



COLORADO MAIL HANDLER NEWS

LOCAL 321

“SERVING THE STATE OF COLORADO”

NATIONAL POSTAL MAIL HANDLERS UNION—A DIVISION OF THE LABORERS’
INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO

THE EXECUTIVE BOARD OF LOCAL 321

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VOLUME 6 ISSUE 3

DON GONZALES-EDITOR

AUTUMN 1999

COST CUTTING MEASURES

Currently Local 321 finances reflect that we will be tight on money toward the end of the year. This is related to several different things that occurred earlier this year, and some things that continue to occur today.

In an attempt to combat these increased expenses we have reduced LWOP usage, reduced hall help hours which are used to provide assistance to the Local President, reduced the amount of Executive Board meetings and placed on hold on much of the training we provide until next year. It is also possible that we may have to avoid issuing gift certificates this year for Christmas, but that decision has yet to be made. Just so you know, the certificates that we normally issue at Christmas, cost over \$13,000.00. That decision should be made later this year. Below is a breakdown of some of the more significant reasons for our increased expenses this year:

- Earlier this year we made a determination to provide considerable training to all union representatives to ensure that our Local was in the best possible position prior to the election proc-

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Local 321

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SIGNS OF THE TIMES

“Signs, signs, everywhere signs, blockin’ up the scenery, messin’ my mind. Do this, don’t do that, can’t you read the signs?”
(By The Five Man Electrical Band, 1971.)

Anyone who can remember this song should remember the meaning it was meant to have on society. It was one of a number of “protest” songs written in the late 1960’s and early 1970’s. I was just an eleven year-old child at the time the song was popular and I probably didn’t realize the intent the song was meant to portray.

But I have always had an appreciation for music, and the song has evidently been stuck in the back of my head for the last twenty-eight years.

Nowadays, this song runs through my mind virtually every day as I arrive at the BMC. Since the arrival of Louise Dunlap as the BMC Plant Manager, I have never seen so many signs telling me to, “do this, don’t do that“! I

imagine the BMC budget for signs has increased significantly since her arrival.

The nightmare begins as I exit 56th Ave. into the BMC entrance road. The first thing I notice - even though I try not to – is the banner hanging on the security fence which reads, “Attitude is Everything”. I’ll reserve comment on the banner since Brother Eberhard from the BMC hit that nail right on the head in the last issue of this newsletter.

Before I encounter the security gates, I notice a sign on my right which states that “Vehicles and their contents on Postal property are subject to search and seizure.” As I

drive up to the security gates, I notice not one, but two, very prominent signs reminding me that “The Postal Service is not responsible for damages to vehicles and theft of contents. “

Wow, three signs already and I’m 100 feet on the BMC property.

As I enter the parking lot, I notice all of the signs designating parking spots in front of the BMC. Handicapped spots, two spots for the plant manager, MDO and SDO spots, visitor spots, and yes, even a spot for each of the unions.

Now why all of these people – except of course the handicapped – deserve a special right to park closer to the door is a mystery to me. It conveys a mentality of “I’m better than you”.

I know the mail handlers spot was achieved through negotiation years ago and is in our Local Memorandum of Understanding. I also know that when I was AVP, I was given the chance to make the union spot read “NPMHU AVP PARKING

ONLY. I declined the invitation because I live in the real world and know that I am no better than any other mail handler in the building, except of course the scabs.

Therefore my policy always was, if you pay dues, feel free to park in the union spot if it’s open. You might ask, “Why wouldn’t I want the scabs to park there?” My answer would be, “Because they get enough free rides off of the members backs.”

Anyway, back to the signs. I pass all the deluxe parking spots and enter the parking lot. A one way signs point me to the north. The

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**...“Nowadays,
this song runs
through my mind
virtually every day
as I arrive at the
BMC...”**

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next thing I see is a stop sign. When I finally find a parking spot there is a sign posted on the fence which reads "Head-in parking only".

