

COLORADO



LOCAL 321

NATIONAL POSTAL MAIL HANDLERS UNION

Division of the Laborer's International Union of North America,
AFL-CIO

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~~FOR YOUR INFORMATION~~

April 27, 2007

Mail Handler Hiring

Please join me in welcoming our newest craft employees to the floor. On March 31, 2007 management hired 53 new part-time regular mail handlers as shown below.

| Colorado Springs P&DC | Denver BMC | Denver P&DC |
|-----------------------|------------|-------------|
| 6 | 17 | 30 |

Remember, it is possible to change from FTR or PTF to PTR and vice-versa. If interested, Mail Handler Craft employees must provide written notice to local management indicating your desire to change category. Employees converting to a part-time regular schedule or to a part-time flexible schedule will begin a new period of seniority.

The request will be filed in the employee's Official Personnel Folder (OPF). A copy will be provided to the personnel office for tracking purposes. Prior to filling any residual Mail Handler Craft vacancy, management must select from requests for conversion before; hiring new employees, selecting employees not in the Mail Handler Craft or selecting employees from other Postal installations. Management has the right to reject the next eligible senior employee but must show cause for doing so, and any such action is grievable. Requests must be on file prior to the date of the vacancy.

If management receives more than one request to convert to a particular job category, the employee's seniority date from his/her current seniority roster shall be used to break any ties.

Local 321 Scholarship Program

On April 25, 2007 the scholarship committee for Local 321 held the drawing for the \$500 scholarships to be awarded to five applicants for the 2007-2008 school year. This year we had 13 eligible applications in the drawing. The five names that were randomly picked and awarded scholarships are:

| NAME | SPONSOR | FACILITY |
|--------------------|-----------------|----------------|
| Crystal Armendarez | Phil Armendarez | Grand Junction |
| April Rivera | John Rivera | Denver BMC |
| Matthew Mondragon | Don Mondragon | Denver BMC |
| Sarah Mosqueda | Sandra Mosqueda | Ft. Collins |
| Tori Witherall | Neal Witherall | Denver GMF |

Congratulations to all of the winners. This is the ninth straight year Local 321 has sponsored a scholarship program for members and their dependants. Please join me in thanking the Scholarship Committee for a job well done.

Retroactive Wages Due on June 15, 2007

The first negotiated 1.2% wage increase was effective on November 25, 2006. The retroactive portion of this 1.2% increase (from PP25-2006 thru PP03-2007)

will be paid in PP12-2007, in paychecks to be issued on June 15, 2007. The new Step P on the wage scales also is retroactively effective on November 25, 2006. For those Mail Handlers who have satisfied the 24 week in Step O requirement, this new Step P will be implemented and reflected in PP12-2007, in paychecks to be issued on June 15, 2007. Retroactive amounts related to the new Step P also will be reflected in those paychecks for PP12-2007.

OIG Moves to the Denver GMF

By Jeffrey Morgan, Treasurer

The Office of Inspector General is now moving into the GMF since the Inspectors have moved down to Park Place. The OIG has been, traditionally, responsible for auditing Postal operations (i.e., Postal Management); however, they have recently been tasked with employee surveillance that had been performed by Postal Inspectors in the past. The OIG will work out of the old Postal Police and Credit Union offices.

This means that employees can easily report suspicious supervisors or managers engaged in delays of mail or other suspect mail flow instructions. However, please be aware that the OIG presence also makes it easier for them to detect suspicious employee conduct. Employee misconduct can take many forms – recently we had two Mail Handlers discharged for time card fraud involving both a Supervisor (204B) covering for a Mail Handler who was on overtime while playing the slots in Blackhawk!

Do you read your personal statement of benefits that is mailed to you from the Postal Service? In addition to our wages, our benefits add up to make a very competitive employment package. Drinking in the parking lot can even risk your job security and income. The OIG presence in the building along with their duties and use of advanced surveillance techniques is not something to ignore. Hidden cameras can be planted within hours and relocated in a heartbeat. No matter how nice they may seem and may be, they will be after violators! Don't risk it!

Sub-Contracting Air Mail Center Work

On March 14, 2007 the Postal Service issued a notice to our National office which said: The Postal Service has made the preliminary decision to continue the consideration, and a solicitation is being prepared, so that possible outsourcing may be further considered in light of the content of any proposals (sic). If this is not double-talk, then the sky is not blue. The letter closed by announcing that the USPS has not made a final decision regarding the proposed outsourcing at the Denver AMC.

On the very same day, March 14, 2007 Denver (in direct contradiction to the aforementioned letter) local management notified Local 321 of their decision to move operations at the AMC to either the MPA or GMF. This is proposed to occur on June 1, 2007. This notification is ridiculous. Management is not simply "moving our work" from the AMC to the GMF or MPA, management is going to give your work to another company and they'd like to have you believe that you are losing nothing. Management will not acknowledge that they are sub-

contracting mail handler work. Management will not tell us who is going to perform these mail handler duties, and management cannot even explain how a letter tray, flat tub or any mail hauled by commercial carriers gets from the airplane to the GMF. Who is going to sort, separate, label, containerize, transport and load this mail? No one is prepared to provide these answers.

