

Resolutions
for the
Twenty-Sixth Biennial Convention
of the
American Postal Workers Union, AFL-CIO

National Harbor, Maryland
August 15-18, 2022

Labor Management Resolutions

ARTICLE 1

PAY ADJUSTMENTS AND GRIEVANCE SETTLEMENTS TO BE DONE BY THE BARGAINING UNIT

South Dakota Postal Workers Union

- 1 -

WHEREAS, when a grievance is settled it is currently the purview of supervisors to make pay adjustments through TACS, GATS, and timekeeping, and

WHEREAS, the lack of training and experience of the supervisors often results in delays in processing and incorrect adjustments, therefore be it

Resolved, that trained bargaining unit employees be assigned to make pay adjustments through TACS and GATS.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 1

ADDITIONAL TIME LIMITS ON 204B/OIC

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 2 -

WHEREAS, a continued problem with 204B/OIC extending time into management, and

WHEREAS, bargaining unit job may be in jeopardy, and

WHEREAS, now they only need to return for one full pay period, therefore be it

Resolved, extend the two (2) week return to the bargaining unit to sixty (60) days before another detail can be issued, and be it further

Resolved, after ninety (90) days if management has failed to fill position, job will be reposted as a bargaining unit lead clerk position.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 2

DEVELOP AN ENFORCEABLE PROCESS TO ADDRESS ABUSIVE SUPERVISORS

South Dakota Postal Workers Union

- 3 -

WHEREAS, there are numerous incidents of supervisors being abusive to employees, and

WHEREAS, management rarely holds managers accountable for their abusive actions, therefore be it

Resolved, that an enforceable process be developed to address the abusive behavior of managers, and be it further

Resolved, that a properly appointed American Postal Worker Union representative be included in the process.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 2
HARRASSMENT

Oklahoma City Area Local

- 4 -

WHEREAS, managers have continued to harass and intimidate the same employee, and
WHEREAS, managers have terminated employees using untruths and propaganda, therefore be it,
Resolved, the American Postal Workers Union negotiate language that requires any manager that terminates an employee using untruths and propaganda, upon solid proof that the manager lied, and the employee is returned to duty status; the manager be issued a Letter of Demand for \$500.00 to be paid directly to said employee.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 7
**AUTOMATIC POSTAL SUPPORT EMPLOYEE
CONVERSION TO CAREER**

South Dakota Postal Workers Union

- 5 -

WHEREAS, most postal support employees complete 360 days of service and are reappointed, and
WHEREAS, the American Postal Workers Union strives to create an all-career workforce, therefore be it
Resolved, that all postal support employees be converted to career immediately upon return from their first service break.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 7
PART-TIME FLEXIBLE CONVERSION

Tucson AZ Local

- 6 -

WHEREAS, the last three negotiated contracts have attempted to improve the benefits and pay of non-career postal support employees while doing little for career employee part-time flexibles who work in small offices, and

WHEREAS, the union has also attempted to set timeliness for conversion of these same postal support employees while excluding part-time flexibles from these same actions, and

WHEREAS, part-time flexibles who are career employees are remaining part-time flexibles in small offices while postal support employees are being converted to full-time regular career status, therefore, be it

Resolved, that the American Postal Workers Union will negotiate for language allowing part-time flexibles to be converted in offices prior to any postal support employees being converted in that same office, and be it further,

Resolved, that any part-time flexibles, no matter the size of office, will be converted to full-time regular status after one (1) year of employment as a part-time flexible.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 7

RIGHT TO REFUSE CONVERSION

Iowa Postal Workers Union

- 7 -

WHEREAS, our members are being harmed by the conversion process. Some members are working in a four (4) hour office and live in the communities they serve, as window clerks. Some of them are retirement age and only work to serve the communities, and

WHEREAS, involuntary conversions cause an undue burden on our members that makes them travel further distances to commute to work, and

WHEREAS, our members resign from the postal service and are forced to reapply and are not guaranteed the position during the hiring process, and

WHEREAS, the postal service and other companies are struggling to hire employees, and

WHEREAS, the National Postal Mailhandlers Union (NPMHU) and National Association of Letter Carriers (NALC) have placed language that provides their members the option to turn down conversions, therefore be it

Resolved, That the national American Postal Workers Union negotiate, through the Local Memorandum of Understanding (LMOU) process, language that provides our members the opportunity to turn down conversions.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 7

POSTAL SUPPORT EMPLOYEES TO PART TIME FLEXIBLE STATUS IN OFFICES LEVEL 21 AND ABOVE

Nebraska Postal Workers Union * Kansas Postal Workers Union

- 8 -

WHEREAS, the union has successfully eliminated casual employees in the collective bargaining agreement, and

WHEREAS, postal support employees are used in lieu of part-time flexible clerks as a category of flexible employees, and

WHEREAS, the maintenance craft and motor vehicle craft eliminated postal support employees in a past negotiated collective bargaining agreement, and

WHEREAS, eliminating postal support employee(s) in lieu of part-time flexible status will significantly increase employee pay, benefits, and retirement, and

WHEREAS, allowing all clerk craft employees to be in career status is the logical next step in advancing the rights of our members, therefore be it

Resolved, that language be negotiated, where necessary, to incorporate the elimination of postal support employees in offices level 21 and above, to include a 90/10 full-time regular to part-time flexible ratio.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

REDUCE 1 IN 6 RATIO FOR CONVERSION IN SMALL OFFICES

Minnesota Postal Workers Union

- 9 -

WHEREAS, currently non-career employees are being converted into a career vacancy while there are career employees that wish to transfer into that installation but are unable to do so, and

WHEREAS, the current ratio results in career employees in smaller offices waiting several years, or being unable to transfer, therefore be it

Resolved, that American Postal Workers Union negotiate to reduce the one (1) in six (6) transfer/conversion ratio to one (1) in two (2).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

AUTOMATIC OUT-OF-SCHEDULE PREMIUM PAY

South Dakota Postal Workers Union

- 10 -

WHEREAS, TACS automatically pays night differential and Sunday pay, and

WHEREAS, out-of-schedule premium used to be automatically paid as well, and

WHEREAS, the United States Postal Service unilaterally changed TACS so that out-of-schedule premium must be manually checked by the supervisor, resulting in the United States Postal Service engaging in wage theft activity, therefore be it

Resolved, that out-of-schedule premium be returned to automatic payment.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

POSTAL SUPPORT EMPLOYEE GUARANTEES

Colorado Postal Workers Union

- 11 -

WHEREAS, the United States Postal Service is abusing postal support employee's scheduling by call backs with no new guarantees, and

WHEREAS, postal support employees return to work after a break of more than two (2) hours only to clock in and then clock out, therefore be it

Resolved, that postal support employees called back to work after a two-hour break be guaranteed two (2) hours of work, or pay in lieu thereof.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

WORK PLACE BREAKS

South Dakota Postal Workers Union

- 12 -

WHEREAS, the collective bargaining agreement has created breaks for computer forwarding system (CFS) and multi-position letter sorting machine (MPLSM) rotations, as well as non-traditional full time (NTFT) employees that work over nine (9) hours in a service day, therefore be it

Resolved, the American Postal Workers Union negotiate employee breaks of a minimum of fifteen (15) minutes for every two (2) hours an employee works.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

GUARANTEED BREAKS

Illinois Postal Workers Union

- 13 -

WHEREAS, it is a past practice that all of American Postal Workers Union represented employees receive two (2) breaks in an eight (8) hour day, and

WHEREAS, there is nothing in the contract regarding break except for NTFT clerks working a 10-hour day receiving a third break, and

WHEREAS, American Postal Workers Union represented employees in the plants normally receive two (2) fifteen (15) minute breaks while AO employees normally get 10 minutes, therefore be it

Resolved, that American Postal Workers Union negotiate that all American Postal Workers Union represented employees receive a fifteen (15) minute break every 2-2 ½ hours including on overtime.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

GUARANTEE TIME

Iowa Postal Workers Union

- 14 -

WHEREAS, postmasters schedule part-time flexible employees that borrow into their office and then cancel their hours at the last minute, and

WHEREAS, part-time flexibles (PTFs) lose work hours in their home office as well as other offices in which they could loan into, and

WHEREAS, losing work opportunities cause our members financial hardship, therefore be it

Resolved, that the national American Postal Workers Union negotiate language in Article 8 that guarantees four (4) hours of work or pay to part-time flexibles (PTFs) who are scheduled to work.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

OVERTIME DESIRED LIST

Michigan Postal Workers Union

-15 -

WHEREAS, two weeks prior to the start of each calendar quarter, full-time regular employees desired to work overtime during the quarter shall place their names on an overtime desired list, and

WHEREAS, many employees are often involved in other things and are unable to sign the overtime desired list, and

WHEREAS, many employees stay on the overtime desired list for quarter after quarter, therefore be it **Resolved, employees who place their name on the overtime desired list, will remain on said list until they removed themselves from it in writing. Quarterly solicitation will continue as in the past.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

POSTAL SUPPORT EMPLOYEES AND OVERTIME DESIRED LIST

Michigan Postal Workers Union

-16 -

WHEREAS, the American Postal Workers Union has continued to make advances in pay and benefits for postal support employees (PSEs), and

WHEREAS, in the inception of postal support employees (PSEs), they were only paid overtime after 40 hours in a service week, and

WHEREAS, the American Postal Workers Union has secured overtime and penalty overtime pay for postal support employees (PSEs), and

WHEREAS, postal support employees (PSEs), would be considered non-list employees, therefore be it

Resolved, postal support employees will not work overtime prior to scheduling the overtime desired list to the maximum number of hours in a service day, and be it further

Resolved, postal support employees (PSEs) will not be scheduled work more than five (5) days in a service week, prior to scheduling the overtime desired list on the non-scheduled day.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

IMPROPER PAYMENT FOR HOURS WORKED

Oklahoma Area Local

- 17 -

WHEREAS, supervisors on the floor have continually targeted employees by failing to properly pay them for the hours worked in a pay period, and

WHEREAS, employees had to be issued advances for the proper payment, therefore be it

Resolved, American Postal Workers Union negotiate language to issue the responsible supervisor a letter of demand for the amount it costs the postal service to process the advance.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

REQUIRE 12/60-HOUR BAR TO BE CONTRACTUALLY CLEAR

Washington Postal Workers Union

-18 -

WHEREAS, article 8.5.G.2 is not necessarily clear that the 12/60-hour bar applies to all craft employees, and

WHEREAS, working prolonged extreme hours constantly is bad for your health, and

WHEREAS, it is clear that the 12/60 rule already is understood for the full-time regular clerks, therefore be it

Resolved, that in the next contract negotiations, we urge our negotiators to reword Article 8.5.G.2 to show that the 12/60 absolute bar applies to all craft employees covered by our contract.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

INTENTIONAL IMPROPER OVERTIME SCHEDULING

Oklahoma City Area Local

- 19 -

WHEREAS, managers have continued to improperly schedule their friends for overtime and not rotate the overtime desired list (OTDL), and

WHEREAS, the overtime desired list (OTDL) employees have to wait ninety (90) days to get makeup overtime, therefore be it,

Resolved, the American Postal Workers Union negotiate language that after the same employee is used to bypass employees on the overtime desired list (OTDL) two times in a ninety (90) day period, the supervisor in question, be issued a Letter of Demand for \$100.00 payable directly to the local union for the processing of the grievance.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9

POSTAL SUPPORT EMPLOYEE CONVERSION PAY SCALE

South Dakota Postal Workers Union * North Dakota Postal Workers Union

Minnesota Postal Workers Union

- 20 -

WHEREAS, the new postal support employee automatic conversion to career starts all at new Step GG, and

WHEREAS, a newly converted postal support employee due to the Residual Vacancy MOU starts at Step FF, therefore be it

Resolved, start all postal support employees regardless of how converted, when converted, to Step FF.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9

ELIMINATION OF THE TWO-TIER SCALES

Nebraska Postal Workers Union * Kansas Postal Workers Union

- 21 -

WHEREAS, a union should fight for equal pay for equal work for all members, and
WHEREAS, the strength and unity of this great Union is damaged by issues which cause divisiveness, bitterness, separation or inequity among its members, and

WHEREAS, the effects of a two-tiered workforce, in which one group has clear and distinct advantages and benefits that another does not have continues to be unfair and divisive, and

WHEREAS, the United States Postal Service has received billions in reduced pay for postal support employees hired after 2010, and

WHEREAS, the Postal Reform Act of 2022 has relieved the United States Postal Service of \$35 billion of debt and is estimated to result in \$45 billion in savings over the next 10 years, therefore be it

Resolved, that the American Postal Workers Union negotiate the elimination of all wage scale steps lower than those established in the 2006-2010 National Agreement, and be it further

Resolved, that the American Postal Workers Union negotiate the elimination of all step limitations that resulted from the 2010-2015 National Agreement, and be it further

Resolved, that the American Postal Workers Union negotiate that former and current postal support employee shall be credited with all of the time worked in non-career status as time worked as a career employee for placement in step progression scale.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9, 38

LEVEL UPGRADE FOR CUSTODIANS

Tucson AZ Local

- 22 -

WHEREAS, throughout the COVID pandemic the custodial staff members of the American Postal Workers Union protected our employees and customers, and

WHEREAS, our brothers and sisters of the custodial staff went above and beyond over and over, and
WHEREAS, the custodians worked around the clock sanitizing multiple times daily to ensure the safety of all of us, and

WHEREAS, this placed them on frontlines of this epic battle day after day, and

WHEREAS, their action lead daily to our customers having confidence to continue using our services, and

WHEREAS, when areas were infected, it was these same custodians who were sent in at great danger to themselves to clean the areas so that they were once again safe to use, and

WHEREAS, these same brave workers are currently at the lowest end of our pay scale, level 4, and

WHEREAS, it has been over two decades since these workers have received a pay level increase, and therefore be it

Resolved, that the American Postal Workers Union attempt to negotiate a raise to pay grade level 5 for all custodians.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
POSTAL SUPPORT EMPLOYEE CAREER PROMOTION

Oklahoma City Area Local

- 23 -

WHEREAS, postal support employees that are promoted to career status are not allowed to take paid leave until ninety (90) days of being promoted, therefore be it

Resolved, that the language in the Employee Labor Relations Manual (ELM) be changed to allow postal support employees that are newly converted to career status, the opportunity to immediately apply and receive paid leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
USE OF EARNED ANNUAL LEAVE WITHIN 90 DAYS

South Dakota Postal Workers Union

- 24 -

WHEREAS, newly hired employees are not allowed to utilize the annual leave they have earned within their first ninety (90) days, therefore be it

Resolved, that newly hired employees can utilize annual leave as soon as it is earned.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
NO CHOICE VACATION PERIOD BIDDING FOR 204B

South Dakota Postal Workers Union

- 25 -

WHEREAS, 204Bs currently participate in choice vacation bidding during their detail, and
WHEREAS, employees working in these sections are being denied vacation slots because they are awarded to 204Bs, therefore be it

Resolved, 204Bs will not be included in vacation bidding while in a 204B status, and be it further Resolved, that choice vacation slots already granted to a 204B be treated as vacant slots to be posted and granted to other employees in the section.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

**CREDITED HOLIDAY LEAVE TO BE CREDITED AS ANNUAL LEAVE
WHEN SEPARATED WITHIN 90 DAYS**

South Dakota Postal Workers Union

- 26 -

WHEREAS, employees are allowed to be credited holiday leave as annual leave, and
WHEREAS, employees are not allowed to be paid out their earned annual leave in their first ninety (90) days, and

WHEREAS, an employee that is separated within their ninety (90) day qualifying period would then lose the compensation for holiday leave, therefore be it

Resolved, that an employee who is separated during their ninety (90) day qualifying period and has accrued credited holiday leave as annual leave will have the credited holiday leave as annual leave paid out as terminal leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

LEAVE RESTRICTIONS ON 204B

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 27 -

WHEREAS, a bargaining unit employee in a 204B status is used as part of the leave percentage, therefore be it

Resolved, any leave approved to a 204B on a 1723 will be automatically vacated if employee is still in a 204B status when that leave occurs, and be it further

Resolved, that the leave will be available for other bargaining unit employees to request off.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

**INCREASE ANNUAL LEAVE TEN (10) HOURS
PER PAY PERIOD AFTER TWENTY (20) SERVICE YEARS**

South Dakota Postal Workers Union

- 28 -

WHEREAS, postal employees are working more than fifteen (15) years before their ability to retire, therefore be it

Resolved, employees with over twenty (20) years receive ten (10) hours rather than eight (8) hours of annual leave per pay period for a total of two hundred and sixty (260) hours for the year.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

POSTAL SUPPORT EMPLOYEE LEAVE

Michigan Postal Workers Union

-29 -

WHEREAS, with the current national agreement, a postal support employee (PSE) is guaranteed four (4) hours of work (or pay) when he/she reports or scheduled to work in their office, and

WHEREAS, current language in the Joint Contract Interpretation Manual (JCIM) states: "On any given day, when a postal support employee (PSE) or a part-time flexible (PTF) employee request and is approved annual leave, the amount of leave charged may not exceed the number of hours that the employee would have been scheduled to work up to: 1. A maximum of eight (8) hours in one (1) day. 2. 40 hours in any one (1) week. 3. 80 hours in any one (1) pay period. If a dispute arises as to the number of hours a postal support employee (PSE) or a part-time flexible (PTF) would have been scheduled to work, the schedule is considered to have been equal to the average hours worked by other postal support employees (PSEs) or a part-time flexible (PTF) in the same work location on the day in question.", and

WHEREAS, the language cited above can be used by management for favoritism by requiring some postal support employees (PSEs) to only use their guaranteed amount of four (4) hours of Annual Leave when they request time off, and

WHEREAS, other members of management may require postal support employees (PSEs) to use eight (8) hours of leave for a day off, and

WHEREAS, this type of disparity can cause animosity and a hostile working environment when one employee working next to another employee is being treated differently, therefore be it

Resolved, the American Postal Workers Union National office will bargain with their counterparts at the United States Postal Service to change the Joint Contract Interpretation Manual (JCIM) to allow postal support employees (PSEs) the option of using the amount of leave of either four (4) hours (guaranteed amount) or up to eight (8) hours of leave for the day requested. (Will also reflect weekly and pay period amount)

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

DONATED SICK LEAVE

Michigan Postal Workers Union

- 30-

WHEREAS, there are many people who have illnesses that could really use help, and

WHEREAS, there are many people who have numerous hours of sick leave that they will never use, and

WHEREAS, it is the humane thing to do to help our brothers and sisters, therefore be it

Resolved, the American Postal Workers Union National office will bargain with their counterparts at United States Postal Service to change the respective Postal Regulations to allow for the donation of sick leave, in the same manner as Annual Leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

SICK LEAVE PAY OUT

Michigan Postal Workers Union

- 31-

WHEREAS, the USPS pays up to 440 hours of annual leave at separation from the postal service, and
WHEREAS, the same process is not used for sick leave balances, and
WHEREAS, management at the United States Postal Service is allowed to use their sick leave without restrictions, and

WHEREAS, employees would further be incentivized to save their leave and use less thereby benefiting the employee and management, therefore be it

Resolved, the American Postal Workers Union national officers will bargain with the counterparts at United States Postal Service to allow for an employee sick leave balance to be paid upon separation in the same manner as annual leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

ANNUAL LEAVE CARRY-OVER

Florida Postal Workers Union

- 32 -

WHEREAS, current MOUs expanding leave carry over are set to expire at the end of calendar year 2022, and

WHEREAS, the language of carry-over is in the JCIM, we ask that the language be included in the collective bargaining agreement, and

WHEREAS, non-bargaining unit employees can carry-over five hundred and twenty (520) hours, therefore be it

