



NATIONAL POSTAL MAIL HANDLERS UNION

Division of the Laborer's International Union of North America,
AFL-CIO
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~~ FOR YOUR INFORMATION ~~

February 26, 2004

BMC Casual in Lieu of Settlement: \$725,000.00

As you probably know, our National Agreement places several restrictions on how management may employ casual employees. The use of casuals is limited to 12 ½% complement, and casuals are limited to (2) 90 day terms of employment. In addition, the contract says casuals are supplemental and cannot be utilized in lieu of a career employee. Our BMC grievance challenged the USPS longstanding methodology of casual usage.

We have secured the largest settlement in the history of Local 321. Denver BMC mail handlers will be proportionately made whole for a combined settlement of \$725,000.00. A copy of the settlement is posted on our Internet site at www.npmhu-local-321.org.

Please join me in thanking the BMC Union representatives for their time, efforts and dedication. The Local Union participated in several tumultuous negotiating sessions over the past several months. This case could have been settled sooner for much less, but we held firm and prevailed. I can confidently tell you that we held out for the best possible settlement, and we were able to resolve the grievance without testing the risky and dangerous waters of arbitration. The BMC mail handlers should be commended for their patience.

The settlement will be distributed pro-rata, based on the number of pay periods each mail handler worked during the time of the grievance. Disbursement details are posted on the mail bulletin board outside the cafeteria entrance.

GMF: 19 Part-time Flexible Mail Handlers Converted to Regular

I am please to report that the Local Union has reached agreement with the Postal Service on several issues directly relating to the use of PTF's, scheduling and their conversion to regular. On February 24, 2004, management agreed to convert 19 additional PTF mail handlers to regular. The effective date should be March 6, 2004.

In addition to the 19 PTF conversions, management has agreed to return to a more reasonable scheduling methodology for the remaining PTF's. While it is clear that PTF's are the flexible workforce, and they may be utilized as such, management has agreed to make every effort to place the remaining PTF's into a more systematic 5-day schedule. As required by Article 11, this schedule will certainly change during holiday weeks, and it will occasionally change due to operational demands, but the routines of a 6-day workweek will stop.

It is easy to assume that no one enjoyed any part of a 6-day work week; it was a rough stretch. It was through strength and unity that we were able to stick together, fight the fight and secure a decent settlement. The Denver P&DC stewards filed a multitude of grievances addressing every aspect of the issue, and making every possible argument. We had active (PTF/ Maximization/ Casual) grievances pending at every stage of the grievance process to include docketed for arbitration.

One reason we are able to secure these conversions to regular is because Colorado does not have enough mail handlers. While past actions do not guarantee the future, history has proven that mail handlers in the larger facilities are typically converted to regular very quickly. I can tell you the same article 7.3 conversion arguments are being made in the BMC as we speak.

The point is that the Colorado/ Wyoming District is still accepting voluntary transfers into the mail handler craft. These transfers are currently open to many of our Colorado facilities; these openings change weekly. If you know a craft employee that is interested in transferring to the mail handler craft, let them know how our PTF's are treated.

If you know of another craft employee that is interested in changing to the mail handler craft, please let them know that their requests should be forwarded to Steve Roberts in the administration building; encourage them to forward a copy to me at the hall. The mail handler craft; it's not a bad place to be. The Union will do everything possible to make the transfer happen.

Colorado Blizzard (Act of God) Grievances

One of the most popular questions these days surrounds the status of our blizzard grievances. I know everyone remembers the "*perfect storm*." On March 18, 2003 the northern Colorado area was blasted with the biggest storm in recent history; the press characterized the blizzard as a *100 year storm*. The average snowfall amounts topped 40 inches.

In any case, ELM 519 provides for administration leave for Acts of God which cover certain events and circumstances such as community disasters, fires, floods or storms which prevent "*groups of employees from reporting to work*." Our blizzard impacted nearly every Denver Metro-area employees, and in the Union's opinion, we are entitled to Act of God admin-leave for the time in question; this is the gist of the grievance. How much admin-leave are we entitled to?

We have successfully secured Act of God/ blizzard compensation for our Littleton and Ft. Collins mail handlers. In addition, the BMC blizzard grievance is now docketed for arbitration (and is the back-up case) for May 12, 2004. The Denver P&DC (AMC/ GMF/ MPA) blizzard case is also in the grievance process. In all likelihood the P&DC blizzard case will be on an upcoming arbitration docket soon. Watch the bulletin boards and newsletters for additional information.

Air Mail Center: New Conveyors and Tendering System

The Postal Service will soon be installing a new conveyor system in the Denver Air Mail Center. The new system will make it easier for commercial carriers to tender inbound mail to the mail handler crews. The current system forces this exchange of mail to occur outdoors, or the airline crews bring their vehicles and mail equipment into the AMC; neither option works very well. The new tendering conveyor system will provide a means to tender this inbound mail to the mail handlers through security bay doors. The airline crews and vehicles will remain outdoors, and their mail will be tendered through garage doors to a dual level multi-legged conveyor system. These changes are not expected to have a negative impact on the mail handler craft whatsoever.

Voluntary Early Retirements

The deadline to submit one's Statement of Interest (SOI) to participate in the mail handler voluntary early retirement has passed. The Postal Service has finalized the list of those expressing interest. Sixty-four Colorado mail handlers have submitted their SOI's. Here is how those numbers were reported:

Boulder = 2	Colorado Springs = 3	Denver BMC = 19
Denver AMC = 6	MPA + GMF = 29	Littleton = 1
Grand Junction = 3	Longmont + 1	

These eligible mail handlers should be notified of an upcoming retirement counseling session soon. Everyone has unique circumstances and questions. Make sure you attend this informative session. If you have questions, or you are not provided with a group retirement counseling session opportunity, please contact Char Ehrenshaft at 303-853-6098 to schedule a one-on-one retirement counseling appointment. You will have until April 16, 2004 to finalize your voluntary early retirement decisions; after April 16, 2004 the decision is irrevocable. On behalf of the Local 321 Executive Board, Council and membership, I wish you the very best in your upcoming retirement!

Union Solidarity/ Membership

The vast majority of our members have supported the Union from day one. You were hired into the Postal Service and immediately joined the National Postal Mail Handlers Union. My hat is off to you all! Others put this decision off and join at a later date; we welcome you with open arms. It takes a strong Union with a solid financial structure to fight the fights outlined in this FYI. Every mail handler benefits in some way and every mail handler should do their part; at a minimum— You should be a member. If you know a non-member, remind them that the Union is working hard to protect their wages, benefits and rights; we are bending over backwards to protect their job and enforce the contract. Ask a non-member to join the team. We need and deserve everyone's membership.

In Unity,

Michael J Hora
President, Local 321