

COLORADO POSTAL WORKERS UNION

**REMOVAL OF PTR BIDDING RESTRICTIONS
ARTICLE 37.3**

Whereas, PTR clerks have been merged with full-time regular clerks on the seniority roster in each installation, and

Whereas, full-time regulars are allowed to bid on PTR duty assignments without restrictions, and

Whereas, Management is posting fewer duty assignments for bid, and

Whereas, clerks need the flexibility to bid from full-time to part-time when necessary for personal reasons, and

Whereas, seniority should be the most important factor when awarding bids,

Therefore, BE IT RESOLVED that the APWU negotiate to remove all language in Article 37.3 that restricts the bidding rights of PTR's, provided such changes do not impede the rights of senior PTF's to convert to regular.

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION

USE OF EMPLOYEE IDENTIFICATION NUMBERS

Whereas, identity theft is a serious crime that causes undue hardship for the victim, and

Whereas, the most prevalent way to steal someone's identity is through the use of a social security number, and

Whereas the USPS continues to require the use of social security numbers for identification on all postal forms, and

Whereas, the USPS has issued employee identification numbers (EIN) to all employees,

Therefore, BE IT RESOLVED that the APWU will immediately negotiate with the USPS that the employee identification numbers be used on all postal forms, both electronic and hard copy, in place of social security numbers.

Concurrence X Nonoccurrence Referred Other

COLORADO POSTAL WORKERS UNION

ARTICLE 24.1

Whereas, this paragraph deals with the continuation of benefits and reads:

Any employee on leave without pay to devote full or part time service to the Union signatory to this Agreement shall be credited with step increase as if in a pay status...

Annual and sick leave will be earned in accordance with existing procedures based on hours worked.

and

Whereas, the ELM, Chapter 512.311 paragraph e. reads

“Non-Pay Status. Leave credit for periods in which an employee is in a non-pay status is reduced during the leave year as follows:

- 1) When an employee’s absence in a non-pay status totals the equivalent of 1 pay period of regular service during the leave year (10 days or 80 hours), credit for the leave is reduced by the amount of leave earned by the employee in a pay period, and

Whereas, this procedure cheats local stewards and officers who must use LWOP when attending Union functions such as seminars, assemblies, conferences, or conventions, and

Whereas, these representatives must also use LWOP when they are working as advocates, technicians or witnesses during hearings, and

Whereas, these representatives are working for the Union while on LWOP and as such the employer should not be allowed to penalize our representatives who are performing official Union duties.

Therefore, BE IT RESOLVED, to strike the final sentence in Article 24.1 beginning with the word “Annual” and ending with the word “Worked.” Replace the deleted sentence with,

“LWOP used by Union representatives while in performance of official duties for the APWU will not be counted towards reducing earned leave as outlined in ELM 512.311 Non-pay status.”

Concurrence X Nonoccurrence Referred Other

COLORADO POSTAL WORKERS UNION
Article 14.2

The third (3rd) paragraph in 14.2. (d) currently reads:

"Any grievance not resolved by the committee may be appealed directly to arbitration within 21 days of the committee's review,"

Whereas, there is no clearly defined time limit for the committee to render a decision after hearing an appeal of an adverse Step 2 decision from a grievance with the subject of safety and/or health, and

Whereas, Article 14 clearly defines the time limits for the Union to appeal matters to the committee as; "Any such appeal to the Safety and Health Committee must be made within fifteen (15) days after receipt of Employer's Step 2 decision unless the parties agree to extend the time for appeal," and

Whereas, Article 14 and 15 give clear time limits for all meetings, appeals, and decisions for the grievance procedure except from the committee, and

Whereas, Article 14.4 of the Agreement states:

"The Chairman will be designated by the employer/" and

Whereas, the Chairman of the committee is responsible for issuing the recommendations of the committee related to safety and health grievance appeals, and

Whereas, without any clearly defined time limit for these responses management is allowed to leave these items in limbo indefinitely,

Therefore, BE IT RESOLVED that the following line be added as a new sentence to follow the sentence ending in "within 21 days of the committee's review."

"Any settlement or denial of a grievance resulting from the recommendation of the Safety and Health Committee will be furnished to the respective parties in writing within ten (10) days of the committee's review."

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION

Article 8 section 7

Whereas, since 1995 the night differential pay rates have stagnated while the percentage of night shift workers has increased despite technological advancements in mail processing, and

Whereas., employees working night shift hours suffer an increased rate of safety and many health risks compared to employees working conventional hours, and

Whereas, night shift workers also have an increased likelihood of having social and family problems,

Therefore BE IT RESOLVED that Article 8.7.A, be negotiated back to pre-1995 language of;

"For time worked between the hours of 6pm and 6am employees shall be paid additional compensation at the rate of ten (10) percent of the base hourly straight-time rate."

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION
Article 7.3.C

Whereas, PTF's continually work 40+ hours per week in many offices per week, and

Whereas, the USPS does not automatically convert PTF's to full-time when the criteria of Article 7.3.C or the maximization memo are met, and

Whereas, the Union must file grievances on these issues which are not quickly resolved, and

Whereas, timely conversion is beneficial to the PTF,

Therefore, be it Resolved, that the APWU will negotiate new language into Article 7.3.C that requires management to automatically convert the senior PTF effective the pay period immediately following the 6 month period where the conversion criteria has been met. The conversion will be triggered by the TACS system and notification will be sent to the National and Local APWU.