Resolved, that the following paragraph be added to Article 10.3, Section 1: A bargaining unit employee may carry over up to five hundred and twenty (520) hours, sixty-five (65) days of accumulated annual leave from one (1) year to the next. Any leave beyond the maximum carry-over is forfeited by the employee.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10

PAID MATERNITY LEAVE

San Francisco Local

- 33 -

WHEREAS, it is difficult to find adequate light duty jobs that accommodate the last months of pregnancy for many postal women, and

WHEREAS, in California all employees except federal workers have generous maternity benefits, and

WHEREAS, it is unfair and unrealistic for people having babies to be expected to save enough sick and annual leave to cover their financial needs during the time it would be best for them to be off work prior to giving birth, therefore be it

Resolved, that the American Postal Workers Union begin the actions necessary to provide four (4) months maternity leave for pregnant people. This includes engaging USPS management and moving legislation to bring benefits for federal employees up to the level of the most progressive states.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
PAID PARENTAL LEAVE

San Francisco Local

- 34 -

WHEREAS, people having babies or adopting children need extra time to meet the needs of the children coming into their families, and

WHEREAS, families are in crisis with sudden emergencies involving mental health in children of all ages, and

WHEREAS, the entire country is talking about the need for work-life balance, therefore be it

Resolved, that the American Postal Workers Union begin the actions necessary to provide four (4) months paid parental leave for parents bringing a new child into their home or to deal with a child in crisis. This includes engaging United States Postal Service management and moving legislation to bring benefits for federal employees up to the level of being the vanguard for providing family friendly benefits.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
MATERNITY/PATERNITY LEAVE

Iowa Postal Workers Union

- 35 -

WHEREAS, bonding time benefits both parent and child, and

WHEREAS, other countries and companies are already providing paid time off to strengthen families, and

WHEREAS, newer employees have not accumulated paid leave and may endure financial hardship, therefore be it

Resolved, that the national American Postal Workers Union negotiate that the Postal Service pay eighteen (18) weeks of administrative pay for the birth of a child or the adoption of a child.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11
HOLIDAY PAY WHILE IN NORMAN OK

South Dakota Postal Workers Union

- 36 -

WHEREAS, while employees are at Norman for training, the option of converting holiday leave to annual leave is not available, and

WHEREAS, the employee is not able to be home at these times, therefore be it

Resolved, that the employee shall be compensated as though they had worked the holiday, and be it further

Resolved, that the employee shall have the option to convert the holiday leave to annual leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11

PART-TIME FLEXIBLE HOLIDAY PAY

Oklahoma City Area Local

- 37 -

WHEREAS, part-time flexibles are paid more per hour to compensate for their paid contractual holidays, therefore be it

Resolved, that the part-time flexible hourly rate be reduced to the hourly rate of a full-time regular for their time in service and the part-time flexible be paid holiday pay for all of the holidays listed in Article 11.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11

COMPENSATION FOR HOLIDAY WORK

Santa Barbara SCF Area Local

- 38 -

WHEREAS, employees that work the holiday do not receive premium compensation, and WHEREAS, holiday work is not a regular work day. It is premium work above normal work and a hardship, and

WHEREAS, employees that work the holiday should receive a premium for working, therefore be it **Resolved, that American Postal Workers Union represented employees who work their holiday be compensated at one and a half times the base rate.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11

HOLIDAY LEAVE

Michigan Postal Workers Union

- 39 -

WHEREAS, to be eligible for holiday pay, an employee must be in a pay status the last hour of the employee's schedule workday prior to or the first hour of the employee's scheduled workday after the holiday, therefore be it

Resolved, add a second sentence to Article 11.2 to state: "an employee who actually works their holiday/designated holiday will receive holiday leave pay; regardless of pay status the last hour before and/or first hour after the holiday.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12
UNION NOTIFICATION OF REASON
FOR POSTAL SUPPORT EMPLOYEE SEPARATION

South Dakota Postal Workers Union

- 40 -

WHEREAS, the union is not included in the process of separating or terminating a postal support employee during their probationary period, therefore be it,

Resolved, that the union be notified in writing of the reason for separation or termination of a postal support employee during the probationary period.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12
POSTAL SUPPORT EMPLOYEE PROBATION PERIOD

South Dakota Postal Workers Union

- 41 -

WHEREAS, postal support employees have a ninety (90) work day or one hundred and twenty (120) calendar day probation period before they are eligible for union representation, therefore be it

Resolved, that the period be ninety (90) calendar days only.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12, 38
REPOSTING FOR MAINTENANCE DUTY
ASSIGNMENTS AFTER EXCESSING

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Michigan Postal Workers Union * Minnesota Postal Workers Union

- 42 -

WHEREAS, seniority is an important benefit of working for the service, and

WHEREAS, article 12 events are becoming more and more frequent, and

WHEREAS, bidding rights are important to obtaining a choice duty assignment, therefore be it

Resolved, when a maintenance employee's duty assignment is targeted to be re-posted in a different section, all those junior employees in the same occupational group in that section must be reposted.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12
REMOVAL OF PROBATION

North Dakota Postal Workers Union * Minnesota Postal Workers Union

- 43 -

WHEREAS, article 12.1.A employees have no union representation in the first ninety (90) days, therefore be it

Resolved, to eliminate Article 12.1.A language and represent all American Postal Workers Union employees from day one in regard to separation from service.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12
ACCEPTING TRANSFER WHILE IN HIGHER LEVEL

Michigan Postal Workers Union

- 44 -

WHEREAS, the current language in Article 12.6 and the respective Memorandum of Understanding on Transfers lacks language on allowing bargaining unit employees on a higher level (EAS) detail to transfer, and

WHEREAS, the lack of language allows employees detailed to an EAS position/non-bargaining unit position to transfer to a bargaining unit position, and

WHEREAS, the other craft articles do not allow employees who are on higher level details to non-bargaining unit positions to bid, accept promotions, exercise Article 12 retreat rights, or a apply for vacant assignments, and

WHEREAS, the lack of language in Article 12 causes a hardship on the crafts when an employee is allowed to transfer the language in Article 12 and Transfer MOU and never reports for duty, and

WHEREAS, a craft employee who is ready and willing to perform craft duties are bypassed, therefore ne it

Resolved, the American Postal Workers Union National office will bargain with their counterparts at United States Postal Service to change the language in Article 12/Transfer MOU to reflect the same language in all the craft articles that do not allow craft employees detailed to a non0bargaining unit the right to accept a transfer while on a higher-level non-bargaining unit assignment.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12
IMPROPER TERMINATION

Oklahoma City Area Local

- 45 -

WHEREAS, employees have been terminated for having an on-the-job injury during their ninety (90) day probation, therefore be it

Resolved, American Postal Workers Union seek additional protection for employees that are injured within the probationary period.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14
NARCAN AVAILABILITY AND TRAINING

South Dakota Postal Workers Union

- 46 -

WHEREAS, the opioid crisis is ongoing, and
WHEREAS, it is known that opioids are being sent through the mail, and
WHEREAS, this mail is processed in close proximity to American Postal Workers Union represented employees, therefore be it

Resolved, that the union negotiate an appropriate amount of NARCAN dosages for employees use in case an exposure occurs, and be it further

Resolved, that appropriate training be given to all employees, and be it further

Resolved, that maintenance routes be created similar to fire extinguisher routes to ensure that expired NARCAN containers are properly replaced.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14
**USPS TO PROVIDE PERSONAL PROTECTIVE EQUIPMENT (PPE)
FOR COLD/FOUL WEATHER**

South Dakota Postal Workers Union

- 47 -

WHEREAS, bargaining unit employees are required to work in foul weather, and
WHEREAS, employees are not being provided proper personal protective equipment (PPE) for foul weather conditions, therefore be it

Resolved, the United States Postal Service will provide personal protective equipment (PPE) for all employees working in cold weather, including but not limited to, safety vests, gloves, hats, parkas and coveralls.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14
UNSAFE WORK FACILITIES

South Dakota Postal Workers Union

- 48 -

WHEREAS, a significant number of United States Postal Services facilities have unresolved, unsafe, and unhealthy conditions, and

WHEREAS, American Postal Workers Union represented employees are required to work in unsafe, unhealthy, filthy environments, and

WHEREAS, there is no process in place to expedite the repair and abatement of those unsafe conditions, therefore be it

Resolved, that the American Postal Workers Union negotiate an expedited enforcement process to abate and correct unhealthy workplace environments.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14

PROVIDE STAND-UP WORK STATIONS

South Dakota Postal Workers Union

- 49 -

WHEREAS, bargaining unit employees have to purchase their own stand-up work stations, go through a reasonable action committee, or obtain reasonable accommodation documentation, and

WHEREAS, it is ergonomically correct for the United States Postal Service to provide stand-up work stations to reduce injuries, and

WHEREAS, employee provided work stations may not be in compliance with postal safety policies, therefore be it

Resolved, that the United States Postal Service provide stand-up work stations for bargaining unit employees upon request, without requirement to go through reasonable accommodation.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14

USE OF RECORDING DEVICE FOR PERSONAL PROTECTION

Oklahoma Area Local

- 50 -

WHEREAS, management continues to curse, threaten and intimidate employees on the floor, and

WHEREAS, co-workers are afraid to write statements for fear of being harassed, therefore be it

Resolved, American Postal Workers Union negotiate language that allows employees to use recording devices when they are being cursed, threaten or intimidated by management.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 14

USPS THERMOSTAT MANDATE

Oklahoma City Area Local

- 51 -

WHEREAS, the post offices have a nationwide mandate to keep the thermostats at sixty-two (62) degrees in the winter and seventy- eight (78) degrees in the summer, and

WHEREAS, in the states that the temperature reaches one-hundred (100) degrees and above, the setting of seventy- eight (78) degrees has not kept the employees cool enough working on machinery, and

WHEREAS, employees have not been allowed to have personal battery-operated fans; and

WHEREAS, an employee had a heat stroke on the work room floor in May of this year, therefore be it

Resolved, American Postal Workers Union negotiate language with the postal service to set the thermostat at a lower temperature in the states that the temperature reached 100 degrees and above.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 16
LETTER OF DEMAND TO SUPERVISOR
ISSUING IMPROPER REMOVALS

Oklahoma City Area Local

- 52 -

WHEREAS, supervisors continue to issue undocumented and improper removals to employees, therefore be it

Resolved, that when an employee is improperly terminated and wins his/her arbitration and is returned with full back pay, that the supervisor and higher-level manager that concurred with the removal, be issued letters of demand for \$500.00 each, payable to the grievant and \$500.00 to the American Postal Workers Union local or state organization that processed the grievance in question.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 15
DUE PROCESS

Iowa Postal Workers Union

- 53 -

WHEREAS, the reorganization of management has caused harm to the grievance procedure, as management is failing to meet with the union, and

WHEREAS, the local union is battling with management in other states, and

WHEREAS, management has no respect for the Union or the grievance procedure, and

WHEREAS, management fails to set up a meeting with the union at step 2 of the grievance procedure in accordance with Article 15 of the collective bargaining agreement (CBA), therefore be it

Resolved, that the national American Postal Workers Union negotiate language that would automatically sustain the grievance in its entirety when management fails to set up a Step 2 meeting, in accordance with Article 15.2 Step 2 C.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 16

EMERGENCY PROCEDURE

Pennsylvania Postal Workers Union

- 54 -

WHEREAS, management has shown they use the Emergency Procedure (EP) before the fact to investigate employees, allowing the Office of Inspector General, the Inspection Service, or other internal investigations to hold an employee's paycheck ransom indefinitely. Employees can endure undue financial burden while management investigates potentially innocent employees, and

WHEREAS, management has failed to provide a reason when placing employees in Emergency Procedure (EP) non-pay status; they instead cite Article 16 that a violation has occurred but do not cite what exactly is the violation, and

WHEREAS, managers placed in Emergency Procedure (EP) are given administrative pay, their employees are not. There is disparity of treatment between management and their employees for the same protocol, and

WHEREAS, management will declare an emergency and immediately place an employee on Emergency Procedure (EP) non-pay status, then proceed to investigate for months what was originally considered an emergency, therefore be it

Resolved, that the employee can only be placed on Emergency Procedure (EP) non-pay status a maximum of ten (10) working days and be it further

Resolved, the employee can only be placed on Emergency Procedure (EP) a maximum of twenty (20) working days total.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 19

ACT OF NATURE/GOD LANGUAGE IN THE EMPLOYEE LABOR RELATIONS MANUAL (ELM)

South Dakota Postal Workers Union

- 55 -

WHEREAS, distance to workplace can be restrictive for some employees when inclement weather occurs which makes it hazardous to commute, and

WHEREAS, the postal service is supposedly committed to the safety of its workforce, therefore be it

Resolved, that the Act of Nature language in the Employee Labor Relations Manual (ELM) be changed to allow up to three (3) days administrative leave for all postal bargaining unit employees, at the request (discretion) of the employee, for inclement weather occurrences.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 19

CLARIFICATION ON LOCAL COMMUTING AREA

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 56 -

WHEREAS, there seems to be much confusion over local commuting area, i.e., mileage and on the clock commuting, therefore be it

Resolved, a better definition of local commute be incorporated into the Joint Contract Interpretation Manual (JCIM), and it be further

Resolved, that time and travel be defined better in the Joint Contract Interpretation Manual (JCIM).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 19

ELM LANGUAGE PROHIBITING STOCK PURCHASES

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 57 -

WHEREAS, management that has a direct financial gain by owning stock in competitive companies of USPS, therefore be it

Resolved, that executive level management be prohibited in owning stock in competitive companies of United States Postal Service for financial gain.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 19

ACCESS TO LITE BLUE FOR SEPARATED EMPLOYEES

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 58 -

WHEREAS, separated employees currently do not have the ability to access Lite Blue, and
WHEREAS, the current process for mailing hard copy checks to separated employees is to forward the check to their last address on record with the United States Postal Service, and

WHEREAS, if an employee moves from their last address of record at the time of their separation with the USPS, the ability to access Lite Blue to update their address would be beneficial over having to contact HRSSC for this request, therefore be it

Resolved, that separated employees retain restricted access to Lite Blue to update their mailing address.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 21

LIFE INSURANCE FOR POSTAL SUPPORT EMPLOYEES

Tucson AZ Local

- 59 -

WHEREAS, non-career postal support employees can have tragedy strike just like career employees, and

WHEREAS, if career employees fall ill or God forbid, dies, they have health insurance or life insurance to help ease the burden on their families, and

WHEREAS, in my own office we dealt with the real life passing of a postal support employee with over two years in our office, and

WHEREAS, with no life insurance benefits, this caused a tremendous financial burden on his immediate family, and

WHEREAS, these employees deserve the same benefits as career employees as both types of employees pay union dues to our great union, and

WHEREAS, our union must strive to be a true industrial union with the same benefits available to all our members, and therefore be it

Resolved, that the American Postal Workers Union will attempt to negotiate a death benefit and/or life insurance through the United States Postal Service be made available to postal support employees as it is for career employees.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

DELAYED UNIFORM ALLOWANCES

South Dakota Postal Workers Union

- 60 -

WHEREAS, employees who qualify for uniform allowances often have them delayed or forgotten about by management, therefore be it

Resolved, that uniform allowances be automatically allocated on the effective date of the assignment.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

DELAYED WORK CLOTHES ALLOWANCES

South Dakota Postal Workers Union

- 61 -

WHEREAS, employees who qualify for work clothes allowances often have them delayed or forgotten about by management, therefore be it

Resolved, that work clothes allowances be automatically allocated.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

**INCREASE WORK CLOTHES ALLOWANCE
FOR COLD WEATHER GEAR**

South Dakota Postal Workers Union

- 62 -

WHEREAS, numerous employees are required to work in cold weather, and

WHEREAS, the current work clothes allowance does not provide sufficient funds to purchase appropriate cold weather gear, and craft employees are buying it with their own funds without being reimbursed, therefore be it

Resolved, that the National Labor Management Uniform Control Committee will increase clothing allowance to cover cold weather gear cost for employees required to work outside in cold weather regions.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

**INCREASE WORK CLOTHES ALLOWANCE
FOR COLD WEATHER GEAR**

South Dakota Postal Workers Union

- 63 -

WHEREAS, many maintenance employees are required to work in conditions near or below freezing, and WHEREAS, safety is a chief concern for all parties, therefore be it

Resolved, the United States Postal Service purchase cold weather personal protective equipment (PPE) as part of their tools needed to perform their duties, per employee.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

ESTABLISH NEW FOOTWEAR ALLOWANCE

South Dakota Postal Workers Union

- 64 -

WHEREAS, the United States Postal Service requires employees to wear certain footwear, and WHEREAS, such footwear can be expensive, and

WHEREAS, proper footwear can reduce strain on the body, therefore be it

Resolved, that a new allowance be created to purchase proper footwear on an annual basis, and be it further

Resolved, that all companies providing union made shoes/boots shall be added to the list of vendors.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

**EXPAND VENDOR OPTIONS FOR PURCHASE
OF WORK CLOTHES ALLOWANCE**

South Dakota Postal Workers Union

- 65 -

WHEREAS, the current catalog limits the purchases by craft of certain items, and

WHEREAS, the current selections are not adequate, and

WHEREAS, the American Postal Workers Union's oath of office includes the promise to "purchase only union made articles, whenever available, and purchase from unionized retailers, whenever possible", therefore be it

Resolved, catalog purchases will not be limited by craft, and be it further

Resolved, that vendor options be expanded to include local union vendors and manufacturers.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

EXPAND VENDOR OPTIONS FOR PURCHASE OF UNIFORMS

South Dakota Postal Workers Union

- 66 -

WHEREAS, restrictions are placed on maintenance employees for purchase of clothing, and WHEREAS, the lack of vendors makes it difficult to purchase clothing, therefore be it **Resolved, the United States Postal Service will add clothing allowance to employees pay check on their anniversary date.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

GENERAL EXPEDITORS CLOTHING ALLOWANCE

Illinois Postal Workers Union

- 67 -

WHEREAS, the contract does not include general expeditors to receive an allowance, therefore be it **Resolved, that the contract include the general expeditors to receive the allowance equal to ramp expeditors.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

UNIFORM ALLOWANCE

Iowa Postal Workers Union

- 68 -

WHEREAS, some employees without employee allowance perform dirty work and work in work in the elements, inclement weather, and

WHEREAS, not all American Postal Workers Union represented employees receive a uniform allowance, and

WHEREAS, employees suffer plantar facilities from prolonged standing and walking and should be afforded proper footwear, therefore be it

Resolved, the American Postal Workers Union negotiate a uniform allowance for all employees that are not currently receiving a uniform allowance, and that this allowance be at the rate of the work clothing program or regular clothing allowance.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

WINTER CLOTHING ALLOWANCE FOR CLERKS

Illinois Postal Workers Union

- 69 -

WHEREAS, clerks are not allowed to obtain winter clothing items with their current uniform allowance; and

WHEREAS, clerks are required to perform work in inclement weather such as dock work, deliver express, and collections, therefore be it

Resolved, that the American Postal Workers Union obtain and allow clerks to purchase winter weather clothing through their vendor supplier.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 26

VMF EMPLOYEES WINTER WEATHER CLOTHING ALLOWANCE

Illinois Postal Workers Union

- 70 -

WHEREAS, the vehicle maintenance facility employees are not allowed to obtain winter clothing items like the carriers can, and

WHEREAS, the vehicle maintenance facility employees are required to go out in extreme weather to repair or pickup broken vehicles, and

WHEREAS, the vehicle maintenance facility employee at this time can only obtain light jackets through vendor suppliers with their clothing allowance, therefore be it

Resolved, the American Postal Workers Union National Executive Board bargain with United States Postal Service to obtain and allow VMF employees to obtain winter weather clothing through their vender supplier with their clothing allowance equal to as allowed by the NALC carriers clothing allowance.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 33

