

The President's Report

by Shelly Lucido

Postal Workers Deliver Christmas

As I missed Peak Season for the first time in 24 years I have received several reports that you did a fantastic job as always. Christmas cannot be delivered without Clerks serving the customers on the window or processing the mail in the back so the carriers can get those Christmas Cards and packages delivered Or the support of the Custodians. This year was even more difficult with short staffing, no Holiday Help, more packages then ever and a shorter time period between Thanksgiving and Christmas.

Christmas comes every year yet the Postal Service cannot seem to prepare in advance or at all. This creates an "emergency" as management would argue to justify management and other crafts performing clerk work. Reindeers fly but that will not. Grievances will be filed even if it is Peak

Season. Please inform your Steward whom needs to be on the naughty list. Holiday Assistants could have been hired,

Happy New Year

but they were not. Staffing levels in Aurora has been inadequate for years. The posting and filling of jobs is constantly delayed. Not an emergency, a violation of the Collective Bargaining Agreement.

I wish you and yours many blessings in 2020. This past year brought many conversions of PSE's, new faces due to transfer opportunities, a multitude of

grievance settlements which lead to monetary payments for most. The past year brought the opportunity for our National APWU Negotiating Team to meet with the Postal Service and finally go to Interest Arbitration to fight for our wages, hours and working conditions. Hopefully early 2020 will bring a decision by the Arbitrator on our Collective Bargaining Agreement.

The new year will certainly bring more violations, more grievances and more opportunities for you to be active in your local. Hopefully, 2020 will also bring some time for the rest you deserve after delivering Christmas.

In Solidarity,

Shelly

Dan's Tool Box

CLERKS

First and foremost, I would like to express my appreciation for your ability to work in a safe manner. This Holiday Season was not for the weak or for the weary. We were pounded with mail and frustrated with Management's inability to Manage the Holiday Operations. In fact Area, District and Local Management **were all witnessed performing Clerk work** continuously within the City and throughout the entire month. This will be addressed through Article 15, I assure you. Working safely was a priority and I want to extend my thanks to you all for no accidents or incidents.

Thanks

I would also like to thank you all for allowing me to serve as one of your voices to Postal Management. As a retired Navy Chief I was so proud to see Navy pummel Army this year but nowhere nearly as proud as I am of our entire workforce for enduring this 2019 Holiday season! I have been running local matters as President on behalf of President Lucido who has been recovering from shoulder surgery, and extended these sentiments to her and made her fully aware of all of your efforts.

I would finally like to take this opportunity to extend my sincerest wishes and Happy Retirement sentiments to Claudia Nagy-Trujillo at the Gateway Station. Fairs Winds and Cool Breezes sister you have earned it, so go and enjoy!

CUSTODIANS

Hopefully, as a Custodian you have received your new route sheets with T/L-5 staffing now complete If so please keep copies for your records, and if not then please contact your station manager and keep me updated. Please continue using old route sheets to capture your work if

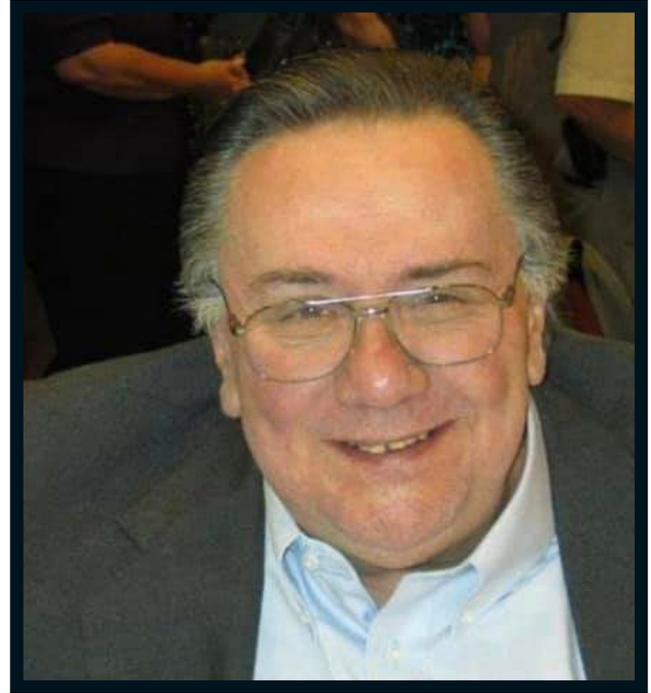
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In memory of George Prusak

April 8, 1949 - December 6, 2019

George spent his Postal Career serving American Postal Workers Union represented employees and worker's rights in general. He served as President of the Colorado Postal Worker's Union for over two decades and at the same time serving the BMC Local for periods as the Clerk Craft Director, Local President and Editor of the Local News. George retired from the Postal Service in 2016 but still continued to serve. He was the APWU Advocate for numerous Arbitration cases, including representing the Aurora, CO Local in many. George was unselfish with his time and was always willing to help, to teach and to fight to further the rights of workers. Many of us are better Union Officers, Union Stewards and activists for workers because of George.

