

Winter 2021

The Three Twenty Times

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The Three Twenty Times

NPMHU Local 320

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Vice President.....Shawn Garey
Treasurer..... Art Aguilar
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Phoenix.....Shawn Garey
Tucson.....Felipe M Ruiz

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CONDOLENCES

The officers and members of Local 320 would like to extend our condolences to the following on the recent losses of their loved ones. You are all in our prayers and we wish to express our deepest sympathy to all of you.

Union Sister

Yolanda Segura

Union Brother

Mel Horn

Loss of Spouse

Orlando Cuellar

Loss of Mother

AnaKaren Herrera Alvarez

Loss of Father

Jennifer Williamson

Don Thompson

Tim Bray

Loss of Sibling

Hallie Clegg

Lourdes Tena

Scott Woodland



IN MEMORIAM

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PRESIDENT'S REPORT:

BY BERNIE GONZALEZ

Hello fellow members:

It has been a little over a year since this administration took over, many things have happened during this year. I cannot express my gratitude enough to all the members for all their support, to all the stewards and especially to the members of the council and executive board.

Since taking over as local president, it has been a challenge and at the same time it has been an honor and pleasure to represent all members of Local 320.

We thought 2020 it was a tough year due to pandemic. Well, 2021 has taught us an important lesson, never put your guard down, it also taught us that coming together is the beginning, staying together is progress and working together is success. As you all know we still have many challenges ahead of us, not to mention we are still dealing with different Variants of the Covid-19 Virus.

On another note, these are some of the MOU's that our National negotiated for all mail handlers during 2021.

- March 19th NPMHU and USPS Signed MOU for 2022 Annual Leave Carryover and Annual Leave Exchange Option. allows career employees to sell back a maximum of 80 hours of annual leave. Also allows regular employees to carryover 520 hours of accumulated

leave from leave year 2021 to leave year 2022.

- February 22nd Cost-of-Living Adjustment (COLA) was set at \$416
- March 10th The Statement on Committee Passage of the Postal Reform Act and the Postal Improvement Act. This passage of the Postal Reform would eliminate the prefunding mandate, the Postal Service would save \$4.4 billion annually. No other private business or public agency prefunds their retiree healthcare, postal employees have contributed over \$35 billion to Medicare over the past four decades.
- March 22nd NPMHU and USPS Reached Agreement to Convert 865 MHAs to Full-time Career Employment No Later Than May 22, 2021
- March 23rd (PMG) Postmaster General, Louis DeJoy Issues USPS Ten-Year Plan for Achieving Service Excellence and Financial Sustainability.
- March 31st USPS Issues Memorandum on American Rescue Plan Act—Emergency Federal Employee Leave, (EFEL)
- Effective May 8, 2021- As provided for in Article 8.7 of the 2019 National Agreement, mail handlers received night differential increase, this reflects the flat dollar amount at each pay grade and step for night shift differential in Tables Three and Four shall be increased by an amount equal to 2% of the flat dollar amount for the grade and step in effect on May 9, 2020.

