

limited to only 10 or 11 items; and management wants to eliminate all protections against layoffs. The Union also expects proposals to freeze pay for several years, to eliminate cost of living adjustments, and perhaps even to reduce or cut back on pay, at least for new hires, and annual and sick leave.

In short, President Hegarty concluded, with these or similar proposals on the bargaining table, it would make for an easy decision on whether to go to arbitration. But that assumes that these proposals will not change, and it is the Union's job in bargaining to convince the Postal Service to change or withdraw these proposals.

The Union urges all members to read their bulletin boards and the NPMHU website to stay up to date on the latest bargaining developments, as they occur.

