

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~~

July 05, 2007

Official Personnel Folders to be Converted to Electronic Format

Source: NPMHU March CAD Report

The Postal Service has reported that the Office of Personnel Management (OPM) is requiring the agency to convert all employees' paper Official Personnel Folders (OPF) to an electronic format. The USPS has starting the process of converting more than 800,000 folders that each averages more than 100 pages. The NPMHU is meeting with management to monitor procedures and progress.

The Union raised several concerns about the scanning process, security and accessibility to the files. The Postal Service insists that the electronic folders will be more secure than the current paper OPF folders, and that strict adherence to all applicable laws governing access will be enforced.

The Union was recently provided with a conversion schedule to the new electronic format. Management will begin shipping all Colorado and Wyoming OPFs to the vendor to be scanned electronically in October. When the conversion is complete, all employees will have password protected access to their OPF online. Additional information will be posted as it becomes available.

Michael Hora Appointed to the NPMHU Committee on the Future

Source: NPMHU June Update

National President John Hegarty recently announced my appointment to the NPMHU Committee on the Future. Please permit me to express my gratitude to President Hegarty and the National Executive Board. I am humbled and honored and I look forward to the opportunity this appointment represents. The Committee on the Future was created by the National Executive Board in 1996; they are tasked with representing a wide array of issues such as:

- privatization of the USPS, and its potential impact on the mail handler craft;
- the future of the NPMHU's legislative relations with Congress;
- USPS automation and other technological changes affecting mail handlers;
- financial planning for the NPMHU and its Local Unions in the absence or curtailment of associate membership dues;
- the NPMHU's long-term approaches to membership recruitment; and
- other issues that may be suggested by the Local Unions or the membership.

Many of you have offered words of encouragement and congratulations to me, and I thank you for this. I look forward to working with the committee members. To answer the most common question given rise by this appointment: it

is not full-time and does not require my sustained presence outside of Colorado. I will continue to perform my Local Union duties in Colorado.

AMC Closure Update

By Cindy Hoehl-Rinker

P&DC Branch President

Management has confirmed that Denver Air Mail Center operations will be moved to the Mail Processing Annex on August 27, 2007. The game plan is to move the low cost conveyor line from the AMC beginning on August 18, 2007 after the morning dispatch. While maintenance relocates the conveyors, the AMC will continue to move the mail using other existing belts to accomplish this until closed on August 27, 2007. Plans to use an old low cost conveyor line from Kansas City were scrapped; it was in disrepair.

Management will manually change everyone's finance numbers and will ensure that new operation numbers are added to the MPA time clocks. The USPS does not anticipate payroll problems as a result of the change in finance numbers; however, if you experience a payroll shortage, an adjustment will be done by management upon request to correct the error. It will not be necessary to file a grievance to process these pay adjustments. Management has committed to prompt payroll adjustments as necessary.

What Will Happen to the Remaining AMC Mail Handlers?

Management and the Union must also determine how the change in duty assignment correlates with Article 12.3B7a which requires reposting of the bid assignment with a 50% change in duties performed. The Denver P&DC Local Memorandum of Understanding (LMOU) protects the Union's rights (and we are therefore contractually obligated) to participate in this process. We must jointly determine if the AMC mail handlers will perform duties in the MPA that constitute a 50% change in duties performed; this determination will dictate whether or not the new MPA assignments must be reposted. If the change is greater than 50%, the assignment must be reposted for installation-wide bidding. If the Union and management cannot come to an agreement the Union retains the right to challenge the agency's final decision.

We do understand that the AMC closure not only affects AMC mail handlers, it also affects our craft members at the MPA with the introduction of new work, bids and people, and yes... these mail handlers bring with them seniority.

Assuming that we work out the 50% change in duties piece, affected Mail Handlers will be given a letter which will give them the option to accept or decline the new jobs at the MPA. Consistent with

Article 12.3B7b, AMC mail handlers are the incumbent and they will have the option to accept the new assignment with its change in principal assignment area and physical location. The new area will likely be called "AAA" and will become its own section at the MPA. Those who accept the jobs will be moved over. Those who decline the job will become unassigned regulars (and probably assigned to the MPA anyway).