EXPAND TESTING OPPORTUNITIES

South Dakota Postal Workers Union

- 71 -

WHEREAS, currently many tests required for various positions are only available when management offers them, and

WHEREAS, being qualified on more tests will provide more opportunities for promotions, and

WHEREAS, many American Postal Workers Union retirees step forward when the union needs assistance or support; and

WHEREAS, a united American Postal Workers Union benefits all American Postal Workers Union members, therefore be it

Resolved, that all promotional or career developmental tests be available for bargaining unit employees to take at any time.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 33

DETAILED ASSIGNMENTS

Illinois Postal Workers Union

- 72-

WHEREAS, there is no written guidelines for how long a person can be placed in a detailed position, and
WHEREAS, management has been placing employees on details for periods of a year or more without supplying the union copies of the 1723 when requested via RFIs (Request for Information). WHEREAS, some of these details are to phantom details (position where there is not an actual duty assignment), and

WHEREAS, this causes a vacancy and additional wear and tear on the employees who remain in the unit/section to work short-handed, therefore be it

Resolved, all employees on details of fourteen (14) days or more, for management to place another employee in the vacant person's position to alleviate the shortage and workload created by the vacancy, and be it further

Resolved, if the employee continues the detail beyond ninety (90) days on the 91st day the duty assignment be declared vacant and be posted for bid.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

BEREAVEMENT LEAVE (MOU)

Colorado Postal Workers Union

- 73 -

WHEREAS, many postal employees have the responsibility of handling the affairs of a lost loved one, and

WHEREAS, it may require travel to a different city, state, or country, and

WHEREAS, most American Postal Workers Union retirees are like all retirees and live on a fixed reduced income; and

WHEREAS, three (3) days may not be sufficient, therefore be it

Resolved, that American Postal Workers Union represented employees may use a total up to ten (10) workdays of annual, sick, or leave without pay to make arrangements necessitated by the death of a family member or attend the funeral of such family member.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

BEREAVEMENT LEAVE (MOU)

Iowa Postal Workers Union

- 74 -

WHEREAS, employees have to use sick leave, annual leave or leave without pay (LWOP) for absences due to family member's death, and

WHEREAS, other companies and unions provide paid leave for employees to deal with deaths in the family, therefore be it

Resolved, that the national American Postal Workers Union negotiate bereavement leave to be paid as administrative pay by the postal service.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

DEAF HARD OF HEARING (MOU)

Minnesota Postal Workers Union

- 75 -

WHEREAS, there are many alarms and notification systems in postal installations that the Deaf, Hard of Hearing MOU does not address as written, and

WHEREAS, safety of all employees is a paramount issue, therefore be it

***Resolved*, that visual alarms be installed in addition to any audible alarm systems in ALL postal installations.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Clerk Division Resolutions

ARTICLE 37

LEAD SALES & SERVICE ASSOCIATE IN ALL LEVEL 18 OFFICES

South Dakota Postal Workers Union

- 76 -

WHEREAS, there are no lead sales & service associates in level 18 offices, and
WHEREAS, postmasters are often out on details and away from the office, and
WHEREAS, the clerks are required to perform work that often falls under the lead sales & service associate's position description, therefore be it

Resolved, that a lead sales & service associate's duty assignment be established in every level 18 office.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

CREATE A REGISTRY CLERK POSITION DESCRIPTION

South Dakota Postal Workers Union

- 77 -

WHEREAS, there is currently no standard position description for a registry clerk, and
WHEREAS, clerks working in the registry section are accountable for the postal service's bank deposits, as well as valuable property of our customers, and
WHEREAS, in spite of the financial accountability, clerks working in registry can only be paid PS-6, therefore be it

Resolved, that the American Postal Workers Union negotiate to create a registry clerk position description, and be it further

Resolved, the newly established position description be PS-7.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

AWARD CLERK CRAFT EREASSIGN POSITIONS BY SENORITY

South Dakota Postal Workers Union

- 78 -

WHEREAS, eReassign positions are currently awarded on a first come first served basis, and
WHEREAS, this denies seniority rights to clerks, therefore be it

Resolved, that all eReassign positions for the clerk craft be awarded by seniority.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

**REPOST 204B DUTY ASSIGNMENTS AFTER
180 DAYS WITHIN 12 MONTHS ON DETAILS**

South Dakota Postal Workers Union

-79 -

WHEREAS, 204Bs continue to be used continuously, and

WHEREAS, they are holding up a duty assignment and leaving the clerk craft at a deficit, therefore be it **Resolved, that if a 204B is detailed more than one hundred and eighty (180) days in any twelve (12) month period, their duty assignment will be posted for bid and they will become an unassigned regular.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

**MANDATORY FULL TIME DUTY ASSIGNMENT
IN ALL LEVEL 18 OFFICES**

South Dakota Postal Workers Union

- 80 -

WHEREAS, level 18 offices have sufficient hours to justify a full-time duty assignment, and

WHEREAS, article 37.3.A.1 mandates that management utilize all available work hours to create desirable full time duty assignments, and

WHEREAS, many level 18 offices only employ part-time flexible clerks, therefore be it

Resolved, that all level 18 offices have at least one full-time regular duty assignment.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

**INCONSISTENCIES BETWEEN OLD STEP 4 AGREEMENTS AND
PART-TIME FLEXIBLE SCHEDULING IN POSTPLAN OFFICES**

South Dakota Postal Workers Union

- 81 -

WHEREAS, the recent settlements regarding POSTPlan have created situations whereby part-time flexibles domiciled in a 4-hour RMPO are not required to be scheduled equitably with other part-time flexibles in the cluster, therefore be it

Resolved, that all part-time flexibles in a POSTPlan cluster be scheduled equitably.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37, SUPPORT SERVICES
TIMEKEEPING, TACS AND PAY ADJUSTMENTS
BE PROCESSED BY BARGAINING UNIT EMPLOYEES

South Dakota Postal Workers Union

- 82 -

WHEREAS, it has been identified that management is attempting to move bargaining unit work that is and has been historically performed by either the support services craft and/or the clerk craft, therefore be it

Resolved, that the national leadership of the Support Services craft and the Clerk craft will work together to preserve and retain the work within the bargaining units.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37
SIMULTANEOUS POSTING ON 21 DAY AND REASSIGN

South Dakota Postal Workers Union

- 83 -

WHEREAS, currently residual vacancies must be posted twice on two (2) separate reassign postings, therefore be it

Resolved, that both postings occur simultaneously.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37
ALLOW POSTAL SUPPORT EMPLOYEES
TO WAIVE WINDOW TRAINING

South Dakota Postal Workers Union

- 84 -

WHEREAS, currently, postal support employees in larger offices are not allowed to waive window training prior to being converted to career, and

WHEREAS, conversions are being delayed due to postal support employees failing tests and scheduling the next into training, therefore be it

Resolved, postal support employees who previously failed Sales & Service Associate academy testing have the right to waive future window training to convert to career, and that the duty assignment would then fall to the next senior postal support employee.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37, 38, 39

**204B DUTY ASSIGNMENTS BE POSTED
AFTER 120 DAYS IN 12-MONTH PERIOD**

South Dakota Postal Workers Union

- 85 -

WHEREAS, 204Bs place an undue hardship on craft employees with their absence, and
WHEREAS, bids go unfilled with unproductive time with the 204Bs absence, therefore be it
**Resolved, any position held by an employee serving as a 204B will be reposted if served more
than one hundred and twenty (120) days in any rolling twelve (12) month period, and be it further
Resolved, if a 204B works beyond the one hundred and twenty (120) days they are not eligible
to bid on said vacated position.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

FILLING RESIDUALS (CLERK)

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 86 -

WHEREAS, there are delays with the filling of residual vacancies, therefore be it
**Resolved, If the residual vacancy isn't filled within one hundred and twenty (120) days,
management will retro pay, out of schedule, and premium for all hours after the one hundred and
twenty (120) days, to the successful clerk awarded the duty assignment.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

LEAD CLERK DUTY ASSIGNMENTS

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 87 -

WHEREAS, the current residual vacancy clerk craft MOU does not allow for filling of lead clerk position
with one (1) year experience by unqualified conversions, and
WHEREAS, the final step of residual vacancy process external hire is unlikely to fill with a qualified
applicant, therefore be it
**Resolved, the residual vacancy/clerk craft MOU be amended to add an extra step to require lead
positions to be reposted by management. If they cannot be filled through above process
management will repeat until filled.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

SAFE STAFFING LEVELS ON MACHINES

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 88 -

WHEREAS, the postal service has employed a variety of equipment throughout all installments, and
WHEREAS, the parties agree to prioritize safe operation of all equipment, therefore be it
**Resolved, the postal service and the union agree that definition will be created for safe staffing
levels at any given machine. With definition to be reassessed, if any given machine is altered.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

UNENCUMBERED CLERKS DETAILED TO NONBARGAINING POSITIONS

Las Vegas Area Local

- 89 -

WHEREAS, unencumbered clerks who are detailed to nonbargaining positions are considered to be
unavailable for assignment in accordance with a. above, therefore be it
**Resolved, unencumbered clerks who are assigned to nonbargaining positions must return to
their craft position no later than ninety (90) days.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

IMPROVING POSTAL SUPPORT EMPLOYEES' EQUITY

South Dakota Postal Workers Union * North Dakota Postal Workers Union

- 90 -

WHEREAS, describing how management chooses or allows postal support employees into tours or
positions by preference, and
WHEREAS, because of the inequity on the usage of postal support employees in all offices, and
WHEREAS, management has freedom to show favoritism, therefore be it
**Resolved, management shall assign work positions, duties, tour with adherence to the postal
support employee's relative standing roles by postal support employees' choice.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

IMPROVING POSTAL SUPPORT EMPLOYEES' EQUITY

Minnesota Postal Workers Union

- 91 -

WHEREAS, there is currently inequity on the usage of postal support employees in all offices, and
WHEREAS, management has freedom to show favoritism, therefore be it
**Resolved, management shall assign work positions, duties, tour with adherence to the postal
support employee's relative standing roles by postal support employees' choice.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

**MANAGEMENT DELAYING THE CONVERSION
OF POSTAL SUPPORT EMPLOYEES BY
FAILING TO SEND THE POSTAL SUPPORT EMPLOYEES
TO THE REQUIRED WINDOW TRAINING**

Inland Empire Area Local

- 92 -

WHEREAS, postal support employees are delayed from being converted to full-time career employees while waiting to qualify on the 421 Exam (Sales and Services Associate Exam) in Function 4, and

WHEREAS, the MOU on Residual Vacancies - Clerk Craft A.6 states in part..."residual vacancies that remain after Item 5 above will be filled by the:

- a) conversion of postal support employees (PSEs) within the same installation; or
- b) acceptance and placement of voluntary reassignment (transfer) requests pending in eReassign from bargaining unit employees who meet the minimum qualifications", and

WHEREAS, the postal service is aware that the postal support employee will be converted once the postal support employee has qualified on the 421 Exam due to A.6 of the MOU. The ratio of 1 in 4 or 1 in 6 of career reassignments has been fulfilled and the full-time opportunity will be filled by conversion of postal support employees to full-time status, and

WHEREAS, the MOU on Residual Vacancies - Clerk Craft Part D states in part... "When converting postal support employees to residual Function 4 duty assignments with window duty requirements, the conversion to career will be deferred, if necessary, until after the postal support employees with the highest relative standing is provided an opportunity to train and qualify on window requirements," and

WHEREAS, postal support employees often wait months to take the window training course, and

WHEREAS, the residual positions remain unfilled until the postal support employees qualify on the 421 exam, and

WHEREAS, postal support employees become discouraged and often resign when they do not believe that they will be converted to a full-time career position, and

WHEREAS, delaying the conversion of postal support employees to the Residual Position creates staffing deficiencies, and

WHEREAS, the Article 7.B.4 of the collective bargaining agreement states in part..."The total number of postal support employees used in retail/customer services (Function 4) Clerk Craft employees within that District." When postal support employees are not converted to career, new postal support employees cannot be hired, and

WHEREAS, the 2021-2024 collective bargaining agreement has language in Article 37.3.F.7.c that states in part... " When the duty assignment is for a job that requires window training, normally the employee will begin the required training within ten (10) days after the posting of the senior bidder, excluding December, therefore be it

Resolved, After the notification that there are no applicants from an installation impacted by excessing in regular eReassign, the postal support employees with the highest relative standing will be provided the opportunity to train and qualify on window requirements within ten (10) days of the notification.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

**POSTAL SUPPORT EMPLOYEE CONVERSION
TO FULL-TIME FLEXIBLE ON SAME TOUR**

Illinois Postal Workers Union

- 93 -

WHEREAS, the new collective bargaining agreement (CBA) states that postal support employees (PSEs) will be automatically converted to full-time employees after twenty-four (24) months, and

WHEREAS, the postal support employee may be converted to a full-time flexible with a guarantee of five (5) three (3) hour days per week, and

WHEREAS, Art 37, part 4.A only states full-time flexible employees and unassigned regular employees are regular employees considered unencumbered employees, therefore be it

Resolved, after the sentence in Art 37. Sect. 4.A. it should read "All postal support employees (PSEs) converted to full-time flexible employees shall be assigned within thirty (30) days of the conversion to the same tour that they were working on at the time of the conversion took place. Any changes to non-service (N/S) days shall be posted the Wednesday prior to the upcoming week.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

REQUIRE 1260 HOURS TO POSTED

Washington Postal Workers Union

- 94 -

WHEREAS, management has proven to be manipulative and untrustworthy, and

WHEREAS, management is the one sending the information to national, and

WHEREAS, the domiciled clerks have no way to check or contradict management, therefore be it

Resolved, that the reported 1260 hours be required to be posted by management on the clerk bulletin board in the office, and therefore be it

Resolved, that the domiciled clerks will have a way to report suspected differences in hours to national.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

POSTAL SUPPORT EMPLOYEE RETENTION

Washington Postal Workers Union

- 95 -

WHEREAS, postal support employee (PSE) retention has been a serious problem, and

WHEREAS, the constant turnover is counter-productive, and

WHEREAS, these losses decimate our pool of potential long-term career employees. We are losing many of our best and brightest to outside employers, therefore be it

**Resolved, that contract negotiators explore ways to make our postal support employee (PSE) jobs more competitive in the open market. You get what you pay for. Possible talking points are:
1. A clear path to a career position. 2. A way to stop overworking them. 3. Better pay and benefits after the first year and each ensuing year.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

WINDOW TRAINING FACILITATORS AND ON JOB INSTRUCTORS (OJI)

Illinois Postal Workers Union

- 96 -

WHEREAS, there is an extreme shortage of window clerks in Level 4 and above offices; and

WHEREAS, there is a shortage of Sales and Service Associates (SSA) classroom facilitators in various MPOO areas, therefore be it

Resolved, that each MPOO area have at least three (3) Sales and Service Associates (SSA) classroom facilitators and ten (10) On Job Instructors (OJI) certified trainers of which at least five (5) being able to train manual offices.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

WINDOW TRAINING LODGING PAYMENT

Illinois Postal Workers Union

- 97 -

WHEREAS, the price of everything is on the rise, and

WHEREAS, most new hires cannot afford to pay for ten (10) hotel nights for training when they are just starting to work, therefore be it

Resolved, that the postal service negotiate not just the rate of a room but also payment method and all the new hire needs to do is check in.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37

WINDOW TRAINING WITHIN FIVE (5) DAYS OF ORIENTATION

Illinois Postal Workers Union

- 98-

WHEREAS, newly hired postal support employee clerks are currently waiting over ninety (90) days to attend training, and

WHEREAS, they surpass the ninety (90) day enrollment period to be eligible for health insurance, therefore be it

Resolved, that newly hired postal support employee clerks be scheduled for Sales Service Associate (SSA) class within five (5) days of completing orientation.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

RATIO IN THE RESIDUAL VACANCIES MOU

South Dakota Postal Workers Union

- 99 -

WHEREAS, the application of the memorandum of understanding (MOU) on filling residual vacancies conflicts with the transfer memorandum of understanding (MOU), therefore be it

Resolved, that the language currently part of the memorandum of understanding (MOU) be negotiated into the collective bargaining agreement (CBA).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

RESIDUAL VACANCIES-CLERK CRAFT (MOU)

Washington Postal Workers Union

- 100 -

WHEREAS, residual vacancies are held-up due to current loop-holes of transfers, and volunteer eReassignment, when insufficient requests do not meet the qualifications; and

WHEREAS, the confusion of the current language that conversions will take place no later than the first day of the third full pay period after either the close of the posting cycle or, when an employee is being considered for transfer, the date the employee or employer rejects the offer/request, and

WHEREAS, in smaller offices that turnaround could be only one vacancy or less in the duration of the contract while turnaround is greater in the larger offices; and

WHEREAS, in smaller offices domiciled employees are being passed over for conversion because of this reset; and

WHEREAS, the American Postal Workers Union strives to get our bargaining unit members with non-career status converted to career status as quickly as possible, so that they and their families can enjoy that superior level of wages and benefits, therefore be it

Resolved, b) acceptance and placement of voluntary reassignment (transfer) requests pending in eReassign, will be limited to five (5) days acceptance from bargaining unit employees who meet the minimum qualifications (including full and part-time clerk craft employees) or reassignment of bargaining unit employees within the installation. Employees from other American Postal Workers Union crafts in an impacted installation will receive priority consideration, and be it further

Resolved, conversions will take place no later than the first day of the third full pay period after either the close of the first twenty-one (21) day posting cycle or, when an employee is being considered for transfer, the date the employee or employer rejects the offer/request, and be it further

Resolved, if there are insufficient requests from bargaining unit employees who meet the minimum requirements, non-bargaining unit employees may be reassigned to a full-time regular opportunity, after the postal support employee conversion, and be it further

Resolved, that the language "for the duration of the national agreement" be struck from the last sentence of the MOU RE: Transfers Section B, and be it finally

Resolved, that this body urges the national American Postal Workers Union to use whatever means necessary to fix the unnecessary delays in conversion that are caused by management's misuse of the transfer memo.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

POSTAL SUPPORT EMPLOYEES' AUTOMATIC CONVERSION TO CAREER (MOU)

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 101 -

WHEREAS, the memorandum of understanding (MOU) on Postal Support Employees' Automatic Conversion to Career conflicts with the memorandum of understanding (MOU) on Residual Vacancies-Clerk Craft Item A.6 which states, in part the following: "...by conversion of postal support employees to full-time regular status based on their relative standing in the same installation...", and

WHEREAS, the memorandum of understanding (MOU) further conflicts with the memorandum of understanding (MOU) on Residual Vacancies-Clerk Craft Item B.1 which states, in part the following: "conversion of clerk craft postal support employees within the installation by relative standing...", and

WHEREAS, the memorandum of understanding (MOU) on Postal Support Employees' Automatic Conversion to Career is in conflict with Article 37.5.D.1 of the collective bargaining agreement to "maintain a single clerk postal support employee roll in each installation", and

WHEREAS, this conflict between the memorandum of understanding (MOU) & collective bargaining agreement (CBA) opens up the door for Management to play favorites to place a postal support employee (PSE) with higher relative standing in the Level 4 Remotely Managed Post Offices (RMPO) and allows a postal support employee with less standing to convert to career over those with a higher standing, and

WHEREAS, this conflict between the memorandum of understanding (MOU) & collective bargaining agreement (CBA) creates a situation where a lower standing postal support employee is converted to career status to begin to accrue Seniority while the postal support employee who would normally be converted per the collective bargaining and/or memorandum of understanding on Residual Vacancies would then forever be junior in career seniority, and

WHEREAS, the POSTPlan Q & As have made it clear, as well as national convention mandates that a postal support employee may not turn down an opportunity to conversion, be it to full-time regular or part-time flexible within the bid cluster/installation, and

