



National Postal Mail Handlers Union

THE BREAKDOWN

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NPMHU LOCAL 308
STRENGTH & HONOR

A DIVISION OF THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO 1308

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On Wednesday, June 27, 2007, the US Department of Labor reported on the Department's December 1, 2006, request for comments on the current FMLA regulations. The DOL received some 15,000 comments in response to the DOL's request for information regarding the effectiveness of the regulations. Notably, in an unusual move, the DOL did not propose any regulatory changes along with the issuance of the report. The Report, according to the DOL, would "provide information for a fuller discussion among all interested parties and policymakers about how some of the key FMLA regulatory provisions and their interpretations have played out in the workplace."

The Report made four general observations:

1. In the vast majority of cases the FMLA is working as intended.
2. Employee use of intermittent FMLA leave for chronic health conditions has been an administration problem for employers. Interestingly, the DOL observed that its own "regulatory decisions and interpretations may have contributed to this situation."
3. Employers, employees, and health care providers are not happy with the current medical certification process. The DOL opined that at least some of the blame for this unhappiness was due to a lack of understanding of FMLA rights and responsibilities by employers and employees. The DOL noted that it had more work to do to educate employees and employers on the FMLA.

Job bidding goes LiteBlue

The newest phase of *PostalPEOPLE* is giving many bargaining unit employees easy and convenient access to online job bidding.

Facilities nationwide are migrating to the Human Capital Enterprise System (HCES), which supports self-service personnel transactions. HCES is a key part of the *PostalPEOPLE* initiative to streamline, standardize and automate the way HR works. More than 350,000 employees in the Capital Metro, Eastern, New York Metro, Northeast and Southeast Areas are now benefiting from this fully integrated HR system.

Job bidding is now available on *LiteBlue* for bargaining unit employees in automated bidding sites that have migrated to HCES. You can log on to *LiteBlue* from home whenever it fits your schedule. Have your employee ID number and USPS PIN ready and go to: <http://liteblue.usps.gov>.

The remainder of the nation will migrate to HCES in September.

USPS AND LETTER CARRIERS UNION REACH TENTATIVE CONTRACT AGREEMENT **Ratification would halt planned arbitration process**

The Postal Service and the National Association of Letter Carriers (NALC) have reached a tentative agreement on a five-year contract. If ratified by union members, the agreement will run through Nov. 20, 2011, and affect approximately 222,000 career employees who deliver mail to residences and businesses on city delivery routes. "Upon ratification, this agreement will benefit the Postal Service, our customers and employees," said Labor Relations Vice President Doug Tulino. "It addresses important issues related to labor costs, revenue and delivery operations. While long in the making, we believe that this agreement will prove to be in the best interests of all concerned." The Postal Service and the NALC had been scheduled to enter into binding interest arbitration later this year after being unable to reach a new tentative contract. If the current tentative agreement is ratified, the arbitration will not be needed. The Postal Service and the NALC formally opened national contract negotiations in August 2006.