

Colorado Mail Handlers Union, Local 321

FYI Update

September 2010


NPMHU


Union Negotiates Memorandum to Provide PTFs with Detail Opportunity during FSS Transition

Memorandum of Understanding re: PTF Detail Opportunity

- All Denver P&DC part-time flexible (PTF) mail handlers may request and may secure voluntarily detail opportunities to work in the Denver Network Distribution Center (NDC) through January 7, 2011; written request shall be presented to the Cindy Hoehl-Rinker or fax to 303-853-6061.
- Management will make every effort to honor one's detail request within 48 hours. Management will provide each detailed PTF mail handler with a report time and location. Each detailed PTF mail handler will be scheduled in accordance with Article 8.
- This agreement will not be to the detriment of the total hours worked weekly of the existing NDC PTF mail handlers.
- Part-time flexible mail handlers will be afforded priority scheduling over casual employees.
- All Non-Exception Period casuals must be terminated in the Denver P&DC;
- There will be no mandatory overtime called on non-OTDL mail handlers in Denver P&DC;
- The details offered by way of this Memorandum of Understanding expire January 7, 2011. Each approved participating PTFs will report to the NDC through January 7, 2011 unless the parties agree otherwise;
- The parties may mutually extend the length of the Memorandum of Understanding. If extended, each PTF may opt to continue the detail at the NDC, or terminate the detail and return to the Denver P&DC on January 8, 2011.
- With one week's notice, the Union may terminate the Memorandum of Understanding.

In Agreement


 USPS
 Carrie L. Martinez
 Denver Manager In-Plant Support


 NPMHU, Local 321
 Michael J. Hora
 President

On August 28, 2010 twenty-nine mail handlers from Ft. Collins, Longmont, Littleton and Golden will have been reassigned to the Denver P&DC. One mail handler was reassigned into the Denver NDC. In addition, twenty-five clerks (from Golden, Longmont and Littleton) were involuntarily reassigned into the mail handler craft in the Denver P&DC. These moves were based on management's decision to centralize mail processing operations into the Denver metropolitan area. This operational consolidation was the direct result of two factors: the continued drop in mail volume and the centralizing of flat processing given rise by the deployment of Denver's 3 (FSS) Flat Sequencing System Machines.

Under the provisions of Article 12.6C6 all reassignments and all changes in craft were involuntary. Basically, this means that everyone will transfer within their same complement category. E.g. Part-time flexible employees transfer as PTRs and full-time employees transfer as FTRs.

In these examples, seniority is governed by the following provisions:

- 12.2G3 *When an employee changes from another craft to the Mail Handler craft involuntarily, the employee will begin a new period of seniority.*
- 12.2G6 *Any Mail Handler involuntarily moving from one postal installation to another postal installation shall have seniority established as of the employee's time in the Mail Handler craft.*

As of now, management states that Denver's FSS deployment has been pushed back to March of 2011. Without the new FSS positions, management

believes the GMF is overstaffed. With this influx of about 55 mail handlers into the P&DC, management has promised an immediate reduction in PTF hours. This is contractually possible because by the time you read this, all P&DC casuals will have been terminated. The Union is doing everything possible to keep everyone gainfully employed. If this reduction in PTF hours does occur, we need a back-up plan.

The NDC overtime rate is currently 14%. Since management has stated that PTF mail handlers assigned to the Denver GMF will endure a significant reduction in hours after Labor Day, the above captioned Memorandum was negotiated. It will provide PTFs with an opportunity to request a voluntarily detail to the Denver NDC during this FSS transition period. The Union has met with most PTFs in the Denver GMF and MPA to discuss this voluntary opportunity. If you have questions about the provisions of the Memorandum of Understanding, please do not hesitate to contact a Union Steward or Officer.

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