



The upcoming year will be a difficult one for the Postal Service and its employees. Service cuts, job losses and increasing stress are in store for us all. In addition, 2010 will see new contract negotiations get under way.

These negotiations will no doubt be the most contentious ever seen between your Union and Postal Management. Management will almost certainly try to negotiate not just minimal wage and benefit increases, but actual *cuts in both – givebacks!*

Among the tools management has used *against the employees* in the past have been the results of the VOE. By twisting the results of these so-called surveys, they have tried to show that employees place less importance on wages and benefits. They don't realize **our hard fought wages and benefits are important to us and will not be given back without a fight.**

You might soon be asked to participate in the VOE program. Please consider the following before you do anything with the survey:

- 1) The envelope the survey comes in is First Class[®] mail. As such, it must be delivered to you, and you can do with it what you want. *Management cannot dictate your response, or even if you respond.*
- 2) Your mailed-in response, even negative, can be twisted to show something far different from what you intended.
- 3) *The only good response to the VOE is to give your survey to your Union steward or officer.*

No to *Cutbacks*
No to *Givebacks*
No to *VOE*

APWU
Standing Together
Protecting Each Other