

Happenings Around the State

— by George Prusak, President CPWU

I recently appointed Vicki Carious as the Colorado Postal Workers Union new Director of Education. Vicki has been an officer and a steward of the Colorado Springs Area Local for a number of years. She has attended numerous training seminars and has also been appointed an Arbitration Advocate by former National President Bill Burrus.



Vicki Carious, newly appointed CPWU Director of Education.

According to our State Constitution and Bylaws the State Organization must put on at least two training seminars per year in convention years and at least three in non-convention years.

The determination as to the type of training and where it will be held will be up to the new Director. I know Vickie will do an outstanding job to make sure our officers and stewards are well trained and the members will be updated of any potential changes that may affect them.

On Sunday, March 6th, the Denver Metro Area Local is putting on a retirement benefit seminar. All members are welcome to attend. It will start at 1pm at the DMAL Union Hall located at 15677 E. 17th Ave., Aurora, CO 80011. If you have any questions give me a call.

Our State Assembly will be held this year on March 30th thru April 2nd at the Red Lion Inn, Aurora, CO. Room rates are \$69.00 per night and Registration is \$70.00. Please visit our website at www.cpwu.org for more information.

We recently had a PTF converted to full-time in Florissant, CO. This was a result of a grievance that we filed.

We are still filing grievances on Postmasters performing Bargaining Unit Work as well as casuals in lieu of issues, improper job reversions and discipline. A seven day suspension was just overturned in another office. It is our policy not to mention the office in discipline cases to protect the privacy of the grievant.

I recently was informed by the Manager of Human Resources there will be an impact in the Alamosa Post Office. They are taking out the CSBCS machines and excessing will occur there. There will be withholding in all crafts and installations within 130 miles of Alamosa.

In addition, I was also notified that Aspen, CO will excess five full-time regulars due to a function 4 review so there is withholding within a 100 mile radius of that office.

Only three FSS Machines are going to go online at the GMF instead of the originally planned five. There is now withholding of 100 positions in all crafts within 100 miles of the GMF.

As of today there is still a moratorium on excessing during contract talks. No excessing will take place while talks are continuing. I am looking into to see if a violation of that moratorium occurred when management notified us that excessing will occur.

In closing I would like to say, "I'm hoping to see a lot of you at the State Assembly."

As always if you should have any questions feel free to call me at my cell phone 720/270-8292. CPWU

Voice of Colorado

January, February, March, 2011
VOLUME 37, No. 1

QUOTE OF THE MONTH:

I remember going to the circus with my siblings for the first time back in 1976. The first thing I realized was a three-ring circus has too much going on at the same time for one person to keep track of.

As the zany calliope music blared, we took in the craziness.

Ring one had ponies running in circles with acrobats leaping on and off their backs. Ring two had juggling clowns on unicycles, and ring three had cats riding on the backs of big dogs who were jumping through hoops.

We looked from one ring to another, trying to witness all of the well-orchestrated chaos.

Try as we might, we couldn't keep track of everything going on at the same time.

The Postal Service these days seems to have taken a lesson from Ringling Brothers, and has taken their act to every station, office and plant in the country. Using their employees as reluctant participants, they are juggling, running in circles and getting nowhere, and performing acts of illusions.

— Tammy Yorysh, San Diego APWU

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A Message to the Members

The officers of the CPWU would like to thank you for your loyal membership in the A.P.W.U. Your participation has not gone un-noticed.

**George Prusak, President
David Steinbach, Vice President
Jill Taulbee, Secretary/Treasurer
Tim Mannion, Director of Education Organization
Ron Gorman, Associate Editor**

Your union needs everyone's support!

To All Members At Large - FREE T-SHIRTS

— by Jill Taulbee, Secretary/Treasurer

We currently have some union t-shirts left over from the National Convention. The t-shirts are red, with Colorado Postal Workers Union 2010 on the front and an eagle on the back with the slogan saying "Stay United, Remember the Past, Fight for the Future, Forty Years of Solidarity." Supplies are limited, with sizes M through 3X. The shirts will be given away on a first come-first serve basis.

