

COLORADO



LOCAL 321

NATIONAL POSTAL MAIL HANDLERS UNION

Division of the Laborer's International Union of North America,
AFL-CIO

1833 WEST ELK PLACE - DENVER, COLORADO 80211

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~ ~ FOR YOUR INFORMATION ~ ~

May 14, 2008

Union Mitigates T-2 MPA Reductions

The last FYI was published on April 9, 2008. At that time management was proposing drastic changes at the MPA that would have moved all APPS/SPBS mail handlers' report-times to noon (more then 4 hours). This would have resulted in (T-2) excessing and abolishing across the board. By contract, these changes would have required installation-wide reporting of all affected bids.

The Union was able to negotiate less-severe changes that resulted in incumbent/option letters to the APPS/SPBS mail handlers. This means that the changes were ultimately less then 4 hours, and consistent with Article 12.3B6, APPS/SPBS mail handlers were afforded the option of accepting the new report times.

The Union was also able to minimize the proposed reductions in the T-2 MPA's dock/PIT driver section. The T-2 AAA Section and some powered equipment operators will be excessed on June 7, 2008. This is dependent on whether or not each affected mail handler secures a bid before June 7, 2008. Even though there were (T-2) powered equipment and AAA reductions at the MPA, management's initial proposals were much worse. I would ask all those affected to remember that the Union is not responsible for these actions. We are responding to management's actions.

Union Holds Off 2nd Round of Proposed Changes for P&DC

The USPS' quest to cut costs is not limited to the MPA; management is looking at everything. While the dust was settling at the MPA, management was focusing on the Denver GMF. On April 30, 2008 management notified the Union of a proposal to reduce the number of powered equipment operators on Tour 2 at the GMF. They also included a proposal to enact similar reductions on Tour 3 at the MPA.

On May 9, 2008 the Union met with management to discuss these proposals. I am pleased to report that we were able to convince management to hold off on these proposed reductions. We argued that most of the changes on T-3 can be accomplished through attrition and by adjusting bids as they become vacant. This is management's opportunity and the Union's preferred method of facilitating schedule and complement changes without harmful impact to craft members.

Unfortunately, the same is not true for T-2. Very few mail handlers are bidding from T-2. Admittedly, management has few opportunities to change T-2 bids, because they are rarely vacant. This gives rise to the problem and the solution. The Union

convinced management to leave the GMF T-2 PIT bids intact with the understanding that they will occasionally move people off of their bid assignments/section. As long as this is done by juniority, and the moved mail handler is not replaced, management is within their rights.

This is much more preferable then the alternative whereby management would excess and abolish PIT mail handlers from their assignments.

Impact of May 12, 2008 Postal Rates Increase

The Union was able to minimize the proposed reductions understanding the agency's caveat that they fully intend to revisit these issues if mail volume drops after the Postal rates change on May 12, 2008. If this occurs, the Union will again meet with management and do everything possible to stem or mitigate all harmful changes.

Local 321 Scholarship Program

On May 2, 2008 the Scholarship Committee for Local 321 held the drawing for the \$500 scholarships to be awarded to five applicants for the 2008-2009 school year. This year we had 16 eligible applications in the drawing. The five names that were randomly picked and awarded scholarships are:

NAME	SPONSOR	FACILITY
<i>Yeesol Chung</i>	<i>Dawa Chung</i>	<i>Denver BMC</i>
<i>Tori Witherall</i>	<i>Neal Witherall</i>	<i>Denver P&DC</i>
<i>Alexis Martinez</i>	<i>Leo Carrilo</i>	<i>Denver P&DC</i>
<i>Ayrielle Pollard</i>	<i>Avis Pollard</i>	<i>Denver P&DC</i>
<i>Steven Leyba</i>	<i>Diana Leyba</i>	<i>Denver BMC</i>

Congratulations to all of the winners. This is the tenth straight year Local 321 has sponsored a scholarship program for members and their dependants. Please join me in thanking the Scholarship Committee Chairperson Lorie Farrand for a job well done.

Local 321 Delegate Election

On March 5, 2008 the Judges of Election certified the results of Colorado's Delegate Election to the NPMHU National Convention.

I would like to thank our Election Judges, Diana Leyba, Bill Scroggin and Chief Judge Don Mondragon for their honorable work and dedication to the process.

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Convention Delegates

Delegates to the 2008 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. The Local Union President is a Convention Delegate by acclamation consistent with terms of the Uniform Local Union Constitution. Please join me in congratulating the following mail handlers that were elected as Local 321's delegates to the National Convention:

- John Meding
- Cindy Hoehl-Rinker
- Ed Flagg
- Don Gonzales
- Jeff Morgan
- Mark Lofthouse
- Teri Szuch-Jerram

Constitutional Proposals, Amendments and Resolutions

NPMHU Update April 2008

Mail handlers who are members in good standing of the NPMHU are allowed to submit proposals for consideration first by the various committees, and ultimately by the delegates meeting in Convention. To submit proposals, mail handlers must follow the requirements set forth in the NPMHU National Constitution.

Specifically with regard to constitutional amendments, under Article XII of that Constitution, the delegates to the 2008 National Convention will consider and vote upon amendments to both the NPMHU National Constitution and the Uniform Local Union Constitution that governs all Local Unions affiliated with the NPMHU. As stated in Article XII, Section 10: "For proposed amendments to this Constitution to be considered by a National Convention, such amendments must be submitted in writing by Delegates, Local Unions or other subordinate bodies in good standing, or regular members in good standing to the National President no later than thirty (30) days prior to the opening of the National Convention. Such proposed amendments shall be referred by the National President to the Constitution Committee for consideration and recommendation to the National Convention."

The current National Constitution also sets forth the governing procedure for the consideration of resolutions, whether related to legislation or other topics of interest to mail handlers. In particular, Article XII, Section 15 provides as follows: "Resolutions submitted for consideration of the National Convention must be received by the National President no later than thirty (30) days prior to the opening date of the National

Convention. Such resolutions shall be referred to the Committee on Resolutions for consideration and recommendation to the Convention delegates for adoption, modification, or rejection thereof."

Should you have any constitutional amendments or resolutions that you would like to propose, please be sure to follow the procedures set forth in the National Constitution, which essentially requires that all proposals be timely submitted to the National President. Because the opening of the National Convention is set for Monday, August 11, 2008, all submissions must be received at the National Office no later than Saturday, July 12, 2008.

Colorado's Mail Handler Membership Stats

Colorado Mail Handlers
1094
(97%)

Denver BMC
267
(92%)

Denver P&DC
633
(97%)

Colorado Springs
111
(96%)

Associate Offices
83
(95%)

(*Percentages indicate Union membership)

Colorado Mail Handlers Union Picnic: Lakeside Amusement Park, June 28, 2008

Local 321 cordially invites our members and their families from around the state to attend our annual picnic on Saturday June 28, 2008 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.

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. We are anticipating visitors from the NPMHU headquarters in Washington D.C., and the Mail Handler Benefit Plan. Additionally we have invited key political officials representing Colorado on Capitol Hill. We hope you make plans to attend this year's event. Additional details will be posted in the coming weeks.

In Unity, *Mike*

Michael J Hora
President,
NPMHU Local 321