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION
Article 7.1.B.3

Whereas, this paragraph currently reads:

"Beginning January 16, 1999, the number of casuals who may be employed within a District in any accounting period, other than accounting periods 3 and 4, shall not exceed 15% of the total number of career employees with in a District covered by this agreement, and also shall not exceed on average 5.9% of the total number of career employees covered by this agreement during the fiscal year, exclusive of accounting periods 3 and 4. Disputed concerning violations of the casual cap will be addressed by the parties at the National Level." And

Whereas, this paragraph allows management to utilize too many casual employees, and

Whereas, in many installations management utilizes these casual employees in lieu. of and to the detriment of APWU career employees, and

Whereas, in many installations management utilizes these casual employees over 60 hours per week which is the equivalent of having one and a half casuals for every actual casual used, and

Whereas, this Article in inhibits action at the Local level,

Therefore, be it Resolved, that the paragraph will be deleted and replaced with the following language:

"The number of casuals who may be employed in any accounting period, other than accounting periods 3 and 4, shall not exceed five (5) percent of the total number of career employees in any individual installation."

And be it further Resolved, "In the event of excessing from an installation. Management must ensure PTF's are worked up to 40 hours per week prior to assigning such work to casuals."

Note: If this resolution passes changes will also be made to paragraphs a. and b. of this section concerning the remedy for such violations.

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION
Remote Encoding Center Transitional Employees Converted to Career

Whereas, As of December 31, 2005, there are no longer any transitional employees in the Postal Service except at our Remote Encoding Centers, and

Whereas, There are Transitional Employees who will pay full premiums for the APWU Health Plan, and

Whereas, the Postal Service should be ashamed of themselves for not providing affordable health insurance to our transitional employees, and

Whereas, transitional employees currently have the right to take two entrance examinations for career position(s) in APWU represented crafts, and

Whereas, transitional employees are dues paying members of the American Postal Workers Union, and

Whereas, since the inception of the Remote Encoding Center, Transitional employees have belonged to the APWU, and

Whereas, Remote Encoding Center transitional employees not only have to pass the 710 test, but have passed a 35 wpm typing test and various other tests to qualify as a Data Conversion Operator, and

Whereas, some transitional employees have worked at the Remote Encoding Center since October of 1995 with out receiving a cost of living increase and make the same salary as newly hired employees,

Therefore. be it Resolved, The National APWU will negotiate in August of 2006 that ALL transitional employees at the Remote Encoding Centers be converted to part-time flexible employees with full benefits of career employees. And

Be it further Resolved, that the transitional employees be converted *to* full time regular status by their seniority according to Article 7, section 3 of our CBA. And

Be it further Resolved, that they receive salary grade five and be placed at the appropriate step based on their seniority date.

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION
Assignment of Overtime - Management Preventing PTF Conversion
Article 8.5.G

Whereas, Management is doing everything they can to prevent part-time flexible employees from being converted to regular, and

Whereas, Management is mandating non-overtime desired list employees to work overtime after sending part-time flexible employees home before they work eight hours,

Therefore, be it Resolved, the following be added to Article 8 section 5.G

"And all part-time flexible employees have worked up to twelve (12) hours in a day or sixty (60) hours in a service week."

Article 8.5.G will then read:

"Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve (12) hours in a day or sixty (60) in a service week, and all part-time flexible employees have worked up to twelve (12) hours in a day and sixty (60) hours in a service week."

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION

Article 7.3.A. 1

Whereas, this section currently reads:

"The employer shall staff all postal installations which have 200 or more man years of employment in the regular work force as of the date of this agreement as follows:

With the respect to the combined bargaining units represented by the APWU, as set forth in Article 1---80% full-time employees." And

Whereas, some PTF employees must wait years to be converted to FTR status, and

Whereas, the goal of this Union must be to maximize the number of full-time employees who have a fixed schedule,

Therefore, be it Resolved, that the 80% figure in paragraph 1.will be changed to 90%.

Concurrence X Nonoccurrence _____ Referred _____ Other _____

COLORADO POSTAL WORKERS UNION
Article 39.1.B.5.e

Whereas, the current language gives Management complete control over whether or not an employee meets the 90 day requirement to retain seniority on a voluntary reassignment return to the Motor Vehicle Craft, and

Whereas, the current language is misleading and gives employees an illusion of retaining their seniority if they meet certain circumstance conditions but gives no definitive control to the employee,

Therefore, be it Resolved, that the current language be changed as follows:

Current Language:

"c. Reassignment and Return in 90 Days.

A full-time regular or part-time flexible employee, voluntarily reassigned from one craft to another or from one occupational code to another within the motor vehicle craft at the same installation with or without change in PS salary level, who is voluntarily reassigned within 90 days back to the level, or occupational code within the motor vehicle craft retains seniority previously acquired in the craft augmented by the intervening employment."

Change to:

"c. Reassignment and Return in One (1) Year.

A full-time employee or part-time flexible employee, voluntarily reassigned from one craft to another or from one occupational code to another within the motor vehicle craft at the same installation with or without change in PS salary level, who **requests in writing from their immediate supervisor a voluntary reassignment within 90 days** back to the level. Or occupational code within the motor vehicle craft **shall** retain seniority previously acquired in the craft augmented by the intervening employment **effective no later than one full pay period of Managements receiving the written request."**

Concurrence _____ Nonoccurrence _____ Referred _____ Other _____

REFERRED TO THE MVS CRAFT CONFERENCE

COLORADO POSTAL WORKERS UNION
Sick Leave for Dependent Care

Whereas, most federal employees may use a total of up to one hundred and four (104) hours of sick leave each year to.....

Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy or childbirth, provide care for a family member as a result of medical, dental or optical examination or treatment; or

Make arrangements necessitated by the death of a family member or attend the funeral of a family member.

Therefore, be it Resolved, family members shall include: son, daughter, parents and spouse and parents.

Therefore, be it Resolved, that family members shall include: grandchildren, brothers and sisters. Up to one hundred and four (104) hours of sick leave may be used for dependent care in any leave year.

Concurrence _____ Nonoccurrence _____ Referred _____ Other _____