

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
DELANO
MOJAVE

AVENAL
EDWARDS AFB
RIDGECREST

BAKERSFIELD
LAMONT
SHAFTER

BORON
McFARLAND
TAFT

TEHACHAPI

TRONA

WASCO



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DECEMBER 2006



**It's
Been
a Good
Run.**

Frankly Speaking...

Once again we have survived another year. As it is now the Holiday Season, I want to wish each and everyone a very Merry Christmas and Happy New Year.

I know it is sometimes hard to find those things that we should be thankful for, but I am sure that we all have things to be thankful for. As this is my last newsletter article, I am thankful that I will not have to write another one! Of all my duties as your Branch 782 President, the writing of my monthly article has been the toughest.

Representing letter carriers has been the best. For almost 20 years, I have been your Branch president. I have always put letter carrier interests first.

The first and most important thing I did as Branch President was appoint Mike Towery as Branch Vice President. Without his inexhaustible efforts this Branch would not

have been able to accomplish the goals that I had set in 1988, when I first became Branch President.

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I believe that we have provided letter carriers exceptional improvements in each local Agreement that Mike and I negotiated for each Post Office that we represent. I can honestly say that both Mike and I represented each and every carrier as best we could and defended each carrier as though it were ourselves.

As I stated in my 1988 Article, I had no plans of leaving your leadership and going into management. And I can also say that not one of your Executive Branch Officers has joined the management ranks while I have been your Branch President.

When I first became Branch President our Branch Office was located on Chester Ave. We rented a small office and then rented a larger office in the same building. We then moved to a larger office on Westwind Dr. This office allowed more workspace for officers to conduct branch business, however it did not have enough space for our monthly branch meetings.

We had saved enough money to purchase a building of our own and our next move was to "F" St. We purchased our own building that provided enough room for branch business and to have all our monthly meetings. The building also provides an additional income for the branch as part is rented out. It was with the efforts of several branch officers and members that the Building is as nice as it is today.

I can honestly say that the Branch Building is a tireless product of your Vice President, Mike Towery.

Any successes that I could possibly claim are not without the efforts of many other people. I have had the best Executive Board that has remained loyal to me and our membership. They have worked to make your Branch the best they could. The rewards they received could never cover the efforts they expended. The thanks I could give them could never express the pride that I have in their dedication.

President's Report



Due to the way in which I have become President of Branch 782, I feel it necessary to address some concerns that have been brought to my attention.

First, I know that key Branch Officers occasionally go into management. Most often, it is a Shop Steward who resigns. It has been quite a number of years since a President of this Branch has resigned to go into some type of a management position.

There are certain factors that you should keep in mind in developing a perspective on what this occurrence means to the way in which the Branch will conduct business. And these factors all focus on this central question: "Will the quality or integrity of this Branch suffer or decline as a result of changes in leadership?"

The answer is an emphatic, "NO!"

Branch 782 By-Laws provide for a continuity in leadership in the event that certain situations arise. The structure that we have in place provides for a succession to any positions which become vacant. The tradition of this Branch, which can be cited in numerous cases, is that Brother and Sister members have always stepped in and contributed to raising the image and quality of representation for the membership.

This tradition is one which is being continued during this time as well!

If we honestly look back, we'll realize that each time someone did accept new challenges and responsibilities, there was growth for the Branch. Sometimes, during times of change, it's difficult to remember this...

There is a second issue that I'd like to raise.

I pledge to personally continue my efforts to make Carrier rights the number one concern of this Branch. Additionally, striving to improve the quality of work life of the Carrier will also continue to remain a high priority.

I have no intention of going into management. My energies will be directed at achieving the goals of the Branch! I plan to continue with all projects which will lead to the betterment of the membership. I will also be reevaluating our activity in areas which have been problems in the past; however, I will not be

doing this with the intention of cutting off our involvement. I want to insure that Branch 782's activities are consistent with the will of the members. I plan to continue to work closely with the Executive Board through this transition period and on into the future.

The third area that I wish to address in my first article as Branch President is also an important topic.

Much of what anyone does is determined by what he or she has done in the past. I'd like to give a brief thumbnail sketch on the types of items which will retain a high priority for me in my new role as Branch President.

As mentioned earlier, I have always made Carrier Rights the number one concern in all that I have done as an Officer for this Branch. As Executive Vice-President, I made it a high level concern to provide opportunities for our Stewards to become more knowledgeable in the grievance-arbitration procedure, EEO procedure, and all other avenues that we have available to resolve disputes or concerns of our members. I have always "pushed" for quality training for any Branch Officer which will improve the ability of this organization to provide benefits to the members.

I have participated in establishment of the EI/QWL Process in the Bakersfield MSC in order to better the quality of work life for the letter carrier. I have worked to establish a framework for better representation for our outlying areas through the incorporation of area meetings.

I have attended all Union functions that have lead to increased potential benefits for our members. These have included NALC activities as well as local AFL-CIO gatherings which have given me a better understanding of the larger Labor movement. I have continually worked hard to keep informed on new processes or programs that management may be instituting that may impact on Carrier functions and duties.

I was personally involved as an assistant to most of our outlying offices in negotiating their individual Local Agreements, and I am now in the process of working with other Branches in an effort to provide even greater representation for all Letter Carriers in the South San Joaquin Valley.

These are areas which have been important to me in the past, and they form a framework for the strategies which I will develop in the future as your Branch President.

There is a fourth point that I want to address in this initial Presidential article.

Filling the void created by the resignation of Paul Alexander left my former position of Executive Vice-President vacant. As President, I have appointed Mike Towery (Shop Steward in the GMF/Oildale Station) to assume the responsibilities of Branch Executive Vice-President for the remainder of the term of office.

In closing, let me assure you that I am optimistic that you will see visible evidence that we will continue to function effectively despite this recent turmoil. More importantly, under my leadership, I think that the future of this local will be an exciting and beneficial one for all present and future members of Branch 782, National Association of Letter Carriers.

