

## *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*

*Jim Mannion,  
Director of Education  
Organization*

*Ron Gorman,  
Associate Editor*

*Your union needs everyone's support!*



*Wishing you and yours a Merry Christmas and a Happy New Year this Holiday Season. Also, let's not forget our service men & women in our prayers.*

*George Prusak, David Steinbach,  
Jill Taulbee, Tim Mannion &  
Ron Gorman*

## **From Around The State**

– by George Prusak, President CPWU

Our National Elections are over and I want to congratulate all of the newly elected officers of our union. After looking at the numbers of members that voted through, I am disappointed. Less than 30 percent of the membership took the time to fill out the ballot and return it in a self addressed envelope. Our region, which is Colorado, Wyoming, Utah, Arizona and New Mexico held the

same percentage as the rest of the nation.

Our new Officers are in Labor Negotiations with management for our new contract. I am writing this article before the negotiations are over. By the time you read this, we will all know what happened and if we have a contract or not.

We recently won a couple of  
*Continued on page 2*

## **INSIDE THIS ISSUE:**

Vice President's Message; The Job You Save May Be Yours . . . . .	pg 2
Secretary/Treasurer's Report – To all Members at Large-Free T-Shirts .	pg 2
APWU Installation of Officers . . . . .	pg 3
Wrongdoing and Mismanagement	pg 3
She's Busy . . . . .	pg 3
Papa Can't Retire . . . . .	pg 3
Paying To Much . . . . .	pg 3

# 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 jltlb19@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.

Happy Holidays to all. CPWU

# The Job You Save May Be Yours

- by David Steinbach, CPWU Vice President

I would like to talk a minute on what's going on in Littleton after the Excessing has taken place. I thought the smaller offices would like to know.

In August, Littleton Excessed 17 clerks, 14 mail handlers and all the maintenance employees, including maintenance mechanics level 7's and ET's. All that is left is 9 custodians, down from 13. Since this took place over time, it is out the door. Management clerks have to pick up the slack. Having one clerk do the work of 3. Contracting is going on weekly for work the maintenance craft was doing. Safety issues going on like the fire extinguishers not being properly checked or checked at all. The maintenance employees who were excessed into the custodian craft or mail handler craft and then found out afterwards that their jobs were available in their own craft as maintenance mechanics. Management just turned up everyone's life with smiles on their faces as they excessed the employees. They said it's only the

beginning.

Clerks are skipping breaks and lunches just to get the mail out on time. Crossing crafts and management doing bargaining work goes on everyday. But management keeps yelling excess more clerks. We as a union and having craft jobs must stick together and follow breaks and take your lunch as scheduled and report violations to your stewards. Take your breaks and your lunch like you are supposed to. Watch your postmasters and make sure they are working the hours they are entitled to work. The problems in Littleton go on throughout the state, and the members are the unions worst enemy sometimes. I have carriers telling the union of work management is doing on a daily basis while the clerks look on. Littleton has clerks driving to Colorado Springs everyday since the excessing while management does bargaining unit work and carriers crossing craft. What is wrong with this picture? We must stick together or the next position abolished and position excessed could be you and

# From Around The State

Continued from page 1 - by George Prusak, President CPWU

grievances in some small offices. In Sterling we got some clerks paid for various violations. We also got a couple of clerks paid in Ault for them having an injured employee from Cheyenne come in and work for a week.

A settlement for Bayfield has the Postmaster limited to performing Bargaining Unit Work not to exceed two hours per day. We are still looking to convert the PTF in that office and receive some money as well.

We recently filed grievances in Crestone for denial of work, PM doing work and Casuals in Lieu of. We also filed in Florissant for a full-time position, PM doing work and casuals in lieu of.

Remember, if your Postmaster is doing more work than they used to or you have a casual or RCA

performing bargaining unit work and you are being sent home, let us know. Management can't just cut clerk hours and let others who are not clerks perform this work.

We still have some convention T-Shirts left. Please see Jill's article elsewhere in this publication so you can get one for free.

Our State Assembly will be held on April 14, 15, and 16. April 15 and 16 will be full days of classes which will include classes on MSPB, Labor History, saving the clerk craft, maintenance class, stewards training and whatever classes the NBA's want to put on. Hopefully we can get someone from Washington to come in as well. A hotel still hasn't been decided on but it will be held in the Denver Metro Area this year and I hope

we can get a big turnout for this event. So start thinking about and set aside some time to attend.

It's that time of year again where the holidays are getting closer and our minds tend to wander, especially if we are working long hours. So please work safely and don't get hurt. I want to wish all of you and your families Happy Holidays and don't forget, the new leave year for annual leave begins on New Years Day.

