



The President's Report

by Shelly Lucido

Happy Holidays and Happy New Year

Our time to shine

Every year the Holiday Season or so-called Peak Season arrives. However this year Peak Season arrived early with the Mid-term election with Political Mail requiring clerks to work long hours to assure all this mail was delivered. By the time the Holiday mail arrived clerks are already tired and now Santa is counting on us to assure cards and packages are delivered in time for Christmas. Postal Workers always do a good job in assuring this happens,; it is our time to shine. The most important thing is to make sure we get through this season safely and healthy, so eat, drink, rest and get through the season Merry and Bright.

On the 12th day of Christmas

Former Postmaster Zamora, prior to her retirement, eliminated a dozen duty assignment and ultimately caused the

shortage of clerks we are currently experiencing through the peak season. Merry Christmas Joelle! I hope you are enjoying roasting Chestnuts because here in Aurora we are experiencing the hardest Peak Season ever due to the shortage of

**Report contract violations,
request a steward,
do not willingly violate
the contract...**

Clerks. The APWU, however, through the grievance procedure was able to get these duty assignments back. But it takes time to get these duty assignments posted and filled. OIC Cheryl Jacobs is working with the APWU to get this done and the New Year should ring in with hopefully a dozen more clerks including some PSE conversions to Full time Career.

The Grinch who robbed Buckingham Station

As you have already heard there was an armed robbery at Buckingham. The clerks did a excellent job doing everything they needed to do to assure their safety. Thank God that nobody was hurt and the robbers were apprehended just hours later. Hopefully this will never happen again but always remember nothing is worth anything happening to you. Try to remain calm and give them whatever they want if you are faced with a similar situation. A special thank you to OIC Cheryl Jacobs and Hoffman Heights Manager Lori Hayhurst for responding to the situation immediately and providing support and assistance to these clerks during a traumatic experience.

Continued on page 2

Dan's Tool Box

Contractual Provisions Are There for a Reason

Clerks

First and foremost, I would like to thank you all for allowing me to serve as one of your voices to Postal Management. Some changes are occurring citywide that will apply to you as far as getting a Steward. Newly appointed Steward Jackie Skene will be representing Clerks at the Tower Station for our local. I would like to take this opportunity to thank Jackie for stepping up. In addition Jackie will be the Alternate Steward for the Aurora Main Post Office and Altura Station. I will remain the steward for Gateway and Alternate Steward for Hoffman Heights, Fletcher and Buckingham.

Management and the Clerks have a sweetheart deal that violates the Collective Bargaining Agreement to the detriment of Clerk jobs! There are many Clerks working well in excess of 12 hours a day and 60 hours a week citywide! The excess hours that exceeded the agreed upon limits contractually are being worked by our Clerks and equate into at least 4 jobs citywide! You may be asking what is the Union doing about it. Answer is we have been filing on it even though just a few reported the contract violation and requested a steward or provided the Union with a statement on this matter. It is more than frustrating when violations

occur due to deals made in violation of the contract and when the Union makes an inquiry about this the Clerks threatens to drop out of the Union! This is nothing but a total disregard for the contract and helps contributes to the short staffing in Function 4 areas! **Now hear this! You have a contract which stipulates the following.**

Work Hour Limitations: Article 8.5.G provides that employees on the overtime desired list may be required to work up to 12 hours per day and sixty hour per week. Normally, employees on the overtime

Continued on page 3

Aurora News PO Box 471234 Aurora, CO 80047 is the official newsletter of the Aurora, Colorado Local APWU. We welcome original articles, stories and artwork from our local union members and their families. All opinions expressed herein are those of the writers and are not necessarily those of the editors, local officers or the Aurora Colorado Local APWU. The editor reserves the right to determine whether material submitted for this publication shall be printed and will be edit if needed for space. Libelous statements or personal attacks will not be printed. All material must be signed, however anonymity may be requested.

OFFICERS President - Executive Editor Shelly Lucido | Secretary-Treasurer - Managing Editor Dan Van Minnen
STEWARDS Buckingham, Hoffman Heights, Fletcher: Shelly Lucido / Alternate: Dan Van Minnen Altura, Main Office:: Shelly Lucido / Alternate: Jackie Skene
Gateway, Maintenance Dept: Dan Van Minnen / Alternate:Shelly Lucido Tower: Jackie Skene | Step 2 Designee: Shelly R. Lucido
Members are encouraged to attend the General Membership Meetings, held in the morning on the third Sunday of March & September at various locations, and on the second Sunday of January, April, June, November at the Local office located at 1010 South Joliet Street# 203 B, Aurora, CO 80012.

