

# COLORADO MAIL HANDLER NEWS LOCAL 321

*“SERVING THE STATE OF COLORADO”*



## THE EXECUTIVE BOARD OF LOCAL 321

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**LORIE FARRAND**-*Recording Secretary*    **JOHN MEDING**-*State Representative*

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

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**DON GONZALES—EDITOR**

COLORADO MAIL HANDLER NEWS is published by and for members of the  
National Postal Mail Handlers Union, Local 321

Our mailing address is:

To reach us by telephone call:

**Local 321**  
**1833 W Elk PL**  
**Denver CO 80211**

**1-800-521-5094**  
**or**  
**303-455-6400**

## NEW OFFICERS INSTALLED

On June 28, 2002, Newly appointed Regional Representative David Ross swore in the new officers for Local 321. These are the individuals who will guide and govern your union over the next three years. These officers were elected by secret ballot election and the results were tabulated by the Judges of Election on June 18. Based on the results of that election, your officers are:

- President—Michael Hora
- Vice President—Don Gonzales \*
- Treasurer —Jeff Morgan \*
- Recording Secretary —Lorie Farrand
- State Representative —John Meding
  
- Branch President Denver BMC— Paul Rorick
- Branch President Denver P&DC —Cindy Hoehl Rinker
- Branch President Boulder —Steve Skala \*
- Branch President Colorado Springs —Ricardo Olivares \*
- Branch President Grand Junction —Phil Armendarez \*

*(Continued on page 2)*

*(Continued from page 1)*

\* Indicates officers who were unopposed in the election process.

The term for your new officers officially began on June 29, 2002 and will run for three years.

Official ballot counts were as follows:

**President**

Michael Hora 383  
Felix Garcia 73

**Vice President**

Don Gonzales (unopposed)

**Treasurer**

Jeff Morgan (unopposed)

**Recording Secretary**

Lorie Farrand 318  
Herb Whitaker 124

**State Representative**

Phil Armendarez 14  
Cindy Hoehl-Rinker 132  
John Meding 223  
Doug Seaton 83

**Branch President BMC**

Mark Lofthouse 53  
Herb Whitaker 23  
Paul Rorick 64

**Branch President GMF**

Arthur Sweeney 13  
Cindy Hoehl-Rinker 138  
Ron Lucero 98

**Branch President Boulder**

Steve Skala (unopposed)

**Branch President Colorado Springs**

Ricardo Olivares (unopposed)

**Branch President Grand Junction**

Phil Armendarez (unopposed)

There were a total of 519 ballots cast by the membership of Local 321. Of these, 36 were not opened at all because they failed meet ballot qualifications outlined in the Uniform Local Constitution.

Approximately 53 percent of the membership returned ballots, including the ones unable to be counted.

It is a nice surprise to see that that over half of the mail handler union members in the state have enough interest in their union to take the time to cast a ballot. Our hats are off to you.

Special thanks to our three Judges of Elections. **Larry Cambra** from the BMC, who acted as Chairman, and also **Vernon York**, from the GMF and **Don Mondragon** from the BMC who served as Judges.

A very special thanks for **Rich Paylor** from the BMC who retired in the middle of the election process, yet was willing to assist and direct the Judges with all of their tasks. Rich has been serving as the Chairman for the Local elections for over twenty years and his experience will surely be missed. A person with more integrity will be hard to find. Best of luck with your retirement Rich. We'll miss you.

Don Gonzales  
Vice President

**YOUR VOTE CAN MAKE A  
DIFFERENCE IN ANY ELECTION**

**ELECTIONS / TRANSITION**

**I**'d like to start by congratulating all the candidates that made the selfless decision to run for a Local Union position. The commitment and dedication behind the decision to participate is significant, there are no losers. Their pledge to the union movement and entitlements to our democratic selection process is in part, what keeps a Union strong. Our elections were conducted in a professional and respectful manner. Each candidate should be proud.

I would also like to extend the Union's thanks to our election judges Larry Cambra, Vernon York and Don Mondragon. In addition, on his way to the "retirement door" -Rich Paylor's assistance was greatly appreciated. Enjoy the *golden years* Rich. The time and efforts put forth by our election judges is valued, fine job brothers!

