

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~~

November 16, 2007

#### Mail Handler Wage Increase

The second of 6 general wage increases to be paid to all mail handlers under the 2006 National Agreement will be implemented effective November 24, 2007, and will be reflected in paychecks on December 14, 2007 (PP25-2007).

Printed on page 2 are the resulting wages to be paid to mail handlers for approximately three months, until February 16, 2008 (PP05-2008), when another general wage increase is scheduled to be added to base wages.

In March, each mail handler will also receive the third of 10 negotiated cost-of living adjustments under the 2006 Agreement. This COLA will be paid on the second full pay period after the release of the January 2008 Index.

#### Internet Bidding for Vacant Jobs

If you work in the Denver BMC, Denver P&DC, Colorado Springs P&DC or Grand Junction, you can now bid for new vacant job assignments on-line. The link is hidden inside the *USPS liteblue* site. It is not very easy to find, but the link is there. Simply go to [www.liteblue.usps.gov](http://www.liteblue.usps.gov). You will need your Postal employee ID and Postal personal identification number (PIN) to enter the site. Once in, select the "MY LIFE" tab, then click *eJob Craft Bidding*. From there it is self-explanatory. You will be able to make bid selections, cancel bid selections and confirm your bid count. You may also continue to bid by telephone at 1-800-222-2415 & (TDD Bidding) at 1-800-520-0625. We will continue to update the members as additional locations transition to automated bidding. Littleton should be converting soon.

#### Annual Leave: Carry Over or Sell?

Don't forfeit your annual leave. Every year I get a phone call from several mail handlers in the state who are at risk of losing annual leave. Don't put yourself into this situation. Bargaining unit employees may carry over up to 440 hours (55 days) of accumulated annual leave from one leave year to the next. Please take note of your leave balance and plan accordingly.

If you are in a "use or lose" situation and/or you simply want to sell back some annual leave, you should consider utilizing your negotiated Annual Leave Exchange Option. By contract, the parties agree that mail handler career employees will be allowed to sell back a maximum of forty (40) hours of annual leave prior to the beginning of the leave year provided the following two criteria are met:

- 1) The employee must be at the maximum leave carry over ceiling at the start of the leave year, and
- 2) The employee must have used fewer than 75 sick leave hours in the leave year immediately preceding the year for which the leave is being exchanged.

#### \$10 Gift Cards

The question is, "Are you willing to forgo your \$10 gift card from the Union so that the Union can sponsor as many needy families as practical during the holiday season? Vice President Don Gonzales posed an idea to the Executive Board which has been tossed to the membership for feedback. In the past, if the budget permits, the Local purchases \$10 King Soopers gift cards for the members at Christmas. Do you support a proposal to sponsor several deserving and needy families in lieu of receiving your gift card? This decision will be made on November 28<sup>th</sup>; you still have time to voice your opinion.

We'd like replies and comments in writing please. You can fax them to the hall, or send them via mail or e-mail to [dgonzales@local321.org](mailto:dgonzales@local321.org), but please give your two-cents on the issue. Thank you for your input!

#### Local Memorandum of Understanding Negotiations

The USPS opened LMOU negotiations in the Denver BMC, and Colorado Springs P&DC. On the other hand, the Union opened negotiations in Grand Junction and the Denver P&DC. All other locations in the state will maintain their current LMOUs through the life of our 2006 National Agreement without change. Negotiations are finalized in Grand Junction and Denver; LMOUs have been printed. Please see your Branch President or steward for a copy of your new LMOU agreement. They are also available at [www.local321.org](http://www.local321.org).

In Colorado Springs, we have a much different situation. The Union was unable to reach settlement on items C, D, H, I and P as identified in Article 30. Management's final offer on each of these items was simply unacceptable. The Union has appealed these items to the respective Area and Regional representatives. The issues are too complex to get into in this brief posting. Therefore, every Colorado Springs member will be mailed a detailed explanation of our concerns regarding your unresolved LMOU negotiations in the very near future.

To put it as bluntly as possible, the COS Plant Manager has assured the Union that he intends to prohibit and disapprove requests for annual leave after the final week of October through the end of the year. He has also promised significant reductions in the number of people who shall receive leave during each week of the choice vacation period. The Union will not be a party to these harmful unilateral changes and we fully intend to challenge them through every means possible. We will continue to provide periodic updates as information becomes available. We thank you for your ongoing support in this matter.

**Mail Handlers (RSC M) Schedule**  
**Full-Time Annual Basic Rates**  
**Effective November 24, 2007 (PP 25-2007)**  
**Full-Time Regular - Level 4**


<u>Step</u>	<u>Yearly</u>	<u>Hourly</u>	<u>BiWeekly</u>	<u>Overtime</u>
AA	28,850	13.87	1,109.62	20.81
A	33,066	15.90	1,271.77	23.85
B	38,347	18.44	1,474.88	27.66
C	40,844	19.64	1,570.92	29.46
D	44,518	21.40	1,712.23	32.10
E	44,813	21.54	1,723.58	32.31
F	45,116	21.69	1,735.23	32.54
G	45,409	21.83	1,746.50	32.75
H	45,709	21.98	1,758.04	32.97
I	46,006	22.12	1,769.46	33.18
J	46,310	22.26	1,781.15	33.39
K	46,604	22.41	1,792.46	33.62
L	46,903	22.55	1,803.96	33.83
M	47,201	22.69	1,815.42	34.04
N	47,498	22.84	1,826.85	34.26
O	47,795	22.98	1,838.27	34.47
P	48,094	23.12	1,849.77	34.68

**Full-Time Regular - Level 5**

<u>Step</u>	<u>Yearly</u>	<u>Hourly</u>	<u>BiWeekly</u>	<u>Overtime</u>
AA	30,333	14.58	1,166.65	21.87
A	34,552	16.61	1,328.92	24.92
B	40,195	19.32	1,545.96	28.98
C	42,760	20.56	1,644.62	30.84
D	45,242	21.75	1,740.08	32.63
E	45,562	21.90	1,752.38	32.85
F	45,887	22.06	1,764.88	33.09
G	46,201	22.21	1,776.96	33.32
H	46,524	22.37	1,789.38	33.56
I	46,849	22.52	1,801.88	33.78
J	47,167	22.68	1,814.12	34.02
K	47,487	22.83	1,826.42	34.25
L	47,804	22.98	1,838.62	34.47
M	48,129	23.14	1,851.12	34.71
N	48,450	23.29	1,863.46	34.94
O	48,768	23.45	1,875.69	35.18
P	49,088	23.60	1,888.00	35.40

**Part-Time Regular and Flexible Employees - Hourly Basic Rates**  
**Level 4**

<u>(Part-Time Regulars)</u>		<u>(Part-Time Flexible)</u>	
<u>Step</u>	<u>Hourly</u>	<u>Step</u>	<u>Hourly</u>
AA	13.87	AA	14.43
A	15.90	A	16.53
B	18.44	B	19.17
C	19.64	C	20.42
D	21.40	D	22.26
E	21.54	E	22.41
F	21.69	F	22.56
G	21.83	G	22.70
H	21.98	H	22.85
I	22.12	I	23.00
J	22.26	J	23.16
K	22.41	K	23.30
L	22.55	L	23.45
M	22.69	M	23.60
N	22.84	N	23.75
O	22.98	O	23.90
P	23.12	P	24.05

In Unity,   
Michael J Hora  
President,  
NPMHU Local 321