There is an amusing story connected with these signs. When management first reconfigured our parking lot many years ago, they posted a bunch of signs which said "Head-end parking only." When I asked just what the heck that meant, management told me the sign meant that you could not back into the parking spot.

I told them the sign was ridiculous and the words "head" and "end" are pretty much opposites. I told them the signs were ambiguous and if any employee received a ticket from the Postal Police, I would be compelled to grieve the issue. Miraculously, about three weeks later, all of the signs were replaced by the current signs which state "Head-in parking only".

As I exit my car to enter the BMC, I notice the sign on the employees entrance. "Authorized personnel only." Another sign reminds me that according to ASM 277.31, employees on duty must display ID badges while on Postal premises.

Finally, I am in the building. I am immediately accosted by Postal Vision, the late 20th century innovation to update us on all the pertinent(?) Postal news. Though I do notice that there are weather and sports updates. Do I stop and wait for each ten second message? If I take the time to catch-up on the wonderful world of the Post Office, I may be late punching in. But if I wait until later to read the Postal Vision, I can read it on the clock. This

is a no brainer and I continue on my morning journey toward the time clock.

A large sign hangs over the main aisle-way. It reminds me that we (as Postal employee's) deliver more than mail. Pictured on the banner are a bride opening a present, a graduate opening a card (I hope people aren't sending cash through the mail!) and someone else whom the post office has heightened their quality of life.

As I wander to the time clock, I notice signs talking about the renovation of the restrooms, locker rooms and offices. There are signs telling me that I am responsible for my

own safety, signs telling me the Western Area goals, and signs telling me which are unauthorized areas except for authorized personnel. Other signs tell me to keep the restrooms clean.

Finally I arrive at the time-clock. I notice something in fine print taped to the time-clock. A safety meeting later that

day. I grab my time card and yawn my way to the back of the line to punch-in. No wonder I'm so tired. Must be eyestrain. I think the Five Man Electrical Band was right on the money when they wrote their song. "Signs, signs, everywhere signs, blockin' up the scenery, messin' my mind. Do this, don't do that, can't you read the signs?"

Don Gonzales

... "Finally, I am in the building. I am immediately accosted by Postal Vision..."

LOCAL 321 WISHES ALL MEMBERS AND THEIR FAMILIES A SAFE AND HAPPY HOLIDAY SEASON

(Editors note: The following article by Brother Rothe from Littleton was submitted to me in plenty of time to make the last edition of this newsletter. Due to nobody's fault - other than my own – I did not print the article. For this I apologize profusely to Brother Rothe. I hope I did not cause you any embarrassment. While the article may not be as relevant as it could have been had I printed it closer to the end of Local elections, I believe your words of wisdom are still important.)

COME SEE US

Fellow Brothers and Sisters, another election has come and gone, my congratulations go out to the winners.

But I want to talk about another issue that is a main concern of many people in this Local, it is campaigning.

In the small office that I work in, I hear the phrase, "If just one candidate comes out here I would vote for him or her." I bet that refrain is heard in small offices throughout the state because candidates for state office campaign at just two spots, the GMF and BMC.

I can understand that, because of the amount of votes at those two places. But there are over 200 votes in the outlying offices. If a candidate loses by a hundred votes or less, there you go. If they would have visited a few of the "small" offices, the vote total might have been changed.

The message I am trying to convey to candidates for future elections is, "Don't forget the smaller offices, and remember – their votes count also!"

Tom Rothe
Steward, Littleton

WORK SAFELY

Lately management at the BMC has been on a rule "kick". Employee expectations are being reiterated and management rules are being "enforced".

Managers are being petty regarding breaks, smokes, talking, and any other rule they choose to enforce. This micro-managing of employees has morale at an all time low.

Whether this stupidity is a direct result of Louise Dunlap's instructions, or the realization of a lifetime's dream come true for Cort Weaver still remains a mystery. But the bottom line is that since management wants us to follow every rule to the "T", I suggest we do.

For all of the mail handlers who work the docks, I recommend loading the trucks to a "safe" height. I was recently chastised for over-loading a truck in outbound. When I inquired what was a proper height and asked for an SOP on how to load a truck, I was ignored.