WHEREAS, this memorandum of understanding (MOU) now denies postal support employee assigned to Level 4 RMPOs even the opportunity to convert let alone turn it down, by the following paragraph in the memorandum of understanding (MOU) "The 24-month automatic conversion to career provisions above will not apply to postal support employees in the POSTPlan Level 4 Remotely Managed Post Offices (RMPOs), therefore be it

Resolved, the American Postal Workers Union seek to negotiate language to allow postal support employees within the bid cluster/installation the opportunity for conversion based upon their relative standing within the bid cluster/installation, and not based on office assignment by management, and be it further

Resolved, the American Postal Workers Union seek to negotiate a correction of any clerk craft seniority as a result of these conflicts between the MOU Postal Support Employee Automatic Conversion to Career and Article 37, POSTPlan Q & As, and the MOU Residual Vacancies-Clerk Craft.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

FILLING OF RESIDUAL VACANCIES CLERK CRAFT (MOU)

Pennsylvania Postal Workers Union

- 102 -

WHEREAS, the Joint Contract Interpretation Manual (JCIM) defines the one (1) in four (4) and one (1) in six (6) rule, and

WHEREAS, based on that rule, only one (1) transfer can come into the office in a cycle, and

WHEREAS, offices, the majority of the time, do not have four (4) or six (6) postal support employees (PSEs) in that office, and

WHEREAS, the union is based upon seniority, and

WHEREAS, many part-time flexibles (PTFs) are looking to be made regular as well as full-time regulars wanting to transfer to offices for personal reasons, and

WHEREAS, in the ratified contract the part-time flexibles (PTFs) were given a one (1) time opportunity to opt into offices with one-hundred (100) or more clerk craft employees, and not into vacancies within their district, therefore be it

Resolved, that the clerk craft negotiate to modify the memorandum of understanding (MOU), that after postal support employees (PSEs) are converted within the office, and prior to going outside the office to convert postal support employees (PSEs) that additional request for transfers be accepted.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Maintenance Division Resolutions

ARTICLE 9, 38

LEVEL UPGRADE FOR CUSTODIANS

Tucson AZ Local

- 103 -

WHEREAS, throughout the COVID pandemic the custodial staff members of the American Postal Workers Union protected our employees and customers, and

WHEREAS, our brothers and sisters of the custodial staff went above and beyond over and over, and WHEREAS, the custodians worked around the clock sanitizing multiple times daily to ensure the safety of all of us, and

WHEREAS, this placed them on frontlines of this epic battle day after day, and

WHEREAS, their action lead daily to our customers having confidence to continue using our services, and

WHEREAS, when areas were infected, it was these same custodians who were sent in at great danger to themselves to clean the areas so that they were once again safe to use, and

WHEREAS, these same brave workers are currently at the lowest end of our pay scale, level 4, and

WHEREAS, it has been over two decades since these workers have received a pay level increase, and therefore be it

Resolved, that the American Postal Workers Union attempt to negotiate a raise to pay grade level 5 for all custodians.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12, 38

REPOSTING FOR MAINTENANCE DUTY ASSIGNMENTS AFTER EXCESSING

South Dakota Postal Workers Union * North Dakota Postal Workers Union

Michigan Postal Workers Union * Minnesota Postal Workers Union

-104 -

WHEREAS, seniority is an important benefit of working for the service, and

WHEREAS, article 12 events are becoming more and more frequent, and

WHEREAS, bidding rights are important to obtaining a choice duty assignment, therefore be it

Resolved, when a maintenance employee's duty assignment is targeted to be re-posted in a different section, all those junior employees in the same occupational group in that section must be reposted.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

RESTORE TL3 STAFFING STANDARDS

Washington Postal Workers Union

- 105 -

WHEREAS, the Postal Service openly solicits comments and suggestions to improve the TL5 MS47, as signed by Thomas Dechesne, United States Postal Service Manager, Maintenance Operations; and

WHEREAS, the United States Postal Service implemented the TL5 MS47 with the stated intentions that the new standards would adequately provide a safe and healthful environment for postal workers and customers throughout all facilities, (MS47 Section 1) establish cleaning standard that are applicable at all facilities and

WHEREAS, the TL5 MS47 implementation has only been partially implemented throughout all facilities because of the following: Management fails to check in/check supplies to custodians at almost every facility, management has been ordering unauthorized cleaning solutions in order to keep facilities clean in violation of MS47 3.1.1.1, management has failed to assign daily work as per the MS47, management has failed to train employees as per the MS47, and are also failing to provide all the necessary equipment; and

WHEREAS, the United States Postal Service implemented the TL5 MS47 with intentions to reduce custodian/laborer staffing ratios based on quote unquote cleaning services based on cleaning science and engineered processes, further stating that the procedures would maintain United States Postal Service facilities adequately; and

WHEREAS, the United States Postal Service has systemically and willfully refused to comply with their handbook that affects all Employee's health and safety, and the perception of the public; and

WHEREAS, Dominik Bratta, retired United States Postal Service HQ Maintenance Manager, hired custodial consulting firm, ManageMen to implement concepts that do not work in United States Postal Service Facilities, then shortly afterwards retired from the United States Postal Service and was hired by ManageMen as a consultant, and

WHEREAS, the United States Postal Service implemented a system full of faults, has no intentions to comply with that system, and the system was a concept that led to further a manager's career, therefore be it

Resolved, that the United States Postal Service and the American Postal Workers Union agree to restore TL3 staffing standards, and performance standards, and be it further

Resolved, that the duties currently agreed to be performed by management such as check in, check out, and route assignment, should be performed by craft employees such as Group Leaders.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

FIELD MAINTENANCE OFFICE (FMO)

Washington Postal Workers Union

- 106 -

WHEREAS, the Field Maintenance Office (FMO) and the management system in place to provide maintenance support to facilities throughout the field are an old outdated system; and

WHEREAS, Area Maintenance Technicians (AMT), Maintenance Mechanics (MM), and Box Mechanics are many times prevented from changing customer's locks, when customers are the ones who pay our bills and support our service, and

WHEREAS, Area Maintenance Technicians (AMT), Maintenance Mechanics (MM), and Box Mechanics rely on work orders, that many times fail to ever make it to the employees who do the work, when management closes those workorders; and

WHEREAS, Area Maintenance Technicians (AMT), Maintenance Mechanics (MM), and Box Mechanics due to understaffing and poor management, are often prevented from working on equipment such as boilers which can explode and cause great harm; and

WHEREAS, they are prevented from working on many heating, ventilation and air conditioning (HVAC) systems in order to keep employees, customers, and electronics from overheating and breaking down; and

WHEREAS, the many other building safety and security systems such as doors, locks, hydraulic dock restraints, and lights are many times left in disrepair; and

WHEREAS, the United States Postal Service Office Inspector General (USPS-OIG) has rendered Report Number SM-AR-18-005 on June 21 2018, advising against the postal service's run to fail concepts, stating it is not cost effective or safe, therefore be it

Resolved, that the leaders of the Maintenance Division and United States Postal Service headquarters form a joint task force to create a new workload management system to get work distributed directly to the Field Maintenance Office employees, where the employees are the sole individuals responsible for closing out workorders, and be it further

Resolved, that the service and the union leadership agree to adequate staffing ratios, and be it further

Resolved, that all building equipment and systems are adequately maintained in the interest of the human beings who have to work in the heat, or could be blown up by a neglected boiler, and be it finally

Resolved, that there is a need for training these employees, that management must provide the training needed in accordance with the contract, handbooks, and manuals.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37, 38, 39

204B DUTY ASSIGNMENTS BE POSTED AFTER 120 DAYS IN 12-MONTH PERIOD

South Dakota Postal Workers Union

- 107 -

WHEREAS, 204Bs place an undue hardship on craft employees with their absence, and

WHEREAS, bids go unfilled with unproductive time with the 204Bs absence, therefore be it

Resolved, any position held by an employee serving as a 204B will be reposted if served more than one hundred and twenty (120) days in any rolling twelve (12) month period, and be it further

Resolved, if a 204B works beyond the one hundred and twenty (120) days they are not eligible to bid on said vacated position.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38
PROMOTIONS

South Dakota Postal Workers Union

- 108 -

WHEREAS, detailed employees identified in Article 38.5.b.5.c.3 are being denied step increases and proper compensation, and

WHEREAS, article 38.5.b.5.c.3 does not clearly identify how promotion and processing of Form 50s after completion of qualifying classes, or one (1) year period, therefore be it

Resolved, the language identify employees becoming qualified, be promoted and compensated on the effective award date.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38
MAINTENANCE DUTY ASSIGNMENT

South Dakota Postal Workers Union

- 109 -

WHEREAS, article 38.4.A.4 allows management to determine the necessity that the fixed scheduled days and/or the starting time of a maintenance duty assignment be permanently changed, and the changed duty assignment is often occupied by a senior employee within the section, and

WHEREAS, article 38.4.A.4 currently prohibits the senior employee whose duty assignment has been changed from bidding preferred duty assignments within the section occupied by less senior employees, and

WHEREAS, reposting of duty assignments within the section occupied by less senior employees than the employee whose duty assignment has been changed protects seniority and will serve as a deterrent to management from changing duty assignments for senior employees within the section, therefore be it

Resolved, article 38.4.A.4 be changed so that all duty assignments within the section occupied by employee's junior to the employee whose duty assignment has been permanently changed, will be posted for bid among the employee whose duty assignment was changed, and all employee's junior to that employee within the section.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

FILLING MAINTENANCE RESIDUALS

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 110 -

WHEREAS, the process for filling vacant/residual maintenance bids is defined in the December 2020 JCIM on pages 279-280, the residual positions are going unfilled indefinitely, and

WHEREAS, the process for following the eleven (11) steps is not being applied consecutively within the eight (8) days, after the posting has closed allowing positions to go unfilled, and

WHEREAS, the laborer custodial positions are set aside for the hiring of disabled Veterans, therefore be it

Resolved, the American Postal Workers Union seek to negotiate stronger enforcement in the Joint Contract Interpretation Manual (JCIM) to force management to apply the eleven (11) steps for Filling Vacant Maintenance Positions within the fifty-nine (59) days found in Article 38, and be it further

Resolved, that management shall provide entrance registers to the local union upon completion of the entrance register process to ensure compliance with federal law regarding hiring disabled veterans, and be it further

Resolved, when management has hired from the in-service, eReassign, entrance registers to fill vacant/residual positions, management shall provide the name(s), hiring date(s) to the local union president.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

955 EXAM TRAINING MATERIALS PRIOR TO TESTING

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 111 -

WHEREAS, the training materials currently available for the 955 test are outdated and have no relevance to the 955-test format, therefore be it

Resolved, management shall update the training materials to reflect the 955-testing format, and be it further

Resolved, that management shall provide 955 training materials to maintenance craft employees. Clarify details in Article 38.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

MAINTENANCE DETAILS

North Dakota Postal Workers Union * Minnesota Postal Workers Union

- 112 -

WHEREAS, management is improperly detailing or reassigning maintenance employee(s) from outside of the installation, therefore be it

Resolved, when management arbitrarily details or when reassigning maintenance employees from outside of the Installation, management shall maximize the overtime desired list and non-list employees in the affected section(s) or Occupational Groups for the duration of the detail.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

MAINTENANCE DETAILS

Minnesota Postal Workers Union

- 113 -

WHEREAS, management has recently been assigning same level maintenance craft employees to other tours for coverage (relief), and

WHEREAS, Articles 25, 37 and 41 require the use of the PS Form 1723 showing detail assignments, and

WHEREAS, the union must be able to track these detail assignments, therefore be it

Resolved, that the American Postal Workers Union National Negotiation team, work to negotiate the requirement of the Service to provide PS Form 1723 as a controlling document that must be provided to the local union on or before the Wednesday prior to the start of the detail.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

MAINTENANCE SELECTION SYSTEM (MSS) REVIEW PANEL

Las Vegas Area Local

-114 -

WHEREAS, the goals of the Maintenance Selection System (MSS) are to ensure the selection and promotion of qualified maintenance personnel and to promote the uniform application of the qualification requirements, and

WHEREAS, the MSS Review Panel (interview) ratings are used in conjunction with examination scores in the In-craft and In-service application processes to determine qualified candidates, and

WHEREAS, the MSS Review Panels are subject to prejudices, including (but not limited to) predisposed favoring (or disfavoring) of candidates, and therefore, failing to ensure the goals of the MSS, therefore be it

Resolved, the Maintenance Selection System will no longer require Review Panel ratings for the In-service and In-craft application processes.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

MAINTENANCE CRAFT DOMICILE POSITIONS

Washington Postal Workers Union

- 115 -

WHEREAS, article 38 does not sufficiently address Maintenance Craft Domicile positions, and WHEREAS, management deals directly with Employees and often agree to move the location of Domicile positions, and

WHEREAS, the United States Postal Service circumvents Article 38 provisions for Seniority, Bidding, and Promotions when Management arbitrarily moves Maintenance Craft Domicile positions, and

WHEREAS, ongoing relocations of domiciled Maintenance positions result in regular jurisdictional difficulties, and is prohibitive in regard to Contract enforcement, and

WHEREAS, article 38.4 of the Joint Contract Interpretation Manual (JCIM) has already laid the framework for comprehensive language regarding domicile positions, but does not contain thoroughly sufficient language, therefore be it

Resolved, the parties agree to an Article 38 Memorandum of Understanding, and be it further Resolved, this resolution builds on the language of Joint Contract Interpretation Manual (JCIM) Article 38.4, and be it further

Resolved, the United States Postal Service will not move domicile positions while they are occupied, and be it further

Resolved, the United States Postal Service will make every effort to domicile positions within installations where there are lower-level Occupational Groups, in order to encourage promotion, and be it further

Resolved, when the United States Postal Service has a legitimate business need to relocate a domiciled position, the United States Postal Service will notify the local or state president, identifying the domicile positions for relocation prior to becoming vacant, management will consider the union's input, and be it finally

Resolved, Joint Contract Interpretation Manual (JCIM) Article 38.4 language is fortified by this resolution and allows for the union to enforce Seniority, Bidding, and Promotions, and all other applications of the agreement.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 38

SUBCONTRACTING CUSTODIAN WORK (MOU)

Washington Postal Workers Union

- 116 -

WHEREAS, the MOU Re: Subcontracting Cleaning Services states when that the formula equals less than one (1), the postal service can then subcontract cleaning services; and

WHEREAS, this MOU allows for some offices to be subcontracted when there are twenty (20) or more hours of bargaining unit work, therefore be it

Resolved, that the language should also include, that offices with twenty (20) or more hours of cleaning must also be cleaned by United States Postal Service Custodians.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Motor Vehicle Service Committee

<u>Name</u>	<u>Local</u>
1. Gause, Darryle (Chairperson)	Atlanta Metro Area Local
2. Black, Cassandra	New York Metro Area Postal Union
3. Clinton, Steve	Portland Oregon Area Local
4. Crum, Michael	Keystone Area Local
5. Milan, Luis	Houston Area Local
6. Rahman, Ross	Greater Los Angeles Area Local
7. Williamson, Faron	Omaha Area Local

Motor Vehicle Services Division Resolutions

ARTICLE 39

MVS CHANGE POSTING TIME FROM 28 DAYS TO 14 DAYS

South Dakota Postal Workers Union

- 117-

WHEREAS, Motor Vehicle Service management is taking twenty-eight (28) days to post or revert vacant duty assignments, and

WHEREAS, it is delaying the posting and awarding of motor vehicle service duty assignments, therefore be it

Resolved, that Article 39.2.A.1 be changed from twenty-eight (28) to fourteen (14) days.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39

MOTOR VEHICLE SERVICE CRAFT NOTIFICATION PRIOR TO REVERSION AND OPPORTUNITY FOR INPUT

South Dakota Postal Workers Union

- 118 -

WHEREAS, article 39 does not provide notification to the union prior to a decision to revert, and

WHEREAS, article 39 does not provide the local president an opportunity for input prior to making a decision to revert, therefore be it

Resolved, that Article 39.2.A.1 be changed to read: All vacant or newly established craft duty assignments shall be posted or reverted within twenty-eight (28) days. When a vacant duty assignment is under consideration for reversion, the local president will be given an opportunity for input prior to a decision. When an assignment is reverted, a notice shall be posted immediately indicating the action taken and the reasons therefore. The local union shall be given a copy of the notice.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37, 38, 39

204B DUTY ASSIGNMENTS BE POSTED AFTER 120 DAYS IN 12-MONTH PERIOD

South Dakota Postal Workers Union

- 119 -

WHEREAS, 204Bs place an undue hardship on craft employees with their absence, and

WHEREAS, bids go unfilled with unproductive time with the 204Bs absence, therefore be it

Resolved, any position held by an employee serving as a 204B will be reposted if served more than one hundred and twenty (120) days in any rolling twelve (12) month period, and be it further

Resolved, if a 204B works beyond the one hundred and twenty (120) days they are not eligible to bid on said vacated position.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39
MOTOR VEHICLE SERVICE
PART-TIME FLEXIBLE CONVERSION PERIOD

South Dakota Postal Workers Union

- 120 -

WHEREAS, part-time flexible conversion to full-time regular is being delayed, and
WHEREAS, employee pay, benefits, and schedules are being adversely affected, therefore be it
**Resolved, Article 39.1.B.7.E will include part-time flexible conversion to full time within fourteen
(14) days.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39
POWER INDUSTRIAL TRAINING TO ALL MVS DRIVERS

South Dakota Postal Workers Union * North Dakota Postal Workers Union

- 121 -

WHEREAS, due to managements refusal to properly staff mail handlers, motor vehicle service
drivers are expected to load and unload trailers when arriving or departing postal installations. Without the
assistance of mail handlers, injuries and safety violations are more likely to occur, and
WHEREAS, VMF management's failure to provide power industrial training to the VMF storekeeper/tool
& parts clerk, this failure does not allow clerk to properly complete their job duties, therefore be it
**Resolved, provide training to VMF store keeper/tool & parts clerk to properly complete job
duties and all motor vehicle service drivers to safely load and unload trailers with proper power
industrial training and usage.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39
POSTING MOTOR VEHICLE MAINTENANCE DUTY ASSIGNMENTS

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 122 -

WHEREAS, 39.2.A.7 reads "All full-time regular Motor Vehicle Maintenance Craft duty assignments
may be posted for bid once each calendar year upon mutual agreement between the parties at the local
level. Absent such local agreement, Motor Vehicle Maintenance Craft duty assignments shall be posted
for bid every second calendar year, when requested by the union, therefore be it
**Resolved, change 39.2.A.7 to read "When requested by the Union all full-time regular Motor
Vehicle Maintenance (VMF) Craft duty assignments shall be posted once each calendar year.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39

MOTOR VEHICLE SERVICE DRIVER'S SCANNER TRAINING

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- 123 -

WHEREAS, motor vehicle service management fails to accurately add data into PVS Scanners which fails to show unscheduled and completed service, therefore be it

Resolved, give motor vehicle service drivers the training and access to add unscheduled and extra trips into scanners and/or computers to reflect more accurate data of all completed services performed.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39

VMF JOB QUALIFICATIONS

South Dakota Postal Workers Union * North Dakota Postal Workers Union

- 124 -

WHEREAS, the job qualifications for the VMF Tool & Parts Clerk/Storekeeper need new language, and WHEREAS, the present qualification standards permit someone without knowledge of tools and parts to be placed into the position, therefore be it

Resolved, job qualification standards for the VMF Tool & Parts Clerk/ Storekeeper to include an exam showing general knowledge of tools and parts used in VMF duties.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39

