

President's Report

By George Prusak

Coming up will be the Colorado State Convention on May 17th through the 20th. It will be held in Pagosa Springs at the Pagosa Lodge. The number is 970-731-4141, so please contact them for reservations. Room rates are \$79.00 per night. More information can be found on our website along with the registration form. Registration is \$70.00 per delegate.

OIC's or Postmasters in Level 15 and 16 offices are only allowed to perform 25 hours of bargaining unit work per week. In Level 18 offices they can only do 15 hours of work. Level 20's and above, zero. Working the mail or other craft work is prohibited beyond the limits I have just given you.

In my last article, I told you that we had requested information from management regarding various issues in each area post office. This had to do with the amount of hours PTF's were working and also the number of hours Postmaster or OIC was performing bargaining unit work. We found numerous violations where the OIC or Postmaster was doing more and more work while cutting the

hours of PTF's. Grievances have been filed in the offices that were in violation. We can only determine these violations by the information the Postmaster provides us. If you feel we missed your office, please give me a call so we can look into it.

If the current cleaning contract is coming up for renewal in your office and your office is subcontracting out the cleaning, please let me know, as well. This is work that needs to come back to the bargaining unit. If we have a few offices near each other, we can get one employee to possibly be hired to keep the offices clean and it would also be cheaper for the postal service. The USPS is supposed to be letting us know when these contracts are expiring, but again they are failing to do so. They are simply renewing them without our input as to whether it would be feasible for us to do the work.

Most of the subcontracted cleaners are getting paid \$10,000 per year to clean the office. Most of these are working 2 hours per day, four days per week.

Another issue we are finding is

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some of the small offices are hiring PSE's instead of PTF's. It is okay to do so, but without any other clerks in the office it is a violation. In some of these offices, PSE's are being paid at Level 4 and are being used like PMR's. A PSE in an office can only work the window if there are at least 3 PTF's in the office that are qualified to work the window. A PTF can be off or on leave, but as long as there are a total of 3 in the office that can be scheduled, it is okay to work the PSE. If not, the PSE can only do distribution work. It is not proper to have only a PSE in the office without customer service PTF's in that office. If you hear of an office doing this, please let me know ASAP.

Please feel free to call me if you have any questions. If you wish, it can be anonymous. My number is 720-270-8292. You can also email me at CPWU@COMCAST.NET. CPWU

Everything You Wanted to Know About NTFT

By David Steinbach, CPWU VP

I think most of us have heard about the new Jobs Management and the Union have agreed upon. They are called Non-Traditional Full-Time Assignments (NTFT). This is a position management can post for bid with hours ranging from 30 to 44 per week.

A NTFT assignment can consist of six to 10 hours per day.

The intent of the NTFT job was to stop excessing. If excessing was to take place in your office, it was understood the NTFT positions would be five days per week in 200 man year offices.

In Littleton, Colorado management proposes several six day-per-week NTFT positions. Having clerks with 25

years seniority working six days a week to get their 40 hours.

Management must post NTFT positions that are desirable. There are no Postmasters or supervisors that would want to have to work six days a week to get 40 hours. Management has backed off on the six days a week position.

Management also proposed taking several positions with consecutive days off. At a meeting, management proposed the split days off; the union asked why the split days off. management's only response was, "why not?"

APWU is still covering positions with language in article eight as far as practicable. The five work days shall be consecutive days off.

The new language, as far as NTFT assignments doesn't give management the right to take all jobs in your office and redo them

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Keep your meter clear of snow and ice

A long, hot shower after a fun-filled ski trip sounds great, doesn't it? Well, snow, ice and frozen pipes can cause you to miss that warm shower. Snow and ice present dangers for natural gas meters and can:

- Damage the meter and its piping, which could potentially cause gas leaks.
- Seal the meter's vent, causing an increase or decrease in natural gas pressure for appliances that the gas feeds, like your water heater.
- Make you lose your gas service, causing pipes to freeze.

What can you do to prevent these problems and keep yourself safe this winter? Routinely and gently remove snow and ice from the gas meter, the areas around it (including the roofline above) and the path leading to it. Don't use sharp objects, snow blowers or shovels near the meter. CPWU

VOICE OF COLORADO

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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 25, 2012

EVERYTHING YOU WANTED TO KNOW ABOUT NTFT

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with split days off.

