

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~~

February 9, 2006

Light Duty Bidding

I have received many questions about one's rights to bid while on light duty. I will give you the highlights on your rights and management's options.

Under no circumstances can a mail handler hold 2 bids. If a light duty bidder is declared the successful bidder, they get the job and all rights associated with it; this means schedule and pay location, but the higher level pay may be withheld until you actually perform the work in the higher-level bid.

Under all circumstances, without exception, the old bid **must be declared vacant**. The light duty bidder has no rights or entitlements to his or her old bid after being identified as the successful bidder, so bid with caution. There is no such thing as *pending*; a light-duty bidder cannot fall-back to their old position.

If a light duty bidder is awarded the job, the USPS has the right to require medical certification of one's ability to assume the new bid within six months. If the light duty bidder does not provide the requested documentation, s/he becomes an unassigned regular and the bid in question should be reposted for installation-wide bidding.

The main point is that regardless of what the medical certification does or does not show, the light duty bidder has no contractual rights to return to their previously held bid. It cannot be *held* while the certification process runs its course. The CIM requires that the previous bid be declared vacant.

If light duty bidders do provide the necessary medical certification, they can occupy the bid for up to one year consistent with provisions C & D of the *Light Duty Bidding* MOU, but after one year they will become an unassigned regular if they cannot assume the position.

The MOU on Light Duty Bidding can be found on page 135 of your contract. Additional questions should be directed to your Branch President, Union Steward or the Hall.

Global Positioning Technology to Track Mail Handler Movement

What if management could track your physical movement with global positioning system (GPS) technology? Just when you thought you have heard it all; the Postal Service has previously announced plans to install a Powered Industrial Vehicle Management System (PIVMS) in Colorado. The time is now, installation is underway in the Denver BMC, and the Denver GMF has recently approved their PIVMS

purchase. This is a computer-based graphical viewer system that deploys GPS technology within the facility to track the location of powered industrial equipment and communicate with its operators based on triangulation methods in use with fixed transceivers situated throughout the facility.

The system will provide the current location of each powered industrial vehicle. It is supposed to ensure that only qualified, trained operators have access to powered industrial equipment, and that the equipment is not operated until a pre-tour safety checklist has been completed. PIVMS will measure the amount of time an operator is logged onto the vehicle and the amount of time the vehicle is in motion (and idle).

PIVMS also will ensure that in the event of a collision of sufficient impact to result in injury or damage to mail or equipment, there is confirmation on the identity of the operator who was allegedly responsible for the event. Depending on the G-force of the impact, the tow motor may become immediately immobile; less severe impacts will permit powered movement for a short distance before becoming disabled. The Postal Service believes the system will:

- *eliminate the unauthorized use of powered industrial vehicles,*
- *reduce injuries caused by unsafe operation of PIVs,*
- *reduce damage to mail and equipment caused by unsafe operation of PIVs,*
- *reduce the number of work hours used to transport mail and equipment,*
- *reduce the number of pieces of equipment needed to perform this work,*
- *and reduce the number of work hours needed to maintain its fleet of PIVs.*

We have been assured by management that the data collected by PIVMS will not be used for disciplinary purposes. If you determine that this is not the case, please contact a Union steward immediately. As with all new technology, there will be bugs. The BMC operators will be the first to experience the technology. We will post additional information as it becomes available. Play is safe, big brother will be watching very closely.

Scholarships

Your Local 321 Executive Board has approved 5 five-hundred dollar scholarships for the 2006-2007 school year. Please see your Union steward or Branch President for a scholarship packet; scholarship information can also be downloaded at www.local321.org. Applications must be received at the designated Post Office box by April 12, 2006.

Please review the scholarship rules and instructions for additional details. Specific questions should be directed to the Scholarship Committee Chairman, Don Gonzales at 303-455-6400.

The application process is also now open for the NPMHU National Scholarship Program. The NPMHU Arthur S. Vallone Scholarship deadline is **March 15, 2006**. This 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 degree, whichever occurs first (for a maximum of \$4,000 per recipient over 4 years). Additional scholarships may be awarded, depending upon the number of applicants and the number of renewals each year. Details, instructions and applications are available at www.npmhu.org. They are also available in your facilities.

