

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~~

December 6, 2006

Contract Talks Continue Under Mutual Extension

2006 Contract Update #16

Efforts by representatives of the NPMHU and the U.S. Postal Service to reach a negotiated settlement over the terms of the 2006 National Agreement will continue, past the most recent deadline of midnight on November 30, 2006, as the parties continue to struggle over the major economic issues presented in this round of bargaining.

To facilitate these discussions, the parties have agreed to extend the current contract indefinitely, with either party able to declare impasse and terminate negotiations upon twenty-four hours notice to the other side. In this way, the parties will be able to continue discussions as long as they are productive in narrowing the gaps between the parties.

The NPMHU will continue to provide updates directly to the membership as events warrant. Thank you for your continued support in our efforts to finalize a contract that is worthy of membership ratification.

Bidding Counts Towards Next Contract

During this period, all contractual provisions and protections will remain in place; also, as previously announced, any bids made since November 21, 2006 will count toward the total number of bids available under the next contract.

Christmas Schedule Q & A

When is your 2006 Christmas Holiday?

Normal Days Off	Your Christmas Holiday
Saturday/ Sunday	Monday
Sunday/ Monday	Saturday
Monday/ Tuesday	Sunday
Tuesday/ Wednesday	Monday
Wednesday/ Thursday	Monday
Thursday/ Friday	Monday
Friday/ Saturday	Monday

Question: Who is eligible to receive holiday worked pay?

Answer: Full-time and part-time regular employees are eligible to receive holiday worked pay and Christmas worked pay. Part-time flexible employees are eligible to receive Christmas worked pay if they perform work on December 25.

Question: What does it pay to work the Christmas holiday?

Answer: Full-time and part-time regular employees who are required to work on Christmas day or their designated Christmas holiday are paid an additional 50% of their basic hourly straight time rate for each hour worked up to eight hours of Christmas worked pay, in addition to their authorized holiday leave pay and holiday worked pay. Part-time flexibles receive an additional 50% Christmas worked pay for hours actually worked on Christmas Day, December 25.

Question: Are eligible employees who work any part of December 25 entitled to Christmas worked pay?

Answer: Christmas worked pay is paid only when the eligible employee is required to work their Christmas holiday or their designated Christmas holiday. It is not paid for work performed on December 25, unless that date is the employee's holiday. As a specific exception to this rule, part time flexibles receive Christmas worked pay only if they actually work on December 25.

Question: Will an employee who reports prior to midnight on Christmas Day for a service day of December 26 receive Christmas worked pay for the time between the beginning of that tour of duty and midnight Christmas Day?

Answer: No. In this situation, the employee is reporting to work for his or her December 26 service day.

Question: Can I elect to have my annual leave balance credited with up to eight (8) hours of annual leave in lieu of Christmas holiday leave pay?

Answer: An employee required to work on Christmas shall be paid one and one-half (1½) times the base hourly straight time rate for each hour worked. In addition, employees who work their holiday may, at their option, elect to have their annual leave balance credited with up to eight (8) hours of annual leave or receive holiday pay to which the employee is entitled.

FEHB Open Season Extended to December 29, 2006

Due to a delay in the printing of the FEHB Guides for career employees, Inspectors and OIG, certain non-career employees and TCC, the USPS mailings to employees' homes was not to be completed until approximately November 27. Since this is about a 2-week delay, the USPS will be accepting FEHB elections for all employees for an additional 2 1/2 weeks under the belated election authority granted to agencies by OPM.

Therefore, FEHB Open Season elections will be accepted until 5:00 p.m. Central Time (CT) on **December 29, 2006**, for all employees. This date will be programmed into the *PostalEASE* telephone system and website. The effective date of open season elections will remain the same, January 6, 2007, even with the later deadline.

Bid Annual

Don't miss your chance to submit for 2006 bid annual vacations. This window of opportunity for submitting bid annual requests is locally negotiated and varies by location. The chart shows each respective facility's submission period. If you have questions about the choice vacation process, do not hesitate to ask a Union representative.

Location	Submission Period
Boulder	Dec 1 - 21 (First Round)
Brighton	Jan 6 > Feb 15
Colorado Springs	Jan 1 (Until complete)
Denver BMC	Jan 6 > Mar 8
Denver P&DC	Dec 1 > Dec 31
Englewood	To be determined*
Ft. Collins	Nov 1 > Dec 15
Golden	To be determined*
Grand Junction	To be determined*
Littleton	Jan 6 > Feb 15
Longmont	Jan 6 > Feb 15

* Article 10.4B2

Annual Leave Exchange Option

Employees may use the Annual Leave Exchange Option to receive a lump-sum payment in their paychecks dated January 26, 2007 in exchange for a portion of the annual leave that otherwise would be advanced to them at the beginning of the 2007 leave year. To be eligible, mail handlers must have an annual leave balance of 440 hours at the end of the 2006 leave year and have used less than 75 hours of sick leave during the 2006 leave year. Mail handlers who meet the eligibility criteria and want to exercise this option must use PostalEase to make elections no later than December 15, 2006.

Union Plus® Scholarship Program

Since 1992, the Union Plus Scholarship Program has awarded more than \$2 million to students of working families who want to begin or continue their secondary education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation. Don't miss this opportunity to benefit from the Union Plus Program. All applications must be postmarked by January 31, 2007. Application packets will be available in all Union offices by week-end. Applications can also be downloaded at <http://www.unionplus.org/>.

Eligibility for Scholarships: Current and retired members of AFL-CIO unions participating in any Union Plus program, their spouses and their dependent children (including foster children, step children, and any other child for whom the individual member provides greater than 50% of his or her support) can apply for a Union Plus

Scholarship. Members do not have to purchase any Union Plus program product or participate in any Union Plus programs to apply for the scholarships and scholarship awards are not based upon participation in a Union Plus program.

The scholarship program is open to students attending or planning to attend a college or university, a community college, or a technical college or trade school. Applicants for scholarships are evaluated according to academic ability, social awareness, financial need and appreciation of labor. The individual must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued. Graduate students are not eligible.

NPMHU ARTHUR S. VALLONE National Scholarship Program

The National Postal Mail Handlers Union is pleased to offer the opportunity for regular craft members of the National Postal Mail Handlers Union, and members of their immediate families, to apply for scholarship assistance from the NPMHU Arthur S. Vallone National Scholarship Program. Application packets are available in each Union office. Applications and additional details can also be found at <http://npmhu.org/>.

This scholarship program has been providing assistance to deserving recipients since 2001. In February 2005, the program was renamed in honor of Arthur S. Vallone. Arthur had served the NPMHU with distinction for over twenty-five years at his untimely passing in January 2005. Arthur was a true believer in the Union Movement, and a tireless advocate for Mail Handlers and all working people. His list of accomplishments and contributions to the NPMHU is lengthy. The National Postal Mail Handlers Union is proud to honor the legacy that Brother Vallone has left behind.



Holiday Gifts to Membership

On behalf of the Local Union Executive Board and State Council, I would like to wish each and every member and their families a joyous holiday season and happy and fruitful New Year.

As a small token of our appreciation for your continued Union support, we are distributing pocket calendars and a \$10 King Soopers gift certificate to every Colorado Mail Handlers Union member. Happy Holidays!

In Unity, *Mike*
Michael J Hora
President,



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