FRANK THOMASY

In my 1988 Article I said that I would try and provide training for our Branch. I have made training a priority for those that were interested in representing your Branch. V.P. Mike Towery and I have given many classes on route count and inspection for any carrier that wanted to attend.

We have had some good times (Art Ornelas) and we have had some very bad times together.



NALC President Emeritus Vincent R. Sombrotto and Branch 782 President Frank Thomasy at the most recent National Convention.

As I leave my post, I would hope that others would recognize the need to step up and be counted as one who would want to see that carrier rights are not desecrated by managers. It is truly your Union, represented by letter carriers. The Union is only as strong as you make it.

Each of our members is important in everything that we accomplish. With that, let me offer my congratulations to two Branch 782 members who have recently retired: Buddy Gallegos and Glenda Simon. I know that they were than ready to take this step in their lives. Also, in anticipation of his rapidly approaching

***For almost 20 years...
I have always put letter
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retirement, let me also add my best wishes to Cliff Fehrdrau. After carrying mail since 1965, he is going to give someone else a chance to pass his mark of over 4000 sick leave hours!

Those of you who remain will be faced with your own need to protect the Rights and Benefits which have been won by many, many of your predecessors. There is information in this newsletter about the recent National Agreement negotiations/lack of negotiations.

I know I am leaving my position in more than capable hands with Mike Towery as your new Branch President. But, he cannot do it by himself. He will need the support of the membership to be successful, not only with your voice, but with your efforts as well. I only hope that he will have the same dedication and assistance that he afforded me.

I leave with many great memories and friends, not just co-workers but friends. I would like to take this opportunity to thanks Basil for his loyalty all these years. Basil and I started by taking office pictures around 1985 and he has been a friend, confidant, and great editor. Our Branch has been blessed with his abilities as he has helped in so many areas. I was the lucky one to have had his help, and for that I am truly thankful.

With each of my past several Articles I have closed with: Be Safe, Be Consistent, Be Professional, Be Proud.

The only one I had been asked about was, "Be Proud". Always be proud of who you are and what you do. This is what defines and separates you as a person. I have always been proud to be your Branch President and proud that I represented the best the Post Office has to offer.

May your lives be blessed with nothing but good things.

Frank Thomasy
President Branch 782

From our E-Activist NALC National President

Despite three months of arduous effort, I regret to inform you that negotiations for a new National Agreement have failed. Unfortunately, the United States Postal Service will not agree to a contract that meets the needs of America's city letter carriers. The parties worked long and hard to fashion such an agreement. We came close, but the final decision-makers at the Postal Service's L'Enfant Plaza headquarters have forced us to seek a contract through the law's dispute resolution process. That we will do with all the energy and resources at our disposal.

Sadly, the Postal Service has decided to abandon more than five years of growing cooperation with NALC that dramatically improved labor relations and city delivery operations with the DRT and Intervention processes. In this round of bargaining, we sought to build on that progress by working to fashion the most far-reaching and revolutionary proposals in the history of postal collective bargaining. We were prepared to fundamentally restructure city carrier work to secure the long-term future of the USPS while sharing literally billions of dollars in savings. We were also prepared to tackle the problem of skyrocketing health care costs through a new and dramatically innovative approach to the issue. Our price tag for doing this was a decent economic package and a commitment by the USPS to forgo any attempt to contract out existing city carrier work. The USPS was not willing to give us that commitment.

The Postal Service had a choice in this round of bargaining: Build a durable partnership with the NALC to capture the "last mile" of delivery for the USPS, or give in to the siren call of Wal-Martization and contracting out. Unfortunately, it has made the wrong choice and has signaled its intention to pursue the disastrous policy of outsourcing city carrier work.

How postal management expects us to make fundamental changes and to work cooperatively with them to build a positive future for the Postal Service, while at the same time telling us they want to get rid of our jobs, is beyond me. In taking this course, the final decision-makers at L'Enfant Plaza have not only placed our jobs in jeopardy, they are also threatening the survival of the U.S. Postal Service. This union will not stand idly by and let them do this; we will fight for our members and fight for all Americans who want and deserve high-quality universal postal services.

As previously agreed, the United States Postal Service delivered its final proposals to us on December 4, 2006. Those proposals represent what management thinks about the contributions city letter carriers have made to the success of the USPS. I cannot begin to tell you how disappointed I am—and how determined I am to stop this outrage in its tracks. The Postal Service has offered no wage increase for the first year of the contract, just a lump sum. Then it offered increases of 1 percent in the second year and 1 percent in the third year. USPS proposed that all COLAs be lump-summed (not included in wage rates)—and that the COLA clause be eliminated at the end of the contract.

To add insult to injury, USPS proposes that the nation's letter carriers who have family health insurance coverage pay an additional \$1,300 a year, more than wiping out the meager pay increases proposed. And, to top it off, USPS proposes that current employees suffer an additional 1 percent payroll deduction to "pre-fund" future retiree benefits. If postal reform passes in its current form, that would give USPS double payment for future retiree benefits—out of letter carriers' hides.

In addition, USPS proposed big cuts in annual leave, sick leave, night shift premium, Sunday premium, and overtime premiums. Magnanimously, USPS proposes a 2.5 percent annual increase in uniform allowances.

Management's non-economic proposals are just as absurd. They want to eliminate the "no layoff" clause; eliminate local negotiations; increase the number of low-paid, no-benefit workers; and permit managers to perform bargaining unit work.

So there you have it! The Postal Service's wish list for Christmas. I know I speak for all letter carriers when I say that we may have a surprise in store for them. My late mother used to say that it wasn't the gift, it was the thought behind it that counts. Maybe we can teach postal management a lesson by letting them know what we think of the thoughts behind their proposals. That certainly would be more fun than trying to stop them from destroying the Postal Service, an exercise that has almost consumed us for the last 5 years.

As you prepare to celebrate the holidays, you can be certain your union will be hard at work preparing to arbitrate this dispute. Our case will be strong and compelling, and we will insist letter carriers be given proper respect and rewarded for their contributions to the success of the Postal Service. We are determined and we will prevail.