I would also like to extend my heartfelt thanks to all of the members who cast their vote for me as President of this Local. I will try my best to run this union as well as my predecessor, David Ross. Brother Ross has made my transition into the position a smooth one. There are horror stories in other Locals where a transition or change in leadership went bad and the Union struggled to restore stability. Happily, that will not be the case in Colorado.

National President Billy Quinn has appointed David Ross to the position of Regional Director for the newly created Denver office. Brother Ross will represent an 18 state region in (RI 399) craft jurisdictional issues. In addition, Brother Ross will meet on the region's step 3 grievances. This Local will miss David's experience and dedication. His com-

mitment to the Union movement is remarkable. It will be nice to have David's regional office located in Denver.

As for the Local, the transition of our Executive Board and Council will continue. We had Executive Board changes in the positions of President, Vice President and Recording Secretary, in addition to 2 new Branch Presidents. I am please to welcome our new Branch President's in the BMC and P&DC and overall, I am very happy with our new line-up. This union has the skills and leadership to successfully navigate the Union well into the future.

William Quinn appointed David Ross as his designee for administering the oath of office.

**...”There are horror stories in other Locals where a transition or change in leadership went bad ...”**

On June 28, 2002, David Ross carried out these duties and all officers took their oath. Those of you that attended the recent swearing in ceremony had an opportunity to meet the new officers and bid

farewell to Brother Ross. I did not want David to feel isolated or lose touch in his new regional position, so I had his phone number put on the cake for all to share. ☺ Good luck David!

**Full-time Technical Assistant**

I do not anticipate drastic or wholesale changes. However, I should reaffirm my commitment to a previous Presidential decision. As provided for in our Uniform Local Constitution and Local by-laws, the President has the authority to employ a technical or administrative assistant as necessary. The Local Executive Board agreed we could financially afford this position and it is my intention to continue

*(Continued on page 4)*

*(Continued from page 3)*

as such. The phones alone are enough to warrant the second position by themselves, but when coupled with the demands of Union operations and logistics of regular travel, the continuation of this position is clearly warranted.

It is my intention to continue utilizing our current technical assistant and (new) Vice President Don Gonzales in this capacity. Don will assist in every area of union operations to include newsletters preparations and mailings, scholarship program administrations, steward training, computer training and maintenance, associate office communications, arbitration preparations and advocacy, and health plan marketing to name a few.

**Mail Handlers Health Benefit Plan**

The Mail Handlers Benefit Plan is currently underwritten by CNA Insurance Co. It was recently announced by the National Executive Board that our contract with CNA will be terminated at years-end. This union has entered a 5-year agreement with First Health to assume full managing duties of the health plan. First Health currently manages the Mail Handler benefit plan's PPO Network so the transition is expected to be seamless for the enrollees.

A federal employee is required to be an associate member in the NPMHU to enjoy the benefits of our health plan. This is the small price they pay for our sponsorship of a health plan. These funds are in part, geographically and proportionally returned to each Local. The plan generates significant revenue from associate membership dues. It behooves each Local to actively participate in the marketing

of our health plan. During this transition, Local 321 will work hand-in-hand with First Health to ensure positive enrollee figures for the Colorado area.

CNA had allowed the plan membership numbers to deteriorate, dropping 100,000 people over the past 5 years; First Health has agreed to performance guarantees, committing to an annual enrollee goal of 495,000 members. We are currently at 385,000. The decision to switch to First Health was driven by CNA's decision to reduce marketing, coupled with their restrictive PPO network changes that essentially force the NPMHU into a 'take-it-or-leave-it,' oversight position. It was clear

to the National Executive Board that CNA was transitioning out of the health care business. I was pleased to learn that First Health picked up every CNA employee who worked with the Claims Administration Department of the MHPB.

**...”It was recently announced by the National Executive Board that our contract with CNA will be terminated “...**

Moreover, I am hopeful that First Health's commitment to the NPMHU is realistic and attainable.