Since the signing of the new contract, there have been at least 11 disputes being arbitrated. It looks like that number will be growing as time goes on. Also, management can not force an employee to take a position with less than 40 hours per week. I will keep you updated as the disputes are resolved at the national level.

It's hard to believe four years have gone by since the elections and Obama prevailed. But, here we go again. Preaching to members to get the vote out. I can't tell you how to vote. But, I am sure, if Obama had lost most of the post office would have been contracted out more than it already has.

You probably have seen some of the debates going on. I haven't seen anyone as we speak that will do any better than the president. Most of us knew whoever got the job in 2008 had their hands full. Some things that need to be fixed will take years, and some things will never be able to be fixed.

Anybody who wants information on how to contact your representatives, please let George or me know, and I will help. It's easy, and it does help.

In closing, I would like to say, if you aren't registered to vote, by all means register as soon as possible.

United we stand. CPWU

Issa is a 4-Letter Word

By Paul Felton, editor of The Communicator

It is October 14. The House Committee on Oversight and Government Reform, headed by Darrell Issa, approved a bill that is a direct attack on you, me, and the American people. The bill calls for \$3 billion worth of cuts in post offices and processing plants and massive layoffs.

The bill would make it illegal to negotiate a no layoff clause in our contract. The bill would also take postal workers out of the federal injury compensation program. 22 Republicans voted for this bill, while 17 Democrats and one Republican opposed it.

The passage of this bill in Committee does not make it law. The entire House of Representatives, plus the Senate would have to pass it, and the President would have to sign it. for the bill to become law. That's not about to happen. But the Committee's actions make clear the Republican Party's hatred of postal workers.

A progressive bill that would solve the Postal Service's financial problems without attacking us or the general public has enough cosponsors to pass the House. But Issa, the Chairman of the Committee, along with the Republican majority on the committee, will not allow the bill to

get out of Committee and to the House floor for a vote.

The Republicans are hell-bent on attacking postal workers and dismantling the Postal Service, while the Democrats are looking for a reasonable solution to the financial problems which were caused by congress in the first place.

The Republicans are even against democracy within the Congress – a majority of the House would vote in favor of HR-1351 if given the chance, but they will not allow it to come to a vote – just as the Republicans have repeatedly blocked measures from coming to a vote in the Senate that a majority of Senators would favor.

It is time for the membership to wake up. It is one thing to have philosophical agreement with Republican positions on a variety of issues that don't affect our jobs. But the Republican Party in the last year or so has launched an all-out assault on unions and public employees. The people you voted for are out to destroy our livelihood. Their leader is Darrell Issa – and that's the only pejorative four-letter word I'll use in this article. CPWU

– edited from The Communicator

Senate to Vote on Postal Bill**APWU Members Must Take Action NOW!**

The APWU has learned that the Senate will consider postal legislation very soon. President Cliff Guffey is asking members to contact their senators immediately and tell them that the 21st Century Postal Service Act (S. 1789) is unacceptable in its current form. "The stakes couldn't be higher," Guffey said.

As currently written, the bill would give the USPS some short-term financial relief, but also would inflict long-term damage to the nation's mail system, he said.

"The bill would force the Postal Service to close hundreds of mail processing centers, shut thousands of post offices, and cause massive delays in mail delivery," the APWU president said. "By failing to give more substantial financial relief, the bill would weaken the Postal Service, kill jobs, and drive customers away," he added.

"APWU members have done an outstanding job of expressing our concerns to their senators and representatives," Guffey added. "At this critical time, union members must continue to let them know where we stand."

The union is seeking support for amendments to:

- Set strict service standards. (This is crucial, because the Postal Service is planning to degrade delivery standards in order to eliminate more than half of all mail processing facilities.)
- Allow the USPS to recover over-payments the Postal Service made to its retiree pension funds.
- Adequately address the requirement that forces the USPS pre-fund future retiree health benefits. (This mandate is the primary cause of the agency's financial crisis. No other government agency or private company bears this burden, which costs the USPS approximately \$5.5 billion annually.)
- Establish new ways to generate revenue, such as providing notary services, issuing licenses, contracting with state and local agencies to provide services, and allowing the USPS to offer services that mail systems in many other countries provide, such as digital services.
- Prevent the closing of small post offices by giving the Postal Regulatory Commission (PRC) binding authority

to prevent closures based on the effect on the community and employees.