Since there appears to be no set limit on how high or low to bed-load a truck, I encourage all employees to load the truck in a man-

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SOME ARTICLES IN THIS NEWSLETTER CONTAIN EDITORIAL CONTENT WHICH IS THE OPINION OF THE AUTHOR AND NOT NECESSARILY LOCAL 321.

WELCOME TO HELL

That was the first thing I heard when I first got back here (from more than a few of you I might add). And boy, you weren't just kidding.

Seem's things have changed around here at the GMF. I have been overwhelmed at the lack of communication. Seems even your supervisor's don't communicate with each other. Then if they do on the front line, seems they don't have much control from there. Did you know that subordinates are only required to take orders from one level above them? From there, it is your choice to make the decision on your own if you want to speak to the person in charge. You could ask him or her to go through your direct supervisor.

This brings to mind the proper response to the next part, which is to ask to see your steward. That of all things, has been a good thing in here, that to my knowledge hasn't been changed. If you have asked your supervisor to see a steward and haven't been given the opportunity, then please let the union become aware of this. Usually they do call the office and get somebody to see you fairly quickly. I have seen this within the same shift before the end of your tour.

Remember that no matter what, you must do as they request, and grieve it later. Contrary to belief, we don't know there are violations until you tell us. So ask to see your steward and follow up on it.

In the meantime, take each day as it is given and remember that tomorrow is no guarantee!

And to all you new comers I say,
"WELCOME TO HELL".

In unity,

Cindy Hoehl-Rinker
P&DC

(EDITOR'S NOTE: The following information is provided for the membership. Attorney Hall has not paid for the advertisement. The service which he provides is one that the Executive Board feels could be beneficial to the membership under the proper circumstances. Printing of the article does not imply any endorsement of the individual.)

LEGAL ASSISTANCE

If you need legal assistance with a personal injury or employment related matter, call or e-mail Attorney Gregory Hall. Attorney Hall specializes in federal sector employment law, handling OWCP, EEO, MSPB and Disability Retirement claims.

Hall reports that one of the most frustrating things he sees in his practice are people who have good claims, but cannot afford the costs of litigation because they wait too long before contacting counsel. He thinks that people should try to consult with an attorney as soon as they see a legal red flag, because early intervention by an attorney often translates into savings to the client. For example, whenever the OWCP sends someone to a second opinion, they should seriously consider retaining counsel at that point, rather than waiting until their benefits are terminated.

Another difficulty arises when postal workers rely on management for information about their workers' compensation rights. All too often postal workers inform him they have been treating with a Postal Service contract doctor because a supervisor insisted that they had to treat with a contract doctor. Hall stresses that this information is completely false. Postal workers who get hurt on the job have an absolute right to treat with the physician of their choice. Going to a contract doctor

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ess. This decision was made in case we had a drastic change in officers which might have caused training to be put on a back burner for some period of time. These training programs have included Arbitration Training, Advanced stewards training, FMLA Training, Casual Training, Discipline training, RI-399 training as well as initial level training which is provided on an as needed basis.

- Earlier this year we made a determination to re-evaluate the various offices around the state to determine if there was now sufficient work in these offices to justify Mail Handler Positions. More than a dozen representatives assisted in this process which resulted in the filing of grievances/disputes in more than half a dozen offices within the state where we were able to determine the need for Mail Handler bids. Currently we have been successful in getting Mail Handler positions in one of these offices and continue to work on the others. As more information becomes available on this issue it will be distributed for posting.
- Arbitration costs are up considerably for the year. After several complications last year with the scheduling of our cases to arbitration we now seem to have this problem resolved. As a result we are getting considerably more hearing dates than in prior years. In the month of October we had 5 dates alone. Just as a point of information the average cost of a hearing breaks down as follows:

Arbitrator costs --- \$1,500 on the average
 Preparation time and materials -- \$500 to \$1000 (depending on the case and who does the case)
 Legal fees -- Usually avoidable
 Total-- \$2000.00 to \$2,500.00

