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January 20, 2016

Dear Brothers and Sisters,

I'm writing to seek your support for the position of Executive Vice President in the 2016 APWU election of national officers. I talked to many brothers and sisters about my plans at the All-Craft Conference in October, and was encouraged by the enthusiastic response I received.

What is the race for Executive Vice President about? It's not about idle slogans or campaign rhetoric. It's about which candidate is best able to represent our union and our members. It's about electing a leader with a record of aggressive representation and accomplishments. It's about electing someone who has also demonstrated the ability to perform the duties of the President in case of his or her absence or inability to perform the duties of the office.

I believe I am that individual.

Before being elected Executive Vice President in 2010, I served for 15 years as your Industrial Relations Director. Since 1995, I have made significant contributions to our union's progress. I played a major role in improving working conditions and benefits for our members. I also served as the APWU's expert witness in many arbitration cases, and was instrumental in winning important national-level disputes. (Please see the enclosed list for some highlights.)

Of my accomplishments at the national level, I am most proud of my role in winning restrictions on management's ability to challenge locally-negotiated contract provisions, which postal unions had attempted to achieve for more than 25 years. I developed the strategy for the case and was the union's expert witness at arbitration.

As a national officer for 18 years, I provided assistance and advice to local, state and national representatives, regardless of craft or local, on a host of issues. That continues to this day. Sometimes we discuss grievances, arbitration cases, the contract, unfair labor practice issues, legal issues, etc. Other times, we simply brainstorm about problems that representatives or members are facing. I have always been just a telephone call away.

And, I have always fought to improve and protect the rights and benefits of our members and retirees.

For those who may not be familiar with my background, prior to being elected as a national officer in 1995, I served as president of the Philadelphia PA Area Local for nine years and as chairman of the national Presidents' Conference for four years. I also served on the national Rank and File Bargaining Advisory Committee for the 1987, 1990, and 1994 contract negotiations. As Chairman of the Presidents' Conference and as local president I shared my experience, working with local and state presidents and assisting them in our common struggles.

As local president, I led the Philadelphia Local to significant victories and played a major role in forging the Philadelphia Local's reputation for aggressive representation and for having one of the strongest Local (Contract) Memorandums of Understanding in the country.

As a local leader, the achievement that stands out the most was when after a long, hard struggle, we ousted a dictatorial and divisive postmaster – someone who was sent to Philadelphia to “straighten out” the union and fix the alleged attendance problem; but instead he went out on sick leave.

I have always believed that whatever success we have achieved as a union has been based on progressive unionism, struggle, teamwork and the willingness to come together for our common interest and common good – because what we have in common is far greater than any differences we may have.

As always, I look forward to working with our national, local and state representatives – as we continue to face some of our toughest challenges.

I have never forgotten where I came from, and have always identified with local officers, stewards, and members, and the problems they're confronted with at the local level. And I have always been a strong, independent voice at the national level – putting members' needs and problems first and foremost.

I am honored that since last year's All-Craft Conference, so many of my brothers and sisters from around country have volunteered to support my candidacy. Many I have known since I began attending national conventions as a local officer. Others I have known and worked with during my 18 years as a national officer, either as Executive Vice President or Industrial Relations Director. I also had the privilege of meeting many new stewards and officers for the first time.

A “Committee to Elect Greg Bell APWU Executive Vice President” has been established to support my candidacy and I hope you will join us. In addition, I have established the following email address for the campaign: gregbell2016@gmail.com.

I am seeking your early support and assistance in my campaign. I am also asking that you reach out to other officers, stewards, activists and rank-and-file members, retirees and encourage them to support me for Executive Vice President. In our last election just 25% of APWU members voted.

Please contact me at the above-referenced email address or at (202) 262-7655. If I am not available to answer your call, please leave your name and number and I will return your call. I can also be contacted by mail at P.O. Box 4201, Silver Spring, MD 20905.

I look forward to hearing from you. Thank you.

