



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

DAVID E. ROSS-*President*

MICHAEL J. HORA-*Vice President*

JEFFREY K. MORGAN-*Treasurer*

DON GONZALES-*Recording Secretary*

JOHN MEDING-*State Representative*

VOLUME 7 ISSUE 2

DON GONZALES-EDITOR

SUMMER 2000

ATTENDANCE PROBLEMS?

Currently management is in the process of implementing a new punishment tool on you. That tool is in the form of having attendance control handle all attendance related issues to include discipline. Currently this program has been rolled out on the employees who fall under the Denver P&DC installation. As well management is rolling this program out in 19 other cities across the country. Under this program your supervisor basically has no involvement or say so in whether you deserve discipline for your attendance or not. What does this mean to you; don't bother developing a rapport with your supervisor as it relates to your personal problems, which keep you from work. Understand the supervisor can't help you even if they want and you will only be fueling the soap opera we are forced to live in. In combating this issue we feel we have sufficient arguments to prevail returning this function to your supervisor. In the meantime employees need to ensure that the Union is involved with any due process/investigation into your attendance. Along with pursuing the attendance related discipline we also are now pursue the technicality of these investigations being done by the attendance control personnel. When phoning in an absence all employees need to be aware of the requirements that are reproduced as follows:

(Continued on page 13)

COLORADO MAIL HANDLER NEWS
is published by and for members of the
National Postal Mail Handlers Union

Local 321

Our mailing address is:

Local 321

1833 W Elk PL

Denver CO 80211

To reach us by telephone call:

1-800-521-5094

Or

303-455-6400

Our fax number is:

303-455-5810

Or visit our website located at:

<http://www.npmhu-local-321.org>

THE FMLA COORDINATOR'S CREED

Frustrate them...

Manipulate them...

Lie to them...

Above all, deny them!

Imagine this... today management notified you that your request for FMLA has been approved. The problem is your parent pass away last week. After a long and frustrating struggle to secure FMLA, it no longer matters because your parent died.

How about this, you request FMLA in advance for a qualified FMLA condition. The request is in accordance with postal service and Department of Labor (DOL) law that insist on advanced notification when the leave is foreseeable. Having not used any FMLA leave yet, management denies your request citing "legal department guidance." After denying the request for FMLA, they are audacious enough to highlight deficiencies in your packet anyway, (as if they accepted it in the first place).

Here's one for you. Let's say you turned in your FMLA packet only to be told it is not complete. FMLA Coordinator Hitler gives you a copy sending you back to your physician for additional information so you comply. When you return with the new information, Hitler tells you your FMLA is denied because the changes were not made on the original WH-380 packet (even though the FMLA Coordinator Hitler kept the original documents and sent

you off with copies).

A common denial states *after a review of the requester's attendance history, there does not appear be a FMLA absence; Therefore, the request for FMLA is denied.* Management is denying FMLA to employees because they made the request in advance and have been fortunate enough not to have the occasion to need it. Anywhere else this is a blessing, not in the eyes of the FMLA Coordinators. They celebrate another denial with a feather in their cap.

The good intentions of the Family Medical Leave Act have long passed-away in the postal service. Congress approved the Act with sympathetic assertions for the families of ill and injured workers with other provisions providing FMLA for childbirth and adoption. The only thing Denver's FMLA Coordinator's look for is a way to hinder or thwart the use of this leave.

"...It is a wonder either of these people can sleep at night. While I count sheep, they count pitchforks..."

FMLA Coordinator Roberta MacPhail is cut straight from Lucifer's mold. Just when you hoped they broke the mold, out comes Lucifer's sidekick, Loraine Rudolph. It is a wonder either of these people can sleep at night. While I count sheep, they count pitchforks.

Rest assured, when you get a FMLA letter from them, it will end with... *therefore your request for FMLA is denied.* They should be ashamed of themselves for the turmoil and heartache they cause others in a time of need.