MOTOR VEHICLE SAFETY

Evansville Area Local

- 125 -

WHEREAS, the United States Postal Service and American Postal Workers Union has followed a policy of requiring motor vehicle service employees to disregard health and safety by returning to work after having completed a tour of up to twelve (12) hours without proper rest since at least 1996 per letters received. Reference is FMCSR 49 CFR 390.3 (f)., and

WHEREAS, a resolution regarding this subject was discussed and ratified at the national convention and was expected to be negotiated into the collective bargaining agreement but was disregarded, therefore be it

Resolved, federal regulations should be a basis for all CDL holders regardless of employer and postal employees deserve equal protections. We ask that MVS CDL holders not be required to return to work after completing a tour without having no less than ten (10) hours off duty. The word is required without prejudice. Article 8.2.A Sec 2 / FMC 49 CFR 395 / FMCSR 49 CFR 390.3 (f) reference.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 39

INCREASE TRAINER LEVEL W/CDL

Michigan Postal Workers Union

- 126 -

WHEREAS, nationwide, all Commercial Drivers Licenses (CDL)-A trainers versus non-CDL trainers, are all paid the same level of pay (Level 8), and

WHEREAS, nationwide, all CDL-A trainers are doing more work than the non-CDL ASIs trainers with respect to training all drivers on all postal vehicles from the Tractor Trailer, 11 Tons, 7 Tons, 2 Tons, LLVs, etc., (Every piece of equipment the Postal Service has), and

WHEREAS, the Non-CDL trainers can only train employees on 2-ton trucks and LLVs, and

WHEREAS, all the while, non-CDL trainers receive the same level of pay of a CDL-A trainer while doing lighter workloads and less responsibilities, and

WHEREAS, the CDL-A trainer has a more responsibilities in regard to training and certification requirements, than the non-CDL holder trainer, therefore be it

Resolved, the American Postal Workers Union National office will bargain with their counterparts at United States Postal Service to change the rate of pay for a CDL-A holder trainer to Level 9.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Support Services Division Resolutions

INCLUSION OF SUPPORT SERVICES CRAFT IN EREASSIGN

South Dakota Postal Workers Union

- 127 -

WHEREAS, article 41 of the IT/AS contract lacks language that allows employees access to the eReassign process, and

WHEREAS, postal bargaining employees covered under the support services contract are restricted from access to the eReassign process, and

WHEREAS, the bridge memo prevents support services postal bargaining unit employees from access to eReassign transfer opportunities, therefore be it

Resolved, that support services postal bargaining unit employees be allowed to have access to eReassign.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 37, SUPPORT SERVICES

TIMEKEEPING, TACS AND PAY ADJUSTMENTS BE PROCESSED BY BARGAINING UNIT EMPLOYEES

South Dakota Postal Workers Union

- 128 -

WHEREAS, it has been identified that management is attempting to move bargaining unit work that is and has been historically performed by either the support services craft and/or the clerk craft, therefore be it

Resolved, that the national leadership of the Support Services craft and the Clerk craft will work together to preserve and retain the work within the bargaining units.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Formal Resolutions

GREEN NEW DEAL

Washington Postal Workers Union

- 129 -

WHEREAS, climate change threatens all people with its dangerous effects: huge wildfires, drought, killer heat waves, freezing polar cold fronts, monster storms; and

WHEREAS, the U.N. commissioned Intergovernmental Panel on Climate Change (IPCC) concludes that humanity has twelve years to cut greenhouse gas emissions enough to hold global warming to 1.5 degrees Celsius--and avoid civilization-threatening consequences of climate change- "requiring rapid, far-reaching and unprecedented changes in all aspects of society" and

WHEREAS, despite a 2017 resolution stating that the AFL-CIO believes that the United States Congress should enact comprehensive energy and climate legislation that creates good jobs and addresses the threat of climate change, the Energy Committee of the AFL-CIO recently sent a letter (March 8, 2019) to congressional sponsors opposing the Green New Deal ("We will not accept proposals that could cause ... threats to our members jobs..."); and

WHEREAS, the Green New Deal, a resolution sponsored by over one hundred members of the United States Congress is a 10-year plan to mobilize every aspect of American society, at a scale not seen since World War II, to achieve net-zero greenhouse gas emissions and create economic prosperity for all; and

WHEREAS, the Green New Deal is an effort to:

- Move America to 100% clean and renewable energy
- Create millions of union jobs with family-supporting living wages,
- Ensure a just transition for all communities and workers to ensure economic security for people and communities that have historically relied on fossil fuel industries
- Ensure justice and equity for frontline communities by prioritizing investment, training, climate and community resiliency, economic and environmental benefits in these communities.
- Build on FDR's second bill of rights by guaranteeing a job with dignity, to support a family with living wages, family and medical leave, vacations, and retirement security; high-quality education, including college and trade schools; clean air and water and access to nature; healthy food; high-quality health care; and safe, affordable housing, therefore be it

Resolved, that Washington American Postal Workers Union go on record in support of the Green New Deal and be it further

Resolved, that Washington American Postal Workers Union urge national American Postal Workers Union and local, state and national AFL-CIO bodies to support the Green New Deal.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

STATEHOOD FOR WASHINGTON D.C.

South Dakota Postal Workers Union

- 130 -

WHEREAS, the residents of Washington D.C. do not have voice or vote for Congress, and
WHEREAS, they are citizens of the United States of America, and per the 23rd Amendment to the United State Constitution do vote via the Electoral College for President and Vice President, and
WHEREAS, elimination of taxation without representation was a founding principal of the United States, therefore be it

Resolved, the American Postal Workers Union seek through the Legislative Department to advocate for statehood for Washington D.C. which will afford them full citizenship rights.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

STATEHOOD FOR UNITED STATES TERRITORIES

South Dakota Postal Workers Union

- 131 -

WHEREAS, the residents of the United States territories do not have full voice and vote in all branches of the Federal Government, and

WHEREAS, with the exception of American Samoa, they are citizens of the United States of America, therefore be it

Resolved, the American Postal Workers Union seek through the Legislative Department to advocate for statehood for the United States Territories which will afford them full citizenship rights.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PROMOTING POSTAL BANKING

Nebraska Postal Workers Union * Wyoming Postal Workers Union

Kansas Postal Workers Union * Colorado Postal Workers Union * Baltimore Francis Stu Filbey Area Local

New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- 132 -

WHEREAS, postal banking supports those Americans who have fallen prey to payday loan predators--many veterans, rural families, and those who don't have access to banks; and

WHEREAS, postal banking gives those in need a place to utilize a check cashing service that can help provide a small checking account and interest-bearing savings accounts with better interest rates, including partnerships with depository institutions and federal credit unions, transactional and remittance services and other financial services in the public interest; and

WHEREAS, postal banking worked well beginning in 1911 for over 50 years until in 1966 when banks successfully lobbied Congress to close postal banking customers accounts; and

WHEREAS, postal banking is a way for our people's postal service to survive and thrive, and now our new PMG has a ten-year plan that would threaten our viability to America, with longer first-class delivery windows, reduced post office hours, higher postage prices, and slower degrading of mail service utilizing mail delivery by land rather than air, in an effort to destroy the mail processing network and to privatizing the Postal Service; and

WHEREAS, the campaign for postal banking is a coalition of consumers, workers, financial reformers, economic justice advocates, community groups, civic and faith-based organizations calling for the expansion of low-cost consumer-driven financial services through postal banking, therefore be it

Resolved, that our members help to organize their workplace and their communities to expand and support the need for postal banking and contact Postmaster General DeJoy, the United States Postal Board of Governors, and our Congressional Representatives to make postal banking a top priority.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

SUPPORTING CHILD & ELDER CARE

Wyoming Postal Workers Union * Colorado Postal Workers Union * Baltimore Francis Stu Filbey Area Local *
West Virginia Postal Workers Union * New York Postal Workers Union
Brooklyn Local * New York Metro Area Postal Union

- 133 -

WHEREAS, Child & Elder Care is one of the most important issues facing workers, and the COVID-19 pandemic has exacerbated this issue,

WHEREAS, the burden of our flawed Child/Elder Care System is disproportionately shouldered by women, and

WHEREAS, postal workers are especially challenged when it comes to Child & Elder Care due their work schedules, requiring many to work night hours where Child & Elder Care are often either unavailable due to COVID-19 or too expensive, therefore, be it

Resolved, that the American Postal Workers Union fight for Child & Elder Care public programs to be part of the vital infrastructure at local, state, and federal levels and provide resolutions to Congress requesting quality and affordable Child/Elder Programs for workers, and be it further

Resolved, that the American Postal Workers Union provide a survey to our members with regards to Child/Elder Care needs and explore solutions to provide resources and tools to assist in supporting Child & Elder Care needs for American Postal Workers Union members.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

TRAFFICKING OF WOMEN AND CHILDREN

Nebraska Postal Workers Union * Wyoming Postal Workers Union
Kansas Postal Workers Union * Colorado Postal Workers Union * Baltimore Francis Stu Filbey Area Local
New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- 134 -

WHEREAS, trafficking of women and children is a human rights violation, especially as it relates to the sex trade, slavery, involuntary servitude, transportation, harboring or receipt of a person, by means of threat or use of force or other forms of coercion; and

WHEREAS, globally and in the United States human trafficking, especially sex trafficking, disproportionately affects women and girls; and

WHEREAS, in 2020, 50% of human trafficking victims identified in federal cases were young girls under the age of 18, therefore be it

Resolved, that delegates attending the national convention hereby request that the national leadership of American Postal Workers Union lobby for Congress to make stronger laws on preventing the sex trafficking of women and children, and be it further

Resolved, that when each delegate returns to their local and state Unions, they lobby their city and state governments to pass stronger laws to protect women and children from human trafficking.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PROTECT DEMOCRACY AND ELECTION INTEGRITY

Washington Postal Workers Union

- 135 -

WHEREAS, the President of the United States has made multiple false claims about voter fraud and the validity of the electoral process, and

WHEREAS, the President has made multiple statements suggesting that he would dismiss the election results if he were to lose, or that he would contest the results for a time period well beyond his term, in order to hold on to power illegitimately, and

WHEREAS, history has demonstrated that politicians and government officials often fail to take decisive action to effectively counter undemocratic power grabs, such as the Brooks Brothers riot, by paid political operatives that shut down an election recount in Dade County, Florida in 2000, and

WHEREAS, the labor movement and nonviolent member mobilization has played a vital role in protecting democracy and opposing authoritarianism in many instances throughout the world, and

WHEREAS, AFL-CIO President Richard Trumka issued a statement saying, "The AFL-CIO categorically rejects all threats to the peaceful transition of power. The labor movement simply will not allow any breach of the United States Constitution or other effort to deny the will of the people, and

WHEREAS, two coalitions that are organizing to protect the 2020 presidential election results are Keep Our Republic and Protect the Results, including hundreds of local non-violent mobilization events, therefore be it

Resolved, that the American Postal Workers Union will encourage interested locals and members to partner with local and national organizations who are pledging to activate their members and take coordinated action to protect democracy if the President loses the election (according to a preponderance of evidence and the conclusions of nonpartisan and objective sources) but refuses to concede in a peaceful and timely manner.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PUBLIC POST OFFICE DAY

Washington Postal Workers Union

- 136 -

WHEREAS, the United States Postal Service traces its start to an act of the Second Continental Congress on July 26, 1775, which established the United States Post Office and named Benjamin Franklin as the first Postmaster General, and

WHEREAS, the Postal Reorganization Act of 1970 (a direct result of the 1970 strike) states that the United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the constitution, created by an Act of Congress and supported by the people, and

WHEREAS, the United States Postal Service is the government agency that interacts the most with the people of the United States on a daily basis through mail delivery to all residents, wealthy and poor, and

WHEREAS, the United States Postal Service's diverse workforce is comprised of nearly twenty (20) percent veterans, 44.61 percent women and 40.28 percent people of color, and

WHEREAS, the holiday season from Thanksgiving to New Year's is traditionally the busiest time of the year for letter and card delivery, as well as package delivery, throughout the country and to our friends and relatives living and working overseas, therefore be it

Resolved, the American Postal Workers Union recognize November 27 as Public Post Office Day.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

RECLAIMING THE RIGHT TO STRIKE

Des Moines Area Local

- 137 -

WHEREAS, one of the most powerful workers' weapons against the bosses is collectively withholding our labor and engaging in economic and political strikes, and

WHEREAS, striking must be an inherent right of all workers, and

WHEREAS, the corporate/Wall Street powers have over many decades diminished the power of striking workers through policies and laws such as the permanent replacement of strikers, making it unlawful for federal, postal, state and local government employees, and stripping of benefits such as healthcare while on strike, etc., and

WHEREAS, through these and other policies and the Reagan's Administration smashing of the PATCO Air Traffic Controller's strike, the strike weapon was largely knocked out of the arsenal of the United States working

class, and with the decline of unions and strikes, workers' wages and benefits suffered deep declines, and

WHEREAS, over the last few years there were significant strike victories against Marriot, Stop and Shop Groceries, Verizon and a series of illegal and victorious teacher strikes in West Virginia, Oklahoma, Arizona and beyond, and

WHEREAS, beginning in the Fall of 2021, with workers drawing bitter lessons from the pandemic, a series of strikes broke out across the United States, with workers often in advance of their own union leadership, at

Nabisco, Kellogg's, Frido-Lay, John Deere, Volvo, St. Vincent hospital, Met Warrior and other workplaces,

WHEREAS, the American Postal Workers Union was born out of the militant unlawful, nationwide and victorious 1970 postal strike, which laid the basis for generations of collective bargaining advances, therefore be it

Resolved, that the American Postal Workers Union encourage and support this new working-class militancy and rising use of the strike weapon, and be it further

Resolved, that the American Postal Workers Union help promote the strike weapon in relation to union recognition campaigns as a counter to the widespread union busting during traditional "NLRB" elections, and be it further

Resolved, that the American Postal Workers Union in coordination with the entire labor movement diligently work to remove all legal barriers to striking for all workers in both the private and public sector, including the elimination of striker replacement, and be it finally

Resolved, that the American Postal Workers Union builds maximum solidarity with striking workers.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

SUPPORT EFFORTS TO DUMP POSTMASTER GENERAL LOUIS DEJOY

Washington State Postal Workers Union

- 138 -

WHEREAS, the Washington American Postal Workers Union at its October, 2020 convention passed a resolution urging that Postmaster General Louis DeJoy resign or be removed, based in part on his actions that damaged the reputation and reliability of the postal service, and

WHEREAS, in 2021, DeJoy has proposed to slow down first-class mail, raise prices, and to outsource work to surface transfer centers, and

WHEREAS, DeJoy has commenced to close or consolidate mail processing centers that had been on previous closure lists, but had been spared by opposition from the American Postal Workers Union, politicians, and local communities, and

WHEREAS, under orders from DeJoy, the United States Postal Inspection Service began a covert operation to spy on Americans through their social media activities, and

WHEREAS, numerous lawmakers and activist organizations have called for DeJoy's resignation or removal, therefore be it

Resolved, that this body of the American Postal Workers Union calls for Louis DeJoy to be removed as Postmaster General, and shall support efforts to achieve that end, with the intent that he shall be replaced by a Postmaster General, who will work to restore traditional mail service to the high standards that were customary prior to DeJoy's appointment.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

POSTMASTER GENERAL LOUIS DEJOY SHOULD RESIGN OR BE REMOVED

Washington Postal Workers Union

- 139 -

WHEREAS, new Postmaster General Louis DeJoy's first months in office were marked by changes in policy that, in the name of "efficiency" delayed mail and undermined public confidence in the Postal Service, and

WHEREAS, these changes were halted by public outcry, congressional inquiries, and court orders, yet these same destructive changes could resume any time after the 2020 election ends, and

WHEREAS, proposed changes, such as cuts in retail hours and delaying mail to cut overtime, in the name of "efficiency" sound like the preliminary steps to privatization and the weakening of unions that the Trump White House has supported, and

WHEREAS, the postal service should be preserved as a public good and part of our basic infrastructure, with a Universal Service Obligation to serve everyone, which private companies would never want to have to do, and

WHEREAS, Postmaster General DeJoy has also been compromised by massive political donations just prior to his appointment, by allegations of campaign finance violations, and by charges of conflict of interest regarding ties to postal competitors, therefore be it

Resolved, that this body urges that Postmaster General Louis DeJoy either resign or be removed from office, to be replaced by a Postmaster General who is committed to support a strong, public postal service, and who will defend it from attack rather than attacking it.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

SUPPORT THE MIDWEST LABOR PRESS ASSOCIATION

Iowa Postal Workers Union

- 140 -

WHEREAS, communication is essential for the progress of the Labor Movement, and
WHEREAS, the Midwest Labor Press Association (MLPA) is comprised of union members from Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Ohio, and Wisconsin, and
WHEREAS, education and information are important for working people everywhere, and
WHEREAS, the objective of the MLPA is to increase the effectiveness of the Labor Press in the Midwest Region of the United States and Canada, as a communication medium in support of the goals of the labor movement, and

WHEREAS, the MLPA needs the support of all unions and the AFL-CIO, therefore be it
Resolved, that the American Postal Workers Union encourages its affiliates to support the Midwest Labor Press Association and participate in their annual education conference.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

SUPPORT AMAZON WORKERS' ORGANIZING EFFORTS

Des Moines Area Local * Greater Seattle Area Local

- 141 -

WHEREAS, Amazon is now a multi-trillion-dollar multi-national company employing over one million workers in the United States alone, and

WHEREAS, the conditions faced by Amazon workers are dismal with low pay, paltry benefits, unsafe working conditions and workers subjected to the whims of management, and

WHEREAS, pay and conditions of Amazon employees have a real and direct impact on postal workers' pay and working conditions, and,

Whereas, Amazon is a powerful influence on the broader postal, logistics, e-commerce and express industry, and

WHEREAS, drawing important lessons from the pandemic Amazon workers in both Bessemer AL with the Retail, Wholesale and Department Store Union (RWDSU) and Staten Island NY with the new independent Amazon Workers Union, engaged in serious unionizing efforts, and

WHEREAS, Amazon has subjected these workers to intimidation, harassment and threats, through a multi-million-dollar anti-union campaigns, and

WHEREAS, the Amazon Labor Union was formed as an independent and creative workers' initiative, and

WHEREAS, the self-organization of the workers under the outstanding leadership of Chris Smalls, Derrick Palmer and many others, proved capable of uniting the workers of many nationalities and overcoming the vicious anti-union campaign of the company, and

WHEREAS, the victory at the eight-thousand (8000) worker warehouse in Staten Island is the first victory of any union at Amazon and helps inspire Amazon workers around the country to unionize, and

WHEREAS, key to their continuing success will be other successful organizing efforts as a basis for building power to win first contracts, and

WHEREAS, Amazon is playing a major role of defining the world and future of work, and is having a negative impact on every union, and

WHEREAS, the American Postal Workers Union and the labor movement stands for the uplifting of all workers whether in unions affiliated with the AFL-CIO or not, therefore be it

Resolved, that the delegates gathered at the American Postal Workers Union Convention enthusiastically applaud the efforts and advances of the Amazon Labor Union (ALU) in Staten Island, as well as the encouraging developments in Bessemer Alabama, and be it further

Resolved, that this Convention go on record that the American Postal Workers Union is committed to working in a multi union crusade to spread the organizing efforts and victories at Amazon facilities and help provide support to the new Amazon Labor Union (ALU) in efforts to win their first contract at the Staten Island Facility.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

**CONDEMN AND FIGHT RISING FASCISM
FIGHT FOR UNITY**

Des Moines Area Local

- 142 -

WHEREAS, in Convention in 2018, the American Postal Workers Union passed the important resolution, "Condemn Rising Fascism, Fight for Working Class Unity" and

WHEREAS, the resolution observed that "the rise of the "alt-right", KKK and neo-Nazi/neofascists and their divisiveness of white supremacy, bigotry, intimidation and race and religious hatred is a direct threat to the working class, to the oppressed and to our union organizations," and