**In Solidarity,
William H. Young**

Although the Postal Reorganization Act provides for a fact-finding process, it appears that the terms and conditions of city carrier employment will be determined through interest arbitration. The NALC Bulletin and The Postal Record will provide full details about the dispute resolution process in the weeks and months ahead. In the meantime, I will work with the other members of the NALC Executive Council to organize a special National Rap Session early next year to fully discuss the revolutionary goals we tried to achieve in this round of bargaining and how we will fight to achieve them through interest arbitration.

NALC Contract to go to Arbitration

I am disappointed about this turn of events, but I am determined to fight for a fair contract for our members and am confident that we will put on the best possible case on their behalf. I want to thank the entire Executive Council for their extraordinary efforts over the past several months. I also want to thank the members of our great union for sticking together and fighting for each other to defend a decent standard of living. I especially appreciate the patience of the membership with our decision to forgo the use of an 800-number hotline this year. We decided that such hotlines are of limited value since they are open to postal managers and other non-NALC parties. We will work tirelessly over the next few months to fully inform the membership on the challenges ahead.

I wish you all happy holidays and look forward to a happy new year. As long as we stick together, I have no doubt that it will, indeed, be a happy one.

APWU Rank-and-File Bargaining Committee Approves Tentative Contract Agreement Union Members to Vote on Ratification

APWU Web News Article #82-06, Dec. 7, 2006

The Four-Year Tentative Agreement Provides for the Following:

Wages, Upgrades, COLAs: There will be a 1.3 percent raise, effective Nov. 25, 2006; All APWU-represented employees will receive an upgrade of one level, effective Feb. 16, 2008, implemented by the adoption of a new pay scale; Transitional Employees (TEs) will be upgraded as well; There will be a 1.2 percent raise, effective Nov. 21, 2009; Cost-of-Living-Adjustments will be made in March and September each year, with a base index of July 2006;

Healthcare Premiums:

The Postal Service will pay 95 percent of premiums for employees enrolled in the APWU Consumer Driven Health Plan, effective in 2008; To be eligible, employees must have been members of a Federal Employee Health Benefit Plan (FEHBP) for a minimum of one year; Employees' share of healthcare premium costs will increase 1 percent each year for employees enrolled in other plans, in 2008, 2009, 2010, and 2011;

Workforce Issues:

Clerk Craft PTFs will be eliminated as a workforce category in offices of 200 man-years or more, effective Dec. 1, 2007; All Clerk Craft part-time flexible employees in offices of 200 man-years or more in the regular workforce will be converted to regular, no later than Dec. 1, 2007; Except for reporting periods 3 and 4 (December), the limit on the number of casual employees the Postal Service may hire within a district will be decreased from 15 percent to 6 percent of the total number of career employees in the district;

The number of casuals that may be hired nationwide within the APWU bargaining unit will be increased from 5.9 percent to 6 percent; Except for reporting period 3 and 4, the number of casuals that may be employed within an installation in any reporting period shall not exceed 11 percent of the total number of Clerk Craft employees within that installation. (Previous contracts did not limit the number of casuals within an installation); Full-time regular Clerk Craft employees on the Overtime Desired List (ODL) will be given priority scheduling for overtime work over casuals doing overtime work; The total number of part-time regular employees shall not exceed 2.5 percent of the total number of employees in the Clerk, Maintenance, and Motor Vehicle Crafts; In offices of 200 man years or more in the regular work force, career Clerk Craft employees will have consecutive scheduled days off, unless otherwise agreed to by the local parties; In offices of 200 man years or more, casuals will only be assigned to Tour 2 if there are no career Clerk Craft employees assigned to Tour 1 or Tour 3; Casuals in offices of 200 man-years or more will be limited to assignments that do not require training or testing; Casual employees will have a 360-day period of employment; Clerk Craft casual employment will not be considered "in lieu of full or part-time employees" in installations of 200 man-years or greater; Existing PTF maximization/conversion rules will remain unchanged for other crafts; The full-time to part-time ratio in the Motor Vehicle Craft will continue at the same percentage as exists on Nov. 20, 2006;

Continued on next page 12...

Minutes of the November 2006 General Meeting

The regular meeting of Branch 782 was called to order by President, Frank Thomasy at 7:31 p.m. on the 28th day of November, 2006 at the branch office, Bakersfield. The flag salute was led by Sgt. At Arms, Jerry Patterson. All members of the Executive Board were present, except Chief Trustee, Darryl Holderman. The stewards from 05, 06, 08, 09, Camino Media, Lamont, Shafter and Wasco were present. Newsletter Editor, Basil Zuniga, Assistant Editor, Mark Hutchison and Webmaster, Rick Plummer were present. Danny Blair of the Safety and Health Committee was present.

The minutes of the October 24, 2006 meeting were read and accepted with no additions or corrections. Frank Thomasy opened the polls and asked the members present to vote.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Basil Zuniga reported that Camino Media folded the newsletter. It will be Downtown Stations turn next month, the folding will be on December 13. Mike Towery reported that the vote on the By-Laws will be at the December meeting.

Diana Chavez made a motion to send 3 members to Washington D.C., April 15 - 19, 2007, seconded by Jerry Patterson and the motion passed.

The Installation Dinner will be catered by "Too Fats" on January 23, 2007. Molly will take care of the arrangements.

The December General Meeting will be on December 19th. We will have a Potluck following the meeting.

There will be a Budget Meeting on December 27th. The 2007 Budget will be presented at the January General Meeting.

GOOD OF THE ASSOCIATION: Bill Curtis passed out flyers to the members present for Golden State College Massage Program. They offer free massages from the students.