- Evaluation process of potential candidates and needs for a second full-time officer for Local 321. The evaluation process was run over a two-month period among the members of the Executive Board at that time (March and April). During this evaluation each member of the Board worked 40 hours per week for a two-week period at the hall. Some of this time did become devoted to the RI-399 evaluation process as well as arbitration preparation time. However, it was clear that considerable benefits for our Local could be found with the addition of a second full-time office to our staff. Unfortunately when evaluating the finances following the election process it was determined that because of tight finances this issue would have to wait and be evaluated later in the year for the following year.
- Reduction in the amount of associate members within our Local. Associate members are those who are not in the Mail Handler craft but utilize the Mail Handlers Insurance plan. The reduction is due largely in part as a result of increases in the premiums over the last 4 years. In an attempt to combat this reduction the plan is placing most of its emphasis on the standard plan which is much less costly than the high option plan this year. In past years the reluctance to the standard plan was dental coverage did not exist. The main reason is OPM would not allow the plans to make any changes to the plans as it relates to dental coverage. The freeze to dental benefits applies to all of the various plans under the Federal system. However, our health plan has added a new non-Federal Employees Benefit plan option which can be purchased with the standard plan which will provide dental coverage to

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those under that plan.

- And of course we had to make this Local's final payment to the IRS of approximately \$33,000.00 which was due as a result of the global settlement for pre-1993 tax years.

These expenses have been necessary and beneficial to our Local but do impose the need for moderate restraint for the remainder of the year. Hopefully, next year will bode better for us.

David E Ross
 President Local 321
 NPMHU

REGIONAL DISPUTE RESOLUTION DUTIES

As was previously conveyed to you, I was selected to serve as the Central Region RI-399 Representative by our National Office. The duties of this position involve meeting with the Regional Dispute Resolution Committee on cases that have been determined to be jurisdictional in nature by at least one of the three parties involved within the Central Region (NPMHU, APWU or the Postal Service). The subject matter of the cases is which craft should properly be performing specific duties within a given operation and whether the case is properly a jurisdictional case. It is not really expected that this committee will settle very many issues, but in order for case to move on to arbitration or back to the grievance process for resolution they must be processed through this committee first. The committee represents an eleven-state area, which includes Colorado.

Approximately a year ago at one of the Union's Semi-Annual Meeting I brought the issue

to the floor that the Regional Dispute Resolution Committee was not fulfilling the needs of the Locals. The reason for my concern was we have several jurisdictional issues, which need resolution. Some of the issues in the system from this Local are over 10 years old and deserve to be resolved. Also, with managers like Sam Ruden we are suffering without a means or resolving our jurisdictional disputes. The Regional Committee had been in place at that time for 6 years without any real activity of decreasing of the backlog at that level.

As a result of the concerns, which I put forward, National agreed to evaluate the situation and consider replacing the current Mail Handler Representative to that Committee. Early this year our National President got back with me on our concerns. He explained that he was fully aware of the problems with our representation to that committee but was having no luck at finding a qualified replacement. At that point I discussed the issue with our Executive Board and they concurred that it would be in our best interest if I volunteered for that position. After some thought on the issue I decided to volunteer to represent our Union on this committee and that offer was accepted. Little did I know at that time that there were over 2500 cases pending a meeting with the RDRC.

My appointment to the RDRC for the Central Region became effective in April of this year. The first several months of time devoted to this committee position were devoted to nothing other than case reviews and filing of cases. Once this portion was pretty well under way we began to schedule RDRC meetings again in August of this year.

Since that time I have met on cases in St. Louis, Minneapolis/St. Paul and reviewed operations relating to the new tray management system, which was installed in Lansing Michi-

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gan. Later this year I will be meeting on cases in Chicago and hopefully early next year we will be meeting on cases here in Colorado.

The time, which I have devoted to refilling and reviewing cases, has been done on my weekends and holidays so as not to interfere with my duties as President. The time which I have had devote to these meetings has been charged either to my annual leave or taken as LWOP from the Local.