**Picnics**

This year, Local 321 has added an additional picnic date for our southern brothers and sisters. Logistically, it is not feasible for our statewide members to make the trek to Denver for the annual picnic so the Executive Board set a second date. The Denver picnic will be at Fairfax Park in Commerce City on July 20, 2002. We have had good luck there and its centralized location makes it easily accessible to many. In addition, on July 27, 2002 we will have a picnic in Colorado Springs, on Fort

*(Continued on page 10)*

**A SAFETY VIEW**

**B**rothers & Sisters of local 321, I am pleased to report to you that management is in the process of inspecting all three plants (P&DC structure) in an effort to provide a safe and healthful work environment.

While most infractions deal with blocked fire extinguishers, blocked electrical panels, and egress throughout the plant, the other big concern is towmotor & forklift *speed*. So if you drive a towmotor slow down to a brisk walk (defined as 3-4 mph), and if you drive a forklift slow down and buckle up! Management is also looking into fitting the towmotor and forklift with a cutoff switch that will operate when the vehicle is jarred (actual ft/lbs of energy not available yet!)

In an effort to eliminate overloaded equipment, we have developed communications between plants, so we can find out where it originates, and correct it. Mail handlers remember, **Do Not Overload Equipment**; you are just putting another Mail Handler at risk of being injured. If you receive overloaded equipment get copies of any and all information of origin (where it came from) and put them in my hold-out in the union office.

The GMF & MPA have been measured for anti-fatigue mats, since the cost is so great the order will be split into several orders which will be placed one at a time to expedite the approval process. My understanding is that the GMF will be the first to receive mats, followed by the MPA.

**PLEASE DON'T FEED THE ANIMALS!**

All three of our plants have animals that co-exist with us, if you feed them, more will come and they will bring (four legged and winged) rodents with diseases and viruses. **SMOKERS**—please be considerate of others when smoking, you should be at least 25 ft away from a federal building, and not in the

path of entry or exit.

Our MOU safety representatives are Richard Mack T-2 dock operations GMF, Ernie Romero T-3 Commodity area GMF, Willie Morales T-2 SPBS MPA, and Bill Scroggins T-3 AMC, please see these representatives with your safety concerns.

Our union needs MOU safety representatives for the following plants and shifts; T-1 GMF, T-1&2 AMC, and T-3 MPA. Interested members please submit letter to Union c/o Article 14 Safety Representative and MOU safety representative coordinator Andrew Jimenez Sr. Rm. 172, X- 6487, 6061, or pager 303 767-3319.

Safety issues? See your supervisor, fill out a 1767, see your MOU safety rep. cc-mail Andrew Jimenez, or visit the safety office Rm. 252.

Andy Jimenez  
GMF



*Don't take unnecessary risks. Be safe. Follow the rules. Your boss may look the other way when you ignore safety, but if you get hurt, you'll be the one who is at fault, and the boss will claim ignorance of the violations.*

**FROM YOUR NEW  
RECORDING SECRETARY**

**I** want to thank all my fellow Mail handlers who voted in our Local election. The percentage of Mail handlers who voted was great, better than the last two elections when I was a judge. I hope this means that more of us care about our jobs, our futures. Congratulations to all who were elected, I hope everyone considers serving our Local as an honor. I know I do. Thanks to all the Mail handlers who voted for me. I will do everything I can to live up to the faith and trust that you have shown for me. I will be a damn fine Recording Secretary and will take my appointment to the Executive Board very seriously. Thanks again.

News from the MPA. They say “no news is good news” but I beg to differ. I would say “no news” means that little has changed. We got a few new mail handlers here on Tours 1 and 3 which certainly helps, **BUT**..... Mail volume is also down (a lot) and that helps alleviate the pressure on mail handlers being overworked. At least we are finally moving in the right direction. All you MPA employees, remember to use the right door as employee entrance as they are currently removing all the door handles from the other doors. SECURITY reasons, of course. Looks more like a jail every day. As long as they don't remove the EXIT we'll be okay.

One of my biggest irritations as a Steward is the Overtime calls, both in facility and intra facility. I spend so much time grieving the

overtime calls, it is ridiculous. I hope when we go to local negotiations that we can all work together to find a way to make overtime calls fair and simple. While I am not the person making the Intra-facility list, it sure doesn't seem to me it should be as complicated as Management makes it. Hopefully we will come up with a solution soon so stewards may spend their union time working on larger issues than

incorrect overtime calls and bypasses.

