

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 2007

AMC Closure Update

Denver's Air Mail Center operations and most AMC mail handlers will move to the Mail Processing Annex on August 27, 2007. As of now, all full-duty AMC mail handlers should have received letters offering the option to follow their duty assignments to the MPA. Management is working on job offers for the AMC's permanent rehabilitation mail handlers as we speak. A great deal of thought went into the decision permitting AMC mail handlers to move to the MPA installation without excessing or re-bidding; permit me to explain.

One's right to move, and follow their bid assignment to a new facility is contingent on Article 12.3B7 which reads:

12.3B7 Change in duty assignment, as specified below, will require reposting:

B7a A 50% change in duties (actual duties performed).

B7b A change in principal assignment area which requires reporting to a different physical location; i.e., station, branch, facility annex, etc., except the incumbent shall have the option to accept the new assignment.

The determination of what constitutes a sufficient change of duties, or principal assignment area which may cause the duty assignment to be reposted shall be subject to the locally negotiated (LMOU) Local Memorandum of Understanding. As provided in Article 12.3B5, the Union successfully protected the right to negotiate what constitutes a 50% change in duties.

The key phrase in this determination is "actual duties performed". The question we were faced with answering is (after moving to the MPA) *will the AMC mail handlers actual work duties performed change by more than 50%*? The clear answer is no. Dock/platform operations mail handlers will continue to load/unload trucks and transport mail; tow motor/powered equipment operators will continue to operate powered industrial equipment, and our AAA mail handlers will continue to sort, containerize, load/unload and transport letters and flats by conveyor or spread area. We are not concerned with antiquated AMC bid descriptions; we are talking about current mail handler duties. What are your current AMC duties? The conclusion: These duties will not change significantly in the MPA. There will not be a 50% change in duties; therefore, Article 12.3B7a does not require reposting of these bids.

The second factor to consider is the change in physical reporting location as described in 12.3B7b. This does require reposting; however the incumbent AMC mail handlers shall first have the option to accept the new assignment. This "option to accept" was made in writing to all mail handlers this week.

There are a couple points that should be made about the letters that were handed out on the floor. They make reference to "the number of contractual bids allowed." You are entitled to SEVEN bids during the duration of our 2006 National Agreement, not 5 as written. In addition, there is no entitlement to a "free bid," because this action did not count against your bid entitlement. **These details should be corrected on revised letters that will be sent to your homes.**

There are plans to give AMC mail handlers a tour of the MPA very soon. The MPA has a secured parking lot that is controlled by keypad/P.I.N. access. AMC mail handlers will be provided with a personal identification number prior to the move. The USPS has approved funding for electronic badge-controlled parking and the facility entrance (similar to that at the GMF), but this will not be in place for some time. Maintenance will be moving AMC lockers to the MPA to ensure each employee has access to a locker. The MPA is much warmer than the AMC. The Air conditioning project was bumped to 2008 due to electrical transformer problems with XCEL®.

The move is occurring just before the Labor Day holiday. This means the holiday sign-up sheets will be posted at the AMC, and they will be finalized and posted at the MPA prior to noon on Tuesday, August 28, 2007.

Changes do not happen without mistakes. There will undoubtedly be problems, but we want to make sure the basics are covered. We want to make sure you can get in the building and get paid without grief. You will have a timecard that works and a Personal Identification Number to access the facility's secured parking lot and employee entrance. This P.I.N. is the last 4 of your USPS employee identification number.

The AMC closure and move will have a two-fold affect. Not only are 28 mail handlers losing their AMC assignments, but the 103 MPA mail handlers will also be impacted by the introduction of more work with a new section and new people. Have respect for your fellow mail handler. If you have questions, do not hesitate to request a Union steward.

We have a solid Mail Handler Union presence in the MPA. The Union office phone number is 303-227-5231. Our knowledgeable Union representatives are there for you. Do not hesitate to call on your Union for assistance.

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