FMLA denials based on the fact that "*no FMLA leave has been used,*" are as common as baseball and apple pie. If you get this denial letter, it seems management is sending you a message. The message is, "had you just called in rather than requesting FMLA in

(Continued on page 6)

PRIORITY CENTER UPDATE

The Priority Center, officially now called the Mail Processing Annex (MPA), is gearing to accept several flat sorter machines from the General Mail Facility in July. This relocation is intended to be temporary (approximately one month I am told, but as with anything Postal, take it with a grain of salt) to make way for the new installation of flat sorter machines in the GMF.

How many Mail Handlers will be impacted is not certain but I can only say that we will welcome any relocated Mail Handlers with open arms. I can state that the MPA is not such a bad place (short of the mosquitoes and summer heat – no A/C). The pigeons also seem to have vacated the premises due to the baited corn that made them sick and the mosquitoes have been sprayed reducing their numbers. Port-O-Cool evaporative fans have also been brought in to reduce the early summer heat. It's a warehouse atmosphere with plenty of room and little noise (compared to the GMF). All in all, it'll be a nice change for ya'll.

Ever since arriving at the Priority Center in February, I have been impressed with the job the Mail Handlers are doing. Together, we are working to make OUR Priority facility a success and beat the competition (Emery) who recently sued the Postal Service (biting the hand that feeds you?). I believe that Postal Workers handle Priority mail with more concern and efficiency. Why Postal Management chose to contract this work out on the East coast is baffling given their lack of success and the job that we do.

There are many jobs in question at the MPA that, I believe, should be performed by Mail Handlers. Clerk casuals are labelling and dispatching containers and making basic

simple separations that Mail Handlers should be doing. Maybe this explains why the clerks were not recently willing to inventory the building with us. We already have a grievance disputing these jobs, which the APWU cited before walking out, that exists in the great dark region known as the RI-399 black hole.

However, this dispute – which began in the late 1900's (pre-millennium) - consists of inventories that show transporting and labelling work to clearly be Mail Handlers. This would constitute multiple cross-crafting violations that I filed for but which were (no surprise) referred to the RI-399 committee by Management. What a wonderful system that Management uses to keep the unions at odds with one another. This system is very costly

and inefficient for all parties. Kudos to President Ross for attempting to fix it.

Thankfully, we have been successful in pressing (through a class action grievance) management to post more jobs at the MPA. Five jobs were recently posted and awarded on the docks to relieve the amount of daily

ad-hoc power equipment higher level details. Now we have permanent positions. Also, for the lack of help for general dock work we gained four bids and four part-time flexibles (total) on Tour II and III. More help is coming and from that point on Management should utilize only Mail Handlers to do Mail Handler work (aside from the disputed duties mentioned above).

For any future violations that you might see just write a quick note for where, what, when, and how long (and sign) and then submit to your steward for immediate filing of a grievance. It is important for you to know that contract drivers are able to load their own trucks; but if there is assistance, Mail Handlers should be utilized. Of course, we should be

“...Thankfully, we have been successful in pressing (through a class action grievance) management to post more jobs at the MPA...”

(Continued from page 3)

loading and emptying all Postal Trailers.

Tour II steward Scott Dorchak was successful (in addition to his new baby girl Morgan! – no he did not name her after me – Congrats!) in gaining additional work on the SPBS machines for Tour III. Any more than three sweepers on a SPBS machine should be Mail Handlers. We are also pressing for more positions as more work means more jobs. Management has had clerks working the Scan Where You Band machines on a regular basis now to relieve the lack of Mail Handlers. I have filed a grievance on this issue due to the use of Mail Handlers in the past. Even though this job is not inventoried and is in dispute, past practice dictates that Mail Handlers should be utilized.

Other successes we have had in the grievance procedure include processing higher level forms for higher level details (I am keeping daily track of these and submitting them to secretary Kelly Marshall who is entering them on computer forms - If you perform any higher level work let me or the steward on your tour know about it to be sure to enter your higher level hours), obtaining higher level pay for new labeling duties, utilizing Mail Handlers by seniority in the building for any ad-hoc higher lever details, and the preferential duty of powered equipment bids to operate a forklift by seniority if they so choose. Clock rings have been requested for prior pay periods (since my arrival) and I have recently advised management that labor board charges for failure to provide information are forthcoming if they do not promptly provide them.

