

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~~

December 2007

Electronic Access to Your (OPF)

Official Personnel Folder

All Official Personnel Folders (OPF) for Colorado/Wyoming cluster employees were recently collected at the District Office for processing and conversion to the new electronic format. A team from Postal Headquarters was here to process and box them for shipping to the Dallas scanning site. They are scheduled to be shipped this week.

Human Resources and Labor Relations officials are being trained on eOPF (Electronic Official Personnel Folder) as we speak. Shortly thereafter, employees will receive instructions on how you may access your password protected electronic OPFs. The project manager has stated that employees will be able to view their own OPF by year's-end. Additional details will be distributed as information becomes available.

Severe Safety Violation at the MPA

On December 4, 2007 there were two severe safety violations at the MPA that deserve immediate attention. In both cases, trucks were moved while being actively loaded by mail handlers.

The first incident at 12:45 involved 2 mail handlers that were manually loading OTRs into a truck at bay 30. In the midst of loading the truck, the driver pulled away from the dock. It is a miracle that these mail handlers were not crushed by the rolling OTRs.

The second incident at 1:45 involved a mail handler that was loading a truck at bay 37 with a fork lift. Once again, the truck pulled away from the dock while it was being loaded. The forklift was very close to the edge of the truck.

The Colorado Mail Handlers have demanded an investigation with corrective action and policy review. A *Serious Accident Investigation Board* has been convened by the USPS. Teri Szuch-Jerram will represent the Mail Handler's interests on this committee.

There must be an improvement in the logistics and method in which trucks are closed out, dispatched and moved. There must be an affirmative method of controlling truck movement with absolute assurance

that the door is closed and loading is complete; the current method is not working.

These incidents could have been fatalities. We are very fortunate that our mail handlers were not severely injured. There will be an investigation and the Union will be afforded an opportunity to offer feedback and propose changes in policy if appropriate. Additional details will be posted as this develops. Please work safely. It must be your number one goal to go home in the same condition that you arrived.

NPMHU Arthur S. Vallone Scholarship

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. 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. The program will award a minimum of 25 scholarships (5 per Region) in the annual amount of at least \$1,000, renewable for up to four (4) years or until the completion of the undergraduate degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years).

Specific eligibility requirements for the program are detailed in the scholarship packets. Applications are printed and available in every Union office in the state. You may also access the information at www.local321.org and www.npmhu.org. Applicants must submit complete applications and the related materials to the Scholarship Committee on or before March 15, 2008.

Scales and Weighing the Mail

It has come to the attention of the Union that Deputy Postmaster General Patrick Donahoe is contemplating a decision to discontinue the practice of weighing mail. In recent speeches, he has implied that the USPS can effectively process mail without weighing it. Several mail handlers have read this

information on the Internet, and several have called me questioning this decision.

I can tell you that the Union has not been officially or properly notified of any such change in practice. We have requested a meeting on this issue in Washington D.C. Local managers will only say that they are "looking at the positions." Additional information will be posted as it becomes available.

Bid Annual

Don't miss your chance to submit for 2007 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	Nov 3 > Jan12
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

Safety Representatives Needed

By Andy Jimenez

Local 321 PESA/MOU Safety Representative

Brothers and Sisters, are you concerned about Safety at your plant, on your shift? Are you tired of working in an unsafe environment? Would you like to be able to do something about it? Your Mail Handlers Union needs your assistance in Safety.

We are in need of Safety Representatives. As a MOU Safety Representative you will be trained as a liaison between fellow Mail Handlers and Safety. Some of your duties will include assisting fellow Mail Handlers in reporting hazards, unsafe conditions, and practices to management, or by completing 1767's, and 4707's, and following up on them. Vacancies are available at:

**Denver GMF/P&DC Tour3,
Denver MPA Tours 1 & 3, and
Denver BMC**

In addition, the Union is soliciting participants for the Denver P&DC Ergonomic Risk Reduction Process (ERRP). There are 2 openings on T-2 at the MPA.

I would like to take this opportunity to thank Chris Jarisch for his time as our BMC Safety Representative. If you are interested in the BMC

safety representative position, please provide your written request to BMC Branch President Mark Lofthouse. Brother Lofthouse can be reached at 303-853-2885.

If you are interested in one of the Denver P&DC's GMF or MPA openings, please contact Andy Jimenez at 303-853-6884.

Picnic Scheduled for June 28, 2008

I am pleased to report that the 2008 picnic has been scheduled for Saturday June 28, 2008. Due to popular demand and overwhelming success, we will once again return to Lakeside Amusement Park for the annual event. Additional details will be posted in the near future. Please mark you calendars and plan to attend.

Colorado Springs Bid Annual Process

The Colorado Springs Plant Manager has notified the Union of his decision to assume full control of the bid annual process. In the past, the Union was involved and assisted in the process. Management has unilaterally stated that they will *control the process and absorb all duties by soliciting, collecting and assigning bid annual* without Union involvement.


The Colorado Springs LMOU states that Bidding for the choice vacation period will commence on January 1 of each year. The bid annual selection process was recently terminated; there were several errors. Management will be starting the process from the beginning.

The Union will monitor the process and file grievances as appropriate. In addition, permit me to remind you that we have appealed the Colorado Springs Local Memorandum of Understanding. The Union and the USPS are in dispute over items C, D, H, I & P. We have posted the Plant Managers notice to the Union with our reply (in Colorado Springs) for you information. Additional details will be posted as this situation develops.

Christmas and Membership Appreciation

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

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

In Unity, 
 Michael J Hora
 President,
 NPMHU Local 321