

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

Office 1-303-455-6400 Fax 1-303-455-5810 Watts 1-800-521-5094 TDD 1-303-455-6400



~ ~ FOR YOUR INFORMATION ~ ~

November 21, 2008

More Changes on the Horizon for the Denver P&DC Employees

Brace yourself; we are in store for more changes in the near future. You may recall that this was exactly how I started the October FYI Update. As long as mail volume continues to drop and the USPS continues to lose billions of dollars annually, changes will probably continue to occur.

~ ~ FSS Flat Operations ~ ~

The Union believes that any plant-wide effort to eliminate Tour 2 in the MPA or GMF is a big mistake. They are moving people into situations of costly night differential, while paying out significant overtime to cover the staffing holes created due to all the changes. There are mixed opinions over whether splitting the Tour 2's flat crews into 2 report times accomplished anything positive. This will undoubtedly be revisited as our FSS machines come on-line.

As of now, management predicts FSS mail handler starts times of around 10AM. The current deployment schedule has the installation of FSS #1 starting in August and completed by October of 2009. Despite information posted on the Internet, I am being told that we are still scheduled to get 5 FSS machines.

I do not envision a situation where flats can be processed on 2 shifts, but the traditional early morning start times on T-2 will probably not return once the FSS machines are on line. On the other hand, there will probably always be a tour 2 in our flat operations. Additional information will be posted as the FSS deployment nears.

~ ~ MPA: APPS & SPBS Operations ~ ~

The next round of changes is focused on the MPA. Management intends to compress the APPS/SBPS operation into 2 shifts. As of their last word to the Union, they are going to function with 2 report times: 1145 (T-2) and 2030 (T-1). Presumably, those APPS/SBPS mail handlers with 10AM report times will be given letters changing their report times to 1145. On the T-1 side, APPS/SBPS mail handlers will be given letters changing their report times to 2030. In both examples, mail handlers will be given the option of accepting the changes or becoming an unassigned regular. We are being told that the new report times will be effective on January 17, 2009.

This begs the obvious question, how many times can management *permanently* change one's report time? Many MPA employees will face a second *permanent* change in their schedule. The option letter will say that if you do not accept the changes, you will become an unassigned regular. Accepting the change does not adversely affect your status in the forthcoming grievance. The Union will

file class action grievances for everyone whose hours were *permanently* changed a second time. It is clear that management's opinion differs from the Union's. We will get an answer to our dispute via the grievance process.

So what about the T-3 APPS/SPBS mail handlers? Three tours cannot be compressed into 2 without someone being adversely impacted. Management is excessing and abolishing all mail handlers in the T-3 APPS/SPBS section. By contract, it is not permissible to offer or accept a change to a new section or tour, nor can one accept a change in hours of 4 hours or more. For these reasons, the T-3 mail handlers will likely receive letters notifying them that their bid will be abolished and they are being excessed. These (regular) mail handlers will be provided with a set schedule and will become an unassigned regular. This new schedule will become effective on January 17, 2009. If you do not secure a bid before 1/17/09, you will assume the referenced FLSA schedule as an unassigned regular. All excessed mail handlers will receive retreat rights.

Let me be clear about this; **the Union does not support the elimination of ANY tour or section at the MPA.** Based on the overtime being called, it is utterly incomprehensible to believe that the MPA can clear the building and stay current with only 2 shifts. Unfortunately, the Union does not control this decision. This is management's call. The Union will monitor the action and challenge all violations of our National Agreement accordingly.

MPA: To Close or Not to Close

In the last FYI, I disclosed two options being considered at the Mail Processing Annex. The first and preferred plan was to acquire a second APPS machine for the MPA. The second option is to move MPA operations into the BMC.

It seems that management has decided to keep the MPA operational and fully utilize its available floor space. To date, they have not been able to secure a second APPS machine, so they have started the process to procure a SPBS machine. Management wants to get away from processing priority mail on the cumbersome spyder conveyors.

Additionally, management has indicated that they plan to move DBCS machines from the field into the MPA. Management has not yet released the details of this plan. Presumably, they will come from one of the closer Associate Offices. Details of this move will be shared as soon as management's plans are finalized and released to the Union.

