

COLORADO



LOCAL 321

NATIONAL POSTAL MAIL HANDLERS UNION

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

1833 WEST ELK PLACE - DENVER, COLORADO 80211

Office 1-303-455-6400 Fax 1-303-455-5810 Watts 1-800-521-5094 TDD 1-303-455-6400



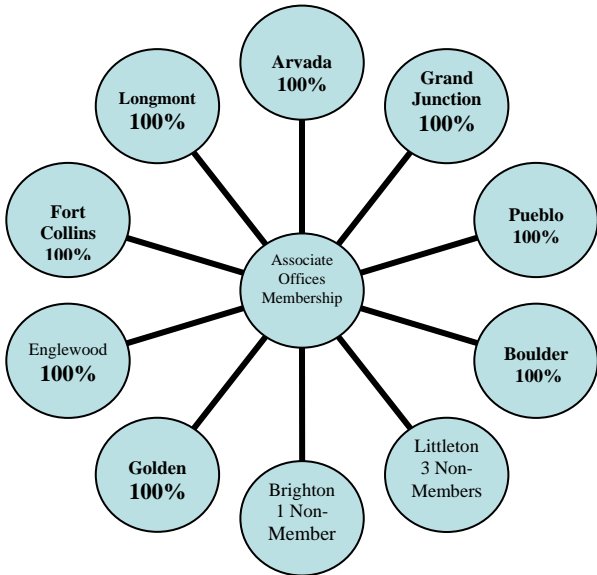
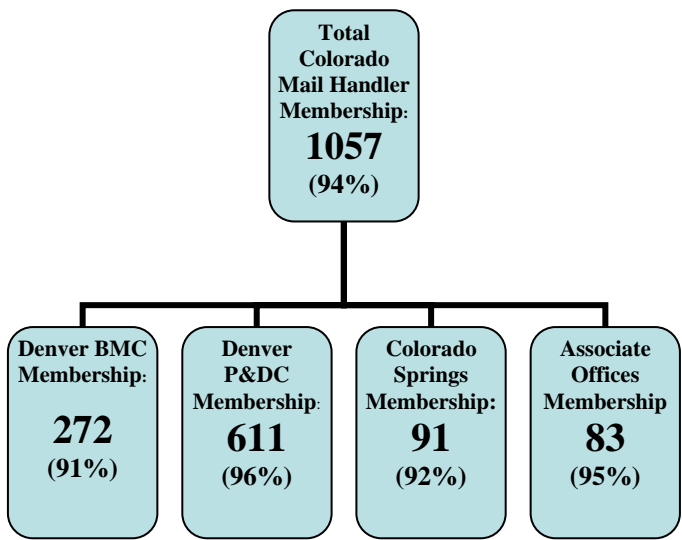
~ ~ FOR YOUR INFORMATION ~ ~

August 02, 2006

Join the Union, Join the Fight Membership Drive

Local 321's membership drive ended on March 31, 2006. Eight Colorado mail handlers earned entries into the Local drawing for the 27" TV/DVD/VCR by signing up a non-member. On Friday June 30, 2006 we conducted the drawing; please join me in congratulating Don Gonzales. The membership drive may be over, but our fight is not. It is a contract year; your wages, benefits and workplace rules are up for negotiation. We need every single mail handler to join the Union team.

Colorado Mail Handlers by the Numbers



OSHA Fines Denver P&DC for Serious Violation of Unsanitary Condition

The Postal Service was fined by OSHA for failing to prevent the entrance or harborage of

rodents, insects, or other vermin at the Mail Processing Annex (MPA).

The citation said: On or about 6/14/2006 and at times prior thereto, efforts by the employer to rid the facility of pigeons have been inadequate. Birds fly freely through the facility and roost undisturbed on numerous horizontal surfaces in the truck bay for doors #32 to #35 and on horizontal surfaces within the facility as well. Nests within the facility are not removed promptly, allowing new pigeons to hatch within the facility. Nesting sites are similar to roosting sites in that the areas become a concentrated source of pigeon droppings. As pigeon droppings dry within the truck bays and other areas within the facility, the droppings are pulverized into dust by trucks and carts. This dried, powdered material is thrown up by air when the truck drivers set their brakes and may be drawn into the air within the facility by wind and by use of overhead fans. Employees are exposed to health hazards because pigeons are known to transmit diseases such as but not limited to histoplasmosis, cryptococcoses, psittacosis, salmonellosis, pigeon ornithosis, and toxoplasmosis. The external parasites of pigeons include various species of mites, fleas, ticks, and bugs, many of which will readily bit humans.

Management's MPA Safety Specialist has assured me that the agency is working on the problem at the Area level. We will continue to push for abatement.