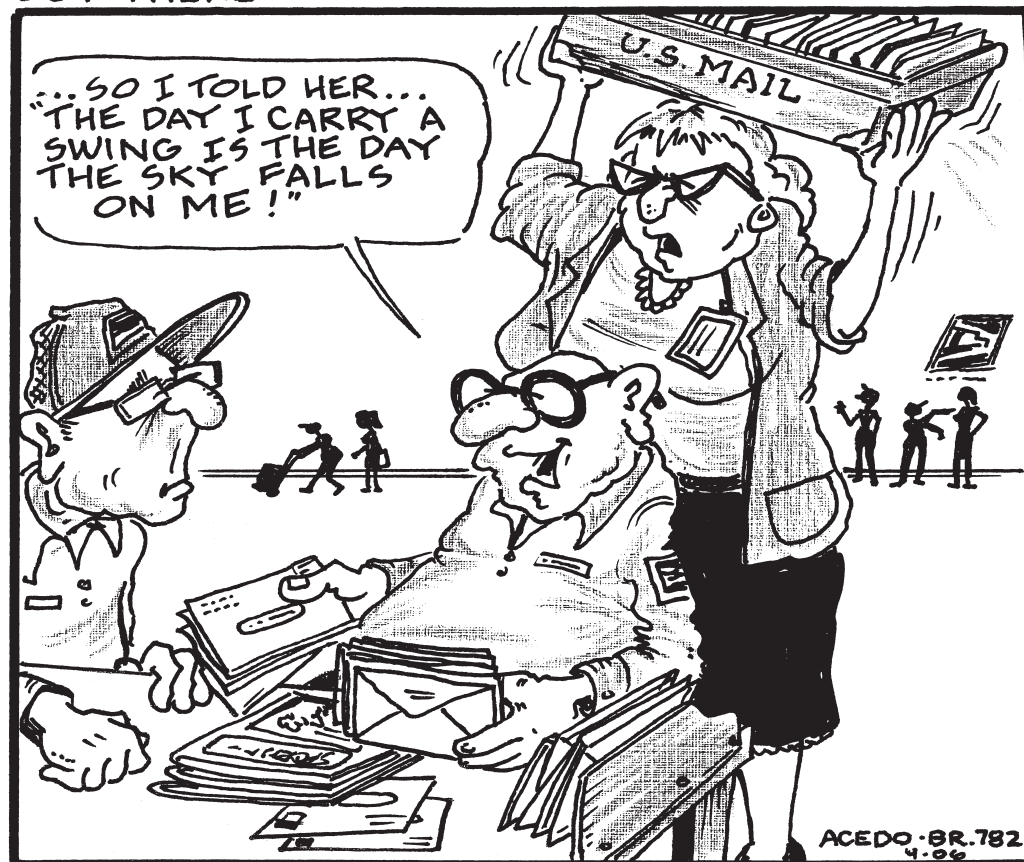
IMPROVEMENT OF THE ASSOCIATION: Basil Zuniga discussed the reaction to Frank's article regarding recent election. District representative, Walter Johnson commented about the letter also. Basil also pointed out the article in the Newsletter regarding the death of Richard Tucker. It was reported that Stu Wong also passed away recently.

FINANCIAL SECRETARY'S REPORT: Diana Chavez reported that \$18,116.90 was collected for November 2006.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$50,242.22
Dues and Income	\$18,898.96
Interest Income	\$ 14.43
Total Balance	\$69,155.61
Total Expenses	\$17,829.44
Ending Balance	\$51,326.17

OUT THERE



Jerry Patterson made a motion that the polls close at 8:00 p.m., seconded by Alan Smith and passed..

The COLCPE 50/50 Drawing was won by Jerry Patterson.

The Drawing for \$500.00 would have been won by Ricardo Obando who was not present.

There were 31 member present. The meeting recessed at 8:06 to await the election results.

The results for Sgt. At Arms - Alan Smith 15, Jerry Patterson 41. For Trustee - Bill Curtis 39, Danny Blair 34, Darryl Holderman 45, Mark Hutchison 28, Brad Smith 19.

The meeting adjourned at 8:23 p.m.

Respectfully Submitted,

KIM GERDES
Branch 782 Recording Secretary

NEED HELP FAST??



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Vice-President Mike Towery

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MEMBERSHIP MATTERS WHEN IT COUNTS...

Early Objectives of the NALC

“...For a wage of \$1 per year, subs were required to report to the post office at least once every morning—and often again at noon—to see if they were needed that day. If they worked, they received a daily wage; otherwise, they received no remuneration whatsoever.

Furthermore, it was impossible for a substitute to keep another job because if the post office needed him, the sub had to deliver mail or be fired...substitute carriers were expected to eke out a bare existence until an opening occurred in three to five years, if not longer, before they could then be appointed regular carriers...”

*Carriers in a Common Cause
A History of Letter Carriers
and the NALC*

NON-MEMBER LIST October 2006

DOWNTOWN STATION

J. Cruz
D. Pearce

SOUTH STATION

100% Union!!

EAST BAKERSFIELD

100% Union!!

HILLCREST

P. L. Morelos

BRUNDAGE

D. Kinglee
E. Miller
A. Shultz
B. Moland
B.B. Munoz
J.A. Robles

DOLE COURT

S. Webb

STOCKDALE

R. Huston

CAMINO MEDIA

100% Union!!

ARVIN

100% Union!!

AVENAL

100% Union!!

BORON

100% Union!!

CALIFORNIA CITY

100% Union!!

DELANO

C. V. Quebral

EDWARDS

100% Union!!

LAMONT

100% Union!!

McFARLAND

MOJAVE

100% Union!!

RIDGECREST

H. Blanco
G.E. Burgwald
Stan Pierce

SHAFTER

Lori New
May Voights

TAFT

B.W. Krier
C.L. Sanchez

TEHACHAPI

100% Union!!

TRONA

B. R. Dame
K. K. Treat

WASCO

100% Union!!