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

Office 1-303-455-6400 Fax 1-303-455-5810 Watts 1-800-521-5094 TDD 1-303-455-6400



MPA: Continued

Finally, management has indicated that they want to move the AAA operation from the MPA to the Denver GMF. The details of this move have not been finalized because the request has not been approved.

The Postal Service is considering 2 moves for the AAA. The first would move it to the new expansion area of the GMF. Construction should be completed and the area should be available for use in early 2009. The second move would take the AAA operation to its final destination; that is to be where AFSM100 machines 6 & 7 currently sit.

As the 5 FSS machines are installed, 2 ASFM100s will be removed. The AAA operation will eventually be moved to this new floor space currently occupied by AFSM100's 6 & 7. Details of the AAA move will be shared as soon as they are finalized.

Generally speaking, because it involves a change in principle assignment area requiring one to report to a different physical location, the T-3 AAA section employees should be given the opportunity to accept the new assignments as incumbents to the bids. Additional details will be shared as they are finalized. I would not look for this to occur for several months.

Postal Unions and Major Mailers Lobby

Congress for Aide

(Postalreporter.com)

Postal Unions and Mailers have urged Congress, through a joint letter, to assist the USPS with its actuarial unfunded liability for retiree health insurance coverage. As a result of the Postal Reform legislation passed in 2006, the USPS is on a 10-year payment schedule that has now become unrealistic.

The payment schedule adjustment proposed by the Postal Service would preserve the full funding of retiree health benefits, but would lessen the financial demand during the short-term financial troubles. Over 45 entities including Postal unions, management organizations, and mailers have co-signed the letter, which is being delivered to the leadership of both the House and Senate.

Station Review Update

In the last *FYI* publication, I reported that management was conducting a statewide review of all Colorado mail handlers working in offices with customer service operations. We have just received the results of the first survey which was conducted in the carrier annex in Englewood. I am not shocked to see that management has taken a position that there is not sufficient work in Englewood to justify mail handler bids. The Postmaster has recommended that the mail handler be abolished and moved to another facility within 50 miles.

The survey results are severely flawed and management's methodology is misplaced. Their error is with the misapplication of the *four-consecutive hour rule*. This is a threshold rule used to validate a mail handlers' place in new work or a new facility. Once mail handlers are established, Article 7.2 and the

RI 399 dispute resolution procedures govern work assignments. Management cannot unilaterally remove mail handlers from stations. This does not mean that they won't; I cannot predict their actions.

The mail handler "work survey" is a charade. Management has already predetermined the number of mail handlers they intend to displace and move from the stations to the Denver GMF. Station managers have been telling mail handlers that they are gone, and will be moved to the GMF for months. The Postal Service's station and Associate Office work reviews are disingenuous and will be aggressively challenged by this Union.

I have reached out to District and Area managers in an attempt to stop the unilateral displacement of our Associate Office Mail Handlers.

Colorado is a Blue State

It is official; Colorado has completed the transition to a blue state. The Election results are in. Both Colorado Senate seats and 5 of 7 Congressional seats will soon be occupied by Democrats. In addition, the anti-Union *Right to Work (for Less)* Amendment 47, and Amendment 49 failed. This is a huge accomplishment for Colorado's working families! I would like to thank everyone that worked on the Labor 2008 campaign. If I attempted to list everyone that volunteered time and worked for the campaign to help elect labor friendly candidates I will miss someone; so I won't try to list them individually.

We had volunteers making member-to-member contact by phone-banking, leafleting, and walking door-to-door for up to 60 days before Election Day. The Colorado Mail Handlers Union joined efforts with the APWU, NALC, AFL-CIO and other Colorado Unions for various events during the course of the campaign cycle. It was a solid unified effort that brought victory to Colorado's working-class. Thank you all for your work and dedication.

It is my honor to offer a special recognition to Local 321's outgoing Legislative and Political Coordinator Steve Brown. Due to other family commitments and obligations, Steve has submitted his resignation to me. Steve's dedication and enthusiasm towards politics is second to none. Years ago, his efforts inspired and gave birth to our Local's political program. Steve helped coordinate our voter registration, Get Out the Vote and Vote By Mail efforts. He frequently attended the AFL-CIO's political strategy meetings and he championed these pro-labor policies and goals with the Local Union leadership. On behalf of the Colorado Mail Handlers, I would like to thank Steve Brown for his work and dedication.

In Unity,

Mike

Michael J Hora
President,
NPMHU Local 321