All in all I want to let our local know what a great crew we have at the Priority facility. It is with a lot of pride that I say our numbers, scores, and positions have improved due to the rank-and-file Mail Handlers. We are a great example that Mail Handlers are better equipped and more concerned to handle our customer's Priority mail (and any other mail for that matter). Management had better value and respect the job that we all do for the

Postal Service to be a success. Thanks also go to Scotty Dorchak, Lorie Farrand, Danny Geter, and Keven Willett for being our stewards of the contract and helping to further the cause of the MPA Mail Handlers.

Jeffrey K. Morgan
Treasurer

LIFE AT THE PO

Life at the PO these days is like a tree full of monkeys who are all on different branches at different levels. Some monkeys are climbing up, some down.

The monkeys on top look down and see a tree full of smiling faces.

The monkeys on the bottom look up and all they can see are butt-holes.

Remember when the PO used to value customer service and loyalty from their employees?

Now they only care about budgets and numbers. There is no customer service and the only thing they want from the employees is flexibility and blind obedience.

Something to think about the next time you are asked to "do that little extra".

**Brian Eberhard
BMC Steward T-1**

REPRESENTATIVES NEEDED

Given the condition of our company, stewarding can be a frustrating responsibility. It seems as though management will stop at nothing to get through the day. Staffing levels are unmanageably low and schedules are being changed at the drop of a hat.

The AMC has undergone the most recent staffing and schedule changes with automation to follow. It is imperative that every "cross-craft" and "management performing mail handler work" violation be marched through the grievance process, especially in light of management's decision to reduce staffing. Management cannot get the mail out at the AMC without daily contract violations. It is not uncommon to have custodians, clerks, SDO's, MDO's airline ground crews and even the AMC manager perform mail handler work to get the mail out, this after butchering the staffing levels. As the staffing levels and schedules are adjusted in each unit, these violations will increase. We are calling on all mail handlers to assist us in tracking and documenting the violations. Without your eyes, ears and statements, the fight is hindered.

If you are interested in becoming a union steward, please do not hesitate to contact your facility AVP or an executive board member. It is not an easy task. It comes filled with frustrations and grief. On the other-hand, stewarding can bring great pride and satisfaction knowing that you are able to assist in the enforcement of our agreement offering tangible fulfillment in securing the mail handlers future within the postal service. Stewards come and go, what you do while there means a lot. I would like to thank Jorge McClelland for the time, effort and dedication he put into being a GMF steward. His commitment to the cause is appreciated.

Stewarding is what you make of it. We are particularly interested in placing stewards on tours 2 and 3 at the Air Mail Center, tour 1 at the General Mail Facility and tour 3 at the Bulk

Mail Center. If interested, please let us know. It can be a rewarding endeavor.

In Unity,

Mike Hora
Vice President

WHAT, ANOTHER EARLY OUT?

Yes there appear to be some truth about the Postal Service considering offering early-outs sometime in the near future. Unfortunately for us, it appears they want to target management personnel only.

Whether they can target specific areas or not is unknown currently. The Postal Service is in the process of meeting with OPM (Office of Personnel Management) to determine what options they have.

No matter what the outcome is, it appears they **will offer no incentive** with the early outs. As more information becomes available it will be disseminated to you if it applies.

One positive note, the reason they are looking out early out is they want to reduce the management ranks by some 700 positions over the next couple of years.

David E Ross
President Local 321

**THANK YOU
FOR BEING
A
UNION
MEMBER**

YOU ARE THE UNION

(Continued from page 2)

advance, we would have had to actually consider the request.” It this what management really wants? This is the message they are sending.

