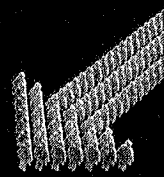


Kennedy Executive Order #109988

- Signed into law in 1962
- Officially recognized legitimate role of unions
- 77% of employees in USPS voted to certify
- Gave 6 unions exclusive bargaining powers
 - Could bargain for: working condition
 - Grievances
 - Safety



Only authorized strike in history of USPS

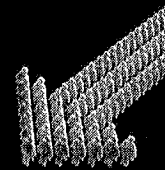
Why?

Low pay (\$3.00 per hour)

Overtime Restrictions

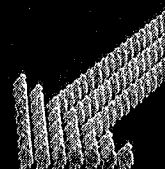
Heavy mail backlog

Low morale



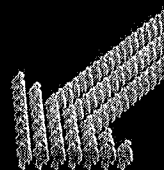
Postal Reorganization Act

- Created independent government agency
 - Can now bargain for:
 - Wages – fringe benefits – COLA
- Management must bargain in good faith
- Unresolved issues go to binding arbitration
 - No right to strike



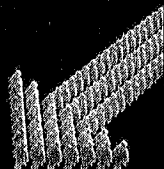
- **Birthday of the APWU**

- Merging Unions:
 - United Federation of Postal Clerks
 - National Postal Union
 - National Association of Post Office & General Service Maintenance Employees



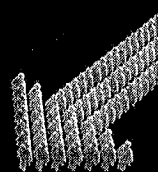
- National Federation of Motor Vehicle Employees
- National Association of Special Delivery Messengers

- It should be noted that the
 - National Association of Letter Carriers
 - Rural Letter Carrier Association
 - Mail Handler Union
 - HAD NO INTEREST IN MERGER!

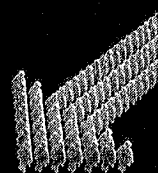


History of Negotiated WAGE Increases

| Date | Salary | Increase |
|---------|----------|----------|
| 1969 | \$8442 | |
| 1970 | \$9657 | 14.39% |
| 1971-73 | \$11,073 | 14.66% |
| 1973-75 | \$13,483 | 21.76% |
| 1975-78 | \$16,501 | 22.38% |
| 1978-81 | \$21,630 | 31.08% |
| 1981-84 | \$24,401 | 11.76% |
| 1984-87 | \$27,401 | 13.35% |
| 1987-90 | \$31,766 | 15.93% |
| 1990-94 | \$35,604 | 12.08% |

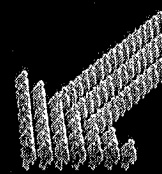


| Date | Salary | Increase |
|-----------|-------------------------|----------|
| 1994-98 | \$37,831 | 6.25% |
| 1998-2000 | \$40,472 | 6.98% |
| 2000-03 | \$43,099 | 6.49% |
| 2003-05 | \$45,997 | 6.72% |
| 2005-06 | \$47,996 | 4.35% |
| 2006-10 | \$52,747 (est.) | 9.90% |
| 2011-15 | total of 3 ½ % Increase | |



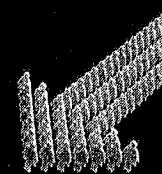
Salary + Benefits

- Annual Leave
- Sick Leave
- Health Insurance
- Life Insurance
- Holidays
- Retirement
- Sunday Premium & Night Differential
- Clothing Allowance – Travel Pay – Higher Level



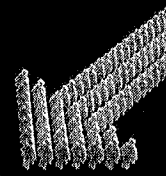
2011-2015 Collective Bargaining Agreement

- Continues no-layoff protection
- Continues Cost of Living
- New work protections
- Returns bargaining unit work

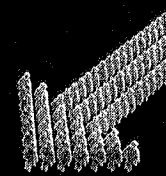


Changing Our Face

- Must learn to be more than grievance filers.
- You are leaders - representatives of your union
 - Should involve yourself in:
 - Politics and legislation
 - Labor movement
 - Future of the USPS

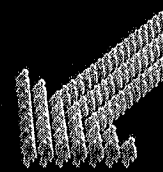


WHAT WE FACE



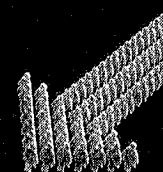
Changing Membership

- Ethnically and culturally diverse
- Live in geographically widespread areas
- Single parents or both parents work
- Have wide range of choices on how to spend their free time
 - Have no family history of unionism
 - Came of age in the "me" generation
- Plus working families in general



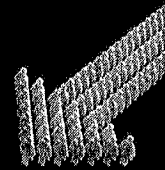
Struggle of Working Families

- Unemployment almost 10%
- Household Income way down
- 50 million+ without health insurance
- Those with health insurance see their cost skyrocket
 - Lost pension benefits
- Prices continue to rise – especially for fuel



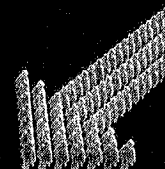
Anti-Union Employers

- 92% of private-sector employers force workers to attend closed-door, anti-union meetings
- 78% require supervisors to deliver anti-union messages to the workers they oversee
 - 75% hire outside consultants to run anti-union campaigns
- Half threaten to shut down partially or totally if employees vote for union representation (WALMART)
 - 25% of the time employers fire workers engaged in union representation activities



Makeup of Union Movement

- Women, people of color, public sector, white-collar and professional workers make up greater portions of union membership
- Women have more than doubled as a segment of union members since 1956
 - 30% of union members today are persons of color
- Public-sector workers have gone from 5% of union members in 1956 to over 46% today
- In 1956 almost 50% of union members were manufacturing workers, compared to 15% in 2003 and even less in 2011



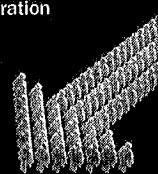
•What we must do:

Actions for Activists

- We must educate ourselves about issues – in and out of the Postal Service and our union
 - Recruit new unionists/activists
- Participate with the rest of the labor movement
 - Defend our freedoms
 - Involve our families
 - Contribute to our friends
- Our highest priority – Making the Union Relevant

A Priority – Making the Union Relevant

- Teach other officers & stewards what you learn this week
- Every time you hear someone speak negatively about the union – correct them
- Start a union history program at every union meeting and in every edition of your newsletter
 - BE MORE VISIBLE TO THE MEMBERSHIP
- Stewards should have discussion groups in their area of responsibility
- Officers and stewards should be required to attend every meeting of the union unless excused
- Officers & stewards should invite one new person each to every union meeting
- Every local should belong to their Central Labor Body and state federation



- Locals need to HIGHLIGHT the positive actions taken by the union
- We must be on the offensive, doing positive things, rather than being defensive and taking action only when trouble comes along
- In conclusion – it can no longer be business as usual and if we are not willing to change our ways then we are doomed to failure.
 - YOU ARE THE FUTURE OF THIS ORGANIZATION
 - Your generation of postal worker will decide if the Postal Service and the APWU survive.