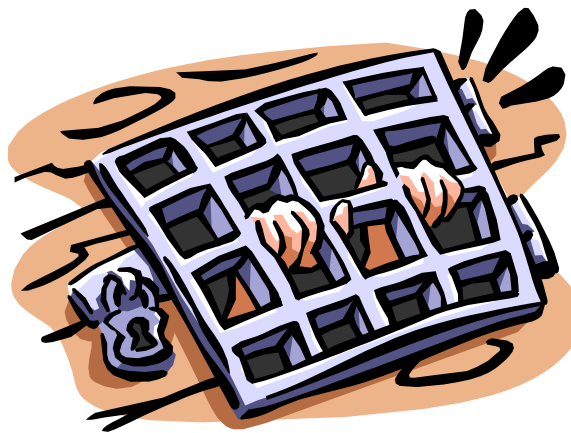
Once again, thanks to all Mail handlers who took the time to vote,

...”Looks more like a jail every day. As long as they don't remove the EXIT we'll be okay.’ ...

with a very special thank you to those of you who trusted me with your vote. I am very thankful and am very excited to serve all members of Local 321 as your new Recording Secretary. Thanks for this opportunity.

In Unity

Lorie Farrand  
Recording Secretary



**THANKS AGAIN FOR  
YOUR SUPPORT**

**F**irst, I would like to congratulate those newly elected, or appointed to positions in this union. This is for the National Officers, as well as here in the Local. There are some important decisions to make from the National Level to here. With the new 'Transformation Plan', which the Postal Service has announced, I know our National Officers will have their hands full. I have all the faith in them to make the decisions which will guide us in our battles. I will dearly miss our retiring President William Quinn. I wish

him all the best in the coming years. I know in my heart that they appointed the best to fol-

low him. I trust their decisions for all of us here. I believe that the opening of a Regional Office here in Denver, can only benefit all of us. Good Luck Dave Ross in that endeavor.

I would like to thank all of you for your support in this election. I won't make any promises that I can't keep. What I will say is, that I will do my best to represent each and every one of you to the best of my ability.

There is no situation which is not important to me, if it is to you. I will take the time to listen, and help to find the right solution. If I don't know the answer, I will not stop till I find it. We must continue in our duties, to do the best for you. We are all in this together, and I hope we can agree, that this Union will be proud to be represented by me.

If you want to be involved, all it takes is a call. I've said it before, and will say it again, *continue to be involved in the process*. Come to the meetings, and voice your opinions. If you can't do that, make a call. I will gladly

listen to you all. Things are not easy, as others will agree. It's a hard fight as you can see. Most important, know your rights. Enforce your rights. I just can't say that enough.

I would hope that we won't lose any of those who may not have won this election. I hope it only makes them stronger in representation. We must stand together in these coming years. We need your eyes, legs, and voices. We wouldn't be anything without them. I know we are all disappointed at times, but must keep the faith and go on. I would like to think that we could win all of our battles, but that is just not reality. So, we fight to get what we can, and I will strive to make the best decisions for all Mail Handler's and our future.

**...”that I will do my best to represent each and every one of you to the best of my ability“...**

Don't forget the picnic is coming up in July. Saturday the 20<sup>th</sup> as a matter of fact. If you'd

like to help, let your steward's know, or call the hall. I've never seen anyone turned down for that affair. If you've never attended, let this be your year. We have always had a great time there. Bring the kids, eat good, listen to good music (Donnie Hermosillo is coming back this year!) and enjoy some beer. You may even want to play some softball.... Look out BMC, we want the trophy this year.

If you camp on vacation, be careful this year. Follow the rules, and eat cold meals, we'd miss you if you fried your heels. I was born and raised in this state, and have never seen it this severe. Maybe in August once or twice, but this year could be a new memory for sure. What ever you do, enjoy the time. Till next time, have a great summer!