Do you know where these carriers work? They are not paying dues! D.A. Velasques, K.J. Ibarra, R.G. Campos, R.L. Ector, R.A. Day, U. Singh, K. Singh, A.C. Ramirez, G. Garcia, F. Medina, Jr., M.S. Diaz, J.G. Gonzalez, T.M. Phillips

Branch By-Laws Report

The Branch By-Laws along with the National Constitution of the NALC set the detailed rules for how the Branch is run and how the monies are spent. Needless to say the By-Laws are extremely important and the task is not taken lightly. Chairperson of the By-Laws Committee is one of the duties of the Vice President. President Thomas appointed Mark Ramirez, Kim Gerdes, Molly Biggar and Diana Chavez to be on the By-Laws committee. The changes submitted are reviewed and evaluated by the Committee to determine first, whether they are in conflict with the National NALC constitution and second, what anticipated impact, if any, the changes will have on the Branch and the membership. Then, the proposed By-Laws changes are published in the newsletter at least 30 days prior to being voted upon. If the membership approves the changes, they are submitted to the National Committee of Laws for review and approval. I would like to thank at this time each one of the By-Laws committee members for their time and work in reviewing the proposed changes

Proposed Branch 782 By-Laws Changes

Changes to the current By-laws language is indicated in the following manner:

New text is in bold, italicized type and underline (e.g. new text)

Text to be deleted has a line through it (e.g. deleted text)

For the sake of brevity, only the affected portion(s) of each Article of the By-Laws are reprinted unless additional language is needed to ensure that the context of the change is understandable.

The proposed changes will be discussed and voted upon at the December General Membership meeting. If there are any questions please don't hesitate to contact one of the By-Laws Committee members.

Mike Towery
Vice President
Chairperson By-Laws Committee

Article IV

SECTION 1. There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two hours base pay for a ~~Level 5~~ **NALC Grade 1**, Step 1 **D** letter carrier employed by the United States Postal Service. One third of such dues shall be allocated to the National Union and shall be designated the "National per capita tax". The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated "minimum branch dues". Members with fifty (50) years of membership are exempt from the paying of dues, fines and assessments.

Article VII

SECTION 1.

4. The following elected or designated Officers of Golden Empire Branch 782 of the National Association of Letter Carriers, namely the President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, Health Benefits and MBA Representative, Trustees, Newsletter Editor, Injury Compensation Specialist, and Representative of Retired Members, shall be compensated twenty dollars (\$20.00) from Branch funds for each required meeting, according to Article VI, that they attend. Officers or designated Branch representatives who miss a required meeting due to Union Business shall be counted as present at the meeting and receive meeting compensation. They shall also be compensated monthly from Branch funds for expenses incurred in the faithful performance of their duties and for services rendered in accordance with the following schedule. **They will be compensated the equivalent of the number of hours listed at NALC Grade 2 Step "O" letter carrier hourly wage in effect on April 1st and October 1st rounded to the nearest whole dollar.**

President – \$250.00 **15 hours**
Vice-President – \$125.00 **8 hours**
Recording Secretary – \$100.00 **7 hours**
Treasurer – \$100.00 **7 hours**
Financial Secretary – \$75.00 **4 hours**
Sergeant-at-Arms – \$10.00 **1 hour**
Health Benefits and MBA Representative –
\$30.00 **2 hours**
Trustees – \$30.00 **2 hours**

(Financial Secretary, Treasurer, and Trustees will be compensated an additional \$25.00 each time they audit the books);

Newsletter Editor –~~\$80.00~~ 5 hours

Injury Compensation Specialist –~~\$35.00~~
2 hours

Representative of Retired Members-
~~\$25.00~~ 2 hours

Assistant Newsletter Editor- ~~\$35.00~~
2 hours

Webmaster- 2 hours

B. Shop Stewards and alternate shop stewards according to the following compensation schedule. will be compensated the equivalent of the number of hours listed at NALC Grade 2 Step “O” letter carrier hourly wage in effect April 1st and October 1st rounded to the nearest whole dollar.

Shop Steward 1 –~~\$10.00~~ 1 hour (New steward, needs help to file Step 1 Informal “A” grievances)

Shop Steward 2 - ~~\$35.00~~ 3 hours (Proficient in processing Step 1 Informal “A” grievances)

Shop Steward 3 –~~\$50.00~~ 4 hours. (Proficient in processing Step 1 and 2 Informal and Formal “A” grievances)

Shop Steward 4 - ~~\$80.00~~ 5 hours (Proficient in processing step 1, 2, 3 Informal and Formal “A” grievances, Step “B” grievance appeals and required to assist other units in the handling of grievances).

In addition, each Shop Steward will be compensated \$20.00 for each of the two (2) required meetings as stipulated in Article VI. Any Shop Steward representing an office in excess of 40 miles from the Branch office will be compensated an additional \$20.00 in his/her monthly stipend and \$50.00 for each quarterly area meeting attended in his/her area. Shop Stewards shall only be eligible for one form of meeting compensation. Any shop steward or officer designated to fill a vacant steward position will be compensated an additional ~~\$25.00~~ \$35.00 per month.

C. Any assistant appointed by the President in accordance with Article VI Section 1 will be compensated ~~\$35~~ the equivalent of two

hours at NALC Grade 2 Step “O” letter carrier hourly wage in effect April 1st and October 1st rounded to the nearest whole dollar per month for the time spent assisting the designated officer or representative. A President in a retiree status from the Postal Service shall also be compensated monthly, in lieu of the LWOP designated in Article VII Section 2, the equivalent of ~~ten (10)~~ eight (8) hours per week at ~~Level five (5)~~ NALC Grade 2 Step “O” letter carrier hourly wage in effect April 1st and October 1st rounded to the nearest whole dollar.

Article VII

SECTION 2.

A. All Officers’ and designated Branch Representatives’ expenses vouchers must be received at the Union Office by 5:00 P.M. on the Wednesday prior to the General Meeting, so the Treasurer has time to perform his/her designated duties.