WHEREAS, the resolution further observed that, "one of the first acts of Nazi Germany was to ban trade unions and persecute, jail and kill unionists. Hitler's Germany invaded one country after the other leaving tens of millions murdered by the Nazis' brutal iron heel crushing those who did not think, talk or look like them," and

WHEREAS, the events since the last convention, including the lead up to January, 6, 2021, the insurrection itself and the events since, all underscore that there was a plan to engage in a fascist coup, using legal maneuvering and/or direct violence, in an attempt to overthrow the results of the 2020 Presidential Election and the will of the electorate, and

WHEREAS, these actions include fake election audits, creation of fake electors, serious consideration of invoking the Insurrection Act and imposing martial law, numerous lawsuits challenging the election, efforts to "find" more votes for Trump, an entire litany of the "Big Lie" behind which a new wave of voter suppression laws passed in many states, and

WHEREAS, January 6th was an expression of violent force that almost led to the assassination of the Republican sitting Vice-President for carrying out his constitutional duties to certify the election results, and the Democratic Speaker of the House, as well as caused the death of a number of Capitol police officers, and

WHEREAS, the enablers of this attempted coup, the 147 Congressional representatives who voted to overturn the election results and disenfranchise millions of voters, have been untouched and unprosecuted, nor have those who incited as well as funded the insurrection, and

WHEREAS, there has been in recent years a constant drum beat of reactionary and authoritarian actions in this country, including threats to local and state officials, book banning, attacks on the honest teaching of United States history, on the right of women to control their own health and bodies, increased violent attacks on people of color including the massacre in Buffalo of African Americans, rising incidences of antisemitic violence, growing nativism and anti-immigration sentiment, limiting of already restricted democratic rights with extreme gerrymandering and voter suppression, the rejection of science in relation to climate change and the pandemic, all enabling a march to fascist rule, and

WHEREAS, one lesson of the recent events is that there was not only a serious assault on our democratic rights, but this dress rehearsal came very close to succeeding and represents a clear and present danger for the future, therefore be it

***Resolved*, that the American Postal Workers Union reaffirm its position that we condemn and actively oppose the hate mongering, violent intimidation and divisiveness of the fascist/neo-Nazi white supremacist groups and the political encouragement that they receive from many in high levels of government, corporate board rooms, and the media, and be it further**

***Resolved*, that the American Postal Workers Union work to deepen the education our members on the dangers of rising fascism to postal workers, our union, and be it further**

***Resolved*, that the American Postal Workers Union encourage all our local and state organizations and all union members to engage in the struggle to defend union rights and all democratic rights in opposition to rising fascism and emphasize that working class unity and solidarity is the path forward to winning our common goals of decent wages and benefits, health care as a human right, dignified retirements and the ability to live in safety and free of harassment and discrimination no matter who we are or where we live.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

FIGHT FOR THE SHORTER WORKWEEK AND WORK LIFE WITH NO LOSS OF PAY

Des Moines Area Local

- 143 -

WHEREAS, the fight for the shorter workweek has been an ongoing struggle with the forty (40) hour work week becoming the "norm" in the 1950s, and

WHEREAS, United States workers often work far beyond the forty (40) work week with mandatory overtime and/or second jobs, and

WHEREAS, increases in automation over many decades and now "robotization" and artificial intelligence are replacing workers throughout many industries and occupations, including at the Postal Service, and

WHEREAS, there has been much discussion within the labor movement regarding the future of work, and

WHEREAS, shorter work weeks with no loss of pay creates more jobs and liberates individual workers to engage more fully in family, community and political life, and

WHEREAS, a shorter working life with earlier full retirement also creates more employment for younger workers and enables workers to better enjoy the fruits of hard-earned retirement, therefore be it

Resolved, that the American Postal Workers Union convention call to aggressively take up the fight for a shorter work week with no cut in pay and earlier retirement in the arena of education, collective bargaining and legislative initiatives, and work will link minded allies in these efforts.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

OPPOSE MONITORING SOCIAL MEDIA

Washington Postal Workers Union

- 144 -

WHEREAS, the United States Postal Inspection Service has reportedly been monitoring social media posts for information on people planning protests through a program known as Internet Covert Operations Program (iCOP) as ordered by Postmaster General Louis DeJoy, and

WHEREAS, the stated mission of the United States Postal Inspection Service is to protect the postal service, secure the whereas, Internet Covert Operations Program is not part of the core mission of the United States Postal Inspection Service, and its very existence undermines the trust of the American people in the postal service, which has traditionally protected the sanctity and privacy of the mail, therefore be it

Resolved, that this body of the American Postal Workers Union goes on record as opposing any involvement of the United States Postal Service in covert spying on the American people, and be it further,

Resolved, that our opposition to this program shall be conveyed to our United States Senators and Representatives.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

INVOKE THE 14TH AMENDMENT IN RELATION TO EVENTS OF JANUARY 6, 2021

Des Moines Area Local

- 145 -

WHEREAS, the despicable violent coup-attempt of January 6th, sought to overturn the results of the 2020 presidential election by disenfranchising tens of millions of voters who cast ballots for the candidate of their choice, and

WHEREAS, the January 6 insurrection is part and parcel of a dangerous drive toward authoritarianism and fascism, and

WHEREAS, the January 6 events were similar to the Hitler led Nazi "Beer Hall Putsch" of 1923 that helped set the stage of the legal advent of Nazi power ten years later, leading to murder of tens of millions of the world's people, including many trade unionists, and

WHEREAS, the January 6 events followed the big lie that the 2020 election was stolen from Trump when every fact proves the opposite was the case, and

WHEREAS, the big lie is predicated, at least in part, on false accusations that postal workers were complicit in ballot fraud and false assertions that mail-in-voting is less trustworthy than other methods of voting, and,

WHEREAS, the big lie has been fomented, spread and enabled by many in Congress, with 138 House of Representatives and seven Senators voting to overturn the election and many playing a role in inciting the violent events of January 6th, and

WHEREAS, the 14th Amendment states in part, "No person shall be a Senator or Representative in Congress...who, having previously taken an oath, as a member of Congress, or as an officer of the United States, or as a member of any state legislature, or as an executive or judicial officer of any state, to support the Constitution of the United States, shall have engaged in insurrection or rebellion against the same, or given aid or comfort to the enemies thereof.", and

WHEREAS, a number of courageous voters have stepped up to file legal action to ensure that these neo-Nazis are banned from running for office and serving in Congress, and

WHEREAS, trade unions stand for working class unity and defense of hard fought for democratic rights, therefore be it

Resolved, that the American Postal Workers Union gathered in Convention on August 15-18, 2022 go on record in support of the legal efforts and the litigants seeking to invoke the 14th Amendment to ban those in Congress who incited and engaged in the January 6th attempted coup and surrounding events from holding office, and be it further

Resolved, that the American Postal Workers Union Convention goes on record to withhold COPA money from any elected representative and/or candidates at all levels of government who engaged in an attempted coup by advocating and/or voting to disenfranchise tens of millions of voters by declaring their votes null and void.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

OPPOSE AND ELIMINATE THE UNDEMOCRATIC SENATE FILIBUSTER

Des Moines Area Local

- 146 -

WHEREAS, the Senate Filibuster rules create minority rule rather than majority rule, creating the need for a super-majority to pass legislation, and

WHEREAS, the filibuster was historically used to undermine efforts to advance civil and equal rights, and

WHEREAS, the filibuster was used to stop vital Voting Rights legislation, "For the People" and the "John Lewis Act," and

WHEREAS, the right wing has successfully bypassed the filibuster rules to accomplish their aims, such as with Supreme Court confirmations, yet those who claim to be for progressive advancement have been far to slow in advocating for an end to the filibuster, and

WHEREAS, the filibuster has been used to stymie key legislative goals for the labor movement such as labor law reform, the PRO Act, raising the minimum wage, and

WHEREAS, the AFL-CIO has taken the position to eliminate the filibuster to achieve key legislation such as protection and expansion of voting rights, therefore be it

Resolved, that the American Postal Workers Union Convention go on record in support of eliminating of the filibuster in order to pass legislation vital to our democratic rights and the well-being of the working class, and be it further

Resolved, that we work in broad coalitions with like-minded organizations and individuals to defend voting rights, a women's right to reproductive rights and choice, and other key fundamental rights by eliminating the undemocratic Senate filibuster.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PAID SICK LEAVE FOR ALL

Des Moines Area Local * Greater Seattle Area Local

- 147 -

WHEREAS, approximately 40% of United States workers have no paid sick leave and millions more have insufficient sick leave to cover sickness related absences, and

WHEREAS, the United States is one of the few industrialized countries without paid sick leave as a societal based benefit, with 98 countries of the world providing a month of paid sick leave a year, and

WHEREAS, paid sick leave and the chance to rest is proven to reduce the length of time that people are sick, and

WHEREAS, paid sick leave is not only good for the health of the individual but reduces exposure and sickness to others, as well as allowing for the care of sick children and other family members, and

WHEREAS, during the COVID-19 pandemic millions of workers were unable to afford to stay home when sick, and

WHEREAS, millions of working people without paid sick leave were unable to avail themselves of life saving COVID vaccines, and

WHEREAS, the pandemic graphically underscores how important paid sick leave is to the health of a society as well as its individual members, and

WHEREAS, it is incumbent that we draw important lessons from the pandemic, therefore be it

Resolved, that the American Postal Workers Union take up the fight with the entire working class by advocating, organizing and fighting for a minimum of two (2) weeks of annual paid sick leave (with leave carry over), for every worker, not matter our occupations, and be it further

Resolved, that paid sick leave become a public based human right, including Family Medical Leave Act (FMLA) becoming paid leave.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

STOP PRIVATIZING OUR MEDICARE SYSTEM

Greater Seattle Area Local

- 148 -

WHEREAS, since 1965 Medicare has been our national health care system for seniors and the disabled in the United States, and

WHEREAS, Medicare beneficiaries are among the most vulnerable populations served in health care, and need more, not fewer benefits and protections, and

WHEREAS, traditional Medicare holds sacred the relationship between Medicare beneficiaries and their chosen health care provider, and

WHEREAS, traditional Medicare, is a public good, and should not be privatized, and

WHEREAS, Medicare Advantage plans are a cautionary tale about private companies providing Medicare benefits, with high disapproval rates for needed services, and some corporations submitting false data in order to enhance their profits at the expense of the Medicare Fund, and

WHEREAS, the Trump administration opened the door to the complete privatization of Medicare through a Direct Contracting pilot program allowing private equity firms, insurance companies, and corporate health businesses to directly contract to provide Medicare services, and

WHEREAS, the prospect of Wall Street getting a piece of what is projected to be \$ 1.6 trillion of annual Medicare spending by 2028 has led to a rush to buy-up Accountable Care Organizations for managing Medicare services, and

WHEREAS, the Biden administration ended the Direct Contracting pilot and rebranded it as the ACO REACH (Accountable Care Organization Realizing Equity, Access, and Community Health) pilot to begin in January of 2023, and

WHEREAS, public health advocates across the country see little difference between ACO REACH and the Direct Contracting pilot since both pilot programs allow third-party private entities to wedge themselves between patients and their healthcare providers and to draw down the Medicare Trust Fund by making huge profits in several ways, including weakening services for Medicare beneficiaries, and

Whereas, key to their continuing success will be other successful organizing efforts as a basis for building power to win first contracts, therefore be it

Resolved, that this body of the APWU goes on record against the privatization of our Medicare system, and in favor of terminating the ACO REACH pilot program that would allow profit-driven entities to weaken Medicare

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Legislative Resolutions

POSTAL SUPPORT EMPLOYEE SERVICE TIME TO COUNT TOWARDS RETIREMENT

South Dakota Postal Workers Union

- 149 -

WHEREAS, postal support employees do not earn retirement credit for time spent as a postal support employee and career employees do, and

WHEREAS, postal support employees often perform the same work, therefore be it

Resolved, that all time worked by a postal support employee be credited toward retirement.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

POSTAL SUPPORT EMPLOYEE SERVICE TIME TO COUNT TOWARDS RETIREMENT

South Dakota Postal Workers Union

- 150 -

WHEREAS, postal support employees do not earn retirement credit for time spent as a postal support employee and career employees do, and

WHEREAS, a united American Postal Workers Union benefits all American Postal Workers Union members, and

Whereas, postal support employees often perform the same work, therefore be it

Resolved, that all time worked by a postal support employee be credited toward retirement.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

POSTAL SUPPORT EMPLOYEE SERVICE TIME TO COUNT TOWARDS RETIREMENT

Michigan Postal Workers Union

- 151 -

WHEREAS, postal support employees (PSEs) have dedicated many years to serving the postal community, and

WHEREAS, postal support employees (PSEs) have worked to help the postal service remain stable and vibrant during their careers, and

WHEREAS, postal support employees (PSEs) have worked side-by-side with full-time career employees, and

WHEREAS, many of the current retired postal employees were not able to increase their annuity because they weren't allowed to use their postal support employee service time, therefore be it

Resolved, to have the union at the headquarters level work with our allies in congress to allow postal support employees upon conversion to career status to buy back their time as a postal support employee and get credit for that service towards retirement, and be it further

Resolved, any postal support employee who worked as a postal support employee will be allowed to buy back their time and receive creditable service time towards their retirement.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

GET OUT THE VOTE IN THE UPCOMING ELECTIONS

Wyoming Postal Workers Union * Colorado Postal Workers Union

Baltimore Francis Stu Filbey Area Local

New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- 152 -

WHEREAS, the American Postal Workers Union, AFL-CIO, stands behind federal, state, local, territorial, and tribal legislatures to preserve and protect the right to vote in United States election, and

WHEREAS, the American Postal Workers Union, AFL-CIO, opposes laws and regulations that have the purpose, intent, or effect of restricting voting right, the core of our democracy, and

WHEREAS, efforts to suppress the vote and disenfranchise Americans who historically have had the least access to the ballot have been on the rise across the country in recent years; and

WHEREAS, more than 440 bills with provisions that restrict voting access were introduced in 49 states, including language to restrict voters' access to the vote by mail systems, a national model for excellence for election access, security, and integrity, therefore, be it

Resolved, that the delegates attending this convention, call on the American Postal Workers Union national leadership to lobby the United States Congress to pass comprehensive voting rights legislation to protect the fundamental right to vote, which has been the cornerstone of democracy since the founding of our Republic, and be it further

Resolved, that the delegates attending this convention, will work with their elected leadership to help register American Postal Workers Union members, family, friends and eligible voters to educate them on the importance of electing candidates to the United States House of Representatives and the United States Senate who support labor and postal issues of paramount concern.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

GET OUT THE VOTE (GOTV) EFFORTS, 2022 AND 2024 ELECTIONS

Greater Kansas City Metro Area Local

- 153 -

WHEREAS, the American Postal Workers Union, AFL-CIO, stands behind federal, state, local, territorial, and tribal legislatures to preserve and protect the right to vote in United States elections, and the American Postal Workers Union, AFL-CIO, opposes laws and regulations that have the purpose, intent, or effect of restricting voting rights, the core of our democracy, of which the very fabric of that democracy and our rights under the Constitution are under serious threat by forces within and outside this country, and

WHEREAS, staggering efforts to suppress the vote and disenfranchise Americans who historically have had the least access to the ballot have been on the rise across the country in recent years, and

WHEREAS, more than 440 bills with provisions that restrict voting access were introduced in 49 states in the last year, including language to restrict voters access to the vote by mail system, a national model for excellence for election access, security, and integrity therefore be it

Resolved, Therefore, be it resolved, that the American Postal Workers Union 2022 National delegates call on both branches of the United States Congress to pass comprehensive voting rights legislation to protect the fundamental right to vote, which has been the cornerstone of democracy, since the founding of our Republic, and be it further

Resolved, that the American Postal Workers Union 2022 National Convention delegates will return to their respective Locals nationwide, and work with their elected leadership to help register American Postal Workers Union members, family and friends, and to educate them about labor and postal issues for the 2022 and 2024 elections, so that labor friendly candidates are elected to both branches of Congress and the White House.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PREVENTING GUN VIOLENCE

Wyoming Postal Workers Union * Colorado Postal Workers Union

Baltimore Francis Stu Filbey Area Local

New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- 154 -

WHEREAS, more Americans died of gun-related injuries in 2020 than in any other year on record, according to recently published statistics from the Centers for Disease Control and Prevention (CDC), and

WHEREAS, four in ten United States adults say they live in a household with a gun, including 30% who say they personally own one, according to a Pew Research Center survey conducted in June 2021, and

WHEREAS, according to a Pew Research Center survey conducted in April 2021 approximately half of Americans (48%) see gun violence as a very big problem in the country today, and

WHEREAS, the country's gun violence epidemic is killing more children than ever. The Centers for Disease Control and Prevention releases statistics that in 2020, the number exceeded 2,200, by far the highest total in the past two decades, therefore, be it

Resolved, that the delegates request that the American Postal Workers Union national leadership urge our legislators to co-sponsor and support sensible gun laws that restrict easy access to dangerous weapons and reduce firearm access to youth and individuals who are at risk of harming themselves or others, and be it further

Resolved, that we initiate a letter writing and telephone campaign to our local and state governments urging them to require safe and secure gun storage, insist on mandatory training and licensing for owners, and ensure there is adequate oversight over the marketing and sales of guns and ammunition, and be it finally

Resolved, that we join in with other community organizations that are currently lobbying Congress to stop gun violence against our youths and support community planning and implementation of comprehensive community safety plans that include prevention and intervention.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

INTIMATE PARTNER VIOLENCE

Wyoming Postal Workers Union * Colorado Postal Workers Union

Baltimore Francis Stu Filbey Area Local

New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- 155 -

WHEREAS, domestic violence is the willful intimidation, physical assault, battery, sexual assault, and/or other abusive behavior as part of a systematic pattern of power and control perpetrated by one intimate partner against another, and

WHEREAS, the National Coalition Against Domestic Violence has confirmed that: Nearly 20 people per minute are physically abused by an intimate partner in the United States, that Intimate Partner Violence accounts for 15 percent of violent crime in the United States, and that approximately one in four women and one in nine men experience intimate partner violence, and

WHEREAS, domestic violence is the leading cause of injury to women---more than car accidents, muggings, and rapes combined, and

WHEREAS, the National Commission and Criminal Justice (NCCCJ) has reported that the number of domestic violence incidents in the US increased by 8.1% following the onset of COVID-19, therefore, be it

Resolved, that the delegates lobby their Congressional Representatives to sponsor and support laws that demand a change of conditions that lead to Intimate Partner Violence, and be it further

Resolved, that we educate the American Postal Workers Union membership on the importance of COVID and raising our voices to stop Intimate Partner Violence which is having a devastating effect on many postal families and on our communities.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

PUBLIC LAW 117-108

Michigan Postal Workers Union

- 156 -

WHEREAS, Public Law 117-108 (dated 4/6/22), titled: "Title II – Postal Service Operational Reforms", and

WHEREAS, Section 206 is titled: "Flats Operation Study and Reform", and

WHEREAS, Section A-1 of said section states: "(a) Flats Operations Study – (1) In general – The Postal Regulatory Commission in consultation with the Inspector General of the United States Postal Service shall conduct a study to: (a) Comprehensively identify the causes of inefficiency in the collection, sorting, transportation, and delivery of flats;" therefore be it

***Resolved*, the American Postal Workers Union work with their counterparts at headquarters and members of congress to request an "Advisory Panel" to provide input throughout the fact-finding reporting process to better serve the long-term sustainability of the United States Postal Service and the American Postal Workers Union.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Constitution Committee Resolutions

ARTICLE 3

FULL DUES RETIRED MEMBER'S RIGHT

South Dakota Postal Workers Union

- 1 -

WHEREAS, it was disputed that retirees were eligible to vote on a tentative collective bargaining agreement, and

WHEREAS, the current language does not specifically include the ratification votes, therefore be it

Resolved, to change the language in Article 3 SEC. 4. (b) to read the following: (b) Members of this Union who retire from employment in an American Postal Workers Union bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the American Postal Workers Union plus whatever local dues may be required by their local union. They shall retain the same right to vote in all matters they had immediately before retiring from service including contract ratification votes.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 3

FULL DUES RETIRED MEMBER'S RIGHT

North Dakota Postal Workers Union

- 2 -

WHEREAS, it was disputed that retirees were eligible to vote on a tentative collective bargaining agreement, and

WHEREAS, the current language does not specifically include the ratification votes, therefore be it

Resolved, to change the language in Article 3 SEC. 4. (b) to read the following: (b) Members of this Union who retire from employment in an American Postal Workers Union bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the American Postal Workers Union plus whatever local dues may be required by their local union. They shall retain the same right to vote in all matters they had immediately before retiring from service including contract ratification votes.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Michigan Postal Workers Union Retiree Chapter

- 3 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and

WHEREAS, a majority of American Postal Workers Union retired department members paid dues for decades, and

WHEREAS, calculating some estimated 35,000 retired department members, paying full dues an average of just twenty-five (25) years, equates to close to a million years of full dues-paying members in American Postal Workers Union history, and

WHEREAS, currently five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, the average representative voting strength is 1 for 8,000, therefore be it

Resolved, to amend the American Postal Workers Union Constitution & By-Laws Article 6, "Representation" Adding new Section 6 (change Section 6 to Section 7) to read "whenever in Article 6, Section 1, references to; 'National Conventions; local, state, or regional affiliates, organizations vote' strength/representation such provisions will apply to chartered American Postal Workers Union state and local retiree chapters with the exception that Retiree Chapter's voting strength/representation will be one (1) for one-hundred (100) or fraction thereof. Retiree Department members who do not dwell within the jurisdiction of a state or local chapter shall be afforded the same cited proportionate representation in accordance with Article 6, Section 1, (f)".

