



# Colorado Mail Handlers Union, Local 321

## FYI Update

March 16, 2010

NPMHU

### Grand Junction Staffing Critical

Since early-2009, Grand Junction's mail handler staffing complement has been well below what anyone would call adequate. The mail handlers have endured lengthy stretches of excessive overtime, to include 7 days per week, and/or 12 hour days.

It is one thing when volunteers are worked to this degree, but it is entirely another when non-volunteers are forced to work mandatory overtime on a continuous basis. To make matters worse, management permitted casuals to perform mail handler work in excess of the negotiated cap for much of this time. Management even resorted to utilizing rural letter carriers to perform mail handler duties.

Management has paid out thousands of dollars in grievance settlements for cross-craft and casual cap violations over 2009 into 2010. Management has finally realized that the solution to their Grand Junction problem is to increase the mail handler complement. Please join me in welcoming our new Grand Junction mail handlers expected to arrive on March 13, March 27 and early April of 2010.

### Conversions in the Denver P&DC

I am pleased to report that the Local Union has negotiated conversion from part-time regular to part-time flexible and from part-time flexible to full-time regular in the Denver P&DC. The February FYI spoke of these negotiations in general terms; we can now provide details.

Specifically, 10 (ten) part-time regulars (PTR) that requested conversion to part-time flexible (PTF) were converted on March 13, 2010, and 6 (six) PTFs will be converted to full-time (FTR) effective March 27, 2010. Securing conversions during a hiring freeze is an arduous task. Despite USPS arguments for flexibility, we will continue to fight for more full-time positions.

### 60 Day Notice 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. On January 12, 2010, management delayed this decision *pending the impact of the National Reassessment Process*. The 60 days advanced notice of this action has come and gone. In light of the fact that no action was taken by February 13, 2010, we fully believe that any future excessing in the NDC would require a new 60 day notification.

The Union will continue to oppose any involuntary staffing reductions in the Denver Network Distribution Center. Any involuntary reduction of NDC mail handlers will only add to the staffing shortage and will be aggressively challenged.

### Local 321 Scholarship

Local 321's Executive Board unanimously approved a motion to continue funding our 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 have been distributed to every facility. This information is also available at [www.local321.org](http://www.local321.org); or you can also request a scholarship packet by calling 303-455-6400.

### FSM1000

The Union had discussions with management regarding changes to the Flat Sorter Machines FSM1000s in the Denver P&DC. New computer software has eliminated the (clerk) keying function on this machine. With this, management has decided to remove the 1000s completely. This will primarily impact the clerk craft.

The flat section (FSM1000) mail handlers will be absorbed into same-section, performing similar duties. These mail handlers will continue to support flat operations without a change in section.

### P&DC Empty Equipment

The closure of Denver's Mail Transport Equipment Center (located across the street from the MPA) coupled with new handling methods and *Standard Operating Procedures* has brought this issue full-circle. Prior to 1999, Denver had its own Empty Equipment Warehouse; a.k.a. Pay Location 900; it was located on 104<sup>th</sup> Avenue in Henderson. In mid-1999, the USPS closed the facility. All mail handlers were excessed.

With the return of these empty equipment duties and functions, the Union is fighting to have appropriate bid positions created. In the Union's view, these positions should be posted with retreat rights, and should be offered to those 7 remaining mail handlers that lost their Equipment Warehouse bids in 1999.

We are tracking all MTEC

equipment work. The majority of any dedicated MTEC work is occurring at the MPA. Please help the Union document this work by properly moving to operation 549 anytime you are required to perform empty equipment duties.

### FSS Deployment

I recently had the opportunity to visit the West Valley Phoenix L&DC to observe and learn about the new Flat Sequencing System (FSS). The presentation given to the NPMHU officials touted significant software and hardware improvements. One of 3 Phoenix FSS machines had been accepted, and the remaining 2 were in the burn-in phase and acceptance was forthcoming.

