

# COLLECTIVE BARGAINING AGREEMENT

Between

American Postal Workers Union, AFL-CIO and U.S. Postal Service

May 21, 2015 – September 20, 2018

## Article 17.6 Union Participation in New Employee

### Orientation

During the course of any employment orientation program for new career or non-career employees, or in the event a current postal employee is reassigned to an APWU bargaining unit, a representative of the Union representing the craft or occupational group to which the new or current employees are assigned shall be provided ample opportunity to address such new employees, provided that this provision does not preclude the Employer from addressing employees concerning the same subject. In addition, at the time any non-career employees become eligible for health insurance, the APWU will be provided ample opportunity to address such employees on this subject.

Health benefit enrollment information and forms will not be provided during orientation until such time as a representative of the Union has had an opportunity to address such new employees.

(The preceding Section, Article 17.6, shall apply to PSEs)

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## Joint Contract Interpretation Manual

Between

American Postal Workers Union, AFL-CIO and U.S. Postal Service

May 2017

## Article 17.6

### NEW EMPLOYEE ORIENTATION

During new bargaining unit employee orientation, a representative of the APWU shall be provided “ample” opportunity to address the new employees while they are on the clock. Article 17 does not preclude management officials from being present when the union addresses new employees during orientation. Completion of SF-1187 as identified in ELM, Section 924.12, will be permitted during employee orientation in the areas designated by management. **This provision applies to Postal Support Employees, who are non-career bargaining unit employees. In addition, at the time any non-career employees become eligible for health insurance, the APWU will be provided ample opportunity to address such employees on the subject.**