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

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

**VOICE OF COLORADO**  
**COLORADO POSTAL WORKERS UNION**  
 American Postal Workers Union, AFL-CIO  
 5423 Pecos Street, Denver, CO 80221-6400  
 Office 303-459-4313, Fax 303-459-4420  
 website www.cpwu.org

A Proud Member of the Postal Press Association

**State Officers**

George Prusak, Pres. CPWU  
 P.O.B. 1150, Broomfield, CO 80038  
 303 459-4313

David Steinbach, Vice Pres.  
 P.O.B. 630211, Littleton, CO 80113  
 303 549-0406

Jill Taulbee, Sect./Treas.  
 P.O.B. 470998, Aurora, CO 80047  
 303 902-9272

Tim Mannion,  
 Dir. of Educ./Organization  
 970 244-3446  
 Grand Junction, CO

Ron Gorman, Associate Editor  
 303 480-5465  
 Denver, CO 80221-6400

Wanda Gorman, Proofreader

**Trustee**

• Chuck Bader • Jeanie Columbia • Gail Kirby

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: January, February, March Issue**  
**January 14, 2011**

## APWU Installation of Officers: Guffey Pledges to Continue The Fight for Working Families

*Edited from the APWU News Bulletin 11-2010, Nov. 8, 2010*

Speaking at swearing-in ceremonies in Washington, DC, newly elected APWU President Cliff Guffey pledged to continue to fight on behalf of postal workers and their families. "Working men and women deserve better, and we will continue to work together to make things better not just for postal workers, but for all men and women who work for a Living," Guffey told union members during the Nov. 6 installation of national union officers.

Guffey who is the union's fifth president, paid tribute to the many officers and members he has met throughout his career. "I want to thank all the locals and members I've learned from," he said. After he took the oath of office as the union's newest president, Guffey acknowledged the challenges that postal workers are facing. With the union's Collective Bargaining Agreement set to expire in just two weeks – and the Postal Service facing a severe financial crisis – Guffey said, "The individuals you

have elected as your negotiation team will have your back."

"You have elected some very good people to work with me," he said. "And if you have our back," he pledged, "we will take on Postmaster General John Potter, the Postal Service's negotiation team – and Congress, if necessary – to make the workplace better."

"We have a team of experienced officers who are committed to doing the very best we can on behalf of the members of the APWU," Guffey told assembled union activists. "But we need your help. And we need the help of every member of your local and state organization, and every member of your family.

"So please join with me and enlist in the fight to protect postal workers, to serve the American people, and to strengthen the American Postal Workers Union," he said. **CPWU**

## Papa Can't Retire

*By N.K. Balakushna*

My daughter and I were out shopping for furniture for her new home. We were engaged in a general conversation, about what, I don't remember. However, I do remember that out of the blue she said, "Dad, how old are you?"

I told her and she replied, "Dad, that's old!"

My birthday was coming up, so I thought maybe that's why she asked.

I then said, "Well, getting old is a blessing, it's a type of reward for doing the right things in life."

"Have you been thinking about retirement?" she asked. "You're old enough to retire, aren't you?" So we started talking about retirement this and retirement that, and my 7-year-old granddaughter who was sitting in the back seat yells, "Papa what's that retirement stuff mean?"

"You mean 'retirement,'" I said

emphatically.

While shaking her head like a bobble-head doll, she said "yeah, retirement."

Choosing my words carefully, I said, "well, honey, what retirement means is that Papa won't be working any more."

She sat there for the better part of 15 minutes with an expression usually reserved for a scientist pondering a solution to a universal problem; deciphering this new information was perplexing and confusing to her.

Finally, as is her custom when she wants to tell me something, she hooked her little fingers in a semi-circle to cover her mouth and my ear, and whispered "Papa, you can't retire, you got to buy me a lot of stuff."

So now when people ask me when I'm going to retire, I tell them I have to check with my granddaughter. **CPWU**

*– Reprinted from Indy Info*

## WRONGDOING AND MISMANAGEMENT:

The USPS awarded 359 contracts to former postal executives without competition, according to a recent OIG audit. In three cases, former executives were hired at three times their former pay rate to advise new executives

as of June 4, 2010, the Postal Service was paying 100 percent of health care premiums for 835 employees. This wonderful perk is given to employees in the following categories: Postal Career Executives, Executive and Administrative, other Executive levels, Postal Regulatory Commission, and Office of Inspector General Directors, No other federal agency pays 100 percent of employee health insurance premiums. **CPWU**