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Michigan Postal Workers Union Retiree Chapter

- 4 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and

WHEREAS, a majority of American Postal Workers Union retired department members paid dues for decades, and

WHEREAS, calculating some estimated 35,000 retired department members, paying full dues an average of just twenty-five (25) years, equates to close to a million years of full dues-paying members in American Postal Workers Union history, and

WHEREAS, currently five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, the average representative voting strength is 1 for 8,000, therefore be it

Resolved, to amend the American Postal Workers Union Constitution & By-Laws Article 6, "Representation" Adding new Section 6 (change Section 6 to Section 7) to read "whenever in Article 6, Section 1, references to; 'National Conventions; local, state, or regional affiliates, organizations vote' strength/representation such provisions will apply to chartered American Postal Workers Union state and local retiree chapters with the exception that Retiree Chapter's voting strength/representation will be one (1) for one-hundred (100) or fraction thereof. Retiree Department members who do not dwell within the jurisdiction of a state or local chapter shall be afforded the same cited proportionate representation in accordance with Article 6, Section 1, (f)".

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Southwest Coastal Area Local Retiree Chapter

- 5 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and

WHEREAS, a majority of American Postal Workers Union Retiree Department members paid dues for decades, and

WHEREAS, calculating some estimated 35,000 Retiree Department members, paying full dues an average of just twenty-five (25) years, equates to close to a million years of full dues-paying members in the American Postal Workers Union history, and

WHEREAS, currently with five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, the average representative voting strength is 1 for 8,000 members, therefore be it

Resolved, to amend the American Postal Workers Union Constitution & By-Laws Article 6 "Representation" by adding a new Section 6 and changing current Section 6 to Section 7. New Section 6 to read: Whenever in Article 6, Section 1. there are references to National Conventions, local, state, or regional affiliates, organizations voting strength/representation such provisions will apply to Chartered Local and State Retiree Chapters with the exception that retiree chapters' voting strength/representation will be one (1) vote for one in a hundred (100) members or fraction thereof. Retiree Department members who do not dwell within the jurisdiction of a Local or State Retiree Chapter shall be afforded the same cited proportionate representation in accordance with Article 6, Section 1. (f).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

California Postal Workers Union

- 6 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and

WHEREAS, a majority of American Postal Workers Union Retiree Department members paid dues for decades, and

WHEREAS, calculating some estimated 35,000 Retiree Department members, paying full dues an average of just twenty-five (25) years, equates to close to a million years of full dues-paying members in the American Postal Workers Union history, and

WHEREAS, currently with five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, the average representative voting strength is 1 for 8,000 members, therefore be it

Resolved, to amend the American Postal Workers Union Constitution & By-Laws Article 6 "Representation" by adding a new Section 6 and changing current Section 6 to Section 7. New Section 6 to read: Whenever in Article 6, Section 1. there are references to National Conventions, local, state, or regional affiliates, organizations voting strength/representation such provisions will apply to Chartered Local and State Retiree Chapters with the exception that retiree chapters' voting strength/representation will be one (1) vote for one in a hundred (100) members or fraction thereof. Retiree Department members who do not dwell within the jurisdiction of a Local or State Retiree Chapter shall be afforded the same cited proportionate representation in accordance with Article 6, Section 1. (f).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Michigan Postal Workers Union

- 7 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and

WHEREAS, a majority of American Postal Workers Union Retiree Department members paid dues for decades, and

WHEREAS, calculating some estimated 35,000 Retiree Department members, paying full dues an average of just twenty-five (25) years, equates to close to a million years of full dues-paying members in the American Postal Workers Union history, and

WHEREAS, currently with five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, the average representative voting strength is 1 for 8,000 members, therefore be it

Resolved, to amend the American Postal Workers Union Constitution & By-Laws Article 6 "Representation" by adding a new Section 6 and changing current Section 6 to Section 7. New Section 6 to read: Whenever in Article 6, Section 1. there are references to National Conventions, local, state, or regional affiliates, organizations voting strength/representation such provisions will apply to Chartered Local and State Retiree Chapters with the exception that retiree chapters' voting strength/representation will be one (1) vote for one-hundred (100) members or fraction thereof. Retiree Department members who do not dwell within the jurisdiction of a Local or State Retiree Chapter shall be afforded the same cited proportionate representation in accordance with Article 6, Section 1. (f).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Indianapolis Area Local

- 8 -

WHEREAS, the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, battle-tested experience, and wisdom to be utilized as a valuable American Postal Workers Union asset, and American Postal Workers Union Retiree Department members paid full dues for decades, and

WHEREAS, most American Postal Workers Union Retirees are like all retirees and live on a fixed reduced income, and many American Postal Workers Union Retirees step forward when the union needs assistance or support, and a united American Postal Workers Union benefits all American Postal Workers Union Members, therefore be it

Resolved, to amend the American Postal Workers Union Constitution and Bylaws Article 6. Add a new Section 6 and changing the current Section 6 to Section 7. The new Section 6 would read: National Convention, local, state, regional affiliates, or organizations voting strength/representation will apply to chartered American Postal Workers Union State and Local Retiree Chapters with the exception that Retiree Chapter's voting strength/representation will be one (1) for each Local Chapter with one-hundred (100) or more members and one (1) for each State Chapter.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Florida Postal Workers Union

- 9 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, possessing battle-tested experience, and wisdom to be utilized as a valuable asset of the American Postal Workers Union, at the local, state and national levels, and

WHEREAS, American Postal Workers Union retirees continue to actively support American Postal Workers Union issues during LMOU negotiations, arbitration hearings, informational picketing and other pro-postal events, and

WHEREAS, as a collective group, each year American Postal Workers Union retirees represent the largest amounts of COPA contributions, which are used to promote pro- American Postal Workers Union and pro United States Postal Service issues, and

WHEREAS, currently Article 11, Sec. 2 (f) establishes just five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, which makes the average representative voting strength is one (1) for 8,000 retirees, and

WHEREAS, such limited representation of retirees denies all delegates the opportunity to be presented valued input on matters being discussed at convention that will directly impact United States Postal Service employment as well as matters regarding current and future retirees, now, therefore be it

Resolved, to amend the Constitution of the American Postal Workers Union at Article 6, Sec. 1 (a), by adding the following new language: Each chartered retiree chapter shall be entitled to representation in national conventions of one (1) credentialed delegate and one (1) vote for each one-hundred (100) members or fraction thereof.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 6
REPRESENTATION

Florida Postal Workers Union

- 10 -

WHEREAS, as the mothers and fathers of the American Postal Workers Union, retired members are a storehouse of knowledge, possessing battle-tested experience, and wisdom to be utilized as a valuable asset of the American Postal Workers Union, at the local, state and national levels, and

WHEREAS, American Postal Workers Union retirees continue to actively support American Postal Workers Union issues during LMOU negotiations, arbitration hearings, informational picketing and other pro-postal events, and

WHEREAS, as a collective group, each year American Postal Workers Union retirees represent the largest amounts of COPA contributions, which are used to promote pro- American Postal Workers Union and pro United States Postal Service issues, and

WHEREAS, currently Article 11, Sec. 2 (f) establishes just five (5) elected national retiree delegates to the American Postal Workers Union National Convention, one in each region, which makes the average representative voting strength is one (1) for 8,000 retirees, and

WHEREAS, such limited representation of retirees denies all delegates the opportunity to be presented valued input on matters being discussed at convention that will directly impact United States Postal Service employment as well as matters regarding current and future retirees, now, therefore be it

Resolved, wherever in Article 6, Sec. 1 through 5 above, reference to national, local, state regional affiliates or organizations, voting strength/representation, such provisions will apply to chartered American Postal Workers Union state and local retiree chapters, with the exception that retiree chapter's voting strength/representation will be one (1) for one-hundred (100) or fraction thereof.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 8

NATIONAL OFFICE IMPROVEMENT PLAN

Michigan Postal Workers Union

- 11 -

WHEREAS, the American Postal Workers Union (APWU) has many talented individuals, many of whom would love to continue to serve the membership from a national office but are restricted from doing so due to the mandate of moving to national headquarters, regional office, or affiliated satellite office., and

WHEREAS, today's technology allows for remote access of documents and information enables communication from virtually anywhere and is conducive to the administration of offices and performance of duties, thus making it unnecessary for national officers to be physically present at any particular designated American Postal Workers Union National office (e.g. national headquarters, regional office, or an affiliated satellite office to carry out their duties and responsibilities entrusted to them by the membership, and

WHEREAS, telecommuting has become more commonplace with reported benefits to both the employer and employee, including, but not limited to cost savings, increased productive, reduced loss of experience officers, and an expanded pool of future talented resources, and

WHEREAS, local, state and national officers make a tremendous personal sacrifice to serve the membership, requiring national officers to uproot their lives, uproot families, or be separated from them in order to serve the membership at the highest level, adds to the struggle, and

WHEREAS, in today's age, is an unnecessary hardship, and one which limits many talented individuals from taking on the responsibility of American Postal Workers Union national office, hurting the representation of the membership, therefore be it

Resolved, any national officer (as defined in Article 8, Sections 3, 4, 6 – 11, Article 9, excluding Sections 1a, b, c, 2A, b, 3A, b, c, and 4A, b) who chooses to work from their personal residential office, another American Postal Workers Union regional office, or affiliated satellite office, as space permits will be allowed to do so, at said officer's discretion, no national officer (as previously defined) will be required to work from a mandated office.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9

NATIONAL OFFICE IMPROVEMENT PLAN

Michigan Postal Workers Union

- 12 -

WHEREAS, the American Postal Workers Union (APWU) has many talented individuals, many of whom would love to continue to serve the membership from a national office but are restricted from doing so due to the mandate of moving to national headquarters, regional office, or affiliated satellite office., and

WHEREAS, today's technology allows for remote access of documents and information enables communication from virtually anywhere and is conducive to the administration of offices and performance of duties, thus making it unnecessary for national officers to be physically present at any particular designated American Postal Workers Union National office (e.g. national headquarters, regional office, or an affiliated satellite office to carry out their duties and responsibilities entrusted to them by the membership, and

WHEREAS, telecommuting has become more commonplace with reported benefits to both the employer and employee, including, but not limited to cost savings, increased productive, reduced loss of experience officers, and an expanded pool of future talented resources, and

WHEREAS, local, state and national officers make a tremendous personal sacrifice to serve the membership, requiring national officers to uproot their lives, uproot families, or be separated from them in order to serve the membership at the highest level, adds to the struggle, and

WHEREAS, in today's age, is an unnecessary hardship, and one which limits many talented individuals from taking on the responsibility of American Postal Workers Union national office, hurting the representation of the membership, therefore be it

Resolved, any national officer (as defined in Article 8, Sections 3, 4, 6 – 11, Article 9, excluding Sections 1a, b, c, 2A, b, 3A, b, c, and 4A, b) who chooses to work from their personal residential office, another American Postal Workers Union regional office, or affiliated satellite office, as space permits will be allowed to do so, at said officer's discretion, no national officer (as previously defined) will be required to work from a mandated office.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9

RESTORE WICHITA REGION NATIONAL BUSINESS AGENT CLERK POSITION

Nebraska Postal Workers Union

- 13 -

WHEREAS, there is a need to provide equal representation to all members, and
WHEREAS, prior to 2014, the Wichita Region was constitutionally entitled to two (2) Clerk Craft National Business Agents, and

WHEREAS, in 2014, the Wichita Region was constitutionally reduced to a single Clerk Craft National Business Agent, and

WHEREAS, the number of postal employees continue to decrease in smaller locals and members at large as a result of technology, changes in staffing, and retirements, and,

WHEREAS, the gap in hiring postal employees from 1998 to 2011 has resulted in a gap of experienced union representatives, and

WHEREAS, the reduction in the Wichita Region to a single clerk craft National Business Agent resulted in the reliance of experienced local presidents and advocates to assist and provide equal representation to all members, and

WHEREAS, the Wichita Region needs and deserves two (2) clerk craft National Business Agents to provide equal representation, therefore be it

Resolved, that the delegates to the 2022 national convention support restoring and filling the previous second Wichita Region Clerk Craft National Business Agent with the passing of this constitutional amendment, and be it further

Resolved, that all related constitutional language be amended to reflect this action.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9

RESTORE WICHITA REGION NATIONAL BUSINESS AGENT CLERK POSITION

Kansas Postal Workers Union

- 14 -

WHEREAS, there is a need to provide equal representation to all members, and

WHEREAS, prior to 2014, the Wichita Region was constitutionally entitled to two (2) Clerk Craft National Business Agents, and

WHEREAS, in 2014, the Wichita Region was constitutionally reduced to a single Clerk Craft National Business Agent, and

WHEREAS, the number of postal employees continue to decrease in smaller locals and members at large as a result of technology, changes in staffing, and retirements, and,

WHEREAS, the gap in hiring postal employees from 1998 to 2011 has resulted in a gap of experienced union representatives, and

WHEREAS, the reduction in the Wichita Region to a single clerk craft National Business Agent resulted in the reliance of experienced local presidents and advocates to assist and provide equal representation to all members, and

WHEREAS, the Wichita Region needs and deserves two (2) clerk craft National Business Agents to provide equal representation, therefore be it

Resolved, that the delegates to the 2022 national convention support restoring and filling the previous second Wichita Region Clerk Craft National Business Agent with the passing of this constitutional amendment, and be it further

Resolved, that all related constitutional language be amended to reflect this action.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 9
ADVOCATE SALARY

Pennsylvania Postal Workers Union

- 15 -

WHEREAS, article 9, section 7 of the American Postal Workers Union national constitution provides for a salary to nationally appointed advocates to the American Postal Workers Union, and

WHEREAS, the identified rate of pay only applies to nationally appointed arbitration advocates, and

WHEREAS, all other nationally appointed advocates (such as staffing, safety, etc.) get paid for lost wages or Level 6 Step O for retired advocates, therefore be it

Resolved, that the word arbitration will be added in Article 9 Section 7, after nationally appointed, and be it further

Resolved, following the first sentence of Article 9 Section 7, the following language will be added, all other advocates will be paid for actual time in the performance of services for the American Postal Workers Union.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
ELIGIBILITY TO RUN AND HOLD OFFICE

South Dakota Postal Workers Union

- 16 -

WHEREAS, Article 10 (a) states: "To be eligible for nomination, the candidate must be a member in good standing", and

WHEREAS, Article 10 Section 2 implies that non-supervisory EAS employees may not hold office, and

WHEREAS, the above combined implies non-supervisory EAS employees may run for but not hold an officer position, therefore be it

***Resolved*, to change the language in Article 10.1.a to read: "To be eligible for nomination, the candidate must be a member in good standing and an American Postal Workers Union represented collective bargaining unit employee or a retiree of an American Postal Workers Union represented collective bargaining unit craft.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 10
ELIGIBILITY TO RUN AND HOLD OFFICE

North Dakota Postal Workers Union

- 17 -

WHEREAS, Article 10 (a) states: "To be eligible for nomination, the candidate must be a member in good standing", and

WHEREAS, Article 10 Section 2 implies that non-supervisory EAS employees may not hold office, and

WHEREAS, the above combined implies non-supervisory EAS employees may run for but not hold an officer position, therefore be it

Resolved, to change the language in Article 10.1.a to read: "To be eligible for nomination, the candidate must be a member in good standing and an American Postal Workers Union represented collective bargaining unit employee or a retiree of an American Postal Workers Union represented collective bargaining unit craft.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11, SECTION 2(b)
SUPPORT SERVICES PETITIONS

Minnesota Postal Workers Union

- 18 -

WHEREAS, Article 11 section 2(b) of the national constitution bylaws of American Postal Workers Union states "Petitions are to be signed by Local President and Secretary, and

WHEREAS, some locals of the Support Services Division do not have said structure, therefore be it
Resolved, the last sentence of Article 11 2(b) Which states "Petitions are to be signed by Local President and Secretary" be deleted.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 11.3
NOMINATIONS

Florida Postal Workers Union

- 19 -

WHEREAS, in the last election the one-thousand (1000) words were too much to read on each candidate, and

WHEREAS, within five-hundred (500) words we will have an idea of the candidates' credentials, campaign goals and vision for their office for the future, and

WHEREAS, when printing a magazine, one news print page is equivalent to 4 pages of content, and

WHEREAS, the limit of five-hundred (500) words per contested candidate could be a great savings for the American Postal Workers Union, now, therefore be it

Resolved, that the contested candidates for American Postal Workers Union national election of officers' campaign article be limited to five hundred (500) words in the American Postal Workers Union Election Magazine publication and accordingly that Article 11, Sec. 3 (c) (1) be amended by striking out one thousand (1000) and inserting five hundred (500).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 12

NATIONAL ELECTIONS APPEAL COMMITTEE

Michigan Postal Workers Union

- 20 -

WHEREAS, the constitution and bylaws of the American Postal Workers Union, Article 12 – Election Process has conflicting language in Sections 8 and Section 10, and

WHEREAS, local union, area local, regional, and state organizations may not select to its Election Committee any member who is a candidate in that election in Article 12, Section 8, which states: “no member of which shall be a candidate for election while serving on such committee”, and

WHEREAS, the national election committee hears all appeals and is the final authority in disputes of all elections, and

WHEREAS, article 12, Section 10 mandates the President and four appointments by the president to compose the National Election Appeals Committee, and

WHEREAS, the president has been a candidate in almost all national elections in our history, and

WHEREAS, it is democratic, common sense, and protects the integrity of our elections for candidates in elections to not serve on committees that hear election appeals for that election, and

WHEREAS, the same rules that apply to local, area local, region or state elections should apply to national elections, and

WHEREAS, adding the language from Article 12, Section 8 to Article 12, Section 10 will remove any candidate in an election from serving on committees that determine elections appeals and disputes in that same election, therefore be it

Resolved, article 12, Section 12 will be changed to read: “The President, with the approval of the National Executive board, shall appoint a National Elections Appeal Committee which shall consist of five (5) American Postal Workers Union members, and no candidate shall serve on the National Elections Appeal Committee while being a candidate for an office, either opposed or unopposed.”