The “legal department” guidance that management keeps referencing is intriguing. At one point, management's own (legal department) e-mail contradicted Denver's FMLA policy. Where is this incredible legal department? Could their advice be privileged information?

The union submitted an information request asking for a copy of the FMLA regulations the legal department was using. After all, we are entitled to know what the rules are, right? The FMLA Coordinators refused to provide this information to the

union citing attorney-client privilege. Whose client - not mine and our attorney is not involved yet?

Local 321 filed a charge with the National Labor Relations Board citing management's failure to provide the requested information. The NLRB conducted an investigation concluding that the requested information was verbal guidance offered over the phone. There-

fore, there was nothing tangible to provide. When your sleeping at night and you hear a startling noise in the attic, be careful. Use caution. That bump in the night might be the postal service' legal department.

One final “what if” story. Imagine your parent had cancer and required daily chemotherapy treatments. Obviously, you want to do everything possible for your parent. Needing life's basic care of medical, hygienic, nutritional, safety and transportation necessities, you decide to apply for FMLA in advance. Of course, it is initially denied, but you refuse to give up. You go back to the doctor for additional information only to be told, “sorry the doctor's signature is not on the original

packet.” Therefore, you go back to the doctor again and again and again. Time passes. The parent's condition worsens and he painfully passes-away. Meanwhile, you are notified that your requested FMLA is approved. After two trips between the hospital and little Hitler's FMLA office, finally, approval is granted but it does not matter because for the second time in a year another parent dies. Moreover, neither time were you able to get FMLA approved for any meaningful time-frame while your ailing parents struggled through their final months of life.

Management harassed and hassled, fought and hindered you at every step ensuring the time spent with your parents was minimal and

miserable. As if the death of two parents was not enough, we have our employer pouring salt in our wounds by the truckload. Here is the zinger. **This story is a true one.**

After months of denials, it took the mean-spirited FMLA Coordinator only days to notify the employee that his FMLA was canceled. You see, there is no FMLA coverage for the death of a parent. The day of the funeral – (for

the second parent's death), two letters arrived from the postal service. Both return addressed from the FMLA coordinator. The first one approved FMLA for a parent that passed away three days earlier, the second canceled it. No condolence from the employer, no flowers or card, just a letter advising the employee that a death is not covered under FMLA, *therefore your FMLA is canceled.*

The Executive Board and membership of Local 321 offer many thanks and condolences to the employee that allowed me to put this true story to print. The anguish she experienced cannot be put into words. I only hope you will learn from this sad tale and take ag-

“...As if the death of two parents was not enough, we have our employer pouring salt in our wounds by the truckload. Here is the zinger. This story is a true one...”

(Continued on page 7)

(Continued from page 6)

gressive action accordingly.

If you are denied FMLA without cause, please do not hesitate to file a complaint with the Department of Labor. Direct your complaint to Diane Rhodes / DOL at PO BOX 1855, Ft Collins CO 80522. She is the DOL/ FMLA representative and is aware of our problems. Ms. Rhodes was initially entertaining a class action encounter, however, "advice" from the national office of DOL has obstructed this approach.

Ms. Rhodes and the DOL will field cases individually. In addition to the DOL complaint, please request to see a union steward. A grievance should be filed for every FMLA denial. There is strength in numbers and the denials are piling up. Do not allow the FMLA Coordinator's harassing tactics dissuade you from using a negotiated right provided for by our National Agreement and federal law.

In Unity,
Michael J Hora

SOMETHING TO PONDER

The following sign is posted on the AMC Managers door. It should give you some insight on the type of employee management wants.

"While in the past we may have wanted loyal employees, today we need flexible people who are not possessive about the "way things are done around here." (sic)

SCABS

Most of us, if not all of us know someone who is not a member of this union. The reasons I have heard over the years vary. Most, if not all of these reasons boil down to one thing – selfishness.

I have heard everything from, "I don't believe in unions" to "The union is affiliated with communism and the Catholic church".

Some people just can not fathom the idea that if it were not for the union, we would all be casuals, or probably working elsewhere.