Do your part and attend a meeting convenient for you. Get Involved Brothers and Sisters —Separated We Will Fail but In Unity We Will Prevail.

President's Report, continued from page 1

Contract Negotiations

The National APWU negotiating team has been working hard to negotiate a fair contract for several months now, since our contract expired on September 20, 2018. The National APWU will be making an important announcement on December 21st regarding those negotiations. It is important to keep informed and participate in protecting collective bargaining and workers' rights. We are in the fight of our lives with the current Trump administration via the Postal Task Force recommendations of eliminating our collective bargaining rights and making changes to the Postal Service that would be detrimental to service across the globe.. Try to imagine being a postal worker without a contract. Stay informed at **APWU.org**, **auroralocalapwu.org** and Facebook.

Penalty Overtime exception period

This period runs from December 1st through December 28th. If you are a PSE or a clerk whom is not on the overtime desired list, request a steward if you are required to work over a 12 hr. period including your lunch or 60 hours a week including your lunch. Clerks on the Overtime desired list - Peace to you because you can be required to work

beyond these limits during this period but must have 8 hours between your shifts. Those clerks that were exceeding the contractual limits prior to the exception period I ask why? The contract is very clear that no employee will work over 12 hrs. in a day or 60 hours in a week except in December. Grievances have been filed and I am awaiting a meeting with OIC Cheryl Jacobs.

Aurora Happenings and a Call to Action

We are always just one notice away from excessing. *We must not allow violations to occur without requesting a steward. We need a statement and we need to know all the facts.* It is not enough to stop your steward in the hallway stating a Supervisor was doing clerk craft work. We need to know **when, how much time, what they were doing and we need it in writing.** It is not a matter of *if*, it is a matter of *when* we will be experiencing an excessing events. Report contract violations, request a steward, do not willingly violate the contract because when they eliminate jobs it effects everybody no matter your seniority. Currently there is no official Postmaster in Aurora. The Postmaster job has been posted and hopefully we will know in the near future whom our Postmaster will be.

In the interim OIC Cheryl Jacobs is here and she is working hard to clean up a mess that the previous Postmaster left. I have met her by her invitation on several occasions. We will never agree on everything but she is committed to keeping communications open between herself and the APWU, which I appreciate

In closing a Special Congratulations to Tom Sullivan on his successful campaign to win in Colorado HD 37. I know you will serve your constituents well and we could not be more proud of you. Also a congratulations to Jacko Costa and John "Gibby" Gibson on their retirements. We will miss you but we wish you all the best. A special Thank You to Jackie Skene for stepping up to be the new steward at Tower Station and the Alternate Steward at the Aurora Main.

I know the Holiday Season brings exhaustion, time away from your family, sore muscles, stress etc. But you always do a great job and we get through it. The important thing is to get through it Safely and healthy.

Happy Holidays to you and yours.

In Solidarity,

Shelly

WORKING PEOPLE ELECT OUR OWN

TOM SULLIVAN
Colorado House District 37

CONGRATULATIONS!

COLORADO'S WORKING FAMILIES LOOK FORWARD TO WORKING WITH YOU!

LABOR 2018

We Cannot Sit Back

Let me start by introducing myself, my name is Jackie Skene. Some of you may recognize my name as I was a carrier in the city of Aurora or almost 30 years. A little over a year ago, I made the jump to the maintenance craft; while it has been a real adventure, I do not regret the change.

As I was emptying the lobby trash at Tower Station, I noticed the volume of political mail that was inundating our stations here in Aurora, this past election cycle. You see, we tend to be one of the areas that are highly sought after in elections. We have a diverse population, we are a large area, we are urban, educated, hardworking and we care about our communities and the environment. *BRAVO US!* This sort of accolade comes as a double edge sword though, it means we get some unwanted attention too.

By the end of the election cycle most of you were sick of the TV ads, for this candidate or that candidate. I don't know if you know this but your unions do a very good job vetting these individuals based on a very specific set of needs. Your paycheck, your benefits, and your job security. I know that people vote for a variety of reasons, social security, Medicare, Veterans' issues, the list goes

on and on; and while most of the reasons are valid and I can certainly comprehend the seriousness of them, there is a very easy way to determine who you should give your vote. If you do not have your wages, your sick time, vacation time and the protection against layoffs, what do you really have?

