



# FYI

NPMHU LOCAL 321 OCT 2023

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## Happy Thanksgiving!!!

May your Thanksgiving be bountiful with reasons to be grateful. I hope you have an enjoyable Thanksgiving with your family, friends, and the ones that you love.

## 2024 FEHB Open Season

2024 Federal Employee Health Benefits Open Season runs November 13 and ends at 11:59 Eastern Standard Time on Monday December 11, 2023! This is your annual opportunity to enroll, cancel, or change your health, dental, and/or vision insurance.

It's also your opportunity to enroll or re-enroll in the Flexible Spending Accounts Program. It is also time to consider the money you can save on your out-of-pocket medical and dependent care expenses for the upcoming year. Please do not miss this deadline, please get with your shop stewards if you need help

## Mail Processing facility Review (MPER) Cheyenne P&DC

On November 08, 2023, the USPS notifies the NPMHU of its intent to conduct Mail Processing Facility Review (MPFR) studies in Cheyenne, Wyoming (WY).

According to the Postal Service and in accordance with Handbook PO-408, Mail Processing Facility Review, an MPFR determines the feasibility of changing mail processing operations to improve operational efficiency and/or service. An MPFR involves the consolidation of all originating and/or destinating distribution operations from one or more Post Offices/facilities into other automated processing facilities for the purpose of improving operational efficiency and/or service.

The intent is to use Postal Service equipment, facilities, staff work hours and transportation more efficiently.

According to the information we received a feasibility studies will be conducted at the following facilities to determine whether efficiency and/or service could be improved by consolidating mail processing operations into other mail processing facilities:

Cheyenne, Wy P&DC into the Denver, CO P&DC.

Brothers and sisters if this changes should happen, it would placed tremendous hardship on all craft postal employees at the Cheyenne P&DC.

I believe this consolidation could impose significant hardships on the dedicated employees who may be required to commute two hours each way, every day.

The employees at Cheyenne GMF have been an integral part of the postal service, providing essential services to the community.

The potential relocation to Denver GMF, especially for those living at a considerable distance, would result in substantial challenges, including extended commute times and adverse impacts on work-life balance.

In particular, the prospect of a two-hour daily commute poses a serious hardship to our employees. The distances involved would not only affect their personal lives but could also have detrimental effects on their physical and mental well-being.

Furthermore, the additional burden of commuting in potentially harsh weather conditions during the Winter and Spring seasons may compromise the safety and effectiveness of the Mail Handlers.

This union requested that USPS reconsider this consolidation plan. Allow these employees to continue their valuable service without enduring undue hardships.

We will continued to monitor this situation and will update, all mail handlers on their rights under the collective bargaining agreement.

Brothers and sisters in Cheyenne I urge you all to reach out to your State Senators and Congresswoman to voice your oppositions this potential changes. You Can all so go to the following link or scan QR code to voice your position on this issue.

<https://www.surveymonkey.com/r/mpfr-cheyenne-wy>



**According to the Postal Service On December 12, 2023, at 2:00 PM, they will hold a public meeting to explain the process of their proposed changes.**

This union will Challenge any attempted by management to violate the contract, if this process went through.

The union will discussed with our brothers and sisters, their rights per the con-

tract under Art 12, and handbook F15. As soon as I get more information on this I will update you.

## Golden, CO SDC

This union is move forward with its investigation and possible grievance based on the recent MOU sign by our National President, Paul Hogrogian, which stated in part, *"Sorting and Delivery Centers (S&DCs) between the USPS and the NPMHU. The S&DCs are a new facility from the Deliver for America Plan that will create large carrier stations by consolidating smaller offices."*

This MOU went on to state,

*"As set forth in the MOU the parties agree to allow management to exceed the MHA and/or PTF cap for a period of 120 days from the activation of an S&DC During this period a jurisdictional inventory per the RI-399 process should be completed. At the end of the 120 days the USPS and NPMHU will discuss the staffing of the S&DC."*

This union requested several information from local management in Golden and they very reluctant in providing all the information to this union,

Also as of the writing of this FYI Local Postal Management in Golden made no attempted to hire any PTF or MHA in this newly established facility. This we believe violates this agreement.

## Christmas Gift Cards

All members will get twenty-five dollar gift card with a pocket calendar. Gift cards and calendar has been distributed to all Branch Presidents for them to disseminate to the membership.

Also, Branch President will distribute the 2019-2025 National Agreement to all paid dues members. Again Happy Thanksgiving to all Mail Handlers!!!

*Tony Wilson* | NPMHU  
President Local 321