If you are interested in receiving a free t-shirt please e-mail me at jltb19@hotmail.com, or send me a request by mail at the following address:

Colorado Postal Workers Union
P.O. Box 470998
Aurora, CO 80047

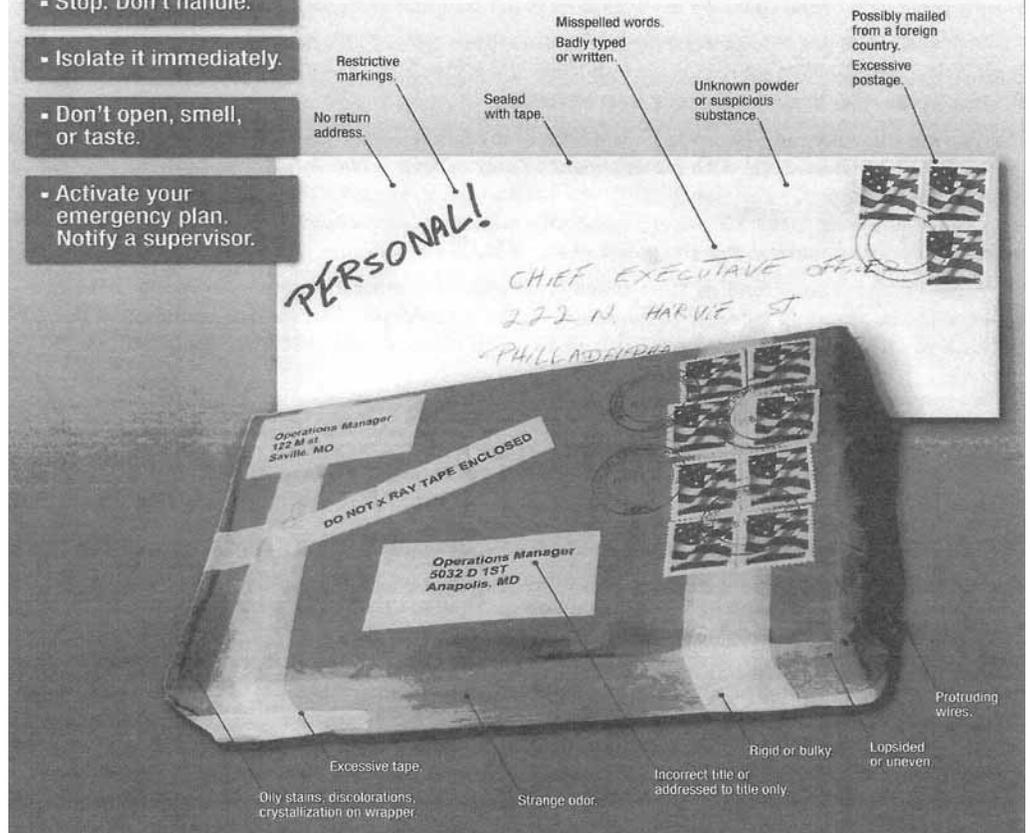
Please include your name and address, and the size of the t-shirt in the request. Also, please indicate whether you would like the next larger size shirt if your first choice is no longer available. CPWU

SUSPICIOUS MAIL OR PACKAGES

Protect yourself, your business, and your mailroom.

If you receive a suspicious letter or package:

- Stop. Don't handle.
- Isolate it immediately.
- Don't open, smell, or taste.
- Activate your emergency plan. Notify a supervisor.



If you suspect the mail or package contains a bomb (explosive), or radiological, biological, or chemical threat:

- Isolate area immediately
- Call 911
- Wash your hands with soap and water



The AFL-CIO and the Chamber Agree Tell Your Senators

On most issues, the AFL-CIO and U.S. Chamber of Commerce don't exactly see eye to eye. In many ways, we have fundamentally different beliefs about what makes our economy strong, how best to create jobs and what will pave the way for a good future for us and for our children.

But we do agree on something critically important: infrastructure. We are united in supporting President Obama's call to create jobs and grow our economy through investment in our nation's roads, bridges, high-speed broadband, energy systems and schools.

If the U.S. Chamber of Commerce and the AFL-CIO—two organizations that couldn't be further apart on most issues—can rise above our differences to support critical infrastructure investments that will move America forward, Democrats and Republicans in Congress can do it, too.

Tell Congress: It's time to put aside partisan bickering and support job-creating infrastructure investments.

It's a unique moment that has the AFL-CIO and the Chamber on the same side of an issue. It's a sign that—at least when it comes to job-creating infrastructure projects—it should be possible to roll up our sleeves, set aside partisan bickering and find solutions.

Urge Congress to create millions of jobs and move America forward with critically needed investments in roads, bridges, high-speed broadband, energy systems and schools.

In November, the American people voted first and foremost for jobs. If business and labor can agree that infrastructure investment is fundamentally important, Democrats and Republicans have a collective responsibility to get to work. Together.

In solidarity,
Manny Herrmann, Online Mobilization Coordinator, AFL-CIO

P.S. You can find our full joint statement with the U.S. Chamber of Commerce – and more about the State of the Union – on the [AFL-CIO Now Blog](#). CPWU

Join Us

America's working families and business community stand united in supporting President Obama's call to create jobs and grow our economy through investment in infrastructure, roads, bridges, high-speed broadband, energy systems and schools. Tell Congress: If the AFL-CIO and the Chamber can agree, Democrats and Republicans in Congress should set aside their differences and get things done.