*– Reprinted from Postal Reporter*

## SHE'S BUSY:

At a Post Office in the Colorado Springs area, a customer asked to see a supervisor. The window clerk told the customer there was nobody available to talk to him and offered to take his name and number so a supervisor could get back with him at a later date. Local APWU Editor Bear Wilson observed this exchange, and asked the window clerk why he didn't get the supervisor who was sitting at her desk. It turns out the supervisor had instructed the window clerk that since she was the only supervisor that day, she didn't have time to deal with customer issues. **CPWU**

*– Reprinted from The Pikespeaker*

## PAYING TOO MUCH:

Management at one Post Office wanted to buy new stanchions for the lobby. A supervisor found them available from a minority owned company for \$500. However, USPS told the supervisor he had to use the "ebuy" system from an approved vendor. It ended up costing three times as much, or \$1500. **CPWU**

*– Reprinted from The New Vision*

## QUOTE OF THE MONTH:

*You do not cut service when you are losing money; this is the last action other organizations take. This is the beginning of a downward spiral.*

*– John Marcotte, MPWU President*

*– Reprinted from The Michigan Messenger*

## Your Right to Know

– by Vicki Carios

Because we have seen too many members fail to request representation to their own detriment, I would like to remind every member of the APWU to **always** request representation any time management or the OIG is planning to conduct an investigative interview with you.

The right of an employee to receive union representation during an investigative interview was announced by the U.S. Supreme Court in a 1975 case. These rights are known as Weingarten Rights. Management does not however: have any obligation to offer these rights to you. It is your obligation to request representation when you have been notified of a pending investigative interview. Please exercise your rights to representation during investigative interviews! **CPWU**

– Reprinted from the Pikespeaker

## Advice Center Now Available for Retirees

APWU Web News Article 115-2010, Oct. 19, 2010

Retirement decisions are among the most important – and daunting – that members can make. Now, navigation the paperwork and understanding retirement plans is easier, thanks to the APWU Retiree Advice Center.

Retired APWU members – or members who plan to retire in the near future – can now e-mail their retirement-related questions to [RetireeAdviceCenter@apwu.org](mailto:RetireeAdviceCenter@apwu.org).

The union's expert team of retirement counselors will answer questions regarding military buy-back, disability retirement, Social Security, Medicare, part-time regular calculations, supplemental annuity, cost-of-living adjustments, reporting death claims, Windfall Elimination and Government Pension Offset, or any questions pertaining to retirement planning.

Members are also encouraged to visit the Retirees Department pages at [www.apwu.org](http://www.apwu.org) for updates on these issues.

Postal employees are encouraged to join the Retirees Department to stay in touch with co-workers and fellow retirees, and learn more about benefits and retirement issues. To do so, visit the retirees Department pages for an enrollment form, or download it directly at [www.apwu.org/dept/retiree/retjoinform.pdf](http://www.apwu.org/dept/retiree/retjoinform.pdf). **CPWU**

## BUY UNION

Would you like to buy American made union products but don't know where to look for them? Here's a suggestion.

Go on line to [www.aflcio.org](http://www.aflcio.org). In the area for "search," type in "Buy Union," and hit the "Enter" key (or click on "Go"). A list of references will appear. Try whichever one you like or try them all. For example if you click on "Colorado State AFL-CIO Buy Union" you will get another list of items to click on, depending on whether you are looking for vehicles, computers, clothing, etc.

You'll feel better about your shopping if you buy union!

**CPWU**

– Reprinted from The Communicator



Proudly printed by a union printer

## What's Cooking?

*We were always told to "Eat your vegetables."  
It's not hard to do with this recipe!*

### Roasted Autumn Vegetables

- 1/4 cup butter or margarine
- 1 tablespoon chopped fresh *or*  
1 teaspoon dried sage leaves
- 2 cloves garlic, finely copped
- 1/2 lb. Brussels sprouts, cut in half (2 cups)
- 1/2 lb. parsnips, peeled, cut lengthwise into  
quarters, then cut into 2-inch pieces (2 cups)
- 1/2 small butternut squash (about 1lb.) peeled,  
seeded and cut into 1-inch pieces (2 cups)
- 1 bag (8 oz) ready-to-eat baby carrots (2 cups)

Heat oven to 375 degrees. In 1-quart saucepan, melt butter. Stir in sage and garlic.

In un-greased 13 x 9 inch pan, place remaining ingredients. Pour butter mixture over vegetables; stir to coat.

Cover with foil; bake 45 minutes. Remove foil; bake uncovered about 15 minutes longer or until vegetables are tender.

6 servings (1 cup each) **CPWU**

– Reprinted from The Hi-Lites

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

Non-Profit Org.  
U.S. Postage  
**PAID**  
Denver, CO  
Permit No. 3696

*Voice of  
Colorado*  
Colorado Postal Workers Union  
5423 Pecos St.  
Denver, CO 80221-6400