

COLORADO



LOCAL 321

NATIONAL POSTAL MAIL HANDLERS UNION

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

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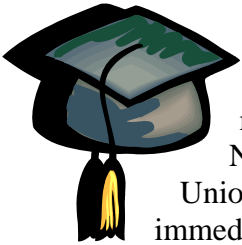
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~~FOR YOUR INFORMATION~~

December 5, 2008

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.npmhu.org. Applicants must submit complete applications and the related materials to the Scholarship Committee on or before March 15, 2009.

Union Plus® Scholarship Program

Since 1992, the Union Plus Scholarship Program has awarded more than \$2.5 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, 2009. Applications can be downloaded at <http://www.unionplus.org/>. The amount of the award ranges from \$500 - \$4,000. This is a one-time cash award to individual winners for study beginning in the fall of the same year.

Local 321 Scholarship Program

The Local 321 Executive Board has unanimously approved a motion to continue funding our scholarship program for the current school year. With this decision came my appointment of our new Scholarship Committee Chairman: Ed Flagg.

The Board has approved (5) five-hundred dollar scholarships for the 2009-2010 school year. The scholarships are randomly awarded to Local 321 members and dependants consistent with

scholarship program rules. Applications must be received by April 17, 2009.

Applications will be distributed to every facility. Please see your Union representative for a scholarship packet. This information can also be accessed at www.local321.org; you can also request a scholarship packet by calling 303-227-5231 or 303-455-6400.

Bid Annual

Don't miss your chance to submit for 2009 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 > Feb 28
Denver BMC	Nov 3 > Jan10
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

NIOSH to Analyze Flat Prep Duties

As I previously reported, the Union is deeply concerned about the disproportionately high number of injuries occurring in the flat operations, specifically on the AI flat prep work stations. OSHA has deferred the Union's complaint to the National Institute for Occupational Safety and Health. NIOSH officials have confirmed their intent to investigate the matter.

Annual Leave Exchange Option

Employees may use the Annual Leave Exchange Option to receive a lump-sum payment in their paychecks dated January 23, 2009 in exchange for a portion of the annual leave that otherwise would be advanced to them at the beginning of the 2009 leave year.

To be eligible, mail handlers must have an annual leave balance of 440 hours at the end of the 2008 leave year and have used less than 75 hours of sick leave during the 2008 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, 2008.**

Local 321 Names New Legislative and Political Coordinator

It is my honor to name Denver GMF Mail Handler and Union Steward Zack Mischo as Local 321's new *Legislative and Political Coordinator*. Brother Mischo has a ravenous passion for politics; his commitment and dedication was obvious as he shined throughout the Labor 2008 campaign.

In this position, he will work diligently to champion federal and Postal issues at the state and national level. Zack will work with the Local leadership in all matters of politics.

He will work closely with BMC Branch President Mark Lofthouse furthering the efforts of the BMC Task Force goal to preserve all work performed in BMCs. Our political program will continue to actively oppose all *Do Not Mail* Legislation, subcontracting and other anti-Union agendas while educating members on labor friendly candidates. This agenda will require a solid legislative and political presence. Please join me in congratulating Brother Mischo. I have no doubt that he is up for the job.

Stacked Pallets Fall MPA Mail Handler Injured

In the early hours of November 26, 2008 a stack of palletized 115 flats tipped over, trapping a mail handler at the Denver Mail Processing Annex. The employee's ankle was pinned under a pallet and he was buried chest-high in flat bundles. Several employees rushed to offer assistance while another prevented additional pallets from tipping on him.

The fire department was called and the mail handler was transported to the hospital. Our mail handler has several cracked ribs, but this could have been much worse. The Union's representatives are working with management to address and correct any unsafe factors.

Specifically, the maximum height limit on stacked pallets will be reduced and the mailer will be contacted concerning improperly wrapped/strapped pallets. All forklift drivers should be particularly cautious when handling stacked pallets. Do not attempt to transport unstable pallets; when stacking pallets, always place the larger pallet on the bottom and the smaller pallet(s) on the top.

When unloading pallets from trailers, do not hesitate to complete a 1767 safety hazard report and submit it to management or the Union if you notice that the condition of arriving pallets is unsafe. The mailers are required to wrap and strap palletized flats in a manner that makes it possible to transport and handle pallets safely. If the palletized flats are tipping over and falling apart as you unload the truck, please take the time to bring this to the Union's attention. You may be preventing an injury. The Union also wants changes to 84C (wiretainer) handling procedures. Additional details will be posted soon.

Christmas Q&A

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 Dec 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, Dec 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.*



Happy Holidays

On behalf of the Local Union Executive Board and State Council, I would like to wish each and every member and your 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 and a King Soopers gift card to every Colorado Mail Handlers Union member. Happy Holidays!

In Unity, **Mike**

Michael J Hora
President,
NPMHU Local 321