VOICE OF COLORADO

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The Voice is published quarterly. Send copy and address change to Ron Gorman, editor, Voice of Colorado, 5423 Pecos St., Denver, CO 80221-6400.

Editorial Policy

The Voice encourages letters to the editor. We ask, however, that they be legible. The writer's name, address & local must be included and must be signed. Name will be omitted upon request. The managing editor reserves the right to edit all material submitted. No material will be printed that contains libelous statements or personal attacks on APWU officers or members. Opinions expressed are those of the writer and not necessarily those of the editor or officers of the CPWU.

Deadline: April, May, June Issue
May 13, 2011

What Every Employee Needs to Know About FEGLI

by David Fielder, President,
Chartered Federal Employee Benefit Consultant, Postal Benefits Group

Most of you are probably aware you have life insurance through the Post Office. We feel it is important to understand every aspect of your FEGLI coverage and in this article we will cover everything you need to know.

Basic Life: every career employee has Basic Life because the Postal Service gives it to you for free. They calculate this as your base pay, rounded up, and they add \$2,000. This amount goes up with raises you receive.

Living Benefits Act: Hopefully you never have to use this but if you do it will be very helpful. If you are diagnosed with a terminal illness and you have 9 months to live you can access your Basic Life coverage while you are still living. It's basically an accelerated payment on your life insurance.

Option A: Option A is a flat \$10,000 policy.

Option C (Family Coverage): This is coverage on your spouse and dependent children. Family coverage is issued in units. Each unit is worth \$5,000 on your spouse and \$2,500 on each dependent child. If you have 5 units you would have \$25,000 coverage on your spouse and \$12,500 on each dependent child.

Option B: This is the optional coverage that everyone needs to understand. This option allows the employee to take 1-5 times their base pay as additional life insurance. Our experience has been that over half of all Postal employees have 5x their base pay. Most employees "load up" on the benefits when they're hired assuming everything is great without really understanding the details. This is where people get in trouble.

The best way to help you understand what you need to know about your Option B coverage is to show you an example. Let's assume Suzy Postal employee has a base pay of \$50,000. She elects 5x her base and that gives her \$250,000 of coverage under Option B. Let's look at what she will pay for this coverage starting at age 40:

All Figures Are Per Pay Period

Age 40: \$15.00	Age 45: \$22.50
Age 50: \$35.00	Age 55: \$70.00
Age 60: \$150.00	Age 65: \$177.50

It's pretty easy to see the trend. Every time you get 5 years older the price goes up. The more likely you are to use the coverage, the more expensive it gets.

As a general rule if you are healthy you need to get rid of this coverage as soon as you can and replace it with normal coverage you can get in the private sector. By normal I mean coverage that does not increase in cost. The sooner you do this the lower rates you will see on your new policy. On the flip side if you have serious health issues or if you smoke, you are in most cases better off keeping this coverage as long as you can afford it because private companies will not be any cheaper.

If you're like most employees you aren't sure what coverage you have because you haven't looked at it since you got hired. For those of you who need a little help we have created a website specifically for this purpose. All you need to do is visit www.replacefegli.com. There's a copy of a real postal paycheck stub to show you where to find the code that indicates what coverage you have. You input your code and your information on the form and send it to us. We take that information and reply back to you with what coverage you have as well as the costs both today and later in your career. Information is power and the more you know the better decisions you can make for you and your family.

We encourage you to copy and post this article in your swing room or break rooms. Almost none of your peers understand these details and you will be doing them a huge favor exposing them to this valuable information.

Everyone knows today's Post Office is very different from what it was just 10 years ago. The day you lost your local HR representative was the day thousands of Postal employees lost. Postal Benefits Group's mission is to fill the gap that was created and bring you the information you need and deserve. CPWU

David Fielder, President

Chartered Federal Employee Benefit Consultant
Postal Benefits Group

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LIGHTS OUT

At the Youngstown, Ohio Main Post Office management installed a new lighting system that is supposed to be more efficient and sophisticated. The system is synchronized to turn off the lights in parts of the building that are not in use. Trouble is, the lights have been going off while mechanics are working on machines and even when clerks are running DBCS machines. Management's response was when this happens, employees should walk over to the switch and turn the lights back on. As Local President Dominic Corso points out, you might not have a finger to turn the lights back on after working on machinery in the dark. . . CPWU

