



# American Postal Workers Union, AFL-CIO

817 14TH STREET, N. W., WASHINGTON, D. C. 20005

53

MAY 14 RECD

*h. A. Filby contract*

November 21, 1972

## MEMORANDUM

To: Resident Officers  
Regional Coordinators

From: Emmet Andrews

The attached copy of the Mail Handlers News Bulletin is one on which you may be getting some calls. This bulletin relates to a Memorandum of Understanding developed during the last negotiations. President Filbey has written a letter to Postmaster General Klassen protesting this agreement which was reached without giving us an opportunity to be present or consulted.

Emmet Andrews  
Director of Industrial Relations

# MAIL HANDLERS NEWS BULLETIN

MAY 14 REC'D

PETER IOSCO  
General President

TERENCE J. O'SULLIVAN  
General Secretary-Treasurer

LONNIE JOHNSON  
National Director

NATIONAL POST OFFICE MAIL HANDLERS, WATCHMEN, MESSENGERS  
AND GROUP LEADERS DIVISION OF THE LABORERS' INTERNATIONAL  
UNION OF NORTH AMERICA, AFL-CIO

NATIONAL HEADQUARTERS: 905 16th Street, N. W., WASHINGTON, D. C. 20006

FOR POSTING  
NOVEMBER 16, 1972

## Mail Handlers Get Exclusive Rights Over All KP8 Duties

IN A HISTORIC BREAKTHROUGH FOR THE MAIL HANDLERS CRAFT, the United States Postal Service and the Mail Handlers Division have agreed that all of the duties contained in the basic Mail Handler job description (KP-8) shall hereafter be assigned to the Mail Handlers craft, even though similar "overlapping" duties have appeared in other job descriptions in the past.

The agreement was reached after intensive negotiations which lasted almost a year. It amends a Memorandum of Understanding entered into by the Postal Service and the Mail Handlers Division on November 30, 1971, which required the Postal Service to delegate to the Mail Handlers craft all regular duty assignments comprised of "all Mail Handler Duties." Under the 1971 Memorandum of Understanding, it was agreed that "all Mail Handler duties" meant duties which were then exclusively within the Mail Handlers craft and did not overlap with the duties of other job descriptions. Under the new agreement the parties have enlarged the definition of "all Mail Handler Duties" to include all duties contained within Mail Handler job descriptions, even though such duties may also appear in other job descriptions. The obligation of the Postal Service under the 1971 Memorandum of Understanding, to delegate duty assignments to the Mail Handlers Craft will now apply where employees other than Mail Handlers are performing "all Mail Handler duties" on a regular basis as that term has now been more broadly defined.

In announcing the new agreement, Lonnie L. Johnson, National Director of the Mail Handler Division declared:

This supplement to the Mail Handlers' Memorandum of Understanding of November 30, 1971, represents a significant step forward in our struggle to achieve full equality for the Mail Handlers craft. For too long, the Mail Handlers craft has been a dumping ground where postal management has assigned excess employees from other crafts to perform Mail Handler duties. Up until now a major excuse of management has been that the duties of Mail Handlers are "overlapping". This

Mail Handlers. With our new agreement defining work to be exclusively within the Mail Handlers craft even though it may also appear in other job descriptions, a major area of abuse has been eliminated. However, our job is far from over. Much remains to be done for the Mail Handlers craft in the jurisdictional area. Plans are already underway to further clarify the work jurisdiction of Mail Handlers in the negotiations which are scheduled to begin early in 1973.

The text of the new agreement is as follows:

CLARIFYING ADDENDUM TO MAIL HANDLERS' MEMORANDUM OF UNDER-  
STANDING ENTERED INTO NOVEMBER 30, 1971

In settlement of the Union's craft proposal "Mail Handler - 5" the parties hereby agree to the following addendum clarifying paragraph "A" of the Memorandum of Understanding entered into by the parties on November 30, 1971.

Paragraph "A" of the Memorandum provides for Employer review of first-class offices and other large customer service and mail processing facilities with 25 or more employees and states: "Where it is found that full or part-time regularly scheduled employees have duty assignments on a regular basis which are comprised of all mail handler duties, those duty assignments will be delegated to the mail handler craft."

It shall be the understanding of the parties that the phrase "all Mail Handler duties" in paragraph "A" includes the following duties regardless of whether they appear in any other position description:

1. All duties listed in Key Position Description 8, Mail Handler - Level 4;
2. All duties listed in the currently established and ranked key, standard and individual positions in customer service and mail processing facilities which

are set forth in the December 8, 1971, letter from Senior Assistant Postmaster General Blaisdell, to Mail Handlers' National Director Lonnie L. Johnson.