B. The President at his/her option may utilize up to twenty-four (24) hours LWOP per week, not to exceed four hundred eighty (480) hours per calendar year for the performance of Official Union duties. When the President or Executive Board feels that it would be in the best interest of the Branch, he/she may designate another Union member to utilize all or part of the 24 hours LWOP in a given week for official union business. The Branch will make the President or designee whole for any annual or sick leave that he/she may have lost due to the amount of time spent on LWOP for the purpose of performing Union business. LWOP in excess of the 24 hours per week or 480 hours per calendar year must be pre-approved by the Executive Board.

C. The Branch shall reimburse all Officers or designated representatives, who take leave without pay, authorized by Branch President or Executive Board, to conduct local Union business. They shall be reimbursed for the number of hours used at their full regular pay. All Officers or designated representatives, who take annual leave, authorized by the Branch President or Executive Board, to conduct local Union business, shall be compensated at their full regular letter carrier hourly pay for the number of hours used. Any Officers or designated representatives

who are authorized by the Branch President or Executive Board to work on their scheduled day off to conduct local Union business shall be compensated at their full regular letter carrier hourly pay for the number of hours worked. Reimbursement for leave without pay, annual leave and working the scheduled day off must be pre-approved by the Branch President or Executive Board using the Branch 782 Reimbursement Authorization Form.

D. The HBR and MBA Representative may utilize up to twenty-four hours (24) hours LWOP, Annual Leave, or a combination of both, each year to attend the NALC Health Benefit Seminar and to attend Health Benefit Fairs and shall be compensated at their full regular letter carrier hourly pay for the number of hours used..

E. Any Officer, or designated representative, who uses his/her own automobile while conducting Union business shall be reimbursed for every mile or fraction thereof in accordance with the mileage regulations established by the Executive Board and, upon submitting the appropriate documentation (i.e., mileage reimbursement form), \$.30 per mile or the legal allowance established by the Internal Revenue Service, whichever is less. Any Branch Officer or designated representative will be compensated at the current Federal Per Diem Rate when attending State and National Conventions, Committee of Presidents Meetings, and other NALC Seminars and functions pre-approved by the Executive Board. Per Diem Pay for State and National Conventions will be paid in accordance with Article V, Section 6 (Eligibility for Branch Funds).

F. Unless previous authorization is obtained from Branch President, mileage compensation will only be paid when there is more than one Branch representative per vehicle.

Continued on next page...

Article VIII

SECTION 6 BUILDING COMMITTEE

The building committee will consist of the President, Vice President, Treasurer and at least two other members appointed by the President. They will be responsible for the maintenance and repairs of the Branch building.

Article X

SECTION 1. The savings & Certificate of Deposit accounts of the Branch shall be deposited in Kern-Tulare S.A.F.E. Federal Credit Union, 400 Oak Street, Bakersfield, California.

The checking account, savings accounts and Certificate of Deposit of the Branch shall be deposited in Taft National Bank, United Security Bank, 3404 Coffee Road, Bakersfield, California.

Article X

SECTION 6. Any letter carrier in good standing with Branch 782 will receive, upon retiring from the Postal Service, \$100.00 or \$10.00 per last full consecutive years they were a Branch 782 member, whichever is greater. Qualification will be based upon Branch 782 records to be maintained by Branch 782 Financial Secretary. Any letter carrier in good standing with Branch 782 will receive a minimum \$100.00 upon retiring from the Postal Service.

Article X

SECTION 8. A yearly branch budget beginning on July 1st will be submitted by the executive board no later than the May general membership meeting and will be voted upon at the June general membership meeting. The branch officers and executive board will have the authority to allocate funds to cover expenditures up to the budgeted amounts. Any adjustments to the budgeted amounts will be brought to the membership to be voted upon.

APWU Contract Information (continued from page 7...

Retail Sales Task Force

A task force will be convened to establish a Retail Sales Associate program in commercial establishments; The program will include the union providing lists of prospective workers to the Postal Service to perform retail sales in commercial establishments; The task force will begin meeting no later than Feb. 7, 2007, and conclude by May 1, 2007;

Uniform Allowances

There will be a 2.5 percent increase in uniform and work clothes allowances in each year of the contract;

Leave, Holiday Provisions

At the option of the local parties, the union may assume responsibility for the administration of scheduling overtime, choice vacation periods, and/or holiday work; APWU-represented employees will be automatically granted up to three days of leave (from annual leave, sick leave, or leave without pay) due to the death of a family member, with additional leave subject to normal leave provisions; Up to seven days of administrative leave per year may be granted for donations of bone marrow, stem cells, and blood platelets, with up to 30 days for organ donations;

Light/Limited Duty Assignments

Management will give advance written notification to the local union president when it plans to reassign an ill or injured light- or limited-duty employee from a non-APWU-represented craft into an APWU-represented craft; The reassignment or re-employment of light- or limited-duty employees from other crafts to perform APWU bargaining unit work must be made in

accordance with the provisions of Article 13 of the National Agreement; Safety and Health

A Memorandum of Understanding (MOU) affirms that safe and healthful working conditions must be provided for postal employees who perform duties at non-postal facilities through engineering and administrative controls, personal protective equipment, enforcement of safe work practices, withdrawal of employees from the private-sector facility, and, if necessary, curtailment of mail; An implementation process will be created to ensure employees in off-site locations are protected by the Postal Service's safety and health program;

Local Implementation

The parties agree to jointly develop a model "Local Memorandum of Understanding" within 90 days from effective date of agreement, which will be applied in those offices not covered by any LMOU because of the absence of a local union structure.

Miscellaneous Topics

Social Security numbers will be removed from postal forms where the number is not necessary for processing; The parties agree to develop a means to provide for the electronic inspection and review of documents, files, and records necessary for processing grievances; When a decision has been made at the field level to subcontract bargaining unit work, the union at the local level will be given notification; Memoranda of Understanding were renewed or modified governing Deaf/Hard of Hearing; No Layoff Protection; Enhancing Career Opportunities for TEs; Crossing Craft Assignments; Annual Leave Exchange; Sick Leave for Dependent Care; Leave Sharing; PTF Reassignment Opportunities; Timeliness Regarding Step 2 Appeals; and Local Implementation

Date: 01/06/07

Time: 7:00 PM

Party

STOCKDALE STATION PROUDLY HOSTS THE
RETIREMENT PARTY FOR CLIFFORD FEHDRAU.

