

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 ~ ~

November 13, 2006

It is a very busy and exciting time for members of the NPMHU. No one needs to be reminded of the work and efforts devoted to the recent mid-term elections. These activities are coupled with the expiration of our National Contract on November 20, 2006. And if that is not enough, the NPMHU is in a contract year with Coventry®, the underwriters of our Mail Handlers Benefit Plan (MHBP®). Our current contract with Coventry expires on December 31, 2007.

Campaign 2006

(Excerpts from www.aflcio.org)

I would like to thank all those that volunteered and got involved in the recent mid-term election. I would like to offer a special recognition to Local 321's Political and Legislative Coordinator Steve Brown. Steve's commitment to the Union's political interests is second to none.

The union movement made a big difference on Nov. 7. Organized labor waged a massive get-out-the vote effort, reaching an unprecedented 13.4 million voters in 32 states. Since the beginning of the year, the AFL-CIO union movement has involved 205,000 volunteers who have:

- Knocked on the doors of 8.25 million union voters.
- Made 30 million phone calls to union voters.
- Mailed 20 million pieces of mail to union homes.
- Distributed 14 million worksite fliers.

It is a huge understatement to say that organized labor made great strides on November 7th, 2006. Union voters played a big role in yesterday's historic election; according to the exit polls Democrats won Union households by 30 points. The end result delivered a double-barreled Democratic majority control to the U.S. House of Representatives and U.S. Senate. Hopefully, the Democratic swing will stimulate *worker-friendly* Postal reform legislation.

The pressure is on the next Congress to finally raise the minimum wage after voters yesterday overwhelmingly approved raising the minimum wage in all six states where it was on the ballot.

Voters in Arizona, Colorado, Missouri, Montana, Nevada and Ohio approved measures that raise state minimum wage levels by \$1 to \$1.70 an hour. Add to that the pledge by House Democrats that if they won control of the lower chamber, they

would make raising the federal minimum wage—which has been stuck at \$5.15 an hour for a decade—a priority and the momentum is building strongly for an increase.

National Contract Negotiations

(Excerpts from Contract Update #12)

Bargaining between the NPMHU and the U.S. Postal Service is reaching its final stages, as the November 20th deadline draws near. Negotiations between the parties continue in an effort to reach a negotiated settlement. If a tentative agreement is concluded through bargaining, that agreement would be presented to the NPMHU membership for ratification through a referendum secret ballot vote by mail. If no agreement is reached, the parties will resolve their dispute through interest arbitration proceedings.

As is common in these situations, prior to the November 20 deadline the parties are required to present, on the record, their proposals on both non-economic work rules and economics that they are prepared to put forward in interest arbitration proceedings if the parties eventually reach an impasse in their negotiations. The deadline for work rule proposals has just passed, and the day before it did, the Postal Service submitted a lengthy list of outrageous proposals. The Postal Service has proposed several work rule proposals that, whether considered individually or collectively, would effectively re-write large portions of the current National Agreement to the detriment of all mail handlers. These proposals include the following, among others:

1. *total elimination of protection from layoff*
2. *an increase in the part-time flexible workforce to 30%*
3. *an increase in the employment and utilization of casuals by eliminating the "in lieu of" clause from Article 7*
4. *allowing casual and part-time flexible employees to be scheduled for overtime prior to exhaustion of the Overtime Desired and Volunteer Lists*
5. *eliminating extra pay for the Christmas holiday*
6. *eliminating completely Article 30 provisions on local implementation, as well as all currently existing Local Memoranda of Understanding*

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It goes without saying that these USPS proposals are totally unacceptable. The Postal Service knows this, and indeed the Postal Service knew this even before the proposals were presented.

All Postal Union contracts expire on the same day. The NPMHU, NALC, & APWU are negotiating simultaneously and we are all experiencing similar resistance from the USPS. The NALC is reporting that Postal Service representatives stated they were not prepared to make their economic proposal; did not know when they would be able to make their economic proposal; were not prepared to discuss the substance of their non-economic proposals; refused to withdraw any of their non-economic proposals, including those they acknowledged dealt with other crafts and not letter carriers. Finally, the Service refused to set a date for resumption of negotiations until November 9.

The APWU reported guarded expectations that a final agreement could be reached on or before Nov. 20, but their hopes came crashing down at the negotiating session held Oct. 31, when management presented a series of proposals that, if adopted, "would drastically demean postal employment." The USPS made a similar proposal to the APWU, suggesting the elimination of no-layoff protection, increased use of casuals, expansion of part-time employment, elimination of local negotiations, modification of holiday scheduling and pay and the expansion of work and/or time standards.

GIVE THE GIFT OF LIFE

On November 29th between the hours of 10:00 am and 12:00 pm you will have the opportunity to join the Bone Marrow Donor Registry at the Denver GMF. A bone marrow registry representative will be present at the Denver P&DC to assist you to join the registry. The process to join is effortless and painless; a simple tissue swab test will determine your tissue type.

The cost to register is normally \$30.00. During the month of November, donate 1 or more canned goods and this will cover your registration fee. Your donation will go to the less fortunate in our community.

Educational information will be distributed out to the field within the next few days. Please contact one of your Diversity Team Members or your immediate Supervisor to register.

AFSM Update

Denver's 7 AFSMs have been retrofitted and now have AI and ATHS. The retrofit for AI on both Colorado Springs AFSMs is nearing completion. In Denver, management hired 96 mail handlers to satisfy the staffing demands of these enhanced AFSMs. In Colorado Springs, management is in the

process of hiring 15 career mail handlers; we hope to have these new mail handlers on board by the end of November.

The AFSM staffing and bid build-up in the P&DC has not gone as smoothly as we would have liked. There is significant debate of the proper number of 035/flat-prep positions. Management is posting 20 additional 035/flat prep positions on the Denver P&DC's next DPM and we are having this same debate with COS managers now. The Union is working to ensure that the proper number of AFSM positions are created and posted in the Denver & Colorado Springs P&DCs. In addition, in Colorado Springs, management is addressing the Union's concerns of inadequate training on the modified AFSMs by providing additional training where needed.

38 Used Segway® Scooters up for Auction

The U.S. Postal Inspection Service has teamed up with a national auction liquidation company to sell 38 Segway scooters to the general public by way of an on-line auction at www.dovebid.com. The auction begins at 6am on December 6 and ends at 11am on December 7, 2006. This is your chance to own your own personal Segway scooter.

Air Mail Center Update

By letter dated November 7, 2006 the USPS updated the Union on the status of AMC closures. Management maintains that the type of mail and work previously handled in AMCs is no longer available; therefore correlating operations are not needed. The notification went on to say that Terminal Handling Services (THS) will sublease space at the AMC's.

- **Phoenix** AMC will close 11/11/2006
- **Tucson** AMC is expected to close early 07
- **Omaha** AMF is projected to close in Jan 07
- **Wichita** AMC closed 10/30/06
- **Des Moines** AMF projected to close Jan 07
- **Reno** AMF projected to close in Nov 2007
- **Kansas City MO** AMC will close 11/11/06
- **Portland** AMC expected to close in early 07
- **Boise** AMF expected to close in early 07
- **Denver, Seattle, Minneapolis and Salt Lake City AMC closures do not have a tentative date at this time. Additional details will be posted as the information becomes available.**

In Unity, *Mike*

Michael J Hora
President,
NPMHU Local 321