During the times which I am out-of-town, (to date that would be 2 weeks and 3 days) I always ensure that I am fully accessible by our Local membership. In most cases I can be reached by cell phone at 303-520-7619 and if service is not available in a given location I ensure that the Local has an access number in case someone needs to contact me.

From what I can tell at this point it will probably take a year or two to eliminate this backlog that has built up over the last 10 years. A that point my activities relating to the committee should drastically reduce and require much less time and effort than they do at this point.

David E. Ross
President

SAFETY MOU

The National Postal Mail Handler Union and the Postal Service have entered into a memorandum of Understanding on Safety. Per this MOU, a safety representative is to be appointed by the union in certain facilities.

In the P&DC structure, the union has appointed Andy Jiminez as the coordinator for the provisions of the MOU.

If you have any questions you would like to speak to Andy on regarding safety matters, he can be reached on his pager. The pager has an option for employees to leave voice-mail. The pager number is: **303-767-3319**

JUDGE SELECTION FOR ELECTION OF DELEGATES TO THE 2000 CONVENTION TO BE MADE SOON

Local 321's Union Council has determined that 6 delegates will represent Local 321 at the 2000 National Convention in San Francisco. The electoral voting power of our Local will be divided evenly among these individuals. The first of the delegates who will be representing the Local, is the President of the Local. This was determined by the Local Election process earlier this year. The Convention is being held in San Francisco California and will be held on the dates of August 21 through 26, 2000.

The remainder of the delegates will be determined through a Local election, which will occur early next year. Any member in good standing may run on the ballot to serve as a delegate to next year's convention. Once the delegates are determined we will be holding several meetings to determine the agenda of the Local during the convention. The main focus of the convention will be changes to our National and Local Constitutions and the direction of this Union for the future. The delegates will be voting in a primary election to determine who will be on the ballot for the upcoming National Elections in late 2000.

At this time we are in the process of selecting the Judges who will run the delegate election process. As the Judges move forward with the election process notices will be posted informing the members of the activities of the election process as well as important dates and times. If you are interested in representing the Local as a delegate, keep your eyes and ears open.

David E Ross
President Local 321
NPMHU

\$37,500

The time span necessary to address and rectify management's disregard for our National Agreement can be very frustrating. The grievance system is not designed for a fast resolution, and management uses this flaw to their advantage.

Management will "roll the dice" taking their chances with contract violations, knowing adjudication will be many months away. By the time an adverse decision comes down, they have already accomplished their goal. The only thing left is to bear the consequences of the grievance and pay the piper or in this case, pay the mail handlers.

In June of 1998, the Air Mail Center managers made a unilateral decision forcing DIA/Concourse mail handlers to report to a remote shuttle lot, six miles from their bid assignment, shuttling to and from work on their own time. This unilateral action turned an eight-hour day into a nine-hour day and lasted thirteen months, before someone came to his or her senses the following scenario occurred:

- On June 6, 1998, management handed AMC (Concourse) mail handlers maps and parking permits instruction them to report to the remote shuttle lots, effective immediately.
- The union processed a Step One grievance and set the meeting for June 17, 1998.
- At the Step One meeting management scrambled and tap-danced ultimately requesting an extension through July 3, 1998. In a good faith observance of collective bargaining, the union granted this extension.
- On July 3rd, once again the union and management meet at step one of the grievance process in an attempt to resolve the compensatory time and travel issues. However

management was unable to explain their position.