This election cycle we managed to take back several hard-fought seats in Congress. These seats will be critical as the President's report on the Post Office is released. One of his first suggestions in that report is to take away the benefits and wages, specifically because Postal Employees make more than UPS and FedEx. This however is comparing apples to oranges in many ways, but mostly because the age of our work force is substantially older than both of those companies, due to the lack of hiring in the early and middle 2000's while we were fighting, the "five day" issue. It will be on Congress to keep his damaging recommendations from hurting us, so it will be on you to stop Congress. Please ask yourself "How did the Congressperson I voted for protect me, and will they continue to do so?" Please be mindful that I vote with my paycheck and benefits in mind, party is much less important to me

than what a candidate will do for me, not to me. I have been working in the political arena for a very long time and if you ask me something I'm not sure I know, I'll do my level best to find out and get back to you. But any advice I offer is based on preserving my wages and benefits. I will not engage in a debate on Guns, Gods or Gays, I have deeply personally held beliefs on those topics as well as others and none of them are open for public debate.

There are several protections that have been introduced in the House (H.Res.993) and in the Senate (SR 663). Who has supported - and will continue to support - will make all the difference in whether or not we see these protections put in place.

We cannot sit back and hope that someone else will fight for us. The time is now and everyone of you is needed and are being called to action. Thank you for voting and if you feel moved to do more you can contact me at 303-437-7308 or skeneteam@comcast.net and I will help you find the right fit for whatever skill you have.

Thank You Brothers and Sisters
In Unity

Jackie Skene

Dan's Tool Box, continued from page 1

desired list who don't want to work more than 10 hours in a day or 56 hours in a week shall not be required to do so. An asterisk may be used on the overtime desired list to distinguish between those who wish to work more than 10 hours and those who do not. However, employees who have elected the 10, 56 hour option, must work overtime (up to 12 or 60 hours), prior to requiring a full time employee not on the list to work overtime.

Sixty Hour Maximum: Employees sent home prior to the end of their regularly scheduled tour, because of the bar against working more than 60 hours in a service week, are entitled to be paid for the remainder of their scheduled day. As a means of facilitating the foregoing, the parties agree that excluding December, once a full-time employee reaches 20 hours of overtime within a service week, the employee is no longer available for any additional overtime work. Furthermore, the employee's tour of duty

shall be terminated once he or she reaches the 60th hour of work.

Remedies: The parties agree with the exception of December, full time employees are prohibited from more than 12 hours in a single work day or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full time employees will be compensated at an additional premium of 50% of the base hourly straight time rate for those hours worked beyond the 12 or 60 hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the employer may exceed the 12 and 60 hour limitation with impunity.

This language is straight from the JCIM. Any questions about it please see you steward or local officer.

Custodians

There was no need to file a grievance concerning Line H hours for FY 2018 as after all was said and done there was no violation. I would like to thank the

Custodians for documenting all of those hours and working all of those assigned tasks. We were able to incorporate vehicle washing citywide last year which just shows what Can be done if the parties agree to work together within the guidelines of the agreements. Just as a reminder, concerning proper documentation for Line H purposes please remember to account for all the additional duties that you are performing that have not been identified on the PS-4852, Workload Analysis. 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 not included than left out. Zealously Guard and Protect Your Work!

In Closing

Please remember to work safely during this very busy holiday season. Get plenty of rest and Don't Drink and Drive. Have a Happy Holiday and Enjoy Time with Your Family and Friends!

Dan Van Minnen

Aurora News

Aurora Local APWU

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Attention

APWU Members

The next APWU Aurora CO Local
General Membership Meeting
will be held on

Sunday January 13, 2019

9:00 a.m.

at the Union Office
1010 S. Joliet St. #203 B

Union Dues

Union dues are fees that union members give to the union to help provide the resources to stand up for good jobs and benefits, decent working conditions and a better future for our families. Union members in the private industry earn 38 percent more on average than nonunion workers. They also receive 54 percent more in benefits.

Union dues help fund activities that give workers more power at the bargaining table, in the statehouse and in the community. Some of these activities include: Organizing expenses; Office equipment and regular administration expenses; Attorneys to assist in negotiations, grievances and arbitration; Training; Research into companies and industries to gather information for negotiations and organizing; Accountants to analyze the company's books.

Members receive information about how dues money is spent by their local at monthly membership meetings.

Local unions also file annual reports with the U.S.

Department of Labor.

The benefits of job security, union negotiated wages, safety protections, insurance, pensions, and the support and backing of a union to fight for your rights make paying union dues well worth the money.

#LaborSolidarity