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 13
EXECUTIVE BOARD MEETINGS

West Virginia Postal Workers

- 21 -

WHEREAS, effective leadership requires frequent communication, and
WHEREAS, article 13, Section 1 of the National Constitution and Bylaws reads: The National Executive Board shall be the highest-ranking governing body of the American Postal Workers Union, AFL-CIO in between conventions and shall meet at least once a calendar year or at the call of the President, therefore be it

***Resolved*, the National Executive Board shall be the highest-ranking governing body of the American Postal Workers Union, AFL-CIO in between conventions and shall meet at least three (3) times a calendar year or at the call of the President.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 13

NEB MEETING MINUTES

Michigan Postal Workers Union

- 22 -

WHEREAS, the national executive board is the highest-ranking governing body of the American Postal Workers Union in between conventions, and

WHEREAS, General Ramsey Clark states: Nothing so diminishes Democracy as secrecy, and

WHEREAS, the membership of the American Postal Workers Union has a vested interest in knowing and understanding the issues discussed by the highest governing body between conventions, and

WHEREAS, we as dues paying members have a right to know what is being discussed by the highest governing body between conventions, therefore be it

Resolved, article 13 of the national constitution, is amended after the 2nd paragraph that states: "The President or his/her designee shall publish for all local presidents on the American Postal Workers Union national web site the dates, times, and locations of all national executive board meeting. In addition, the Secretary Treasurer or his/her designee will publish the minutes of any and all national executive board meetings no more than thirty (30) days after the NEB meeting for review by all local presidents by way of the secured national American Postal Workers Union website." The remainder of Article 13 remains unchanged.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 13

RANK AND FILE COLLECTIVE BARGAINING COMMITTEE ROLE CLARIFICATION

South Dakota Postal Workers Union

- 23 -

WHEREAS, there is only tentative agreement, and

WHEREAS, we only have one collective bargaining unit, and

WHEREAS, in the past some Rank and File Bargaining Advisory Committee believes the word any refers to any individual proposal, therefore be it

Resolved, replace the language in section 9 (a) to read: The purpose of the committee shall be to recommend and advise the National Negotiations Committee on bargaining demands. It shall be convened on the call of the President not less than sixty (60) days prior to the submission of the proposed contract demands and at such other time as the President might deem necessary to keep the committee adequately informed on the progress of the negotiations, but specifically when the tentative agreement has been reached, and be it further

Resolved, SEC. 9. 1 replace the language to the following. (1) The national negotiators shall complete as many questions and answers as possible regarding any newly agreed upon contract language or changes to existing contract language prior to giving the proposed tentative Collective Bargaining Agreement to the Rank-and-File Bargaining Advisory Committee for consideration. In addition, the Rank-and-File Bargaining Advisory Committee may also submit any questions they may have for responses and inclusion in the questions and answers prior to making a recommendation for ratification to the membership.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 13

RANK AND FILE COLLECTIVE BARGAINING COMMITTEE ROLE CLARIFICATION

North Dakota Postal Workers Union

- 24 -

WHEREAS, there is only tentative agreement, and

WHEREAS, we only have one collective bargaining unit, and

WHEREAS, in the past some Rank and File Bargaining Advisory Committee believes the word any refers to any individual proposal, therefore be it

***Resolved*, replace the language in section 9 (a) to read: The purpose of the committee shall be to recommend and advise the National Negotiations Committee on bargaining demands. It shall be convened on the call of the President not less than sixty (60) days prior to the submission of the proposed contract demands and at such other time as the President might deem necessary to keep the committee adequately informed on the progress of the negotiations, but specifically when the tentative agreement has been reached, and be it further**

***Resolved*, SEC. 9. 1 replace the language to the following. (1) The national negotiators shall complete as many questions and answers as possible regarding any newly agreed upon contract language or changes to existing contract language prior to giving the proposed tentative Collective Bargaining Agreement to the Rank-and-File Bargaining Advisory Committee for consideration. In addition, the Rank-and-File Bargaining Advisory Committee may also submit any questions they may have for responses and inclusion in the questions and answers prior to making a recommendation for ratification to the membership.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 21

**NBA TO SUCCEED SUPPORT SERVICES DIRECTOR
IN CASE OF VACANCY**

South Dakota Postal Workers Union

- 25-

WHEREAS, article 21 of the national constitution does not have an established line of succession for the Support Services Director position, and

WHEREAS, the current procedure is that the national president fills the vacancy with majority approval of the National Executive Board, and

WHEREAS, the Support Services National Business Agent works as a field representative under the Division Director's supervision, and has the knowledge and skills to best fill the vacancy, therefore be it

Resolved, to add a section to Article 21 of the national constitution and bylaws that states; "In the event of illness, death or resignation of the Director of the Support Services Division, the Support Services National Business Agent shall assume the responsibilities of the Director of the Support Services Division", and be it further

Resolved, if this constitutional change is approved, the wording regarding the Director of Support Services will be removed from Article 21, Section (a).

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 21(a)

VACANCY

Michigan Postal Workers Union

- 26 -

WHEREAS, as vacancies occur through retirement, death, or resignation, many elected positions critical to the function and business of the American Postal Workers Union are left vacant and deprive our members of such expertise, and

WHEREAS, members, and we as an organization, are harmed when those positions remain vacant for extended periods of time, therefore be it

Resolved, any vacancy which occurs through retirement, resignation, or death shall be filled within a period of sixty (60) days unless such vacancy occurs after May 1st of an election year.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Resolutions Referred to the National Executive Board

LICENSING AGREEMENT WITH NATIONAL APWU

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Worker Union

- NEB 1 -

WHEREAS, Whereas the locals and states have inconsistencies in communication platforms, and
WHEREAS, a financial burden for licensing for Microsoft products, ZOOM and iCloud services on
locals, states, and members-at-large (MAL), and

WHEREAS, currently there is no uniformity in electronic communications, virtual meetings and
trainings, and

WHEREAS, currently no uniformity in training or technical assistance exists for locals, states and
members-at-large in use of applications and technology resources used in union duties and responsibilities,
therefore be it

**Resolved, that the national American Postal Workers Union provide licensing for uniform e-mail
addresses, Microsoft products, ZOOM, and iCloud services (To include the American Postal
Workers Union website interactivity for the listed products), and be it further**

**Resolved, that the national American Postal Workers Union provide training material and
technical assistance for the licensed products and other applications for State, Local and members-
at-large utilize in conducting Union communication, training and business.**

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

DELEGATE WORKSHOPS PRIOR TO NATIONAL CONVENTION

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- NEB 2 -

WHEREAS, being a delegate to the national convention can be confusing and overwhelming
experience, therefore be it

**Resolved, any delegate may either in person or via ZOOM, attend a delegate workshop prior to
the convention, to welcome and/or continue to educate on procedures and proceedings, and be it
further**

Resolved, the national American Postal Workers Union shall provide this workshop.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

UNION INPUT ON NEGOTIATED SERVICE CONTRACTS (NSA)

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- NEB 3 -

WHEREAS, negotiated services agreements impact wages, hours, and working conditions of the
American Postal Workers Union employees, therefore be it

Resolved, the union have input on negotiated price and time for delivery of their goods.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

EXECUTIVE (NEW OFFICERS) TRAINING SCHEDULED MORE OFTEN

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- NEB 4-

WHEREAS, currently we have not been able to have any American Postal Workers Union leadership training, i.e., Presidents, Vice presidents, Executive board, therefore be it

Resolved, implement a training program to be offered via zoom or at any other means necessary.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

STRONGER NEPOTISM LANGUAGE

South Dakota Postal Workers Union * North Dakota Postal Workers Union
Minnesota Postal Workers Union

- NEB 5 -

WHEREAS, management doesn't follow their own language in regards to nepotism, therefore be it
Resolved, that no family member can be a direct subordinate of management EAS, and be it further

Resolved, that no promotion can be given by a direct family member.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

STOPPING SEXUAL HARASSMENT IN THE USPS

Wyoming Postal Workers Union * Baltimore Francis Stu Filbey Area Local
Colorado Postal Workers Union

New York Postal Workers Union * Brooklyn Local * New York Metro Area Postal Union

- NEB 6 -

WHEREAS, even though the Postal Service is addressing workplace harassment, sexual harassment continues to be an ongoing and serious problem faced by more women than men in the United States Postal Service, and

WHEREAS, sexual harassment has been experienced by nearly every woman employed by the United States Postal Service in varying forms - from unwanted attention, and "joking," to sexual intimidation, emotional, and physical assault, and

WHEREAS, many women, especially in smaller Postal facilities, are even subjected to being patted on the behind and are subjected to both physical and mental assault. As many of these women are the bread winners in their families and Postal jobs are the only decent paying jobs in the area where they live, they continue to endure this humiliation, and

WHEREAS, many younger women, entering the United States Postal Service today, are either unaware that sexual harassment is a violation of the law and of the contract. or they are afraid to report the sexual harassment for fear of retaliation or of being fired, therefore, be it

Resolved, that the national leadership of American Postal Workers Union research and investigate the extent and frequency of sexual harassment against women employed by the postal service; and that this issue be addressed at national level labor/management meetings, and be it further

Resolved, that as the postal service is not addressing sexual harassment, that stand-up talks on the workroom floor be held on a regular basis with supervisors, managers, and employees to define sexual harassment and retaliation specifically, and advise that it will not be tolerated and that every employee must be treated with respect, and be it finally

Resolved, that the postal service distribute the booklet Publication 553: Employee's Guide to Understanding, Preventing, and Reporting Harassment to every newly hired employee at orientation advising them of their rights to work in an environment free from harassment of every kind.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

FULL DUES PAYING MEMBERSHIP RIGHTS

Michigan Postal Workers Union

- NEB 7-

WHEREAS, during the 2021 contract ratification vote, headquarters failed to mail ballots to all full dues paying members, specifically full dues paying retiree members, and

WHEREAS, after much correspondence with other retirees across the country and calls to the American Postal Workers Union national officers, a number of full dues paying retirees were told that they did not receive a ballot as they do not have the right to vote on contract ratification. It was further stated this was a 'policy decision', and

WHEREAS, this alleged policy is in direct violation of the American Postal Workers Union (APWU) national constitution, specifically, Article 3, Section 4.b., which states: "Members of this union who retire from employment in an American Postal Workers Union bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the American Postal Workers Union plus whatever local dues may be required by their local union. They shall retain the same right to vote in all matters they had immediately before retiring from service.", and

WHEREAS, when this issue was raised, American Postal Workers Union national President deferred this matter to the Secretary-Treasurer and the attorney(s) who made this decision, and

WHEREAS, no individual member, national officer or contracted attorney of the American Postal Workers Union has the right to amend, alter, delete, or deprive any member of their rights according to the national constitution, and

WHEREAS, only after advising that our national officers would be subject to unfair labor practice charges, were the full dues paying retirees advised that they would be receiving ballots and the deadline of the ratification vote would be extended, and

WHEREAS, the members of the American Postal Workers Union who attend national conventions are the sole authority to amend, alter, add or delete language to our national constitution, therefore be it

Resolved, the officers of the American Postal Workers Union shall adhere to the language of the American Postal Workers Union national constitution. No amendment, alteration, or policy decision shall override the language of the national constitution as it exists. No member of the national executive board or contracted attorney may alter, amend or diminish any such rights granted to those full dues paying members, and be it further

Resolved, if there is a dispute regarding any language of the national constitution, those disputed items shall be submitted as resolutions and presented to the body at a national convention at which time the membership may review, debate and vote upon any changes. Only at the direction of the body may any such changes to the American Postal Workers Union national constitution take place.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

BALLOT SECRECY

Greensboro BMC

- NEB 8 -

WHEREAS, after each election it is revealed not by name but by local the results of how that particular local voted, therefore be it

Resolved, that from henceforth the results of how a local as a whole, or craft or any other breakdown of the membership be restricted and used only by the Organization used to count the ballots if an investigation is needed to look into improprieties pertaining to the election.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

**VIRTUAL RETIREMENT SEMINARS FOR
AMERICAN POSTAL WORKERS UNION MEMBERS AND FAMILIES**

Washington Postal Workers Union

- NEB 9 -

WHEREAS, prior to the pandemic, the American Postal Workers Union retirement department was able to arrange in person retirement seminars at specific locations, and

WHEREAS, Zoom and other platforms have made virtual meetings a common experience, even though many of us are still learning the details of the new technology, and

WHEREAS, retirement information is something our members frequently request, and

WHEREAS, even after the pandemic subsides, many will remain cautious about attending large indoor gatherings, and

WHEREAS, in-person retirement seminars, apart from conventions and conferences, involve the expense of transportation and housing for the instructor, and are limited to those within the local area, therefore be it

Resolved, the American Postal Workers Union requests that the retirement department of the American Postal Workers Union conduct virtual retirement seminars on Federal Employees Retirement System (FERS), Civil Service Retirement System (CSRS), and disability retirement on at least a quarterly basis, with the intent of making them available to all American Postal Workers Union members and their families without regard to their geographic location, and be it further

Resolved, that this body of the American Postal Workers Union requests that the retirement department of the American Postal Workers Union conduct virtual retirement seminars on Federal Employees Retirement System (FERS), Civil Service Retirement System (CSRS), and disability retirement on at least a quarterly basis, with the intent of making them available to all American Postal Workers Union members and their families without regard to their geographic location.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Supplemental Labor Management Resolutions

ARTICLE 8

NTFT MODIFIED WORK WEEK

Santa Barbara SCF Area Local

- 76A -

WHEREAS, currently under Article 8, postal support employees (PSEs) who are converted to a full-time flexible position have a five (5) day work week, and

WHEREAS, NTFTs working in the same facility may have a six (6) day work week, therefore be it

Resolved, that any NTFT working in the same facility as a postal support employees (PSEs) conversion to Full Time Flex will also have no more than a five (5) day work week.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 17

ORIENTATION FOR NEW EMPLOYEES

New York Postal Workers Union * New York Metro Area Postal Union

- 77A -

WHEREAS, the United States Postal Service has restructured organizational changes throughout the regions into fifty (50) districts, and

WHEREAS, the United States Postal Service has consolidated more than one American Postal Workers Union into one district, and

WHEREAS, Article 17.6 of the Collective Bargaining Agreement and Joint Interpretation Manual, Union Participation in New Employee Orientation: " During the course of any employment orientation program for new career or noncareer employees, or in the event a current postal employee is reassigned to an American Postal Workers Union bargaining unit, a representative of the Union representing the craft or occupational group to which the new or current employees are assigned shall be provided ample opportunity to address such new employees, provided that this provision does preclude the Employer from addressing employees concerning the same subject. In addition, at the time any noncareer employees become eligible for health insurance, the American Postal Workers Union will be provided ample opportunity to address such employees on this subject."; and

WHEREAS, with the United States Postal Service restructured organizational changes throughout the region which has co-mingled more than one American Postal Workers Union local within a district, therefore be it

Resolved, that Article 17.6 of the Collective Bargaining Agreement and Joint Interpretation Manual, include the following language: " Orientation for new career or noncareer employees, will be held within the jurisdiction of the American Postal Workers Union Local where the new career or noncareer employee will be domiciled. "

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

ARTICLE 31
DENIAL OF INFORMATION

New York Postal Workers Union * New York Metro Area Postal Union

- 78A -

WHEREAS, The United States Postal Service has repeatedly violated the National Agreement and Local Supplements, even where they previously have been found to have violated same provisions of those agreements; and

WHEREAS, the current National Agreement does not provide for sufficient penalties to deter such repeated and egregious behavior, and

WHEREAS, the National Association of Letter Carriers does have such penalty language in its Joint Contract Administration Manual, therefore be it

Resolved, 'that the America Postal Workers Union prioritize the inclusion of the following language in the National Agreement and/or the American Postal Workers Union Joint Interpretation Manual: " In circumstances where a contract violation concerning the denial of information under Article 17 and 31 of the Collective Bargaining Agreement (CBA) and/or the Joint Contract Interpretation Manual (JCIM) is egregious or deliberate or after local management has received previous instructional resolutions on the same issue and it appears that a "cease and desist" remedy is not sufficient to ensure future contract compliance, the parties should consider a further, appropriate monetary penalty to the injured parties to emphasize the commitment of the parties to contract compliance. In these circumstances, care should be exercised to ensure that the remedy is corrective and not punitive, providing a full explanation of the basis of the remedy."

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___

Supplemental Formal Resolutions

REMOVE LOUIS DEJOY AS POSTMASTER GENERAL OF THE UNITED STATES POSTAL SERVICE

New York Postal Workers Union * New York Metro Area Postal Union

- 149A-

WHEREAS, The Postal Service had paid \$286 million to XPO Logistics in seven years before Louis DeJoy was appointed Postmaster General of the United States, During that time. Mr DeJoy was employed by XPO Logistics as a top executive, and Mr. DeJoy and his family-owned tens of millions of dollars in stock in XPO Logistics, and

WHEREAS, Mr. DeJoy still retained between \$30 million and \$75 million in stock, in XPO Logistics once he became Postmaster General, the Postal Service increased its business to increased its business with XPO Logistics by \$10 million, at the same time that the new Postmaster General was instituting policies that deliberately delayed the mail, removing mail sorting machines and mail collection boxes and reducing retail post office hours, and

WHEREAS, Postmaster DeJoy on March 23, 2021, unveiled his plan: Delivering for America-Our Vision and Ten-Year Plan to Achieve Financial Stability and Service Excellence, which institutionalized higher postage rates, slower services, and reduced post office hours as a means of saving money; and

WHEREAS, in April, 2021 the Postal Service awarded a \$120 million contract to XPO Logistics to oversee operations at two “ crucial” sorting and distribution facilities in Atlanta and Washington D.C. while DeJoy’s family businesses continued to lease four North Carolina office buildings to XPO which could amount to \$23,7 million in rent payments over the next ten years, and

WHEREAS, in April 2022 when the Postal Reform Act was signed into law, and it was hailed for relieving financial pressure on the Postal Service; Postmaster General Louis DeJoy warned Americans to get to use to “uncomfortable” postage rate increases in the upcoming years, and

WHEREAS, in May of 2022 Postmaster General DeJoy addressed the National Postal Forum where by exposing his plans, “ We are laser focused on our transformation. We will become much more efficient and operate at a lower cost. We will support mail innovation and add more value to each mail piece. We will grow volume and fill our trucks with mail and packages to better sustain our business. We are working hard to be the high-performing organization you need us to be, and we know we can be.” DeJoy will partially accomplish this by eliminating post offices in New York City, Chicago, Philadelphia, Detroit, Cleveland and other locations where there are “40 locations within a ten-mile radius.”, and

WHEREAS, it is now clear that if Postmaster General Louis DeJoy remains in office that postal customer will be receiving slower service while having to travel to a “centralized “ location to conduct postal business. The massive savings that DeJoy is promising can only come from elimination of union postal jobs which pay living wages and benefits including retirement, and

WHEREAS, Postmaster General DeJoy throughout his tenure has been brought before courts and Congress on multiple occasions to be investigated, and to explain his unwarranted cutbacks in service to the American people, his repeated appearances of impropriety in his financial dealing which has brought disgrace to the Postal Service and the position of Postmaster General, therefore be it

Resolved, that the American Postal Workers Union, AFL-CIO calls for immediate removal of Louis DeJoy as Postmaster General of the United States.

Previously Adopted ___ Concurrence ___ Nonconcurrence ___ Referred ___ Other ___