- By contract, management has five days to issue an answer, however they requested an extension. This Step One answer never came. Either side's failure to respond pushes the grievance to the next step of the process.
- On July 30th, 1998 this grievance was stamped into Labor Relations for a Step Two meeting. By contract, management has seven days to schedule this meeting.
- The first week in August of 1998 the Step Two meeting did occur. There was no resolution. Our National Agreement provides for a written decision within ten days of this meeting.
- On August 14, 1998 management did deny this grievance in writing at Step Two. The union has fifteen-days to appeal the decision.
- On August 15, 1998 this grievance was appealed to Step Three. Copies are sent to Labor Relations in San Bruno, California and Denver's Local 321 president.
- The parties must meet within fifteen days of appealing to Step Three to attempt resolution. After numerous attempts to resolve this grievance in Step Three meetings, a denial is issued on September 28, 1998.
- On October 1, 1998 your executive board leadership reviewed and discussed the merits of the grievance. The E-board must evaluate the cases potential for arbitration. Was the case effectively presented, can it be won, how risky is the decision and is the decision worth the thousands it will ultimately costs for adjudication? The executive board voted unanimously yes.
- On October 2, 1998, The NPMHU's Regional Director notified the USPS Pacific

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Area Managers of our intent to go to arbitration. Acknowledgment was received in Denver on October 5, 1998.

- The case is docketed for arbitration in Denver, set for October 6, 1999 at AM.
- In August of 1999, Local 321's president assigns the arbitration to a local representative advocate for preparation and presentation.
- Late September, discussion of settlement start with no "real offer" made.
- September 29: Management considers an offer made by union, however the union receives no response.
- October 1, 1999: Final preparations are made, witnesses are scheduled and prepared.
- October 1: Management calculates the costs of the case with settlement considerations.
- October 4th & 5th: Management's arbitration representatives visit the AMC, DIA and Concourses to conduct witness interviews in preparation for the case.
- October 5th, 1999: Arbitrator Bernstein boards a plane, bound for the Denver hearing.
- October 6th, 8:30 a.m.-Witnesses are in place and the case is ready to go. Management offers a \$30,000.00 settlement.
- 8:45 a.m.-The union rejects this offer.
- 8:50 a.m.-Arbitrator Bernstein enters the hearing room prepared to hear the case.
- 8:55 a.m.-The union counters with a settlement offer of \$37,500.00.
- 9:20 a.m.-At the arbitration table, this cat and mouse game is finalized with management's acceptance of this final offer to pro-

portionately distribute \$37,500.00 to all affected DIA/ concourse mail handlers.

This is the history of just one grievance. This process is repeated time and time again.

The current "Rudenology" has tested everyone's endurance, stretching the capabilities and steadfastness of the grievance process. Although the procedure is slow and cumbersome, it does eventually work. Ruden is like a tornado and reconstruction is the grievance process. It often takes months to repair what management's tornado did in hours.

The next time management makes a decision with total disregard for our contract,

please remember your union is on the case. How many times have your hours been changed, days off changed, or bid abolished? Tired of being ex-cused while casuals are hired and utilized, tired of blanket policies and rules,

sick leave benefits you can't use, assignment and operational changes without notice, fed up with the lack of dignity and respect of the workroom floor?

The days of resolving problems with discussion at Step One left when Sam came to town in January of 1998. Although testing the tenacity of all, until those days return, your representatives are willing to go the long haul. The dedicated stewards of your union drag your case through the muddied waters of the grievance process. And only with your eyes, ears, statements, involvement, participation and patience can the process work.

Michael Hora
Vice President
NPMHU Local 321

...“this cat and mouse game is finalized with management’s acceptance of this final offer...”

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ner which complies with the rules of safety. I am not encouraging any type of slowdown, I am only saying that by loading the trucks 6, 7 or 8 feet high, we may be performing unsafe acts. When you throw a parcel, letter tray or sack on the top of the load, are you lifting properly? Probably not. When you lift that heavy sack up above your shoulders to achieve a quality load, are you working safe? Probably not.

For years, I have observed the variances in the way different employee load trucks. Some employees load about knee or waist high while others virtually load the trucks to the ceiling. I am not aware of anyone ever receiving discipline for having a low load, nor am I aware of anyone receiving awards (\$\$\$) for high loads.

