



## American Postal Workers Union, AFL-CIO

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1300 L Street, NW, Washington, DC 20005

**To:** APWU Members/Stewards

**From:** Robert D. Kessler and Dennis Taff  
National Business Agents

**Date:** April 12, 2011

**Re:** Postmaster/Supervisor performing bargaining unit work and crossing crafts - Violation log sheet

Dear APWU members/Stewards,

The Union has developed a form (attached) for you to record the amount of clerk craft work that the Postmaster/OIC, Supervisor, PMR, or members of other crafts are performing in violation of YOUR contract. Also attached is a sample form for reference. This form was originally developed due to clerks being excessed out of their office (see original cover letter). After being excessed, the bargaining unit work that was once performed by the excessed clerk was now being performed by the Postmaster/Supervisor or by members of other crafts (rural and city carrier) and/or by PMR's from other offices.

The form is not restricted just to cases involving improper excessing. It can be used to document any type of violation when Postmasters, Supervisors, PMR's or any other craft is improperly performing bargaining unit clerk work.

Please fill out this form and submit to your APWU steward. We need your help to protect YOUR work.

A handwritten signature in black ink that reads 'Robert D. Kessler'.

Robert D. Kessler

A handwritten signature in black ink that reads 'Dennis Taff'.

Dennis Taff



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

**To:** All APWU Clerk Employees

**From:** Robert D. Kessler/Dennis Taff, NBA  
10841 West 87th Street, Suite 400  
Overland Park, KS. 66214  
913-888-8555

**Date:** January 8, 2010

**Re:** Monitoring Supervisor(s) Performing Bargaining Unit Work & Crossing Crafts-Violation Log Sheet

Dear Employee,

The Postal Service has recently excessed many clerks to other offices. In most cases, the excessing is unwarranted because there is still ample work in those offices for the excessed employee.

This is usually evident, because once the employee is excessed, the bargaining unit work that was once performed by the excessed clerk is now being performed by the Postmaster/Supervisor or by members of other crafts (rural or city carrier) and/or by PMR's from other offices.

This is not only a clear violation of Article 12 of the National Agreement, as it pertains to the employee(s) who was excessed, but also a violation of Article 1.6 and/or article 7 as it pertains to the clerk(s) who remain in the office. The Clerk Craft work that once was performed by your excessed co-worker belongs to the Clerk Craft—not to your Postmaster or members of other crafts. Accordingly, we will be seeking a proper remedy for you and your co-worker(s).

For the Union to protect YOUR work and the work of YOUR excessed co-worker we need your help.

The Union has developed a form (attached) for you to record the amount of clerk craft work that the Postmaster/OIC, Supervisor, PMR, or members of other crafts are performing in violation of YOUR contract. Also attached is a sample form for reference.

Please fill out this form and submit to the APWU steward on a weekly basis. We have to have your help to protect YOUR work and the work of YOUR co-worker who was improperly excessed.

Thank you in advance for protecting YOUR work and for protecting the work and the position of YOUR fellow co-worker.

A handwritten signature in black ink, appearing to be 'Dennis Taff'.

Dennis Taff

National Business Agent

A handwritten signature in black ink, appearing to be 'Bob'.

Robert D. Kessler

National Business Agent