EL CASADOR RESTAURANT
3500 Truxton Avenue

JANUARY 6, 2007 7:00 pm

*On October 5, 1965, Clifford
Fehdrau joined the United States
Postal Service, and on January 2,
2007, he will hang up his satchel
for the last time. Please join us on
January 6th as we honor our fellow
letter carrier and rejoice in his re-
tirement.*

Erica: 834-4158

Linda: 834-4158

Gale: 303-0242

Cost: \$20.00 per person

Includes: Dinner Buffet

Tip/Tax

Clifford's Family

GIFT

D.J. ALL NITE LONG

This price does NOT include ANY drinks.



For Immediate Release
September 1, 2006

Contact: Jennifer Wright
(202) 293-5330

Union Plus Scholarship Applications Now Available

Application deadline Jan. 31, 2007, for \$150,000 in awards

Washington, DC— Applications for the 2007 Union Plus Scholarship Program, which offers \$150,000 in scholarships annually to union members, their spouses and dependants, are now available.

To download the application, visit www.UnionPlus.org/Scholarships. Or, send a postcard with your name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800. The application deadline is January 31, 2007.

Since 1992, the Union Plus Scholarship program has provided more than \$2.2 million to help fulfill the educational dreams of students who represent more than 13 million working families across the nation. Union Plus Scholarship awards are presented annually.

In 2006, 108 students from 44 unions were awarded a total of \$150,000 in scholarships from the Union Plus Scholarship program. More than 5,800 applications were received last year in the annual scholarship program, which is offered through the Union Plus Education Foundation with funding from HSBC, the issuer of the Union Plus Credit Card.

All members of unions participating in the Union Plus programs (as well as their spouses and dependent children) are eligible to apply for scholarships, and can take advantage of Union Plus benefits, which help members with everything from personal finances to discounts on everyday purchases.

How the Scholarship Program Works

In addition to demonstrating academic ability, applicants are required to submit essays of no more than 500 words describing their career goals, detailing their relationship with the union movement and explaining why they are deserving of a union scholarship.

Individuals must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued.

Union Privilege
Suite 300, 1125 15th Street, NW, Washington, DC 20005 · Phone (202) 293-5330 Fax (202) 293-5311
Chair, John J. Sweeney · Vice Chair, Richard L. Trumka · Vice Chair, Linda Chavez-Thompson
www.UnionPlus.org

2006 NALC HBP Info

NALC Health Benefit Plan	1-888-636-6252
HBP Claims Representative	1-703-729-4677
PPO Claims Payment Inquiry	1-800-548-8454
Nominate Physician for PPO	1-800-622-6252
*Hospital Precertification	1-800-622-6252
**Drug Prescription Program	1-800-933-6252
CareMark Hearing Impaired	1-800-238-1217
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
Flexible Service Option	1-703-729-4677
Double Coverage	1-703-729-4677
Drug Double Coverage	1-800-933-6252
Customer Service Hot Line	1-888-933-6252
Nurse Information Line	1-800-622-6252
CareMark Pharmacist	1-800-282-2229
Federal Information Center	1-800-688-9889
*National Organ Transplants	1-800-622-6252
*Mental Health/Substance Abuse	1-877-468-1016
MEDICARE Phone Option #1	1-800-633-4227
MEDICARE Phone Option #2	1-888-636-6252
MEDICARE Managed Care Plan	1-800-633-4277
OPR Retirement Information Center	1-888-767-6738



Branch 782 Representative
Mark Ramirez
(661) 834-5011

Mail Order RX CAREMARK
P.O. Box 94465
Palatine, IL 60094-4465

Out of Network Pharmacy Claim
NALC Drug Prescription Program
P.O. Box 686005
San Antonio, TX 78268-6005

United Behavioral Health
P.O. Box 30755
Salt Lake City, UT 84130-0755
1-877-468-1016

* Failure to pre-certify will result in a \$500 reduction in benefits paid by the Plan. Must notify the Plan prior to hospital admission with doctor name and dates.

** Mail order drug prescription program long term (maintenance drugs) 60 day supply: \$8 generic, \$24 name brand; 90 day supply: \$12 generic, \$35 name brand. Retail Pharmacy, you pay 25% . MEDICARE 60 day supply: \$7 generic, \$20 name brand; 90 day supply: \$10 generic, \$30 name brand. Network Retail Pharmacy you pay 15% of the cost of the prescription. Prior approval required for some drugs. Must call the Plan.

Preferred Provider

Cost

\$20.00

Co-pay per office visit

Preferred Provider

Deductible

\$250 Individual

\$500 Self & Family

Contact Information

CareMark	1-800-238-1217
First Health	1-800-259-8179
United Behavioral Health	1-800-842-2479
Disease Management Program	1-866-447-6393
Health Care Fraud Hotline	1-202-418-3300
Center for Disease Control	http://www.cdc.gov
NALC/CareMark Site	http://www.HealthTalk.com
National Library of Medicine	http://www.nlm.nih.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://www.americanheart.org
American Lung Association	http://www.lunusa.org
Diabetes Foundation	http://www.diabetis.org
Muscular Dystrophy Association	http://www.mdausa.org
JAMA Asthma Information Center	http://www.ama.assn.org/special/asthma

POTLUCK DECEMBER 19th GENERAL MEETING



MARK RAMIREZ
NALC Health Benefit Representative

Eat Healthy? “Bah Humbug!”

There are healthy decisions, we should all make,
Deep fry it in oil, or should I bake?

Too much of a good thing, it's not good.
If I had the willpower, I know I could.

But the Holidays are here, it's “Open Season” on food!!
I get hungry, and hungry, and I'm just in the mood.