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- May 11th NPMHU Seeks EFEL Clarification from OPM in regards to employees working tour 3 and tour 1 not qualifying for EFEL.
 - June 17th President Biden made, Juneteenth a federal holiday as a recognition of Black power and a reflection of America's ongoing journey to tell our nation's story. As we honor the sacred Juneteenth holiday that celebrates Black resilience and joy, America's labor movement will continue to use our voice to lift up and learn from the Black experience.
 - June 21st NPMHU and USPS Reached an agreement to Convert 6,596 MHAs to Career Full-time Regular by August 14, 2021. in our local, these conversions took place on July 31st 2021.
 - Effective August 28, 2021 PP-19 All career employees received a cost-of - living adjustment (COLA) set at \$ 1,934.
 - On September 10, the day after President Biden announced the vaccine mandates for federal employees OSHA rule that, requirements in the executive order for federal employees "do not apply to the Postal Service"
 - Then on September 19, USPS said in a statement, "Because the Postal Service is an independent federal agency that operates under a private sector collective bargaining model, modifications to working conditions are mandatory subjects of bargaining." Additionally, "our workplaces are subject to regulations from the Occupational Safety and Health Administration.
 - November 05th OSHA Releases COVID - 19 Emergency Temporary Standard. OSHA Vaccine Rule Applies to Postal Service Employees. "Under the [Occupational Safety and Health Act], the U.S. Postal Service is treated as a private employer," said OSHA. The spokesperson added that there are about 500,000 postal workers and confirmed that the rule applies to all of them. Therefore, The OSHA rule says that all covered employees must be fully vaccinated--either with two doses of the Moderna or Pfizer/BioNTech vaccines or one dose of the Johnson & Johnson vaccine--by January 4, 2022. During the SAMLU in DC the National President Paul Hogrogian provided an update in regards to employees choosing not to get the vaccine. The President stated, getting the vaccine is not a complete requirement yet, but the requirement will be that, all employees not vaccinated will be require to get tested minimum twice a week. The Service will not grant administrative leave while employees are out getting tested.
 - Effective November 20th Mail handlers received Wage Increase; this is the third of three guarantee wage increases provided for in the 2019 contract. MHAs received 2.8% career employees received 1.8% increase.
- President activities,
On March 30th I traveled to Tucson with some members of the executive board we toured the facility all 3 tours.
On April 26th and 27th We held general stewards training at the IBEW electric hall.

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June 30th, we met with tour -3 and tour - 1 employees, to notify them about the new changes and abolishment of tour 3 and tour 1 in the flat's operation.

On July 24th We held a Phoenix Branch Meeting at IBEW electric hall.

On July 30th the executive board traveled to Tucson to walk the floor, all three tours.

July 31st, we held Tucson Branch Meeting.

On August 01st through August 05th the executive and council board including chief steward Isaiah Dixon traveled to Vegas to attend the first SAMLU in person after the COVID restrictions.

On August 11th the executive board toured the Phoenix and West Valley installations all 3 tours.

On September 05th myself and VP Shawn Garey traveled to Tucson to observed the new ADUS machine running, to determine craft jurisdiction.

On September 14 and 15th, we conducted new stewards training at the IBEW Hall. I want to welcome all the new stewards and thank them for taking the initiative to step up and represent the members on the workroom floor.

On September 21,22 VP Shawn Gary and I participated as elected delegates in the LIUNA convention Via Zoom.

On October 08th Myself, Shawn Garey, Jeremy Wood, Cesar Polanco attended a Virtual MHBP seminar. This seminar was scheduled to be in person in Florida, due to COVID restrictions it was canceled and scheduled through zoom.

On October 27th we had an Arbitration case at the GMF dealing with scanning drop shipments.

Update on the flat's operation, we are scheduled to discuss the relocation of the flat's preparation on February or early March of 2022.

The Parcel Support Annex (PSA)

Postal service signed a 5-year lease in this building. This building is currently being use to load and unload out and incoming states

and Arizona priority mail.

On November 23rd, we toured the PSA facility for the first time, it's a new building with a lot work that needs to be done.

There will be more discussions after the peak season to what operations will be assigned at the PSA Annex. There had been discussions about having an Apbs machine, or the newest machine that the service is deploying all across the country is call the SIPS (Single Induction Parcel Sorter) this machine is similar to both the ADUS and the SDUS. operation, also a robotic spyder.

There is no doubt that 2021 was full of surprises, one of the positive things during 2021, the large number of conversions through the MOU agreement between the Postal Service and the NPMHU at the National level resulting on a large increased of our workforce.

I want to honor and remember our fallen brothers and sisters mail handlers, and family members that passed from covid or other health issues during this year.

Remember safety first, "You are totally replaceable at work. You are not replaceable at home, home is your real life, keep that perspective"

Best Wishes for the Holiday's, and for health and happiness throughout the coming year!!!

Sincerely,
Bernie Gonzalez President
NPMHU Local 320

Happy holidays!!!!

