



## Colorado Mail Handlers Union, Local 321

**FYI Update**

**December 2, 2009**

**NPMHU**

# Management Proposes to Excess and Reassign NDC Mail Handlers to the Denver P&DC

### Union Fights NDC Reassignments

On December 1, 2009 Union officials met with management to discuss their proposed staffing reductions for Denver's Network Distribution Center (NDC). The agency's initial *impact statement* was provided to the Union at the regional level on October 26, 2009. The packet forecasted the elimination of 52 NDC mail handler positions.

In yesterday's meeting, management indicated that the number of mail handlers to be involuntarily reassigned has been reduced to **24**. To be clear, management is proposing to reassign 24 junior Fulltime Regular (FTR) NDC mail handlers to the Denver P&DC. As of now, management states that the reassignment will be effective on February 28, 2010.

The Union opposed management's October 26 plan to excess and reassign 52 mail handlers, and we adamantly believe that the current plan to reduce the NDC by 24 FTRs is also severely flawed.

Management does plan to utilize casuals during the Christmas *casual exception period*. By contract, the Union cannot challenge casual usage during this period. On the other hand, all casuals must be eliminated in the affected craft before excessing and reassignments can occur. Management claims that all casuals will be promptly terminated after Christmas. If this is true, the casuals are a non-issue.

During meetings, the Union argued that the action is premature for the following reasons:

- The NDC nationwide-transition is not complete;
- 2010 volume is unknown;
- The future of the MPA is in question. This will impact NDC operations;
- Flat Sequencing System deployment is in question. This will affect operations in the entire cluster;
- The agency failed to consider the forthcoming impact of the NRP;
- The agency's complement an attrition data was inaccurate;
- The agency failed to consider the fact that that overtime must be eliminated or reduced significantly. E.g. *you can't excess only to call overtime on those that remain.*
- Finally, the USPS has a distorted opinion about why BMC PTFs were 'encouraged' to transfer to the P&DC in July of 2009, only to be told NO a week later.

- The USPS had PTFs willing to transfer to the Denver P&DC in June, and now the USPS is going to FORCE FTRs into the P&DC thru excessing. The USPS is also exploring their compliance obligations to Article 12.C5a3.

By contract, management must provide 60 days notice to the effected employees. The Union believes that this notification should be detailed enough to minimize the dislocation inconveniences to affected employees. This means that the letters should provide information about the pending reassignment. The letters should also detail the options provided for by Articles 12.6C5b6 & 12.6C5b8.

- *Any senior employee in the same occupational group in the same installation may elect to be reassigned to the gaining installation and take the seniority of the senior full-time employee subject to involuntary reassignment. Such senior employees who accept reassignment to the gaining installation do not have retreat rights.*
- *A full-time employee shall have the option of changing to part-time flexible in the same craft or occupational group in lieu of involuntary reassignment.*

As of now, management is planning to issue the letters around December 28<sup>th</sup>. How is that for a Merry Christmas? The Union is doing everything possible to minimize these reassignment and relocation inconveniences. The Union is working to reduce the number further, but we are faced with the reality that mail volume continues to spiral downward. Additional information will be put out as the situation develops.

### Colorado Station Update

#### **Boulder: DBCS Moved**

All of Boulder's DBCS machines have now been moved to the Denver GMF. Four mail handlers will be excessed to the Denver P&DC effective 12/18/09. All 4 have made job selections and accepted P&DC reassignment positions.

The Union has filed grievances that will be appealed to Step 4 asserting that the USPS failed to offer proper 60 day notification to Boulder's mail handlers. Boulder will be down to 12 mail handlers on Dec 19, 2009. These remaining mail handlers are now facing management's promise of split days off.

### **Englewood: Centralization Complete**

Management has involuntarily transferred 1 clerk from Englewood to the Mail Handler craft in the Denver P&DC. By contract, this employee transfers into the same category held, beginning a new period of seniority. The Englewood clerk transferred into the GMF as a FTR with a seniority date of 11/7/09.

### **Ft. Collins: DBCS Moved**

Our Ft. Collins facility has endured a significant reduction in mail handler staffing due to the VERA/early-out opportunity and transfers. They mail handler staffing is down 50% in 1 year. The Union continues to fight management's decision to give mail handler work to the rural carriers and clerks. Our Ft. Collins members are also faced with management's threat of split days off.

### **Littleton: Centralization**

According to management, December 4, 2009 is last day that our mail handlers will work in Ken Caryl Ranch, Centennial, and the Main Office. All will be shifted to the Highlands Ranch Branch.

The Union will challenge all cross-craft violations and file the appropriate grievances in each station. Management has acted with total disregard to our National Agreement.

### **Grand Junction: Update**

Grand Junction is in a very unique situation. Their remote proximity has made our *Western Slope* mail handlers immune to the reductions being experienced by the rest of the state (and country). In fact, just the opposite is true.

Management has placed all Grand Junction's vacant mail handler positions into withholding, refusing to fill necessary positions. Nearly 20% of Grand Junctions mail handler positions are vacant and in withholding.

As a result, our mail handlers on the OTDL are getting maximum overtime. Unfortunately, so are those not on the OTDL. Moreover, management has violated the negotiated casual cap limitation for several months. They simply do not have the necessary staffing to move the mail. The Union will continue to file the grievances.

In Unity,

*Mike*

**Michael J Hora**  
President  
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