In Unity,  
Cindy Hoehl-Rinker  
P&DC Branch President

## CONTACT NUMBERS FOR LOCAL 321 OFFICERS

Union hall  
1833 W Elk Pl  
Denver CO 80211

Phone 303-455-6400  
Phone 1-800-521-5094  
(outside metro Denver)  
Fax 303-455-5810

President **Michael Hora**  
Cell Phone 303-910-7211  
Pager 303-767-6973  
E-mail [mhora@npmhu-local-321.org](mailto:mhora@npmhu-local-321.org)

Vice President **Don Gonzales**  
Cell Phone 303-910-7244  
Pager 303-767-6556  
E-mail [dgonzales@npmhu-local-321.org](mailto:dgonzales@npmhu-local-321.org)

Treasurer **Jeff Morgan**  
Pager 303-767-2451  
E-mail [jmorgan@npmhu-local-321.org](mailto:jmorgan@npmhu-local-321.org)

Recording Secretary **Lorie Farrand**  
Pager 303-212-6393

State Representative **John Meding**  
Pager 303-767-7621

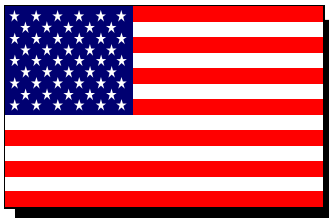
P&DC Branch Pres. **Cindy Hoehl-Rinker**  
Office (GMF) 303-853-6487  
Fax 303-853-6061  
Pager 303-767-0204

BMC Branch Pres. **Paul Rorick**  
Office 303-853-2885  
Fax 303-853-2851  
Pager 303-767-0198

Colorado Spgs Branch Pres  
**Ricardo Olivares**  
Office 719-570-5509  
Fax 719-570-2612  
Pager 303-767-9794 or 719 -222-1812

Boulder Branch Pres **Steve Skala**  
Office 720-564-6450  
Fax 720-564-6486  
Pager 303-767-0423

Grand Junction Branch Pres  
**Phil Armendarez**  
Office 970-244-3436  
Fax 970-244-8413  
Pager 970-255-5565

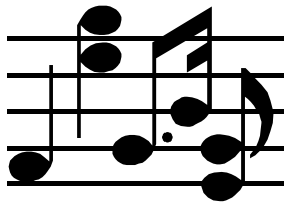


# PICNIC TIME

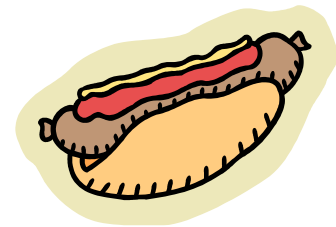
It's that time of year again and Local 321 invites our members and their immediate families to join us for the annual picnic. The picnic is set for **July 20 from 11:00 to 18:30**. Once again the picnic will be held at Fairfax Park in Commerce City. The park is located at 69th Ave and Fairfax St, just north of the dog track. Come join us for fun, food and music. Raffles will be held for those present, as well as the usual state-wide drawings.



BEER

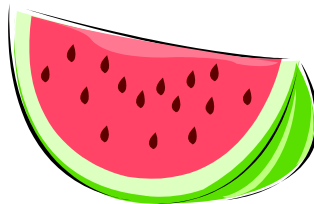


SOFTBALL

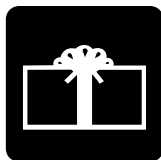


BRATS

TUNES



SWEETS



RAFFLES

**Join us for a special day to enjoy each others company away from the workplace.**

*(Continued from page 4)*

Carson to be exact. Maps and posters will be posted as the dates near. If you are interested in volunteering some time at either of the picnics, please notify Don Gonzales for the Denver one, or Ricardo Olivares in Colorado Springs. We need all the help we can get. I hope to see you there.

**Hall**

Each year the Union budgets a portion of our annual revenue for hall maintenance. We own the building and it is obviously in our best interest to keep the facility in top shape. Over the past few weeks the hall has underwent a face-lift of sorts. We have had the building power washed and painted, the hall carpet

has been cleaned, shrubs and bushes are trimmed and sharp, ceiling tiles repaired and replaced and along with some interior painting and floor repairs - our union hall is in decent shape.

**Craft Work Jurisdiction**

Management is faced with a dilemma; not enough mail handlers to perform our inventoried work and too many clerks with nothing to do. The ramifications of article 12 are colossal and the decision to force clerks to the mail handler craft is a difficult realization for management. It is either that or allow clerks to perform our work. Management has (for the most part) chosen the later.