- Protect six-day delivery.
- Eliminate the provision that would drastically reduce the compensation of workers who are injured on duty once they reach retirement age.
- Repeal the provision that would require arbitrators in postal contract negotiations to consider the financial health of the USPS. (Postal unions note that arbitrators routinely do so, and criticize the provision as an attempt to skew contract negotiations in favor of management.)

"We must not allow this bill to destroy service to the American people," Guffey said. CPWU

The Day of Reckoning Has Arrived

Main Street is not just angry, it is outraged.

Spurred by deregulation, 30 banks have come to dominate the industry and small community banks have all but disappeared. The big 30 are the product of an explosion of mergers that began even before 1999 when Congress deregulated the industry and gave financial institutions even greater freedom with legislation "modernizing" banking products. For the banking industry, that was the green light to create exotic investment products called

"derivatives," like "credit default swaps" and opened the gates for rampant speculation. It only took the banking industry about eight years to nearly implode the U.S. economy and hobble economies world-wide. American taxpayers rescued the industry with federal bailout funds and almost immediately the banks returned to their wayward habits, passing out lavish bonuses to bank executives. CPWU

— reprinted from *Label Letter*

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

2012 State Convention

By Jill Taulbee, CPWU Sec./Treas.

The 16th biennial State Convention will be held May 17-20, 2012 at the Pagosa Lodge, 3505 W. Hwy. 160, Pagosa Springs, Colorado. The host local will be the Pagosa Springs Area Local.

Room rates are \$79.00 per night. The hotel phone number is 970-731-4141. Please mention APWU for the special rate.

The registration fee is \$70.00 per delegate. Registration forms can be found on the CPWU website @ CPWU.org. Registration includes dinner on Saturday evening and a breakfast buffet on Sunday.

Please mail any resolutions for consideration and registration forms to the following address by **April 20, 2012.**

CPWU
PO Box 470998
Aurora, CO 80047

If you have further questions, I can be reached at 303-902-9272, or email me at jtlb19@hotmail.com.

Something to Think About

The **DEPT. OF DEFENSE** is funded by **TAXPAYERS**
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 The **DEPT. OF HUD** is funded by **TAXPAYERS**
CONGRESS and their employees are funded by **TAXPAYERS**
 The **USPS** is **NOT** funded by **TAXPAYERS**
 Yet there is an attempt by Republicans in Congress to privatize it.

Elections have consequences folks. CPNU
 – reprinted from Union family on Facebook
 US Departments

What You Need to Know When it is Time to Retire

By Miguel Salazar, DMAL Health Plan Representative

For those who are thinking about retirement, here's some information about the Federal Employees Health Benefits Program (FEHB) requirements for continuing your health insurance when you retire.

Retirement Eligibility

Enrollment continues with the same benefits when an employee retires if the employee remains in a FEHB program plan during retirement **An annuitant who voluntarily cancels his/her enrollment in the FEHB program can never re-enroll.**

Basic rules of eligibility for continuing health benefits into retirement are:

- The Employee must retire on an immediate annuity. If the employee retires on a deferred annuity, he/she is not eligible to continue health benefits even when the annuity begins.
- The monthly annuity check must be sufficient to cover the cost of the health insurance premiums.
- The annuitant must have been continuously enrolled in a FEHBP plan for at least five (5) years immediately preceding retirement or, from the individual's first opportunity to enroll. OPM has the right to waive the five year requirement at its discretion if exceptional circumstances exist.

As a member of the FEHB program, you have various options about how you want your benefits to pay out. Please be sure to review the OPM guidelines on survivor benefits to ensure that your loved ones are covered.

For more information on the FEHB program and retirement, please refer to the OPM website at: www.opm.gov/retirees. CPNU

– reprinted from the Union News Express

HR-1351 Poem

By Paul Felton, editor

I'd like to tell you a tale
 Concerning folks who work the mail
 Congress put us in a financial squeeze
 And now everyone plainly sees
 The Postal Service has no money
 If it wasn't sad it would be funny
 That they blame the ones who do the work
 And their own responsibility shirk
 'Cause Congress caused this economic mess
 And now this crisis we must address
 All Postal workers must unite
 We all must take part in this fight
 To Congress all of us must write
 And say to everyone in sight
 That no tax money do we spend
 And on our service they do depend
 Once everybody sees the facts
 They'll see who really should get the axe
 Those Congressmen who passed a bill
 That caused the Postal Service ill
 So now I'm putting out the call
 To postal workers one and all
 And we won't say our job is done
 'Til we've passed HR-1351 CPNU

– reprinted from The Communicator



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