

ORGANIZING TALKING POINTS FOR PSE ORIENTATION

Union Officers have a right to participate in PSE's first Orientation and when a PSE becomes eligible for health insurance under the terms of Article 17.6 of the National Agreement.

The Right to Join the APWU

Welcome: The Union has been negotiating on your behalf since November of last year for your right to belong to our union with benefits and a living wage.

Hourly Wages

<u>PS Grade</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
	12.00	12.38	13.74	14.60	15.52	15.85

(Page 30 of CBA and PSE MOU on Page 168 of CBA)

Night Differential

Increased premium for working between 6PM to 6AM

<u>PS Grade</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
	.92	.93	1.05	1.12	1.19	1.21

(Article 9, Page 30 of CBA)

Contractual Wage Increases

7 % increase over life of contract.

(Article 9.3.F.7, Page 20 and 30 of CBA)

Work Hour Guarantee

Two hour work or pay when scheduled to report for work.

(Article 8.D, Page 18 of CBA and PSE MOU Page 171)

Higher Level Pay for Higher Level Work

PSE's now compensated for type of work actually performed.

(Page 30 of CBA and PSE MOU Page 173)

Enforcement of Overtime Provisions

Time and one-half of straight time rate in excess of 40 hours.

(Article 8.2.A and B and Article 8.G)

Annual Leave Accrual

1 hr for every 20 hrs of work up to 4 hrs accrual per pay period

(Article 10.2.B and PSE MOU on Page 175 of CBA)

Vacation Choice

Preferred choice will be in accordance with the rules of the local MOU
(Article 10 and Article 30 and PSE MOU, Page 171)

Unused Leave Cash In

Employees receive a lump sum payment for any earned leave during their
break in service.

(Attachment A, Page 175, Section A.3)

Holiday Scheduling Rights and Provisions

Pecking order in accordance with the local MOU.

(Article 30 and Article 11.6.D and PSE MOU on Page 172 of CBA))

Health Benefits after One Year

After your first 360 day term you can sign up for health benefits. The
Postal Service will make a contribution in the amount of 75% of the total
premium for any PSE who selects the APWU Consumer Driven Health
Plan.

(PSE MOU D, Page 173-174 of CBA)

Job Security Provisions

Termination prior to expiration of term (other than lack of work) must be
for cause. Must have a reason to fire and must have written notification.
Just Cause can be challenged in the grievance procedure.

(PSE MOU, Page 173 of CBA)

Re-appointment by Seniority

When separated due to lack of work, re-appointment will be by PSE
seniority.

(PSE MOU B.3, Page 173 of CBA)

Path to Career

Appointment to career by seniority and qualifications among PSE
employees.

(PSE MOU E., Page 174 of CBA)

Preferential Career Appointments

Appointment to career positions prior to hiring new applicants.

(PSE MOU Section E and F Page 174 of CBA)

Representation in the Grievance Procedure

You have a right to file under the applicable articles relating to PSE employees. Note not all articles apply to PSE's.
(PSE MOU on Page 173 article 15. B.2)

Reduced rate of Union dues

A minimum of \$12.00 per pay period unless otherwise determined locally.
(APWU NEB ruling dated June 29, 2011)

Enforcement of the Family and Medical Leave Act

Once eligible for FMLA, your rights will be monitored and enforced by the Union. To be eligible, an employee needs 365 non-consecutive days of employment and 1250 work hours from the previous year.
(Article 1 of the CBA, PSE MOU Section 2, Page 168)

Protection under MOU's

Cannot be forced to use your personal vehicles while on the clock.
Entitled to leave sharing, leave without pay, leave provisions for blood and organ donations.
(Page 172 of the PSE MOU)

Enforcement of Rights under Worker's Compensation

(Article 1 of the CBA and PSE MOU Page 168)

Right to join our Union and to become a Union Steward

(Article 17 of CBA and PSE MOU section 2 on Page 168)

Have a voice and vote

By signing the PS 1187 you now have a right to a voice and a vote within your local union. This will allow you to give input into future contracts and benefits negotiated on your behalf and, how your local is run.