*Stay Safe
and
Healthy*



Vice President/PHX Branch President Report:

By Shawn Garey

Greetings Fellow Mail Handlers,

Much has changed since my last article. We have had more conversions than I can count. We have hired MHA's to replace our conversions. This was long overdue but is directly related to the increased online ordering by basically everyone. We are now in our peak season mailing which means more congestion on the workroom floor due to mail volume and an even greater number of seasonal employees on the floor in all facilities. Please be aware of your surroundings in order to stay safe in your work environment. It is also important to remember that in the month of December management may require to work 7 days a week and up to 12 hours in a day. If you are not on the OTDL this includes your lunch. This means 11 ½ hours of work with a 30-minute lunch. Also, please remember that if you aren't feeling well you need to call and notify your immediate supervisor and then go covid tested as soon as possible. As most of you are aware the federal government has not extended compensation if you have a positive covid test.

If you do and have reasonable suspicion that it was contracted at work, I strongly recommend that when you notify your supervisor that you had a positive test also explain that you will be filling out a ca-1. This is a notification of traumatic injury on the job. We have had some success getting some employees compensation through injury comp through this process. Please feel free to reach out to me through my cell phone or message me on face book if you have questions.

We have had many changes in the steward force as we have had several Union Steward training classes in the last year. I look forward to seeing their progress as I am confident, they can all become exceptional representatives for the membership. The more people we have willing to participate, speak out, and represent can only make us stronger. Thank you to all who have stepped up.

We have had several arbitrations are awaiting decisions locally and nationally. Locally in early December we presented a case regarding scanning on the docks. Since I had to provide testimony at the hearing, we brought Step 3 designee Don Gonzales from Colorado to present the case. He did an exceptional job and we expect a decision early next year. Nationally we are awaiting a decision on the ADUS machine which is a parcel machine being utilized in Tucson. Mail handlers are already being utilized on most positions on this machine but it is our position that there really shouldn't be any clerk positions on the machine. We should be receiving a decision any day. Also, the USS is at National arbitration as well since the clerk craft has challenged the current jurisdiction and we should receive the award on this case in the near future as well. Early next year we will be presenting 2 cases which were impasse items from our LMOU. 1 case involves the definitions of a section the other is interpretive as to who is included in the employee compliment when determining leave percentages.

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As most of you know, we have a new facility in Phoenix which is further west than the West Valley. Perhaps we should call it the Wester Valley. It is our understanding that it will be part of the Phoenix Installation and we are working to establish bid jobs and sections.

I am well aware that the hours are long this time of year but I would like to wish everyone happiness and joy through the holidays as we enter a new year!

HAPPY HOLIDAYS!!!



PHOENIX

Mike Ferrer

William Bullock

Jeff Sponcey

Brenda Whyte

Merced Lujan

Clovis Hungate

Mark Kapron

Danny Keeter

Mike Galindo

Bill Buechner



Treasurer/Legislative Report:

By Art Aguilar

Greetings to all mail handlers,

I would like to start by welcoming all of our new Mail Handler employees, both MHA's and Regulars. By this point there have been so many new hires that it would be impossible to know all the Mail Handlers. I will let you know that your Union representatives are here to represent and if you need help, don't hesitate to get the help you need. As of now I am at West Valley on tour 2 and assigned as the APPS section Steward. This past year has been one of a lot of Change, Disruption, and Never-Ending Challenges. I want to assure everyone that this union is here to face any issue that arises as a result of management's actions or unforeseen circumstances.

On the Legislative front, we continue to find ourselves in the same situation with no Postal Reform. Postal reform has been introduced in the House as Bill H.R.-Postal Service Reform Act of 2021 (117th Congress 2021-2022) and the Senate the bill S.1720-Postal Service Reform Act of 2021 (117th Congress 2021-2022). The Postal Service's survival may depend on the action or

inaction taken on Postal Reform. The second set of bills that can have a major effect to the USPS are House bill H.R.695-USPS Fairness ACT and Senate bill S.145-USPS Fairness Act. As employees we need to demand action from our elected officials on the issue of Postal Reform. We need to care about what happens with our jobs and our future's. Our National website has resources under the Legislative and Political Tab.



Please click on the Action Center to do your part

The Postal Reform act is the most important bill that affects us but there are several other bills pending in Congress that may affect the Postal Service and it's employees. As employees we need to take the time to familiarize ourselves with congressional actions or inactions that may have an impact on our lives.

Thank you

&

Happy holidays!!!!