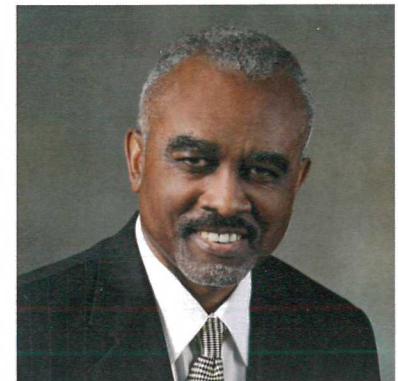
Yours In Solidarity,

  
Greg Bell

Elect

# GREG BELL

## APWU Executive Vice President



Experience

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Leadership

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Accomplishments

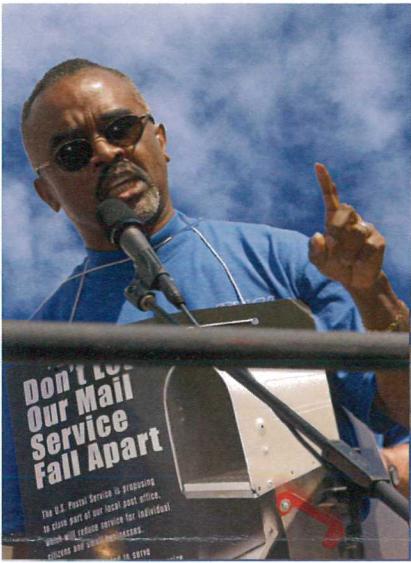
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Since 1995, Greg Bell has made significant contributions to our union's progress. Before being elected Executive Vice President in 2010, he served for 15 years as our Industrial Relations Director. Greg Bell played a major role in the APWU's success in improving pay, working conditions and benefits for our members in contract negotiations and arbitration, including:

- Restrictions on management's ability to challenge locally-negotiated contract items
- Pay increases and COLAs
- Continuation of no-layoff protection
- Limitations on management performing bargaining unit work
- Consecutive days off for career employees in mail processing operations, transportation and vehicle maintenance facilities
- Full-time employees on overtime desired list must be given priority scheduling for overtime, before casuals
- Annual leave in lieu of holiday pay
- Payroll advances for back-pay awards
- Option to advance arbitration cases to top of docket
- Incentives for voluntary early retirement
- Delay in serving suspensions until disposition of grievance
- Bereavement Leave
- Increased Administrative Leave for bone and organ donation
- Annual Leave exchange option
- Limitation on excessing
- Pay for all job-related travel
- Stronger provisions to protect against subcontracting bargaining unit work
- Stronger job security
- Elimination of non-bargaining unit casual supplemental workforce
- Retaining health insurance programs as part of Federal Employee Health Benefits Program

Greg Bell has the experience and a proven record in resolving and winning national-level disputes over such issues as:

- Multiple call-in requirements; medical documentation for absences of 3 days or less; fixed numbers of absences for triggering discipline; improper retention of disciplinary records.



- Management's attempt to eliminate the payment of Sunday premium for hours not actually worked, including payment of Sunday premium to employees in a continuation of pay (COP) status, or court or military.
- Severance pay entitlement for voluntary termination, in addition to early retirement benefit.
- Privacy Issue – Disclosure of employee's accident and injury information to private companies.
- Protection of wage increases for protected-rate employees.
- Prohibition against issues affecting wages, hours and working conditions from being discussed in EEO/Affirmative Action committees where the union is not a party.

Greg Bell served as the APWU's expert witness in numerous national-level arbitration cases. He played a major role in the APWU's success in winning important cases over such issues as:

- Prohibition against requiring employees to describe the nature of their illness or injury when calling in sick;
- Night differential for administrative leave;
- Sunday-premium pay for employees working on a temporary schedule change for their personal convenience;
- Right of full-time employees on the overtime desired list (OTDL) to be given priority scheduling for overtime work over casual employees, including priority scheduling for penalty overtime prior to casuals doing overtime work;
- Prohibition against requiring employees to submit FMLA medical certifications using only the Department of Labor WH-380 forms;
- USPS' requirement to discuss and respond to Union's safety and ergonomic proposals, and prohibition against charging the Union for requested related information; and
- Requirement to provide notification to local union of decisions to subcontract bargaining unit work.

We urge you to support and vote for Greg Bell because he is the most experienced and knowledgeable individual to best represent our members and union as Executive Vice President of the American Postal Workers Union. He's someone who has also demonstrated the ability to perform the duties of the President in case of his or her absence or inability to perform the duties of office.

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