There was some movement in the right direction. In June — 18 DCO clerks voluntarily converted to the mail handler craft. As PTF

clerks, they were utilized for the contractual minimum of 4 hours per pay period. They decided to convert to a craft where a full work schedule is customary. Please join me in welcoming them aboard.

While the additional 18 mail handlers helped, it has not resolved the problem. We will continue to fight tooth and nail for our work. Our jurisdictional struggles are well known to those in the larger facilities. The problems associated with these struggles are seeping into the stations. To address such craft jurisdictional issues in the Boulder office, it has been proposed that a Local Dispute Resolution Committee (LDRC) be formed. It is likely this will occur.

**...”They decided to convert to a craft where a full work schedule is customary.”...**

**Local Memorandum of Understanding**

We are entering LMOU

negotiations very soon. The most prominent issues affected by the LMOU are bid annual calculations, the formulation of the leave program and certain overtime methods. The 20 specific items enumerated below, provided that no local memorandum of understanding may be inconsistent with or vary the terms of The National Agreement. The scope of discussions is limited to these specific items.

If you have ideas for improvement concerning any of the captioned (A- T) items contained in Article 30.2, please draft your proposal in writing and submit them to your Branch President or to me at the hall. Each submission will receive due considerations, but please do not delay. Preparations for LMOU negotiations are underway right now.

Don Gonzales and myself are headed to Washington DC for final preparations before

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*(Continued from page 10)*

talks actually begin. If the LMOU is opened, small committees will be set for the BMC and GMF negotiation teams. Talks will ensue as needed. Please consider the following items when drafting a proposal.

- A Additional or longer wash-up periods.*
- B Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions.*
- C Formulation of local leave program.*
- D The duration of the choice vacation period.*
- E The determination of the beginning day of an employees vacation period.*
- F Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days.*
- G Whether jury duty and attendance at National or State Conventions shall be charged to the choice vacation period.*
- H Determination of the maximum percentage of employees who shall receive leave each week during the choice vacation period.*
- I The issuance of official notices to each employee of the vacation schedule approved for such employee.*
- J Determination of the date and means of notifying employees of the beginning of the new leave year.*
- K The procedures for submission of applications for annual leave during other than the choice vacation period.*
- L Whether Overtime Desired 'lists in Article 8 shall be by section and/or tour.*
- M The number of light duty assignments to be reserved for temporary or permanent light duty assignment.*

- N The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected.*
- O The identification of assignments that are to be considered light duty.*
- P The identification of assignments comprising a section, when it is proposed to reassign within an installation, employees excess to the needs of a section.*
- Q The assignment of employee parking spaces.*
- R The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan.*
- S Those other items which are subject to local negotiations as provided in the following Articles:  
Articles 12, Section .3B5, 12, Section .3C, 12, Section .3E3e, 12, Section .4, 12, Section .6C4a and 13, Section .3*
- T Local implementation of this Agreement relating to seniority, reassignments and posting*

**Hours**

After 16 years on tours 1 and 3, I am in shock while adjusting to the tour 2 hours. Generally speaking, these hours are most appropriate for the needs of the Union. Most postal officials that I deal with are on tour two. This is not to say I will not rotate or change as needed. I am working myself into the job. I appreciate your support.

Michael J Hora  
President Local 321

## 2001/2002 FINANCIAL REVIEW AND PREVIEW

**T**he year 2001 proved to be another fairly successful one for this Local. Even though we have less income because of less mail handlers, we are staying financially above the water.

For the same amount of deposits for each pay period this union receives dues, there were \$18,700 less in regular dues received in 2001 as compared to 2000. This equates to a loss of about 50 members from 2000. The Postal Service has reduced the amount of Mail Handlers through attrition and this union is paying the price. Now more than ever we need to be concerned about pressuring non-members to join.

We also received \$3,300 less in Associate Dues income in 2001 as compared to 2000. Apparently the Mail Handlers Benefit Plan was not as good a buy in 2001 and many federal workers dropped out of the plan. Our pre-audited financial statements show us with a total \$23,500 less income received in 2001 as compared to 2000.