I would venture to say that when the employee loads a truck highly (but in my opinion, unsafely) they are saving the postal service the cost of one trip to a far away city per tour. Now if the cost of a trip is about \$1,000, that mail handler has saved the PO a large amount of money. Multiply the amount of mail handlers who load these trucks high by the amount of trips per day, and you can see a very substantial savings incurred by the Postal service.

Yet, management has the nerve to nit-pick and harass that same employee for taking a "long break", which may have cost the postal service about 28 cents a minute, (dividing \$17.00 per hour by 60 minutes). So if I take an extra five minute break it cost the PO \$1.40. They're going to mess with me over \$1.40 and I saved them \$1,000. What's wrong with this picture? As long as the mentality of the current managers is in place at the BMC, I

can promise a couple of things.

I will follow their stupid rules and I will work safely.

Why are we doing them favors? If you were to get hurt loading that truck high, believe me, you would receive discipline.

How many times have you used unsafe equipment because no other equipment was available? As an employee, you have the right to red-tag equipment which should be taken out of service. You also have the right to file a Form 1767 anytime you encounter an unsafe condition. My advice is to take full advantage of the system. Management seems to want to make us follow all of the rules so I suggest we reciprocate.

It goes against my better nature to give ad-

...“Now if the cost of a trip is about \$1,000, that mail handler has saved the PO a large amount of money...”

vice like this, but in the nineteen and a half years I have been employed at the BMC, I have never seen the harassment of employees last so long and be of such a petty nature.

If you choose to follow my advice, and you are harassed or issued discipline,

immediately ask for a steward. Refuse to answer any questions without a steward present and request to consult with the steward prior to the "meeting" with management.

Even though I have nineteen year plus with the PO, I still have until 2014 to retire. And with the mentality of current managers, that's going to be a long haul. But I am not alone and I know that plenty of other craft employee's share my opinions and concerns. Get involved and do what you have to do to survive the current storm which is permeating our workplace. Wish ourselves luck.

Don Gonzales
Recording Secretary

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often results in the OWCP unfairly terminating the injured workers' benefits. Hall points out that choosing the right doctor may be the most important decision an injured worker makes.

Hall says that when his schedule permits, he provides dues-paying union members free initial consultations for up to 30 minutes. The best time to call him is any workday between 7:00 a.m. and 8:00 a.m., at **303-320-0584**. Or email him at **Gregory@FederalLaw.com**. You might want to check out his website at **www.FederalLaw.com/~gregory**, which is chockfull of useful information for federal workers.

Stewards Needed

As always, we are looking for new and or additional stewards to assist in the representation of employees within the state. Most all offices have the need for additional representatives but this article is more specifically to address the needs which exists in the following offices:

Englewood - Ft. Collins - Golden

Currently primarily the Local President represents these offices. This is not ultimately beneficial to the members in the state and more specifically the members in these offices.

These representation needs are taking considerable time and effort away from the membership as a whole as well as adding unjustified representation costs. Just a few short weeks ago I had more than a dozen active cases files at step 1 or step 2 within these offices which required development and meeting time (it should be noted that between these offices we have approximately 30 Mail Handlers). All of this time was at the direct expense to the Local.

Under the Mail Handler agreement the employer only pays representatives if they are employed within the installation which they represent.

In addition to the time and costs involved, the representation obviously is not as immediate or informed as when performed by someone who works in the installation. It is understood that representatives in smaller offices are not necessarily as versed and require more assistance than those in the larger offices who deal with many more problems much more frequently.

I can assure anyone who may be interested in serving as a representative in these offices that help is only a phone call away. I will make myself available at your request on an as needed basis. I can also assure you that training will be provided to ensure proper representation within your office.

Anyone interested in serving as a Union stewards in these offices or any other within the state please forward your request to the Local President at the earliest possible time. If you have any questions which you would like answered on this subject or any other feel free to contact me at anytime at:

Hall 303-455-6400
Pager 303-767-8293
Cell Phone 303-520-7619

David E Ross
 President Local 321
 NPMHU

**THANKS FOR
 SUPPORTING
 YOUR UNION**

THE MAIL HANDLERS BENEFIT PLAN

If your good health is priceless,
A good health plan ought to be
priced less

*The lowest rates in FEHBP for a
nationwide fee-for-service plan with
freedom of choice*

This open season choose
the right plan
Questions?