There were many problems in the early stages, both with software and hardware. Throughout the deployment process, there many software upgrades and hardware retrofits. The USPS is reporting that there are currently 11 FSS machines running and online in the country with another 39 at various stages of installation to be completed by July of this year. I have no reason to believe that Denver will be excluded from the FSS deployment. The most popular question in Denver is how many FSS machines will we get, and when? This information will be shared when it is available. P&DC mail handlers will also receive information about new FSS bids and delayed or phased acceptance as the machines begin to arrive. The new machines will result in many new mail handler positions. This mail handler work assignment and jurisdictional victory is huge. Additional information will be available in the coming months.

In Unity,

*Mike*

Michael J Hora  
President  
NPMHU, Local 321

## TSP Fund Rates

|                | L 2040   | L 2030   | L 2020   | L 2010   | L Income | G Fund | F Fund | C Fund   | S Fund   | I Fund   |
|----------------|----------|----------|----------|----------|----------|--------|--------|----------|----------|----------|
| 2005           | -        | -        | -        | -        | -        | 4.49%  | 2.40%  | 4.96%    | 10.45%   | 13.63%   |
| 2006           | 16.53%   | 15.00%   | 13.72%   | 11.09%   | 7.59%    | 4.93%  | 4.40%  | 15.79%   | 15.30%   | 26.32%   |
| 2007           | 7.36%    | 7.14%    | 6.87%    | 6.40%    | 5.56%    | 4.87%  | 7.09%  | 5.54%    | 5.49%    | 11.43%   |
| 2008           | (31.53%) | (27.50%) | (22.77%) | (10.53%) | (5.09%)  | 3.75%  | 5.45%  | (36.99%) | (38.32%) | (42.43%) |
| 2009           | 25.19%   | 22.48%   | 19.14%   | 10.03%   | 8.57%    | 2.97%  | 5.99%  | 26.68%   | 34.85%   | 30.04%   |
| 2009           |          |          |          |          |          |        |        |          |          |          |
| Mar            | 7.08%    | 6.30%    | 5.35%    | 2.82%    | 2.06%    | 0.24%  | 1.38%  | 8.81%    | 8.64%    | 7.20%    |
| Apr            | 9.38     | 8.20     | 6.79     | 3.20     | 2.37     | 0.21   | 0.49   | 9.58     | 15.00    | 12.13    |
| May            | 6.19     | 5.45     | 4.66     | 2.28     | 1.70     | 0.25   | 0.78   | 5.60     | 3.97     | 13.41    |
| June           | 0.09     | 0.12     | 0.14     | 0.24     | 0.26     | 0.27   | 0.54   | 0.24     | 0.73     | (1.08)   |
| July           | 7.01     | 6.16     | 5.16     | 2.44     | 1.94     | 0.28   | 1.59   | 7.58     | 8.66     | 9.74     |
| Aug            | 3.41     | 3.02     | 2.57     | 1.30     | 1.07     | 0.28   | 1.03   | 3.62     | 3.85     | 4.87     |
| Sept           | 3.56     | 3.14     | 2.63     | 1.32     | 1.08     | 0.26   | 1.07   | 3.74     | 5.94     | 3.79     |
| Oct            | (2.15)   | (1.81)   | (1.39)   | (0.38)   | (0.26)   | 0.26   | 0.51   | (1.86)   | (5.51)   | (2.41)   |
| Nov            | 3.98     | 3.55     | 3.00     | 1.47     | 1.27     | 0.26   | 1.30   | 6.00     | 3.85     | 3.16     |
| Dec            | 2.12     | 1.85     | 1.50     | 0.70     | 0.59     | 0.25   | (1.55) | 1.94     | 6.57     | 1.43     |
| 2010           |          |          |          |          |          |        |        |          |          |          |
| Jan            | (2.88)   | (2.49)   | (2.03)   | (0.58)   | (0.45)   | 0.29   | 1.54   | (3.60)   | (2.43)   | (5.17)   |
| Feb            | 2.18     | 1.94     | 1.61     | 0.81     | 0.74     | 0.24   | 0.38   | 3.11     | 4.89     | 0.06     |
| Last 12 Months | 47.08%   | 41.00%   | 33.95%   | 16.67%   | 13.05%   | 3.12%  | 9.40%  | 53.84%   | 67.44%   | 56.07%   |