Management cannot answer the Union's questions, but they want the Union to answer their questions. Management would like the Mail Handlers Union to tell them how to displace the AMC mail handlers into other facilities whereby eliminating grievances. This simply is not going to happen. We will not participate in a process that violates the National Agreement.

Management has indicated that the June 1, 2007 date may be moved back due to delays associated with moving the AAA system to the MPA. If you work at the AMC and management issues you an excessing or abolishment letter, please request to see a Union steward immediately. If management presents you with a letter that offers a choice to accept or decline an assignment, look out for your best interests and make a choice. In the Union's opinion, making a selection will not change the terms of the grievance.

Union to Fight Centralized Discipline

At management's request, the Union recently participated in a meeting to discuss their proposal to return to a centralized attendance control methodology. Management has proposed to change the current and longstanding practice whereby your immediate supervisor is accountable for all aspects of your attendance.

Management is proposing to take the attendance related responsibilities from your immediate supervisor and assign them to an independent attendance control team. This would mean that your immediate supervisor would no longer play a role in managing your attendance. Someone from the attendance control office would review your attendance, call you up for a due process investigative interview and presumably issue you disciplinary action.

Management has also proposed to change leave approval and receipt procedures, 3971 leave processing methods, location of time card racks and determination of supervisor's responsibility for monitoring and approving documentation requests. In short, management wants to centralize everything that is related to attendance. Management wants to remove all attendance related authority and responsibility from your immediate supervisor and turn it over to Joe Buckley and associates. The Mail Handlers Union fully intends to challenge the agencies' proposals.

Unauthorized "Union" Credit Card Solicitation

At least five million people have received solicitations that offer an alleged credit card from the Texas-based Union Workers Credit Services. This organization has no official ties to Union Plus®, any union or the AFL-CIO. The offer is not even for a real credit card.

Local 321 has received calls from members about the company's offer. The Fort Worth Better Business Bureau (FWBBB) has logged 166 complaints and thousands of inquiries. The Better Business Bureau states that, "The initial advertising builds an expectation that goes unmet," says John Riggins, "People think they're getting a credit card from a company affiliated with unions, but there is no affiliation and they don't get credit cards."

Please use caution when considering any credit card offer that requires you to pay a fee before you can

learn all the details of the offer. This company DID NOT get members addresses from the NPMHU or Colorado Mail Handlers Local 321. As always, we will continue to protect our membership mailing list; it is never released to outside agencies for any reason.

Part-Time Regular Grievances

Where appropriate, the Union is filing grievances challenging management's improper assignment and use of our PTRs. Management is prohibited from hiring and using PTRs in lieu of or at the detriment of PTFs and/or FTRs. The Union believes that many of the recently hired part-time regulars should have been hired as full-time mail handlers.

Part-time regulars are properly utilized for short time frames when there is an identifiable surge of work that disappears quickly. PTRs are situational workers intended to be used in limited operations with shorter operational windows and identifiable lulls. Management should not simply drop PTRs into 8 hour/ 24 hour operations without solid reasoning. For remedy, the Union's grievance will ask for new PTF/FTR positions equal to the number of improperly created PTRs; in addition, the remedy will afford the current PTRs the opportunity to convert to PTFs. These grievances are in the very early stages. Additional details will be posted when they are available.

Social Recreation Committee Annual Rafting Trip

By Bradley Walker

MH Social & Recreation Committee Representative

The Denver Social and Recreation Committee is pleased to announce the date for our annual rafting trip. It will be Sunday June 10, 2007. Reservations can be made by calling Performance Tours Rafting in Buena Vista at 1-800-328-7238.

This year participants have a choice of full day river runs. Browns Canyon (class III+ rapids) will depart Buena Vista at 10:00 am at a cost of \$65.00 per person. For the more adventurous ones the Numbers (class IV-V) run is available. The departure time is 9:30 am. at a cost of \$77.50 per person. Previous paddling experience for this adventurous run is highly recommended. Both trips are all day runs and include lunch. All trips meet 30 minutes prior to departure. As an additional discount all participants will receive wetsuits and bootie rentals for free. Call now to make your reservations and be sure to mention you are with the U.S.P.S. group.

Elitch Gardens/ Six Flags Season Pass Drawing

The Denver Social and Recreation Committee was given a supply of season ticket coupons from Elitch Gardens as compensation for problems experienced at last years event. Each of the four unions represented by the committee was given three certificates good for one pair of season passes to Elitch Gardens. These were issued last fall when the park was still under the Six Flags Corporation so the passes would still be good at any Six Flags owned park and of course at Elitch Gardens.

We are please to award the season passes to the following randomly selected Colorado Mail Handlers:

**Donna Bohannon
John Katana
Gabriele Stines**

In Unity, *Mike*
Michael J Hora
President,
NPMHU Local 321