1-800-410-7778

SCHOLARSHIP INFORMATION

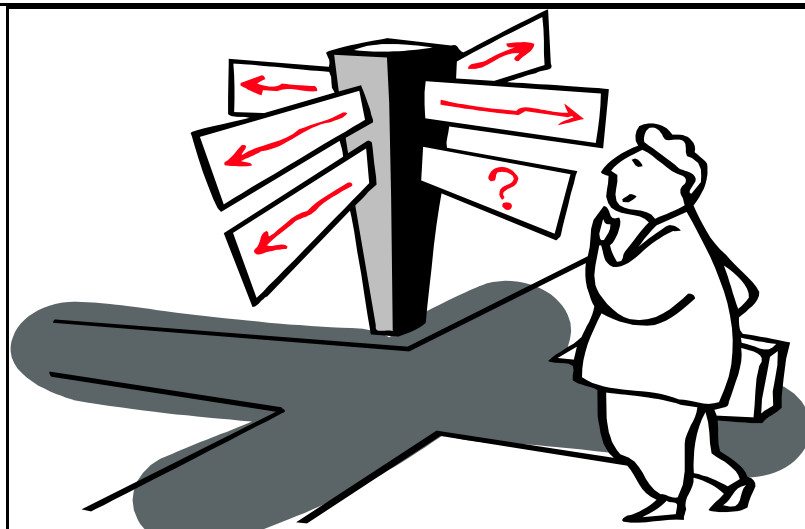
The Union Plus® Credit Card is holding their annual scholarship program. The application deadline is January 31, 2000. Applications for the program are available at the Local union hall. If you would like an application, please contact the Local hall and we will be happy to send you out an application.

The requirements for eligibility are:

- ⇒ Union member, spouse or dependent children
- ⇒ One year continuous good standing union membership (satisfied by May 31, 2000)
- ⇒ Acceptance into an accredited college, university, community college, or technical or trade school at the time of the award
- ⇒ Application must be postmarked by January 31, 2000

Awards will be based on academic achievement and potential, character, leadership, social awareness, career goals and financial need.

The Union Plus® Scholarship program is a private program and Local 321 does not have any input or say regarding the program. This information is made available for the benefit of NPMHU members.



Sometimes, your fellow workers deviate from the path which is best for all of us. If you talk to a mail handler who is not a union member, remind them the union works for all of us. Remind them that they are riding on all of our backs and ask them to pay their fair share. Sign them up with the union!

FEEDBACK FORUM

This page is intended to solicit feedback from the members on their concerns or ideas. Periodically we have solicited feedback from the membership on a variety of issues. This has helped us resolve some problems and develop some new strategies for others. Below are some questions that I would like feedback on from the membership:

1. What changes would you like to see your local attempt to make to our Local and National Constitution during the 2000 convention next year? (copies of the constitution can be obtained through your steward or the Local Union Hall)
2. What changes would you like to see at the Local level of your Union?
3. What can I, the Local President do to better serve you?
4. What do you think of the representation that you receive from your steward(s) and what recommendations do you have which might help improve that representation?
5. What do you think of the representation that you receive from your AVP or other officer's and what recommendations do you have which might help improve that representation?
6. What can we do to improve the Local in your opinion?

(use additional pages as needed)
(Cut and return to Local 321 NPMHU, 1833 West Elk Place, Denver CO 80211)

***IF YOU ARE PLANNING A MOVE IN THE FUTURE, PLEASE
PROVIDE YOUR UNION WITH YOUR NEW ADDRESS.***

NAME _____

ADDRESS _____

CITY, STATE & ZIP _____

FACILITY WHERE YOU WORK _____

MAIL TO: LOCAL 321, 1833 W ELK PL, DENVER CO 80211

***LOCAL 321
1833 W ELK PL
DENVER CO 80211***

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