LIUNA International Convention

From September 10th thru the 15th, 2006, the Laborers Union of North America (LIUNA) will be holding its International Convention in Las Vegas, Nevada. On May 2, 2006 Local 321's Judges of Elections concluded that our Delegates are, John Meding, Cindy Hoehl-Rinker and Gilbert Gurule. However, on June 23, 2006 Gilbert Gurule notified LIUNA's General Secretary-Treasurer of his decision to resign and withdraw as Local 321 Delegate to the LIUNA International Convention. I am confident that Brother Meding and Sister Hoehl-Rinker will represent the mail handlers' interests.

Our elected Delegates will attend and legislate policies for LIUNA for the next five years. In addition, Delegates will participate in the nomination process for all International Officer positions. If necessary, the actual election for those positions will be conducted among all LIUNA members by mail ballot in November and December of 2006. I look forward to John and Cindy's report to the membership upon their return. I know it will be informative. Their report will be included in our upcoming newsletter.

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Colorado Mail Handlers State Picnic and Membership Appreciation Day

This year's Mail Handler picnic was held at Denver's Lakeside Amusement Park. Anyone that attended knows it was a HUGE success. We served



more people than ever before. Nearly every Colorado facility was represented. Mail handlers attended from the Denver

AMC, BMC, GMF & MPA, Colorado Springs, Boulder, Englewood, Littleton, Pueblo and Grand Junction.

I would like to thank everyone who helped set-up and break-down. Lorie Farrand, Cindy Hoehl-Rinker, John Meding and Melanie Lofthouse kept the food line up and running while Don Mondragon, Larry Cambra, Ed Oliver and Mark Lofthouse cooked non-stop for 6 hours. Finally, I would like to thank Don Gonzales for organizing the picnic and doing a little bit of everything throughout the day; as usual, he did an outstanding job. We have received a great deal of positive feedback, we appreciate it. Thank you for attending this year's event! I am confident that next year's picnic will be even bigger.

Denver BMC Issues New Sunglass Policy

Managers at the Denver Bulk Mail Center have unilaterally changed the long-standing sunglass policy by now prohibiting the wearing of all sunglasses whatsoever. The 2004 and 2005 P&DC Dress Code policy statement permits shaded glasses that are prescribed by a medical professional; the BMC has never had or enforced a sunglass policy until recently.

It is ironic; the new BMC Dress Code prohibits sunglasses *unless prescribed by a medical professional for use in an indoor environment*. However, even after documenting your prescribed need for sunglasses, it is possible that you will be emergency placed and walked out of the BMC. Management is taking the position that it is unsafe to wear sunglasses indoors, even with the required medical prescription. Management has sent employees home asserting that the need to wear sunglasses on the workroom floor creates an unsafe condition. Management encouraged one employee to request light duty. Management has not yet determined if they will provide work for those required to wear sunglasses on the workroom floor. The Union is aggressively challenging this policy on every front.

Mail Handlers Withdraw From BMC ERRP

The Mail Handlers Union has withdrawn from the BMC ERRP until further notice. We will occasionally review this position, but until appropriate BMC ERRP team personnel changes are made, we do not believe it is the best interest of our members to participate.

The make-up of the team is not conducive to success. We have offered to make changes, but as we previously stated, we cannot stand alone in this effort. We believe that management must also be willing to make changes.

Overtime Restrictions for Medical Reasons

The Postal Service recently began an aggressive attack on employees who demonstrated a medical need for work-hours limitations beyond 8 hours per day and/or 40 hours per week. In Colorado, the USPS Medical Unit was requesting significant medical information from employees without authority. The Postal Service even went so far as to contact one employee's physician without his permission.

The Union has finally resolved this issue with the Manager of District Labor Relations. In a letter to the Union, the Postal Service confirms the Union's position that if one is requesting work-hours limitations over 8/40, the documentation need only describe the limitation, the duration of the limitation and general nature of the condition or medical reasoning for the restriction. Moreover, the Postal Service is not permitted to request prognosis or diagnosis when evaluating one's overtime prohibition. Finally, in the Union's opinion never sign a release permitting the USPS medical Unit to contact your physician for any reason. If you have questions or cannot get compliance, please request a Union steward immediately.

Make Your Voice Heard: Register and Vote

- Primary Election Day is August 8, 2006
- The deadline to register for the general election is October 10, 2006.
- General Election absentee ballots must be requested by October 27, 2006.
- General Election Day is November 7, 2006

English and Spanish voter registration forms can be downloaded at www.local321.org. Please take the time to register and vote. Voice your opinion.

In Unity, *Mike*

Michael J Hora
President,
NPMHU Local 321