They are ignorant enough to believe that the post office (or any large corporation) would willingly and happily give them a decent wage, benefits and perks just because.

Those of us who live in the real world know better. The hardest aspects of my job as a union representative has been that of representing employees who are scabs. They are happy to utilize our services without paying their dues. They are the same people who come to a potluck with no food, eat all they can, and then try to take leftovers home. They are on union-welfare, period.

So why do we represent them? Because Federal law says that we have to. There have been bills introduced in the Congress to allow the unions to bill non-members for the time the union spends representing them. Unfortunately, these bills have all died.

The next time you see, or are working with one of these scabs, encourage them to join. If you don't know if they are a member, ask them—embarrass them. If they won't answer, ask a steward if your co-worker is a member.

It is not only ridiculous and silly of these selfish individuals to ride on the backs of the dues paying members. It is disgusting.

Do us all a favor and sign them up.

**Don Gonzales
Tech Asst/Rec Sec
Local 321**

MPA OCCUPATIONAL PRIVILEGE TAX

Commonly referred to as "head-tax," Denver's Occupational Privilege Tax (OPT) is imposed on individuals who perform paid services within the city and county of Denver. For someone earning the \$500 monthly income minimum, Denver's OPT tax rate is \$5.75 per month. Postal employees pay the OPT at \$2.88 bi-weekly.

Employees working at the Priority Mail Annex, at 20101 E 36th Drive, Aurora, CO 80011 are working within the Aurora city limits and should not be paying Denver's OPT. Denver City tax code states employees who perform services for a single employer but whose work is performed in more than one jurisdiction that imposes OPT, are required to pay the tax only in the jurisdiction in which they spend the majority of their working hours. Finance manager Fred Sunday offered guidance to Denver's labor relations representatives (in the grievance process) acknowledging the postal service should not be taxing MPA workers with Denver's OPT.

More appropriately, they should be collecting Aurora's OPT tax of \$2.00 per month. Aurora's city tax code offers the following OPT guidance. Every employer engaged in business within the city (of Aurora), and employing one or more natural persons exercising the taxable privilege set forth in section 130-462, is hereby charged with the duties of collecting monthly from each employee a tax of \$2.00 per month for each month in which the employee exercises such privilege and of making a return and paying such tax to the finance director.

Nearly everyone effected by the OPT error has a unique time-frame and circumstance. Moreover, due to the personal nature of wage and tax information, it is important that each

effected individual take action to claim your refund as appropriate. If you work at the AMC, GMF or TA you should be paying OPT and are not effected. If you work at, or bid to the MPA, the OPT tax should stop as you are no longer within the boundaries of the city and county of Denver.

The union has made contact with Denver's Department of Revenue. A tax compliance/audit unit officer is now involved in the case. He has asked me to encourage restraint to Local 321's members. In an attempt to secure refunds in one group resolution, rather than dealing with a multitude of individual claims, the Department of Revenue is in contact with Finance Manager Fred Sunday- collecting the names and pay information of those with a history in Aurora's MPA.

Management failed to resolve this when the union presented the OPT issue to them.

"...Nearly everyone effected by the OPT error has a unique time-frame and circumstance. .."

We are now working with the Department of Revenue directly, and they are working with us. I would encourage you to give the Department of Revenue some time to track down and respond to the postal

service OPT errors. If you are entitled and do not receive an OPT correction in 60 days, I would then recommend filing for the claim individually with the form which is on the next two pages of this newsletter.

One final point worth noting, both Aurora and Denver have tax provisions limiting the payment of each cities head tax to one time per month. Regardless of whether you work in Denver, Aurora or both, you are only liable for occupational privilege taxation one time in each city. Contact your respective Department of Revenue for further assistance in this area.

Michael Hora

Vice President

Form page 1

Form page 2

GIVE ME THE MONEY

Reading John Meding's "Mail Handler Update letter and "Special Payments" brought several questions to mind:

What does a "Directory Analysis Specialist do? Would using a US West Dex phone directory be cheaper than paying this person a \$1,090.87 bonus?