Payment for USPS Medical Unit Blood Pressure, Vision and Hearing Examinations

It has been brought to my attention that some employees are having their vision, hearing and/ or blood pressure checked at the USPS medical unit while off the clock. This is improper. If you are performing a task as directed by management, it is considered *suffered or creditable work time*, it is compensable work hours. If you are directed to report to the medical unit for an examination or to be treated for an injury, you should be on the clock.

Section 146 of Handbook F-21 says in part, *on the service day on which an employee becomes ill, is injured, or requires a fitness for duty examination and is directed by management to an on- or off-site medical unit, all time that would have been worked, including time that the employee would have been directed to work that day beyond the regularly scheduled tour, but which the employee spent waiting for and receiving medical attention, is credited as work time*. If you are directed to report to the medical unit while off the clock, please request to see a Union steward immediately; a grievance should be filed.

Membership Drive/ Bounty Program Extended until March 31, 2006

As you should know, the NPMHU has initiated a bounty program wherein they are paying \$50 if you sign up a non-member. The rules of the program state: *To qualify for payment, the current member, steward, or officer must (1) sign up a mail handler who was hired prior to February 1, 2005 (signing up newer employees - those hired since February 1, 2005 will not qualify for payment) and (2) send in the newly-developed sponsor card (hard copies of which also have been mailed to all officers and stewards) to the National Office no later than **March 31, 2006**. The National Office will monitor the dues check-off report, and will send a \$50 check to the organizer once the eligible new member appears on dues check-off. **Remember, a separate \$50 bounty will be paid for each recruited non-member, consistent with the provisions detailed above, and therefore members who are effective organizers can earn multiple payments.***

Additionally, Local 321 has come up with a supplemental bounty program for Colorado mail handlers. We will be giving away a 27”

TV/DVD/VCR. Any Local 321 member who earns a bounty under the current National program will receive one entry per sign-up for a drawing for the TV. On **May 26, 2005** one random name will be drawn from all of the entries to win the TV. So far, 5 members have qualified bounty entries into the TV drawing. Sign up a non-member, send in your sponsor card and you could win a 27” TV/DVD/VCR valued at nearly \$500.

State Capitol Lobby Day

Hundreds of union members from dozens of unions will gather at the state capitol in support of legislation for working families. Join us for Lobby Day at the Capitol Monday February 13th, 8am to 12:30pm. When there is a large union turnout at the capitol, it makes it much easier to get good legislation passed. Proposed legislation includes:

- Unpaid leave to allow parents to be involved in their children’s school.
- Freedom for workers to choose their doctor when injured on the job.
- Best-value contracting on state projects.
- Stop Colorado state jobs from being sent overseas.
- Stop taxpayers from picking up the tab for Wal-Mart employees’ health care.
- Bring “sunshine” & accountability to the state procurement process so people could go on the internet to see where their tax dollars go.
- Freedom for workers to organize unions without employer intimidation.

Lobby Day at the State Capitol Monday, February 13th. 8am to 12:30 pm.

Meet at First Baptist Church, 1375 Grant St.
For more info or for optional RSVP contact Sara at 303 433 2100, extension 5620 or skuntzler@coafclcio.org

Tragedy in Santa Barbara, California

The National Postal Mail Handlers Union joins the entire postal community in mourning the victims of the January 30th shooting at the Santa Barbara Processing and Distribution Center in Goleta, CA. Our thoughts and prayers are with the families and friends of everyone affected by this senseless tragedy.

A fund has been established by the City of Goleta and the Community West Bank in an effort to assist the families of the victims of this tragedy. Local 321 has made a contribution of \$200 to this fund. Personal contributions can be mailed to the following address:

**Postal Memorial Fund
c/o Community West Bank
5827 Hollister Avenue
Santa Barbara, CA 93117**

Cards and expressions of sympathy can be mailed to P.O. Box 24006, Santa Barbara, CA 93121. These cards will be shared with the families of those killed in this senseless attack.

In Unity, *Mike*

Michael J Hora President,
NPMHU Local 321