



Colorado Mail Handlers Union, Local 321

FYI Update

February 19, 2010

NPMHU

USPS Delays Plan to Excess and Reassign 24 NDC Mail Handlers

On December 14, 2009, management notified the 24 junior FTRs in the Network Distribution Center that they would be excessed and involuntarily reassigned within 60 days. This decision has been delayed.

On January 12, 2010, management notified the Union that *due to the National Reassessment Process currently underway at the Network Distribution Center, the anticipated date of impact for excessing mail handlers out of the NDC may be changed to a later date. As soon as the review by the National Reassessment team is complete, the agency will determine a future date of impact.*

Presumably, the number to be excessed from the NDC will be reduced based on the impact of the National Reassessment Process. Additional details will be posted as they become available.

Arapahoe County Primary To Be Conducted by Mail

Thanks to the written response from Union members and Arapahoe County residents in general, the August 10, 2010 primary election will be conducted entirely by mail for Arapahoe County voters, this pending agreement by the county's board of commissioners.

Arapahoe County Clerk and Recorder Nancy Doty will recommend that the county switch to the mail-in system after receiving overwhelming support from the public.

In a local paper, Doty noted, "A majority of respondents said they preferred the mail-in ballot for convenience. A smaller percentage of people cited lower costs, increased voter participation and more time as reasons for the preference."

National Reassessment Process Impacting Denver NDC and P&DC

Phase 2 of the National Reassessment Process (NRP) has made its way to the Denver plants and is in full-swing. The Postal Service has furthered the process of evaluating one's limitations against available work.

In many cases, injured craft employees are being walked out the door asserting that there is no work available for them within their medical restrictions and limitations. Others are receiving reduced schedule job offers based on available work. If you are summoned for a NRP interview, please request a Union steward.

In the past 2 weeks, 16 mail handlers were walk out of our Denver facilities as the

In the past 2 weeks, 16 mail handlers were walked out of our Denver facilities as the agency asserted no work available; 6 others were offered jobs of significantly less than 8/40 hours...

agency asserted no work available; 6 others were offered jobs of significantly less than 8/40 hours.

A sampling of these job offers includes 8, 9 and 14 hours per week spread out over 1, 3 & 4 days respectively. Unless and until mail volume improves, the USPS will continue to assert that they do not have work for all injured employees.

Each situation will be unique. As captioned above, many employees are being offered modified job offers in the form of reduced schedules. In each case, the affected employee has several options. When the Union can show that the USPS did not make an adequate search for work, or when we can show that there is available work within one's restrictions that was not offered, a grievance will be filed. There are also EEOC, OWCP and possibly MSPB options available to impacted employees.

USPS to Excess and Reassign Boulder Mail Handlers

On December 18, 2009 we had 16 mail handlers in Boulder Colorado. By early November, all DBCS machines were consolidated into the Denver P&DC. As a result, excessing occurred in mid-December reducing Boulder's mail handler staffing to 12. As a direct result of mail processing centralization and reduced mail volume, these remaining mail handlers will be excessed to the Denver P&DC effective March 13, 2010. All pending grievances have been combined and settled for a lump sum amount of \$16,000.00. All bid abolishments (that were to be effective on February 12, 2010) were rescinded.

The deployment schedule and the future of the Flat Sequencing System (FSS) machines is largely unknown. The FSS technology is proving problematic. The FSS deployment will directly impact Boulder's future operations. With FSS in doubt, the Union has preserved the right to survey Boulder operations at a future time of our choosing. The Union will continue to monitor Boulder operations and mail volume to determine our future course of action.

All Boulder mail handlers will be reassigned with full craft seniority and their full-time regular status intact. These reassignments shall be treated as details for the first 120 days in order to prevent inequities in the seniority lists at the gaining installation. The 120 days is computed from the date of the first detail of a Mail Handler to the Denver P&DC from Boulder. Therefore, all Boulder mail handlers will be permitted to bid in the Denver P&DC with full seniority on April 19, 2010.

NPMHU Arthur S Vallone Scholarship Program

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.

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).

Applicants must submit complete applications and the related materials to the national Scholarship Committee **on or before March 15, 2010.**

Information is available at www.npmhu.org

Local 321 Scholarship Program

Local 321's Executive Board unanimously approved a motion to continue funding our Local scholarship program for the next school year.

The Board has approved (5) five-hundred dollar scholarships for the 2010-2011 school year. The scholarships are randomly awarded to Local 321 members and dependants consistent with scholarship program rules. Applications must be received by April 16, 2010.

Applications will be distributed to every facility. This information will also be available at www.local321.org; or you can also request a scholarship packet by calling 303-455-6400.

Aprons

The Local Union's apron supplier recently went out of business. Our supplier's prices were extremely reasonable (perhaps *too* reasonable). We are diligently working to find a new and affordable supplier. We are working with several vendors to secure a new product line. We appreciate your patience during this transition. We hope to have aprons available soon. Your patience is appreciated.

Part-time Regular Conversions in the Denver P&DC

Through negotiations, the Union was able to secure the conversion of 16 part-time regular (PTR) mail handlers to part-time flexible (PTF) in the Denver P&DC. By *Memorandum*, this is an optional conversion made with one's written request and affirmative acceptance.

In our current environment, the decision to accept the conversion is a tricky one. For that reason, the Union met with each PTR in advance. The fact is, management could reduce a PTF's hours on a whim. Some will understandably view the move from PTR to PTF as an unacceptable risk. Those happy with their PTR status will remain status quo, and those accepting conversion are one step closer to becoming a full-time regular (FTR).

We are also working to secure (PTF) to (FTR) conversions. Additional details will be posted very soon.

In Unity,

Mike

**Michael J Hora
President
NPMHU, Local 321**