



FYI

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PRESIDENT TONY WILSON 303-455-6400 720841-5020CELL EWILSON@LOCAL321.ORG

Annual Membership Appreciation Cookout

As the sun shone bright and laughter filled the air, our annual picnic came to life, thanks to the selfless dedication of a remarkable group of individuals: our volunteers. Beyond the delectable treats and joyous games, it is these unsung heroes who truly made our gathering a resounding success. In this article, we take a moment to extend our heartfelt appreciation to the volunteers who tirelessly devoted their time and efforts to ensure everyone had a memorable day of fun and camaraderie.

Long before the picnic kicked off, there were those who arrived before everyone else. These early birds meticulously set up the venue, organized the seating arrangements, and ensured that every detail was taken care of. Their hard work was the solid foundation upon which the day's festivities would thrive.

To delight our taste buds, a group of culinary magicians assembled. With their aprons on and smiles bright, they prepared a delightful array of dishes that catered to various tastes and dietary preferences. From scrumptious barbecues to mouth-watering desserts, these volunteers transformed our picnic into a gastronomic delight.

A picnic without games and activities would be incomplete, and our group of fun enthusiasts knew this well. They tirelessly organized and led various games, encouraging everyone, young and old, to participate with enthusiasm. Their energy and creativity brought out the inner child in all of us, fostering an atmosphere of joy and togetherness.

Taking care of a diverse group of people under the sun can be challenging, but our caretakers demonstrated exceptional warmth and kindness. Always on the lookout for those in need, they provided comfort, support, and assistance whenever required. Their compassion made the picnic a safe and inclusive space for everyone.

After the day's revelry, when everyone else was winding down, our clean-up

crew stepped up. Armed with garbage bags and brooms, they worked diligently to restore the picnic grounds to its pristine condition. Their efforts allowed us to leave the venue with fond memories, knowing we had left no trace behind.

Behind the scenes, a team of dedicated organizers and coordinators worked tirelessly to ensure every aspect of the picnic was well-planned and executed. From securing the venue to arranging permits and handling logistics, their attention to detail and foresight guaranteed a seamless experience for all attendees.

14 DAYS TO FILE

This article is for informational purposes. Many people believe the union has 14 days from when **we receive notice from the employee to file a grievance. This is simply not true.** What the contract states is, "...*must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause.*"

Based on the language in our Agreement, the 14 day period to file a grievance begins when the employee **or** the union became aware of the alleged violation. If the employee receives a disciplinary action on June 1, that starts the clock ticking. If the employee then hands the discipline to the union on June 20, we now have to have a legitimate explanation as to why the grievance was not filed within 14 days.

In essence, a new hurdle to jump. In cases such as this, before we can even address the merits of the grievance, we have to prove it was timely filed. If a grievance is not timely filed, the contract states that the union is deemed to have "waived" the grievance.

The Oath of Office

In a moment that epitomized unity and continuity, the ceremony of administering the oath of office to the re-elected and newly elected officers of our union took place at the Annual Membership Cookout on June 25, 2023. Led by the esteemed National President, Paul Hogrogian, Central Regional Vice-President, sister June Harris – Don Gonzales Manger for Western Regional Office, and Nick Lehto Director for West-

ern Regional Office this solemn occasion served as a testament to the enduring commitment of our leaders to uphold the principles and values that underpin our organization. As each officer pledged their dedication to the union and its members, the stage was set for a new chapter of collective progress and solidarity.

The tradition of administering the oath of office holds profound significance in our union. It symbolizes the seamless continuity of leadership, where seasoned veterans and fresh faces come together to steer the union towards its common goals. Gathered in front of an audience that comprises members from every corner of our organization, the ceremony honors the past, acknowledges the present, and embraces the future.

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As each officer approached the dais, a sense of responsibility and humility was evident in all our demeanor. Regardless of prior experience, each individual recognized the trust placed upon our shoulders by our fellow members. By reciting the oath, they vowed to carry out our duties with integrity, transparency, and an unwavering commitment to the betterment of the workforce we represent.

The oath-taking ceremony provided a unique opportunity for the union's leaders to stand united. Regardless of our differing roles and responsibilities, this gathering emphasized the strength of solidarity and the shared purpose that binds us together. The National President's presence underscored the significance of the occasion, fostering a sense of pride and belonging among all officers.

Beyond the solemnity of the moment, the ceremony also kindled a spark of inspiration. As the National President administered the oath, the collective vision of a better, more equitable future for union members and their families was palpable.

Tony Wilson | NPMHU-Local 321 President