



**The President's Report**

by Shelly Lucido

# Abolish, Revert & Repost (Duty Assignments)

**Aurora is not immune to the USPS Agenda.** Aurora is being impacted by the changes the Postal Service is making throughout the country and local management seems in a hurry to implement them. Their reasoning is based on fiction (earned hours) vs reality (work hours). Your local officers, stewards and National Business Agent Vicki Carios have twice been invited to meet with District Manager Kevin Romero, Postmaster Zamora, all station managers and other management during August. The meetings were to disclose their proposals to eliminate desirable duty assignments and backfill them with Postal Support Employees - in the same breath they say they are going to hire more PSE's and yet, somehow, reduce all PSE's hours – and to post duty assignments with no Principle

Assignment Area or multiple Principle Assignment Areas. **Article 37.3.A.1** of the Collective Bargaining Agreement mandates that management create

*Do not allow any supervisor to perform Lobby Sweeps without requesting a steward.*

desirable duty assignments utilizing all available work hours for employees to bid on. Desirable duty assignments include work hours, duties and days off. We will hold them to this requirement. It appears management is trying to eliminate

schemes on current duty assignments ( I cannot get a straight answer on this issue) , etc. etc. Rest assured we brought to the table numerous contract violations, errors in the documentation they provided and their requirements under the contract. Including, but not limited to, **minimizing** the impact on employees - not **maximizing it**.

**Non-Revenue Transactions - Management performing Lobby Sweeps** I cannot emphasize enough how important it is to capture all non-revenue transactions. I also cannot emphasize enough that management should not be doing clerk work over 10 minutes combined a day, including all Lobby Sweeps. **OMG!** Why do we give away our work. Why do we not request a steward?

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**Dan's Tool Box**

## It's All About Your Job!

**Clerks**

First and foremost, I would like to thank you all for allowing me to serve as one of your voices to Postal Management. Both President Lucido and myself do not go through a day without having to justify Aurora Clerk work! The Excessing notice issued by the Area and the District on August 8, 2017 wants to reduce the Clerk Craft compliment by 9 Clerks. **It's a freaking SHAM!!**

Management can neither justify nor explain why they wish to cut 9 positions within our Installation. They only know that this is what they would like to do. So know this, if you are a clerk you need

to do as follows: Clock to the correct operation, follow Postal Manuals and Regulations in performing your duties as an employee, document all work performed **and** not performed and finally, talk to your Union.

You can do this by requesting a steward, emailing the local or even by attending a Union Meeting, the next of which will be on 9/17/17 @ 8AM @ Golden Coral on Arapahoe Crossings and breakfast will be provided. Hope to see you there!

**Custodians**

It's EOY TIME, what's that you ask? End of the Year for Line H purposes. Hopefully, as a Custodian you have been

documenting 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!**

**PSE's**

Please remember that you should never work in excess of 8 hours in a day. Specifically, Article 8.4G. Of the CBA

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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 Altura, Buckingham, Hoffman Heights, Fletcher, Main Office : Shelly Lucido / Alternate: Dan Van Minnen Gateway, Tower, Maintenance Dept: Dan Van Minnen / Alternate: Shelly Lucido | 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# 201, 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.

# Contact Your Legislators

by Tom Sullivan

The month of August for most Americans is a time when we go on vacation. The average worker may get a week or two away with family, some may just take a long weekend. In Washington DC, Congress takes the entire month, although this year the Senate was delayed a week until they came to the conclusion they could not get anything done so they went home.

When they come home is when they should be talking to the voters in their districts. They should be having meetings, holding town halls, going to social events and being in their offices back in their district so they are available to the public. Its not always the case but what I find troubling is that the public often doesn't know who their elected officials are and how to contact them.

Here are a few ways for you to get those answers:

In Colorado you can go to the Secretary of State website -

<https://tinyurl.com/yafc4yp>  
to verify your voter registration and from there find out each of the districts you live

in. This includes what Congressional district for Federal races as well as what State Senate District (SD) and State House District (HD) you are in. Library districts, RTD and precinct numbers are also included, which I think you should have but I would reserve those for the most active voters. This will give you all the numbers but not any names or contacts. You will need to go to another site to see who your current elected official are.