As of December 31, 2001, we maintained \$27,634 in various accounts. Just as the year before, we were several arbitrations from being broke. Our Income statement for the year showed us garnering \$24,200 after expenses.

Factoring in our investments in equipment (\$6,000), our cash flow was positive to the tune of \$18,200 for the year. We began the year with a paltry sum of \$10,250 in various accounts and were able to enhance this figure with our income. We actually spent \$43,150 less than we had budgeted for so it could have been much worse.

Many members do not realize that our Union expenses are not only due to representation, but are also to service our Mail Handlers Benefit Plan. Associate dues income from our health plan provides us with almost half our

net income. We should also be continually conscious of any expenses that are related directly or indirectly to our health plan dues income and allocate accordingly for tax purposes.

We still maintain an additional budget to help with contingency planning should a substantial decrease in dues revenue occur. This "special" budget excludes all Associate Membership dues should the Mail Handler's Benefit Plan ever be terminated (by any possible changes enacted by Congress to alter the Federal Employees Health Benefits program).

Our regular year 2002 budget shows us receiving about \$20,000 more in regular member dues (assuming that staffing stays put for Mail Handlers) for dues increases that constitutionally follow any negotiated wage increases. We also project to receive \$6,500 less in Associate Dues (Health Plan) income that will be offset by a reduction in per-capita taxes.

The dues increase which will show up on checks soon will equate to \$26 more per member in dues increases (retroactive). For this sum, the members will get approximately \$1150 in wages. Additionally, members have already received the \$499 COLA. Considering the wage increase, the dues investment amounts to a 5,000% return. Not bad!

I am (again) also concerned that arbitration costs have the large and uncertain potential to vary for better or worse. Equipment investments also can vary, however, we look to be "well-equipped" for now. Local negotiation costs will have to be endured this year as they begin in September. Election costs seem to be an annual expense as conventions and new officer elections have been continuous. Next year we will have a respite from any elections. We will continue to monitor the finances as the year progresses and make necessary adjustments.

Jeffrey Morgan  
Treasurer

**THE TIME IS NOW!**

Hey Members - there couldn't be a better time than now to remind scabs what our Union has done for us! We've all recently received our COLA bonus and wage increases with our retroactive lump sum are on their way in August – all, no thanks to the scabs in our midst who did nothing to help (kudos to all of us who have stuck together and paid our dues to support our family and livelihood). However, now's the time to allow those who've deserted us (for whatever concocted "legitimate" reason) the choice to either return their increases and bonuses to our Union or join up. There's really no other logical or moral choice than that. I mean, how could you accept money from your Commander if you deserted your troops?! It's that simple!

Recently I designed and posted some "Hey Scab!" flyers that were intended to make Scabs think about why they were scabs and why they should then join our Union. These flyers were generally ignored or taken down for fear that they would upset people. Imagine that – upsetting a scab! Gosh, we wouldn't want to upset immoral decisions (would we?!). I thought one of my posters was very logical! It said, "Hey Scab! Please return your bonuses and wage increases to my Union, **I paid for mine!**" Well, I believe that any conscientious Union member should be upset when they see someone using our funds to take advantage of contract increases and representation. Why are we so concerned about

their feelings? I'll tell you what – if enough people contact me, I'll have some t-shirts printed up (with my own funds) with just that phrase on it!

But believe me, I'm not the kind of person to advocate stones of rebuke and foul language hurled at scabs (not most of the time, anyways). Hell, I even let Supervisors and scabs have some donuts when I buy them (personal funds, of course) for the AMC Mail Handlers (not to mention when I'm handing out Otter Pops as Group Leader this summer, sorry about the tooth Randy!).

It is important to keep the lines of communication open when dealing with people. It's

...”The “reasons” they will give are many for why they are not in our Union. All of them are either illogical, irrelevant, or emotionally tainted”...

also wise to gain respect as a humane person – and being humane is the real reason for joining our Union. You can criticize without burning your bridges or attacking someone personally. The most important thing is to make others

think when they're not on your side. They need to know the truth and make a personally correct decision. That's what my "information" posters were designed to address - Getting slightly under their skin and making them think (and feel guilty because their non-membership is morally wrong).