George may we continue the fight you fought and continue standing with worker's as you did so unselfishly. You were an inspiration to us all. You will be dearly missed and never forgotten. Rest in Peace



Dan's Tool Box - continued from page 1

new route sheets have not been issued yet! You have all done a great job documenting all the additional duties that you are performing that have now been identified on the PS-4852, Workload Analysis under the new T/L 5. A simple way to stay organized is to do this on the "Other Duties as Assigned" tracker daily. Then at the end of the month start a new sheet. Write it all down, better to be included than left out. **Zealously Guard and Protect Your Work!**

PSE's

Please remember to check your Union Bulletin Board in the Break room for benefit specifics. Highlights include:

1. Healthcare Benefit contributions on a Bi-weekly basis from 65-75%.
2. Overtime pay for work after 8 hours in a given day and penalty overtime after 10 hours in a day.
3. Uniform Allowance for those PSE's who meet the criteria.
4. A four hour work guarantee.

Lastly, we are getting PSE converted at a record pace. I know that your frustrations are real but hang in there and come to work, be there on time, do your work and don't worry too much about what your coworkers are doing. **Stick with it. You will be glad you did after you get converted to Full Time Regular!**

SICK LEAVE: Right or Benefit?

Don't confuse sick leave with annual leave (AL). Annual leave is a right. In other words, it is yours to use and has a cash value. Annual leave can be accrued up to the maximum carryover of up to 440 hours. Sick leave, on the other hand, can be accrued with no limit over your entire career. Saving SL is a valuable asset to protect you and your family from

missing a paycheck when illness or injury gets you down.

The purpose of sick leave can be found in section 513.11 of the Employee and Labor Relations Manual. It states "sick leave insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy, and confinement and medical (including dental or optical) examination or treatment." Section 513.12 provides a "limited amount of sick leave may also be used to provide for the medical needs of a family member." APWU members are allowed to use up to 80 hours of their accrued sick leaver per year "to give care or otherwise attend to a family member with an illness, injury, or other condition that, if an employee had such a condition, would justify the use of sick leave."

Career employees with a full-time status earn 13 days or 104 hours of SL per year. Part-time employees earn 1 hour per 20 hours in a pay status. Postal Support Employees (PSE's) earn a maximum of 4 hours of annual leave per pay period "for rest, recreation, emergency purposes, and illness or injury" (PSE Memo).

When an employee requests sick leave for absences of three days or less, "medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is only required when an employee is on restricted sick leave" (ELM 513.361).

Management routinely tries to use "deems desirable" as a reason to force an employee to document their absence. A supervisor needs a sincere belief they are protecting the interests of the postal service before requesting documentation from an employee.

The Optional Retirement Process

1. An individual makes the decision to apply for retirement.
2. The employee contacts the Human Resources Shared Services Center (HRSSC) at 877-477-3273 option 5.
3. HRSSC validates the employee eligibility and starts the retirement process by sending employee the retirement application book.
4. Employee reviews the retirement application and contacts HRSSC to schedule the telephonic retirement counseling.
5. HRSSC conducts the telephonic counseling, assisting the employee in the completion of the application.
6. The employee submits the now completed application which includes the important decisions of survivor's benefits, health benefits, and life insurance to HRSSC.
7. The employee's application is reviewed by HRSSC and forwarded to the United States Office of Personnel Management (OPM).
8. The employee retires on their selected date and should begin receiving their annuity the next month. Often there will be a delay in processing and an estimated annuity will be granted in the first month and a make-up lump sum will come later.

In Closing

Always remember that we work for a world class organization and our jobs are to move the mail. That is what we do. It doesn't matter when it gets here or how much of it there is. What matters is that you come to work and do so on time, do your job assignment, take your breaks and your lunch within 6 hours (it is the law) and don't forget to take your wash-ups, one before lunch and one before the end of the day. **Always work safely and Have a safe day!**

Dan Van Minnen



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**HARASSMENT DOESN'T HAVE
TO BE ILLEGAL TO BE WRONG**

Contact your steward or any union officer.



Aurora News

Aurora Local APWU

www.auroralocalapwu.org

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*This is a Proud
Union Home >>*

At the June 2019 General Membership Meeting, a decision was made to have a drawing at all subsequent meetings of \$50, to be awarded to one member, and to be increased by \$50 at each subsequent meeting until a winner is declared.

Attention Members

Winning Prize Jackpot Will Be: \$150.00

Union Office, 1010 S. Joliet St #203 B, Aurora CO 80012

9:00 a.m., promptly

Sunday January 12, 2020

will be held on

General Membership Meeting

The next APWU Aurora CO Local

APWU Members

Attention