Operation Quality Improvement Specialist? Instead of a \$2,335.91 bonus, a 20 pound Priority Mail sack was thrown on my head before improvements were made in Scan Where You Band.

A "Network Specialist"? For \$544.57? Does this mean surfing the web can get you a bonus?

Three (3) - count them - three (3) "Mail Flow Controllers" received a bonus of approximately \$2,322.49 to watch the mail flow by? No dirty hands here!

OK—here comes the kickback, I mean kicker. A level 07 casual given \$725 for what? Must be an attendance control seasonal thing.

Therefore John, I would like to file a grievance for "disparagement of payment" and treatment.

When I Analyze the mail and Direct it to its destination in a timely manner, I get free popcorn and all the water I can drink.

Everyday I Network with over 50 employees - no computers - just plain old-fashioned conversations and team work moving the mail. In return I receive great quantities of harassment or spying.

When the Mail Flows by, my hands get dirty because of constant handling of the mail. For this I get a pair of gloves that last about three days.

As far as casual kick-backs go—could their Christmas Ho-Ho-Ho's be a year round employment bonus? While jobs are being abolished?

Thereby John, I would like to file a grievance for \$7,008.84 in bonus pay. I have worked hard

for 15 years. I have given the sweat off my brow and the aches in my back are getting worse. I figure these people mentioned in my letter could give back some of what they have reaped from me and all craft Postal workers.

In unity,

Barbara J. Flores

YOUR RIGHT TO A STEWARD

When you are asked to go to the office, and you believe that you are going to be disciplined, or that the meeting could lead to discipline, IT IS YOUR RIGHT TO ASK FOR A STEWARD. BUT YOU MUST ASSERT THAT RIGHT. These are called your Weingarten rights.

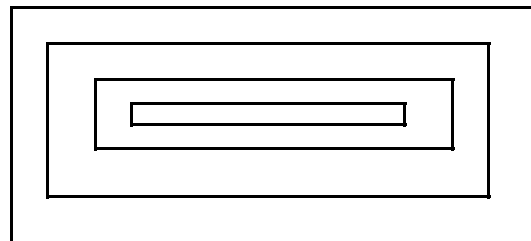
Management must provide you a steward. If they refuse, and continue with the interview, the interview will be considered worthless.

While most facilities understand this and bring a steward in immediately, some supervisors still try to play stupid. Remember

IT IS YOUR RIGHT, AND YOU SHOULD ALWAYS ASK FOR A STEWARD WHEN YOU THINK TROUBLE MAY BE COMING.

If you have any questions regarding this subject, ask a steward or call the union hall for advice.

**Don Gonzales
Local 321**



FULL-TIME REPORT

As, I have now been in the job of Local 321's second full-time officer for about four months, I thought I would write a brief article on some of the things I have been doing around here.

I never realized how much of the day can be lost to answering phone inquiries from mail handlers and stewards. This seems to take up a lot of my time each and every day, but I don't mind, as it keeps me in tune with all of the facilities. We also receive a small amount of questions on the Mail Handler Benefit Plan. With the recent retirement of our long time secretary, Louise Wellington, President Ross or I now are tasked with answering the phone.

On a different note, I have met on step 3 grievances on a couple of occasions. I have also filed and met on step 1 and 2 grievances for some of the outlying facilities.

I have done one arbitration (we are fighting to get dates as we are getting behind again) which we prevailed on regarding management changing clothing allowances at the P&DC.

As President Ross stated in his most recent FYI, I have been developing a Safety Training Program for the union representatives. I would like to thank brothers' Jimenez and Falk – our safety representatives - for their help on this program. I have also secured and am currently installing programs on 5 used computers. These computers will be used to train our representatives in basic functions. I believe that with these computers, our union is now close to owning 20 computers. Computers are a great way to file and keep track of grievances. They make life easier

and —lets face it— they are the future.

