



# Colorado Mail Handlers Union, Local 321

## FYI Update

## October 16, 2009

## NPMHU

### CHANGES TO CONTINUE WITH NO BREAK IN SIGHT

In the September FYI, I wrote that management notified the Union of their plans to completely eliminate all mail handlers in **Boulder**, **Brighton** and **Ft. Collins**, with incremental reductions in **Littleton** and **Longmont**. I can now report that the number of mail handlers to be impacted has been significantly reduced in the past several weeks. Despite that, management has promised to continue their efforts to reduce hours and consolidate operations wherever they can save a buck.

Please understand that this information changes regularly with very little notice. The Post Office may not know exactly what they want to do, but they one thing is for sure... they are in a hurry! Here is a snapshot of each facility's situation as of today. This statewide review will be expanded in greater detail in the upcoming *State of the Union* newsletter.

#### BOULDER

Management has notified the Union that they are moving 2 of Boulder's 6 DBCS machines to the Denver GMF on October 17; the remaining 4 will be moved on October 24, 2009.

Management initially planned to abolish and excess 4 mail handlers out of Boulder. In meetings on October 6, 2009, the Postmaster told the Union the letters were going to be rescinded. Two days later, they changed their collective minds AGAIN, and stated that 4 mail handlers will be abolished and excessed.

The Union is also faced with challenging management's new scheduling proposal. The Union continues to oppose split days off, but considering the pressure to eliminate Sunday transportation and operations; fighting split-days off will be a considerable challenge. The Union met with all Boulder mail handlers on October 14, 2009 to discuss options and out plan of action.

#### FT COLLINS

Management notified the Union that they were moving 2 of their 4 DBCS machines from Ft. Collins to the Denver P&DC on 10/3/2009. Thanks to the early retirement opportunities, it is believed that no mail handlers will be abolished and excessed from Ft. Collins. It seems that management has secured the desired reductions through attrition.

Like in Boulder, the Union is faced with challenging management's new scheduling proposal that will likely include split-days off.

#### DENVER NDC

The transition from a Bulk Mail Center to a Network Distribution Center is well underway. The NDC mail handlers are also facing hurdles. Management is changing the T-2 report times to 0400. This 2 ¼ hour change was in lieu of the agency's much more harmful proposal to rebid an entire tour. Incumbent bid-holders shall have the option to accept the new report time.

In addition, management is changing all existing T-3 report times to 1830. Finally, it is worth noting that management has created a new Noon-2030 shift in the NDC. These bids are up for installation-wide bidding as we speak. The 2130 shift remained unchanged.

#### LITTLETON

After much debate, management agreed to stay status quo in Littleton for now. They want to do

an internal excessing – bringing everyone into Highlands Ranch. We believe that this will prove to be a huge mistake.

We have significant volume in Ken Caryl, Centennial and the Main Office. Management has agreed to bench the plan until after Christmas.

#### COLORADO SPRINGS

Management has backed off of their initial proposal to excess and abolish the remaining T-2 mail handlers in Colorado Springs. Management proposed to reduce Tour 2 to only 3 mail handlers. The Union argued that 3 employees cannot handle the workload. They have relented for now.

#### LONGMONT

On August 5, 2009 management notified the Union of their decision to excess 2 Longmont full-time regulars into another craft and/or installation. Through discussions, management reconsidered, and agreed to leave all Longmont mail handlers in place.

#### BRIGHTON

Nearly 1 month ago, our 4 Brighton mail handlers received notification of the agency's decision to centralize their operations into the Denver GMF. The 3 FTRs will be placed into the 3 residual positions effective November 7, 2009.

Brighton's reassigned Mail Handlers will maintain their full craft seniority and category status. They will be permitted to bid in the P&DC with full seniority on March 7, 2010. The Brighton PTF will also transfer to the Denver P&DC as a PTF while retaining all career/craft seniority.

#### DENVER GMF

The Union was able to convince management to consider alternatives to their plan to abolish and excess all Tour 2 automation mail handlers in the GMF. We are in ongoing negotiations with management to come up with another solution. The Union is doing everything possible to reduce the negative impact of these moves.

The Union is also working to get more part-time-regular bids with consecutive days off posted in the GMF. This is an arduous process. We will continue to make arguments for 2 (consecutive) days off for all employees.

### National Reassessment Process Hits Littleton & Colorado Springs

Up until recently, our craft was largely unaffected by the NRP. Phase 2 of the NRP began in Littleton where 1 of our injured mail handlers was accommodated with work 63 miles away. He now cases mail in a station in Colorado Springs.

The NRP process affected our Colorado Springs members as well. Some have had their hours and/or days off changed, and in the worse case scenario, 1 was walked out the door. The USPS has asserted that they do not have work available to accommodate him.

The NRP process is expected to reach the Denver P&DC in the next 4-6 weeks. We have not received official notification for that facility as yet. If

you are called in for a NRP interview, request a Union steward.

The Federal Employee Compensation Act governs the handling of those injured on the job. The Act requires federal employers to specific steps to accommodate those injured on the job. This is also mirrored in ELM546. It reads in relevant part:

***Whenever possible, assign qualified employees to limited duty in their regular craft, during regular tour of duty, and in their regular work facility.***

***If adequate duties are not available within the employee's work limitation tolerances in the craft and work facility to which the employee is regularly assigned within the employee's regular hours of duty, other work may be assigned within that facility.***

***— If adequate work is not available at the facility within the employee's regular hours of duty, work outside the employee's regular schedule may be assigned as limited duty. However, all reasonable efforts must be made to assign the employee to limited duty within the employee's craft and to keep the hours of limited duty as close as possible to the employee's regular schedule.***

***— An employee may be assigned limited duty outside of the work facility to which the employee is normally assigned only if there is not adequate work available within the employee's work limitation tolerances at the employee's facility. In such instances, every effort must be made to assign the employee to work within the employee's craft within the employee's regular schedule and as near as possible to the regular work facility to which the employee is normally assigned.***

***If it is necessary to change any of the elements to meet the employee's physical***

Priority of Choice	Regular Craft	Regular Tour	Regular Facility
1st	Within	Within	Within
2nd	Outside	Within	Within
3rd	Within	Outside	Within
4th	Outside	Outside	Within
5th	Within	Within	Outside
6th	Outside	Within	Outside
7th	Within	Outside	Outside
8th	Outside	Outside	Outside

***limitations or to provide the employee with suitable work, the elements must be changed in the specific order shown above.***

With the affected employee's permission, the Union will continue to participate in the NRP interview process to ensure one's rights are protected. The gist of the problem we are facing is challenging the agency's position that they do not have work available within one's medical limitations. Each case is unique. Once the USPS determines that work is not available within their craft, facility and tour, the above captioned regulations come into play. We will put out additional details as they become available.

In Unity,

*Mike*

**Michael J Hora  
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