Recording Secretary's Report:

By Laurie Hernandez

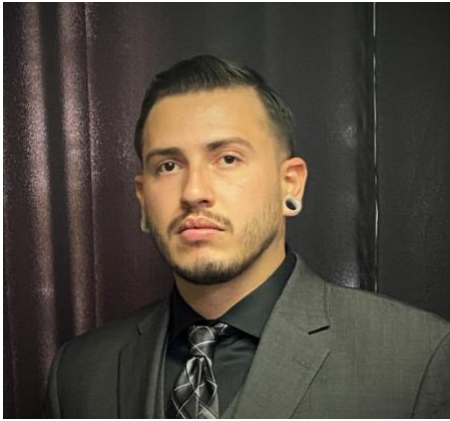
My name is Laurie Hernandez, and I was elected Recording Secretary of Local 320 a little over a year ago. I currently work on tour 1 at the Phoenix GMF but spent many of my 24 years as a mail handler working at the West Valley. It has been a challenging year for the U.S. Postal Service dealing with so many changes due to Covid 19. Many of us continue to wear our masks and try to social distance as much as possible. It seemed like the pandemic was ending but then the Delta variant hit and now there appears to be a new variant. We all need to continue protecting ourselves. Although, mail volume decreased nationwide, the Phoenix and Tucson population has continued to grow leading the USPS to hire hundreds of new employees in Arizona this year. I would like to welcome our new Local 320 Union members. Our Local has continued to train additional stewards and provide representation to our mail handlers. One of our biggest issues is discipline for failing to maintain regular attendance. If you have a fact finding for attendance you will most likely be receiving a letter of warning. If you do receive a letter of warning or other written discipline, be sure you ask for a steward immediately and let them know. We only have 14 days to file a grievance. If you or your

family member, has a serious health condition you may qualify for FMLA. You must have worked for the USPS at least one year and worked at least 1250 hours in the past 12 months. If you think your absence may qualify for the Family Medical Leave Act you should request it when you ask for unscheduled leave. Have your doctor complete the forms and return them to fax number provided on the form. FMLA is the best way to protect yourself from discipline if you have a qualifying condition. I would like to wish everyone a safe and happy holiday season.

Laurie Hernandez
Recording Secretary

**JUST A REMINDER, IF YOU HAVE NOT
SIGNED UP FOR HEALTH INSURANCE AND
OTHER BENEFITS, PLEASE GO TO OPM.GOV
TO COMPARE PLANS**





State Representative's Report:

By Aaron Hernandez

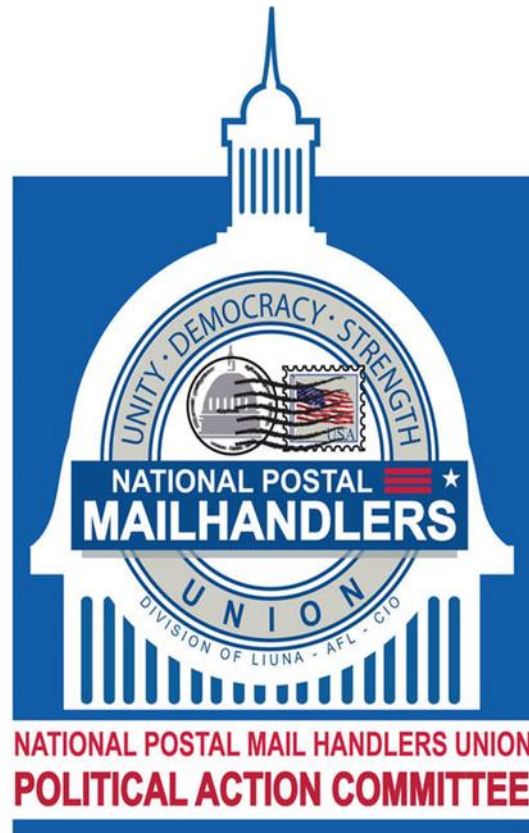
Greetings local 320,

I'd like to start by thanking all of our members for your continued support to our local. This year has been challenging for all of us, we have faced many new obstacles and problems that we have not had in the past. Although some of these situations are new to us, our brothers and sisters have stood by each other through all of it. It is a pleasure to be in a craft that stands up and looks out for each other in a time of need.