— Reprinted from *The Dispatcher*

No VIDEO

At a station in Brooklyn, NY a manager berated the window clerks because the lines were too long. This manager claimed she was watching the clerks on closed circuit television which is how she knew they weren't working efficiently. Problem is, there is no video equipment installed at that particular office so everyone knew she was lying. . . CPWU

— Reprinted from *The Brooklyn Bridge*

LONG LINES

Clerks in Decatur, Alabama received a memo from the District Manager about waiting times in line. The memo discussed the goal of keeping wait time below five minutes, and said to notify the supervisors whenever there are more than three customers in line for every window clerk. The union anticipated that a particular day would be busy and notified management in advance of the need for adequate staffing. When the day arrived and a clerk notified the supervisor that there were 15 people in line with only two clerks to serve them, the supervisor did nothing to correct the situation. . . CPWU

— Reprinted from *The Alabama Flash*

Read your union
paper and
learn about
matters that
affect you!

Stop-Loss Deadline Extended Again

by John Smeekens

The deadline for eligible service members, veterans and their beneficiaries to apply for retroactive Stop-Loss special pay has been extended to March 4, 2011. Congress established the retroactive pay to compensate service members who served involuntary extensions or whose retirement was suspended between Sept. 11, 2001 through Sept. 30, 2009. Eligible members and their beneficiaries are required to submit a claim to their respective military service to receive the benefit of \$500 for each full or partial month served in stop-loss status. For more information, visit the Department of Defense Retroactive Stop-Loss Special Pay webpage. Please make copies of this and put them on every bulletin board you can find. Hand them out to all your military friends, but please get the word out to as many Veterans' as possible. CPWU

-Reprinted from the Michigan Messenger

Union Encourages Members to Use Department of Labor Forms For FMLA Leave Requests

APWU Web News Article 152-2010, December 17, 2010

The APWU is encouraging members to use Department of Labor forms when requesting Family & Medical Leave, while the union pursues a dispute with the Postal Service over employees' right to use APWU forms or other equivalent documentation.

In a Dec. 17, 2010, memo to local, state, and national union officers, Mike Morris, director of Industrial Relations, wrote that the APWU continues to assert that use of Department of Labor (DOL) forms are optional. Under the Family & Medical Leave Act (FMLA), medical certification provided in any format must be accepted, as long as it contains all of the information required under the law, he said.

Despite the APWU's position Morris said, the union is encouraging employees to use the DOL Forms WH-380E and WH-380F until such time as a national level grievance on the issue is resolved. The union filed a dispute on the matter, after management notified the APWU of its intent to require employees to use the DOL forms.

In the past, the union encouraged members to use forms offered by the APWU, because the DOL forms ask physicians to provide some information that is not required by FMLA regulations.

Source: apwu.org CPWU

Union Frustrated by Lack of Progress in Contract Talks

Edited from the APWU Web News Article 001-2011, January 3, 2011

APWU President Cliff Guffey has summoned the union's Rank and File Bargaining Advisory Committee to Washington, DC for an update on contract negotiations, but he was quick to point out that no tentative agreement has been reached and now appears imminent.

"I am increasingly frustrated by the lack of progress in contract talks," Guffey said. The Collective Bargaining Agreement, which was set to expire on November 20, 2010, has been extended, and numerous meetings and discussions have been held since then, the union president noted.

"However, six weeks later, management negotiators seem unwilling to make the commitment necessary to reach a negotiated settlement," he said.

The union president and other members of the APWU negotiating team update members of the Rank and File Committee on the status of negotiations on January 4.

Go to www.apwu.org for continued contract negotiation updates. CPWU

CORRUPTION AND INEFFICIENCY

A recent audit of USPS found the following abuses: 1) former employees hired back to work as contractors for higher pay than they earned as employees, 2) more than 2,700 contracts awarded to former employees since 1991, including 17 no-bid deals to former executives between 2006 and 2009, 3) Most of the executives in item #2 above earned six-figure sums. One executive received \$260,000 to train his successor only two months after he retired. . .

BUSINESS GOALS MET

In his State-of-the-Business Address for fiscal 2010, PMG Potter stated that USPS achieved a 17% reduction in work hours, a 20% increase in productivity, and a reduction of 100,000 employees over the last three years . . .

LAST QUOTE OF THE DAY

Recently, scientists discovered a planet that is very much like Earth. This planet is not too hot or too cold because it orbits a sun similar to ours. Astronomers have named this planet "Gliese 581g" and are optimistic that life, possibly humans, could live there. Gliese 581g is relatively close to Earth, only 120 trillion miles away. Once the Post Office found out about this habitable planet, they immediately wanted to excess postal workers there. . .

If the APWU doesn't do it, who will?

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