All APWU members have access to the APWU website -

<http://www.apwu.org/>  
and from there you can get your Federal representatives. On the first line it says House or Senate. Click either one, enter your zip code and your legislator's picture/name shows up. There is an icon that either takes you to their website or lets you send them an email, whichever you choose.

Legislators websites differ from person to person but most should have phone numbers, address and information about upcoming events. Most have a link to

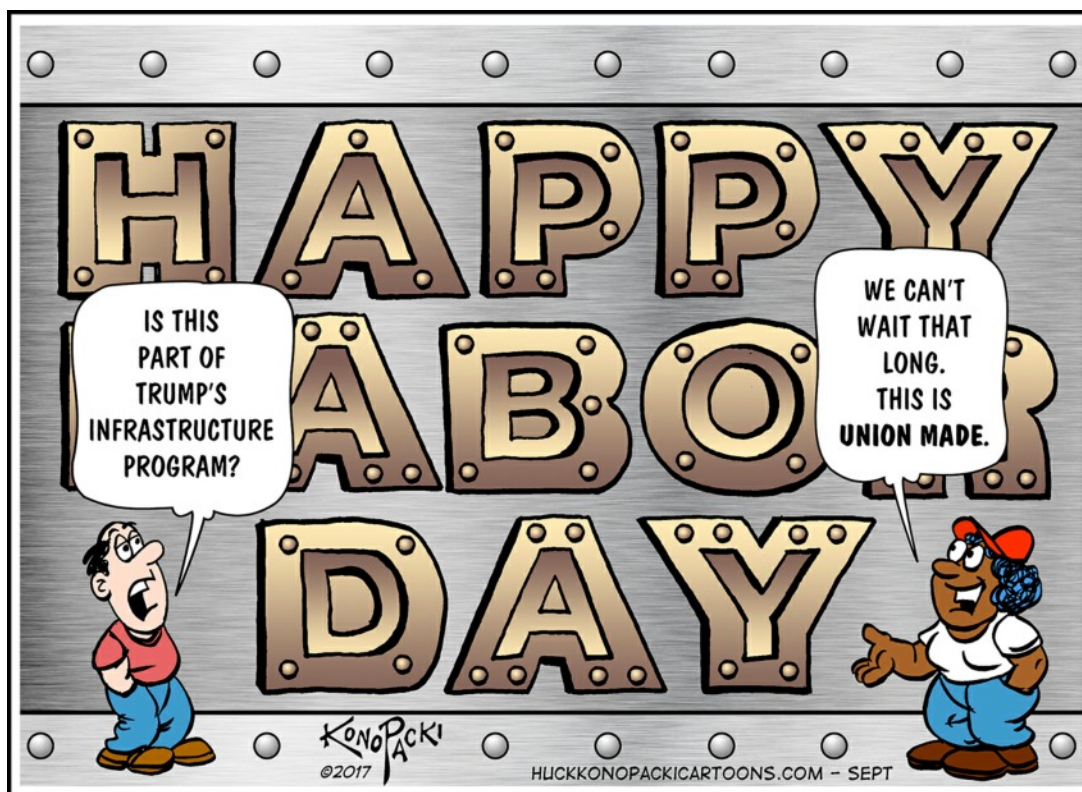
email or twitter alerts so you can stay in touch.

To find out who your State legislators are you can get their names by going to OpenStates.org -

<https://tinyurl.com/lhyt73y>.  
Enter your home address and the names/pictures of your State Senator and State Representative appear. Click on each and a website & phone number show up and you can get started in contacting them as well.

As I've said August is the time that these legislators come home and this is the time we should reach out to them to be heard. If I can be of any help with setting up a meeting or helping you navigate these links above feel free to reach out to me. I haven't had a vacation in over 5 years and with the state of our society I can't see one coming in the near future.

Good Luck.



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I know, I know, we do not have enough window clerks. Yet they have abolished and reverted jobs and, it seems, created work for management - and we allow them to get away with it. Then on top of it, all those non-revenue transactions management did - we get no credit for because they're not recorded in the RSS. OMG again! I meet with management and their response is "the clerks are not recording non-revenue transactions either". Can **you help me help you?**

- **Do not allow** any supervisor to perform Lobby Sweeps without requesting a steward.
- **Record** all non-revenue transactions.
- **Lobby assistants** other clerks performing non-revenue transactions should be recorded and entered into the RSS every 30 minutes.
- **Please do not** record all of them at the end of the day.