The “reasons” they will give are many for why they are not in our Union. All of them are either illogical, irrelevant, or emotionally tainted. One is the “I'm Broke!” plea. Who isn't broke or in debt?! However, there are ways to restructure your debt in order to be able to pay for other things. Anyways, the

*(Continued on page 14)*

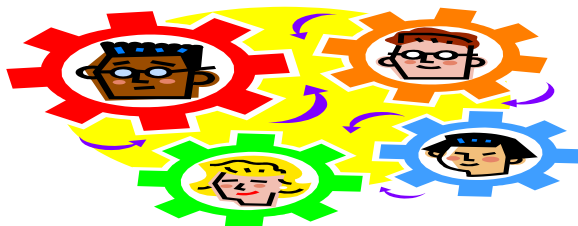
*(Continued from page 13)*

raises and bonuses have done more than enough to help others pay their many “bills.” It’s just too easy to make that excuse! Another big excuse is they blame it on some Union representative who “screwed” them. Well, we always don’t agree with some of the policies and results our government puts forth but that doesn’t mean we desert our country! They also don’t realize that the Union is ours – not the Union rep’s. Blaming others takes away responsibility and is an easy out excuse.

In conclusion, this summer I would highly suggest that all Mail Handlers obtain a list of the scabs in their buildings and “kindly and gently” remind them of why they should make a wise decision and join our Union. There is no choice but to join when the argument is put forth morally and objectively from people they know and trust. It’s so much more important and personal coming from those they work beside every day instead of those impersonal Union letters they receive in the mail. Give scabs a chance to make the right decision, let them understand from you that it is a very important matter not to be taken lightly, and then allow them to make the only decision any person in their right mind would do. The truth shall set them free! Oh, and remember, it’s “our” Union, not “the” Union.

Jeffrey K. Morgan  
Treasurer

*Editor’s note: Amen Brother Jeff*



## ODE TO ROSS

I will not say good-bye to you.  
 What I will say is congratulations.  
 I know you are a phone call away,  
 And for your lessons, I will treasure.  
 I’ve learned a lot from you, my friend,  
 And that, I’ll always remember.  
 You are a special one for sure.  
 That is why our Leader’s made a new position  
 here.  
 We have all grown to admire your talents.  
 There’s a reason we are so knowledgeable.  
 And I thank you for sharing that mind of  
 yours.  
 We will all move on, and grow some more.  
 But without you, we surely wouldn’t have  
 come this far!  
 Good Luck and Good Wishes  
 As you venture on.  
 Keep your mission strong.  
 Forever a Sister.

Cindy Hoehl-Rinker

***COLORADO MAIL HANDLER NEWS IS PUBLISHED FOR THE DUES PAYING MEMBERSHIP OF LOCAL 321 OF THE NATIONAL POSTAL MAIL HANDLERS UNION.***

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## AN OPEN LETTER TO OUR MEMBERS

The labor movement and Denver Metro Combined Federal Campaign (CFC) have a long proud history of working together to improve the health and stability of our community and our nation.

“Since their inception, unions have offered protection and support to its members. Similarly, unions have, through CFC, assisted thousands of individuals and families in crisis overcome problems associated with family, finances, food, housing, addiction, marital difficulties, and aging. That is why we endorse the Denver Metro Combined Federal Campaign.

The leaders of the Colorado AFL-CIO, American Postal Workers union, National Association of Letter Carriers, and National Postal Mail Handlers Union, along with Laborer’s Community Agency Inc., ask you to again demonstrate you care and concern for your fellow brothers and sister by generously supporting the Denver Metro Combined Federal Campaign. Thank you for your past assistance. Together we can make it happen.”

Ellen Golombek  
President, Colorado AFL-CIO

Michael Hora  
President, National Postal Mail Handlers

Paul Mendrick  
President, American Postal Workers Union

Dwayne Adkins  
Executive Director  
Laborer’s Community Agency AFL-CIO

Gene Llafet  
President, National Association of Letter Carriers

*Editor’s note: The letter above was signed by each of the persons whose name appears on the bottom. It will soon be time to donate to CFC. Take your time and pick a charity you feel deserves your hard earned money.*



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: \_\_\_\_\_

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