



FYI

NPMHU LOCAL 321 OCT 2023

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Retroactive Salary Adjustments Delayed

As you all know by now, there is a delay with retroactive salary adjustments in connection with the implementation of the 2022 National Agreement.

As a result of the ratification of the 2022 National Agreement, there was a 1.3% GWI effective November 19, 2022. That wage rate was implemented at the start of PP09-23 (April 8, 2023).

Accordingly, the retroactive payment is due for the time period from 11/19/22 to 4/7/23. There is also a retroactive payment due for the March COLA for the time period from March 11, 2023 (when the COLA was effective) until April 7, 2023.

Like the November 19, 2022, GWI, the March COLA was implemented at the start of PP09-23 (April 8, 2023).

These retroactive payments were to be included in PP19-23 paychecks. The Postal Service has now stated that they will be delayed.

The USPS claims the reason for this delay is due to EAGAN programming issues. They hope to resolve these issues soon. As soon as we receive an update from EAGAN, we will let you know.

For information purposes only, the amount of the retroactive pay for a top step Mail Handler who worked full time (without consideration of any changes to pay, e.g., leave without pay or overtime) is estimated as follows:

- ◇ Level 4: \$364.08
- ◇ Level 5: \$369.85

The \$978 COLA scheduled for PP19-23 was implemented on PP19-23.

The 2021-22 Peak Season Annex

The 2021-22 Peak Season Annex grievance is now slated to go arbitration, management, although admitted the violation article 32 of the National Agreement, (Article 32 which addresses sub-contract work) but refused to settle on the Union requested monetary remedy.

We believe that the Service will made an attempt to settle this grievance in pre-arbitration, based on the blatant violation of article 32.1. the union will keep you abreast of the situation as it unfold.

PRE-ARRBITRATION

Cheyenne GMF

The union successfully settled a long-standing cross-craft grievance for the

Cheyenne WY. GMF, a payout of \$22 000.00, was agreed upon in Pre-Arbitration, and all impacted Mail Handlers at the Cheyenne facility were paid as a result of said agreement.

Denver GMF

The union filed a grievance based on a cross-craft violation on the mini-spider and NMO Hash area in 2018-2019.

The APWU intervened and remanded the grievance to the RI-399 process, claiming Jurisdictional issues, which they have all rights to do.

The 2018, Updated RI-399 MOU required that all grievances filed by either union in the article 15 process at step 3, concerning cross-craft violation, between the NPMHU and APWU, Management is required to share said grievances with the non-filing union. And that's what happen in this case.

Local 321, successfully argued the union's contention at the Local Dispute Resolution Committee (LDRC). As a result, it was determine that issue was not jurisdictional, but indeed cross-craft. The grievance was remanded back to the article 15 process, where it was settled for a sum \$ 125,000.00. That settlement was divided among all Mail Handlers on OTDL at the Denver GMF.

Tow Motor Bids Routes

Routes will return on all tow motor bid assignments affected by management's unliteral decision to removed the route from these tow bids at Denver GMF. The union was victorious in a recent pre-arbitration, getting language in the settlement to replace all impacted tow motor routes that management once removed.

Management and the union mutually agreed that for any future changes to bid assignments, management would notify and meet with the union far in advance to discuss such changes. Even then, the union reserved the right to challenge changes that violate the agreement.

New Machines at the Denver GMF & NDC

The Single Induction Packaging Sorter, or SISP machines, were deployed nationally. The Denver NDC received one (1), and the Denver GMF will receive (2) two. The primary craft on this machine is the Mail Handler craft based on the National Jurisdictional Award. Clerks will also work on this equipment; the clerks will singulate parcels on the induction belt.

The Mail Handlers Craft will perform all other duties. I must emphasize that this machine has no rotation for the clerk employees.

Some management will tell you that the clerks must be rotated to dispatched containers—if that happens, please let your union representative know about this issue as soon as possible.

GOLDEN SDC

The Union has filed a dispute with the Local Dispute Resolution Committee (LDRC). This dispute is due to new work, new consolidation of facilities, and operational changes in the Golden SDC.

We believe due to the aforementioned changes, and because about 15 years ago, management exceeded many Mail Handlers from Golden, CO Main Post Office for not having more than four (4) Hours of continuous Mail Handlers work in that facility, will give us an opportunity to revisit this facility.

Now that these changes are implemented this union will be launching an investigation into this facility to:

- See if there are four hours of continuous work exist for Mail Handlers and,
- To see if management is running non-carrier route parcels/mail on the SDUS.

Casper WY, Ground Advantage Mail

Management in Casper MPF violates the agreed Inventory by giving the clerk employees ground mix mail to work; the Mail Handlers have been working this mail for year. Management does this without any notification to this union or the LDRC.

The union has filed a depute to the RI-399 process, and we also filed an article 7.2 grievance on this issue.

Management believes because ground mail is now re-classified as Ground Advantage, they can give all ground mail to the clerks and call them Priority Mail. The union will keep you abreast of the situation as it unfolds.

Tony Wilson | NPMHU
President Local 321