00)**.

Amend to:

ARTICLE 5

Duties of Officers

3. The Secretary/Treasurer, under the supervision of the President shall be the Secretary/Treasurer of the local APWU Accident Benefit Association. He /She shall receive, deposit, and maintain records of all, the Local's money in a bank or other financial institution approved by the Executive Board. He /She shall meet all the financial obligations and administer all benefit programs of and in behalf of this local by check, signed by him/her (except those checks on which his/her name appears as the Payee) and countersigned by the President (see exceptions Art. 5.1). He /She shall make a statement of the financial condition of this local at each regular meeting. He /She shall, at the Annual Meeting, submit an itemized statement of all moneys received and expended. He /She shall be paid quarterly, a yearly salary of **one thousand five hundred and ninety-nine dollars (\$1,599.00)**.