Those positions are:

Key Position

Mail Handler, PS-4, KP-8

Standard Positions

Group Leader Mail Handler, PS-5, SP1-33  
Label and Facing Slip Technician, PS-5, SP1-32  
Label Machine Operator, PS-4, SP2-579  
Label Printing Technician, PS-5, SP2-578  
\*Laborer, Materials Handling, PS-3, SP1-11  
Mail Equipment Handler, PS-4, SP2-247  
Mail Handler Technician, PS-5, SP2-498  
Mail Processing Machine Operator, PS-5, SP2-354

\*When the "Laborer, Materials Handling" position is authorized for the post office branch, it is delegated to the Mail Handler craft. When authorized for the maintenance branch, it is assigned to the Maintenance craft.

Mail Processing Machine Operator, PS-5, SP2-470  
Packer-Shipper, PS-4, SP2-581  
Sack Sorting Machine Operator, PS-4, SP2-367  
Sack Sorting Machine Operator, PS-5, SP2-438  
Typist-Label Printing, PS-4, SP2-580  
Watchman, PS-4, SP2-216

Individual Positions

Group Leader Mail Handler, PS-6, IP248-7  
(Chicago, Illinois)  
Group Leader Sack Sorting Machine Operator  
PS-6, IP25-11-1 (Ft. Worth, Texas)  
Mail Handler Leadman, PS-5, IP32-12-1,  
(Los Angeles, California)  
Mail Rewrapper, PS-4, IP19-5-4 (Washington, D. C.);  
IP19-5-8 (St. Louis, Missouri)

*James P. Blaisdell 11/16/72*  
*Lonnie L. Johnson 11/16/72*

The text of Mail Handler job description KP-8 is as follows:

Incidental to the movement and processing of mail.

#### DUTIES AND RESPONSIBILITIES.—

- (A) Unloads mail received by trucks. Separates all mail received by trucks and conveyors for subsequent dispatch to other conveying units, and separates and delivers working mails for delivery to distribution areas.
- (B) Places empty sacks or pouches on racks, labels them where labels are prearranged or racks are plainly marked, dumps mail from sacks, cuts ties, faces letter mail, carries mail to distributors for processing, places processed mail into sacks, removes filled sacks and pouches from racks, closes and locks same. Picks up sacks, pouches, and outside pieces, separates outgoing bulk mails for dispatch and loads mail onto trucks.
- (C) Handles and sacks empty equipment, inspects empty equipment for mail content, restrings sacks.
- (D) Cancels stamps on parcel post, operates canceling machines, carries mail from canceling machine to distribution cases.
- (E) Assists in supply and slip rooms and operates addressograph, mimeograph, and similar machines.
- (F) In addition, may perform any of the following duties:
  - (i) Acts as armed guard for valuable registry shipments and as watchman and guard around post office building.
  - (ii) Makes occasional simple distribution of parcel post mail requiring no scheme knowledge.
  - (iii) Operates electric fork-lift trucks.
  - (iv) Rewraps soiled or broken parcels.
  - (v) Performs other miscellaneous duties, such as stamping tickets, weighing incoming sacks, cleaning and sweeping in workrooms, offices, and trucks where such work is not performed by regular cleaners.

### Mail Handler Dues Increase Effective January 1, 1973

The Postal Service will begin to deduct minimum local dues of \$4.00 per Mail Handler member per month beginning January 1, 1973, from all regular members whose dues were previously below \$4.00 per month.

The \$4.00 minimum dues results from action taken at the 1972 Biennial Assembly of the Mail Handlers Division in August, 1972. The delegates voted this minimum dues increase in order to strengthen local unions and make them better able to represent members at the local level under the National Working Agreement. No increase in the present \$2.00 per month National per capita tax of the Mail Handlers' Division was voted at the Assembly.

The new deduction does not affect the local dues of Mail Handler members and locals whose dues have been \$4.00 or more up to now.

Similarly, the action does not prevent locals from increasing dues above the \$4.00 minimum through local membership action.

In addition, the dues of Associate Members are not affected by the increase in minimum dues.

Local unions whose local dues have been increased as a result of the Biennial Assembly action will begin receiving their additional revenue in February, 1973, after the National Office has completed