Over the last year we have had large amounts of conversions and newly hired employees. We must continue to educate them of their rights and obligations of being a mail handler. Management could care less about anything other than the work performance of an employee and they will test their boundaries as far as we allow them to. They will instruct employees to work in a manner that may be harmful to their self or others so we must guide them in the right direction and lead by example. Encourage them to exercise their rights and to interact with their representatives. Never hesitate to ask a question or address a concern

you may have whether you have been there 2 months or 20 years. We are always available for our members.

Lastly, I'd like to thank the rest of our board members and all of our stewards for their hard work and dedication. A lot of the things we have accomplished this year would not have been possible without the help from each other. It has been an honor to work alongside with all of them. We will continue to educate one another and represent you to our fullest ability.



[SEE YOUR STEWARD ON HOW TO DONATE](#)



By Felipe M Ruiz

Tucson Branch President Report:

Greetings to all my brothers and sisters in the mail handler craft in Tucson and all of Arizona.

For those of you who have not met me, my name is Felipe m. Ruiz. I have been employed by the United States post office, Tucson p & dc, since May 2006. I became a union steward in February 2007. I am honored to be representing you as your Tucson branch president. I am excited about being in this position that will allow me to continue to protect our national and local contract which in turn will protect all of you. There are a few things I wish to share with you at this time.

#1. Manual pallet jacks at spbs: the Tucson P & DC will be receiving manual pallet jacks to assist in removing west packs, boxes and tiger cages from the SPBS dumper slide. The clerk craft is allowed to remove the above listed equipment from the slide and stage it for the mail handler who is working the area. There is no contractual violation when used as stated and the clerks using the pallet jacks will receive OJI training. The maximum number of clerks allowed to sweep the APBS is two. Any additional staffing comes from the mailhandler craft.

#2. As you know, the new ADUS machine was implemented in the latter part of august and is currently used on tours 3 and 1. Other than the two facing positions, all other areas are assigned to the mail handler craft.

#3. 3971's: please fill out your 3971's in triplicate for annual leave, pre-approved sick leave and sick leave. Request your copy when you submit them. Your approved/denied copy will be given to you when your supervisor enters it in the leave book. Pleas look at the leave book prior to requesting leave and do not leave it at management's discretion. Far too many times leave has been disapproved without management looking at the book.

#4. The Tucson P & DC currently has 74 full-time regular positions and 25 MHA's. An additional 37 MHA's were hired on November 8, 2021 and of those 37, 23 showed up. An additional 7 MHA's will be hired on November 22, 2021. These last two hiring are for Christmas volume. At this time, it is unknown if additional MHA's will be hired. Please welcome them with open arms and assist them in any way you can. They are your union brothers and sisters.

#5. Seventeen (17) new bid jobs have been posted in the last two bid cycles. Once these 17 bid jobs have been filled or there is no successful bid, these residual bid jobs will be assigned to next 17 MHA's on the list, at least that is the way it is supposed to happen contractually. This movement will probably occur if not by the end of November, in January of 2022.

#6. If you should get hurt on the job, please do not hesitate to report your injury. The employee/labor manual (ELM) states all injuries are to be reported immediately regardless of the severity. Management has a responsibility to its employees and should not shy away from assisting you in filling out the required document. The primary document is called a CA-1 "claim for traumatic injury." This

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document is now filled out online through Ecomp.

#7. The Tucson area has very few doctors who like to assist with work related injuries due to the amount of paperwork required. You do not need to go to an industrial facility. These facilities are pro employer and do not do things in the best interest of the employee. There is a facility called federal injury physicians located at 601 n. Craycroft, phone (520) 600-3400. Union members receiving treatment from this facility have gotten great assistance and results. If you need additional information, please do not hesitate to reach out to me.

#8. I know it has been difficult for some of you in not having an actual union representative on tour 1 and part of tour 3. We are working diligently in protecting your contractual rights but you must remember that you are the eyes and ears of this union and must do

your part in protecting your jobs. We, together, represent local 320. Steward training will be conducted sometime early next year.

#9. This is the holiday season and on behalf of Union Steward Stephen Mitchell and Myself, we would like to wish you a wonderful Christmas Holiday and a blessed New Year.

As our National seal reads "with Democracy and Unity there is Strength"

Respectfully Yours,

Felipe m. Ruiz