#### **Automated 2nd Notices/Return Notices**

What a joke! Ninety-five percent of these 2nd notices do not have the required info (names, addresses etc) and management is going along like this is working and it justifies eliminating jobs. If anything we should receive more work hours because the process takes longer. How many of you even read the SOP? How many of you received a standup on the new process? That's what I thought! A class action grievance is being filed. Once these

are printed daily from "My PO" (another class action filed, this is clerk work) it states the Accountable Clerk (AM C/BAR) is to cut and fold them. These 2<sup>nd</sup> notices are then to be verified that they contain the necessary information (address, name, certified, parcel etc). If they do not then the piece of mail is to be retrieved and the necessary info written on the 3849 (2nd notice), then and only then should they be distributed to the carrier for delivery. Management is totally by-passing this requirement because of the time it takes to do this. Shame, Shame, Shame. If you witness this happening please request a steward.

#### **Desirable Duty Assignments**

We all bid on desirable duty assignments based on our seniority. All your bids include the hours you will work, your principle assignment area and your days off. Do not allow management to displace you from your duty assignment without requesting a steward. I know they say they will pay you out of schedule or whatever. However, just because management throws money at you does not mean they should be allowed violations on a continuing basis. The remedy to continue violating the same provision of the contract. will be increasing fines for each repeat violation. I will be working to protect desirable duty assignments. Will you?

#### **Clock to Proper Operation**

Never, never, never just swipe your time card. Always make sure you are clocking in to or moving to the proper operation. This helps me help you when I am arguing work hours in different operations and Principle Assignment Areas. If they are utilizing 6 clerks to distribute parcels but 1 clerk is on 355 (window), then it appears it only takes 5 clerks and then there may be too many clerks on the window. Please verify you are on the proper operation and help others verify themselves also.

#### **United we stand. Divided we will fall.**

- Protect the work,
- Work your desirable duty assignment as posted,
- Request a steward,
- Document work not getting done,
- Clock to proper operation,
- Record all non-revenue transactions.

I am not a miracle worker but I will demand that postal management follows the contract when implementing their plans, otherwise grievances will be filed.

Please visit our websites at [auroralocalapwu.org](http://auroralocalapwu.org) or [APWU.org](http://APWU.org). Come to the next Union meeting on September 17th, check union boards to stay informed.  
In Solidarity,

*Shelly*



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*Dan's Tool Box - continued from Page 1*

states:

**Overtime Work PSEs** PSEs shall be paid overtime for work performed in Excess of forty (40) work hours in any one service week.

Overtime pay for PSEs is to be paid at the rate of one and one-half (1 ½) times the basic hourly straight-time rate.

When an opportunity exists for overtime for qualified and available full-time employees, doing similar work in the work location where the employees regularly work, prior to utilizing a PSE in excess of eight (8) work hours in a service day, such qualified and available full-time

employees on the appropriate Overtime Desired List will be selected to perform such work in order of their seniority on a rotating basis.

I understand that you are going to work all the hours that you can but realize that Management is taking advantage of this rule and continuing to slash your weekly hours in the process just so they can delay from converting you to becoming a Full Time Regular. **It's a Freaking SHAM!!!** They want you to work in excess of 8 hours for their convenience like on a Sunday to cover Amazon, but then send you home after 3-4 hours the rest of the time in an effort to keep you under 30 hours for the week! **It's a Freaking**

**SHAM!!!** Don't do it - remind them of the rule or request a steward and I will!

#### **In Closing**

Management is not your friend! 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.

*Dan Van Minnen*

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# Aurora News

Aurora Local APWU

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[www.auroralocalapwu.org](http://www.auroralocalapwu.org)

PO Box 471234

Aurora CO 80047-1234

**This is a Proud Union Home >>**

**Sunday September 17, 2017**  
the meeting will begin *promptly* at 8:00 a.m.  
at the Golden Corral Restaurant  
located at 15775 E. Arapahoe Road  
Centennial, Co 80016  
(Golden Corral opens at 7:30 am)

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

**Attention**