I have also been trying to clean up around the hall. I have cleaned out and straightened up the supply rooms, both upstairs and down. I also took old shed apart and trashed it at the dump. It was rotten and the squirrels were using it as a cemetery. I am almost done building a new shed (thanks for the help Claude and Chris) and we now have this shed full of old records and other stuff which should not be thrown away.

Carpeting for the hall will be installed soon. The current value of properties in northwest Denver has skyrocketed and I would have to assume that our building has got to be worth over \$400,000 dollars. It is important to maintain the investment of our members and we do

try to keep the building in good shape.

All in all I have found the job challenging and rewarding. Though the hours are long, I like to think I am fairly well compensated for the time and effort I have put in to the job.

As with any job, there is always more to do and I have a wish list a mile long. My biggest goal is to make

sure President Ross gets out to the facilities more—and that has been happening.

As always, if you need me, don't hesitate to call.

Don Gonzales
Technical Asst/Rec. Sec

Home 303.433.0032 Cell 303.667.5585
Pager 303.767.6556 Hall 303.455.6400

“...As with any job, there is always more to do and I have a wish list a mile long...”

(Continued from page 1)

Emergency Annual Leave:

512.412 Emergencies

An exception to the advance approval requirement is made for emergencies; however, in these situations, **the employee must notify appropriate postal authorities as soon as possible as to the emergency and the expected duration of the absence.** As soon as possible after return to duty, employees must submit Form 3971 and explain the reason for the emergency to their supervisor. Supervisors approve or disapprove the leave request. When the request is disapproved, the absence may be recorded as LWOP or absent without leave (AWOL) at the discretion of the supervisor as outlined in 512.422.

Unexpected illness:

513.332 Unexpected Illness or Injury

An exception to the advance approval requirement is made for unexpected illness or injuries; however, in these **situations the employee must notify appropriate postal authorities as soon as possible as to their illness or injury and expected duration of absence.** As soon as possible after return to duty, employees must submit a request for sick leave on Form 3971. Employees may be required to submit acceptable evidence of incapacity to work as outlined in the provisions of 513.36, Documentation Requirements. The supervisor approves or disapproves the leave request. When the request is disapproved, the absence may be recorded as annual leave or, if appropriate, as LWOP or AWOL, at the discretion of the supervisor as outlined in 513.342.

David Ross
President Local 321
NPMHU



“BREAK TIME
MUST BE OVER”



“FOR MY NEXT TRICK I
WILL DESTROY MAIL PROC-
ESSING AND RETIRE”

COME ONE—COME ALL
TO
LOCAL 321'S ANNUAL PICNIC
SATURDAY JULY 22

11:00-19:00
GRILLS TURNED OFF AT 18:30

MICHAEL HORA, THIS YEAR'S PICNIC COMMITTEE CHAIRMAN, AND LOCAL 321 CORDIALLY INVITES YOU AND YOUR IMMEDIATE FAMILY TO ATTEND THE ANNUAL PICNIC.

THERE WILL BE FOOD DRINKS AND HOPEFULLY "NO RAIN" SO WE CAN ACTUALLY HAVE A SOFTBALL GAME.

THE PARK FEATURES TENNIS, BASKETBALL, VOLLEYBALL AND AN IN-LINE HOCKEY RINK.

BURGERS, BRATWURST, HOT DOGS, CHICKEN, ITALIAN SAUSAGE, BEER, SODA CHIPS AND SIDE DISHES WILL BE AVAILABLE

SO COME OUT AND JOIN US
RAIN OR SHINE

Picnic MAP

HAVE YOU MOVED LATELY OR IS A MOVE IN YOUR FUTURE? IF SO, PLEASE PROVIDE YOUR UNION WITH YOUR ADDRESS SO WE CAN KEEP IN TOUCH.

Name: _____

Address: _____

City, State, Zip Code: _____

Facility where you work: _____

LOCAL 321
1833 W ELK PL
DENVER CO 80211

BULK RATE
US POSTAGE
PAID
PERMIT No 2104
DENVER CO