As the move date gets closer, weekly meetings will take place. We will be working through the remaining issues. Please watch your bulletin boards for updated information.

USPS to Sub-Contract

Workers Compensation Investigations

The USPS has created a Workers Compensation Analyst (WCA) program; it was developed with the goal of aggressively investigating Workers Compensation Fraud. The subcontracting plague has now reached this investigative division of workers compensation. The USPS is subcontracting this work and is currently soliciting proposals from contractors to conduct these investigative duties.

These analysts will provide undercover support to USPS workers compensation investigations through research and surveillance. These analysts will serve as liaisons between the Injury Compensation Unit and the United States Postal Service Office of Inspector General (USPSOIG). If you do not think injured workers are being watched and investigated, please think again. If you have light or limited duty job accommodations linked to medical limitations, you would be well-advised to conform to these limitations both on and off duty; you may not be the only one paying attention.

Tidbits

By John Meding

State Executive Board Member

Here are a few tidbits thrown together for your general information; the information should be particularly helpful to our new mail handlers. First let me address the requested "Change of Schedule". The voluntary request to change your bid assignment cannot be assumed. If the change is not approved and not properly entered into TACS, it will result in both unauthorized overtime and an AWOL if you assume it was approved! If you have submitted a C.O.S. you need to actively pursue an answer. Don't just assume it is approved.

Annual leave is a little different. Even if you have acquired vacation leave with the beginning of the year (choice-vacation) process, you still must submit a 3971 to cover the time off. While most supervisors will check the sheet to see if you are on bid annual, some will not!

Emergencies must be phoned in to the automated phone system whenever possible. If you cannot make the call, then you must submit a 3971 immediately upon your return. If you are less than 30 minutes late, phone in if possible --- then submit a 3971 revising your schedule for that tour.

Remember, sick leave absences in excess of 3 days will require supporting documentation. ELM 513.361 governs documentation requirements of Three Days or Less. It says:

For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service.

If you are requesting to have a day off or to leave early you need to submit a 3971 and get a signed copy back for your records. There are then requirements on the part of management to respond to your leave request.

Department of Labor Reviews Family Medical Leave Act

In December of 2006, the Department of Labor's ESA/ Wage and Hour Division undertook a review of the Family and Medical Leave. The DOL asked the public to assist the DOL by furnishing information about their experiences with the Act and comments on the effectiveness of the FMLA regulations. More than 15,000 comments were submitted. You should not be surprised to learn that the USPS went to great lengths to attempt to undermine and weaken the benefits of the FMLA. Postal Service comments are referenced 21 times in the DOL's 90 page report that was released on June 28, 2007.

The Department of Labor study confirms that "family and medical leave is good for workers and their families, is in the public interest, and is good workplace policy." Commenters consistently stated that the FMLA is generally working well—at least with respect to leave related to the birth or adoption of a child or for indisputably "serious" health conditions. Responses substantiate that many employees and employers are not having noteworthy FMLA-related problems.

Colorado Mail Handlers Annual Picnic Lakeside Amusement Park July 21, 2007

Local 321 cordially invites our members and their families from around the state to attend our annual picnic on Saturday July 21, 2007 at Lakeside Amusement Park at I-70 and Sheridan Blvd. Food will be served from Noon until 6:30 PM. The park is open from Noon until at least 10PM. **Please make sure you have a ticket for EACH member of your party.** Tickets are good for free gate admission, and discounted unlimited ride wristbands. There is no requirement to purchase unlimited ride wrist bands; they are optional, but you do need a member's *Appreciation Day* ticket for free admittance to the park.

Local 321 will be providing our usual array of hamburgers, bratwurst, hot dogs and Italian sausage. Additionally, drinks, chips and a dessert will be available. **Please see your steward or call the union hall for tickets.** The picnic goes on, rain or shine. We hope all members can attend. If you are interested in volunteering for a few hours, please contact Mike or Gonzo at the Union hall at 303-455-6400. We can always use extra help during set-up and break-down. We look forward to seeing you there!

In Unity, *Mike*
Michael J Hora
President,
NPMHU Local 321