

JOSEPH P. KENNEDY II
8TH DISTRICT, MASSACHUSETTS

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SUBCOMMITTEES:

HOSPITALS AND HEALTH CARE
EDUCATION, TRAINING AND EMPLOYMENT

SELECT COMMITTEE ON AGING

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FOR IMMEDIATE RELEASE
September 27, 1991

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KENNEDY SECURES AGREEMENT ON CAMBRIDGE POSTAL SERVICE

Congressman Joseph P. Kennedy II announced today that a postal service labor-management committee convened to resolve longstanding labor-management disputes in Cambridge has reached a preliminary agreement that should result in delivery and window service improvements for Cambridge postal patrons.

The committee was convened as a result of a Congressional hearing held in Cambridge on July 22 and initiated by Congressman Kennedy.

The labor-management committee has presented Congressman Kennedy with a statement of agreement identified as a "Cambridge Post Office Mission Statement." The statement indicates postal service union leaders and management officials have agreed to designate Cambridge as an "associate post office."

In return, postal management has agreed to abide by contract language governing employee transfer rights and has committed to filling numerous vacancies among letter carrier and clerk personnel. Negotiators also agreed to continue specific discussions on management re-organization of the four Cambridge postal stations.

The committee conducted its negotiations under the direction of a mediator, Professor John Dunlop of Harvard University, a renowned labor-management relations expert and a former United States Secretary of Labor. Observers to the committee meetings, which were held August 8 thru September 20, were Pamela Thomure, Chairperson of the Cambridge Postal Advisory Council, Paul Schlaver, Executive Director of the Cambridge Consumer Council and representatives of Congressman Kennedy's Boston District Staff.

Establishment of the committee and the resulting negotiations stemmed from Congressman Kennedy's demand for a negotiated resolution of longstanding disputes that have seriously affected the quality of postal services in Cambridge. Kennedy's call came during a lengthy field hearing conducted at Cambridge City Hall that focused on causes of poor delivery and

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featured the testimony of postal patrons, City Councillors, postal union leaders and postal service managers.

Kennedy's call for negotiated resolution was prominently endorsed by Rep. Charles Hayes, Chairman of the Sub-committee on Postal Personnel and Modernization and Rep. Frank McCloskey, Chairman of the Sub-committee on Postal Operations and Services, both of whom participated in the hearing.

The commitment to fill carrier and clerk vacancies, combined with employee participation in the management decision making process, is viewed by Congressman Kennedy as the key step in improving postal services in Cambridge.

"I am pleased that we are finally at the point where the expectation of improved service is real," stated Kennedy. "We can no longer tolerate the repeated complaints about poor postal service in Cambridge. What is important now is that this dialogue between labor and management continue while steps are taken to improve service."

The Committee's Mission Statement was signed by Michael O'Connor, President, Branch #34, National Association of Letter Carriers (NALC), Stephen Albanese, President, Local 100, American Postal Workers Union (APWU) and Thomas K. Ranft, Postmaster and Division General Manager of the Boston Postal District. It states, in part:

"Our collective goal is to increase the level of customer satisfaction with postal services in Cambridge, including timely and consistent mail delivery, as well as courteous, professional treatment for all our customers. "

Participating as members of the dispute resolution committee in addition to O'Connor and Albanese were: William Brown, Director of Human Resources for the Boston Postal District; Winifred Groux, Director of Field Operations for the Boston Postal District; Thomas Coston, Lynn Postmaster and President of the National Association of Postal Supervisors; Edward Masiello, Executive Vice President, Branch #34, NALC, and Robert Cusolito, Vice President, Local 301 of the Mail Handlers Union of New England.



**United States
Postal Service**

Cambridge Post Office

Mission Statement

September 20, 1991

The Cambridge Post Office has been designated an associate office of the Boston Division in the City of Cambridge. Our collective goal is to increase the level of customer satisfaction with postal services in Cambridge, including timely and consistent mail delivery, as well as courteous, professional treatment of all our customers. We also recognize that to achieve this goal, we must increase our commitment to quality service by creating a work environment that fosters mutual respect based on two-way communication and employee participation in the decision-making process. In doing so, we will demonstrate to our Cambridge customers that the United States Postal Service is a responsive organization committed to providing them with first-class service.


Thomas K. Ranft
Postmaster/Division Manager
Boston Division
United States Postal Service


Michael J. O'Connor
President
Branch 34
N. C.


Stephen A. Albanese
General President
Boston Metro Area Local
APWU

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CONSENT COMMUNICATIONS

Communication received from Congressman Kennedy transmitting notification of the statement of agreement known as "Cambridge Post Office Mission Statement".

In

In City Council,

October 7, 1991

Placed on file