

VICE PRESIDENT, AREA OPERATIONS
NEW YORK METRO AREA



November 20, 2008

DISTRICT MANAGERS
SENIOR PLANT MANAGERS
MANAGERS NJI&BMC
MANAGERS, L&DCs
MANAGERS, STCs

SUBJECT: Contract Compliance

Declining mail volume, revenue shortfall, and the current economic environment all indicate the need to review staffing and ensure that it is consistent with workload. In many instances, these reviews may require us to change employees' work locations, days off, and/or tours.

When such repositioning is indicated, we cannot lose sight of our obligations under the collective bargaining agreement. In other words, contract compliance is not an "option." Our collective bargaining agreements define the rules by which the Postal Service has agreed to work with the various unions. Contract compliance is a matter of integrity. Complying with our collective bargaining agreements avoids unnecessary costs, improves the workplace climate, and develops a labor-management relationship built on trust, fairness, and a commitment to resolving differences.

I recognize that legitimate disagreements may arise. However, we must be selective in choosing what issues warrant intervention by an outside party. The effective use of the collective bargaining agreement will help maintain a constructive and cooperative working relationship between our unions and management.

I am counting on your support of this position. Please communicate our commitment to contract compliance to your management team.

A handwritten signature in black ink, appearing to read "Steven J. Forte".

Steven J. Forte

cc. Area PCES Managers
Gary W. Johnston
District Managers, Human Resources

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