There is tofu smoked turkey, and imitation ham.
And some artificial stuff that comes in a can.

I want tamales, real turkey, not healthy grains.
I want the bad stuff that tastes good that clogs up my veins!

I can eat tofu and soy most of the year.
But the Holidays, the bad stuff, and iced cold beer.

I want the real stuff, and lots of it, when I feed,
not chunks of something made from sea weed.

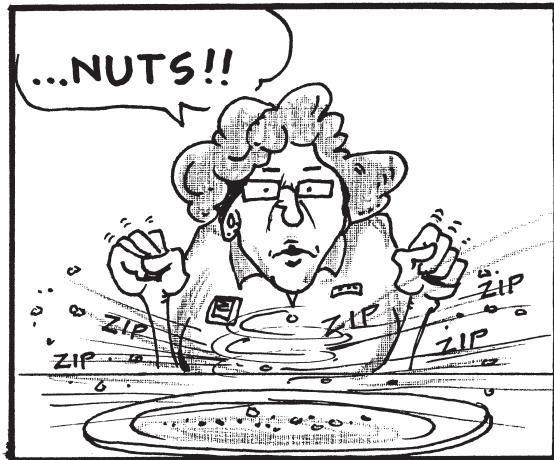
Enjoy your soy protein, your veggie surprise.

Give the bad stuff that tastes great, not food in disguise!!!

OUT THERE



OUT THERE



DONE DEAL OR NOT?

By: Ernestine Hernandez, Oxnard Chief Shop Steward



Hi everyone! I've come across a number of situations that make me wonder what you are thinking about. My main concern is helping you stay out of trouble. I think these few tips may help.

Have you taken it for granted that old discipline was taken out of your files? It probably wasn't if you failed to ask for it to be done, in writing.

And now you want to get a transfer and can't understand why it is being denied? Everything in your file will be sent to the office you are requesting to transfer to, and will impact their decision to accept you or not. Old discipline will not be ignored if they see it in there, although it should not be in the file. Everyone has access to their own files by going to personnel to review them. It is better to go take a look at them now to make sure the file is clean of old discipline so that when you need it there are no worries.

Have you taken it for granted that you were removed from restricted sick leave? Then you are probably still on it if you don't have it in writing that you were taken off, even after quarterly reviews have shown improvements. You will still be required to provide medical documentation until you have it in writing that you have been officially removed, or risk getting disciplined if you don't.

Have you taken it for granted that a grievance was filed for you just because you mentioned a problem to your case neighbor, or to your union steward in passing? Without your written statement to back up your stated problem, a grievance was probably not filed. A steward needs something to show when asking for information to look into the matter.

Have you taken it for granted that your leave was approved? Unless you have a signed copy of the PS Form 3971, or are listed on the annual leave chart you may be considered AWOL if you do not show up for work. The supervisors in our office are required to inform you within 48 hours if your leave was approved or not, per the local memorandum of understanding, but they usually don't unless you ask.

Have you taken it for granted that your approved overtime was amended after you notified the supervisor that you received more mail than you realized when you made your initial estimate? No additional time was probably approved unless you asked for your 3996 back to amend it

and get it approved by the supervisor. And did you call from the street if you could not make it back, and be off the clock by the pre-approved time? Then you are just asking to be disciplined for extending your street time.

Incidentally, when you call in and management is not answering the phone, call the union branch office at (818) 700-9747 and notify them of the problem so they can contact management for you to prove you did attempt to call in. Don't just give up. Maybe you heard about the casual carrier who walked back to the office from a Saviers Station route because he locked his vehicle keys in his LLV. He kept trying to call management on his cell phone the whole time he was walking back, but management did not answer the phone. Unfortunate for him, because he was forced to resign, or else be fired. He could have called the union office to relay the message for him. If he had he might have still have a job.

These are just some of the situations that have come up in our office because carriers neglect to secure a paper trail. Your guarantee to avoiding all these problems is to have it in writing. So don't wait, ask for copies of your 3996, 3971 (leave slip), removal from restricted sick leave verification, removal of old discipline from your OPF file. If you ask for them, management is required to give it to you. Don't allow these problems to escalate into major problems, however if a problem does exist, talk to your union steward (not your case neighbor) and give them a written statement to help them get it worked out for you.

OUT THERE



Article courtesy of the November-December 2006 Branch 2902 Mail Bag News.

from the
editor-guy

In the midst of this Holiday Season, we can so often become focused on "our" plans, gatherings and shopping activities. This poem—which is making the rounds on the internet—keeps the ability to live our lives in perspective.

A Different Christmas Poem

The embers glowed softly, and in their dim light,
I gazed round the room and I cherished the sight.
My wife was asleep, her head on my chest,
My daughter beside me, angelic in rest.
Outside the snow fell, a blanket of white,
Transforming the yard to a winter delight.
The sparkling lights in the tree I believe,
Completed the magic that was Christmas Eve.
My eyelids were heavy, my breathing was deep,
Secure and surrounded by love I would sleep.
In perfect contentment, or so it would seem,
So I slumbered, perhaps I started to dream.

The sound wasn't loud, and it wasn't too near,
But I opened my eyes when it tickled my ear.
Perhaps just a cough, I didn't quite know, Then the
sure sound of footsteps outside in the snow.
My soul gave a tremble, I struggled to hear,
And I crept to the door just to see who was near
Standing out in the cold and the dark of the night.
A lone figure stood, his face weary and tight.

A soldier, I puzzled, some twenty years old,
Perhaps a Marine, huddled here in the cold.
Alone in the dark, he looked up and smiled,
Standing watch over me, and my wife and my child.
"What are you doing?" I asked without fear,
"Come in this moment, it's freezing out here!
Put down your pack, brush the snow from your
sleeve,
You should be at home on a cold Christmas Eve!"

For barely a moment I saw his eyes shift,
Away from the cold and the snow blown in drifts..
To the window that danced with a warm fire's light
Then he sighed and he said "Its really all right,
I'm out here by choice. I'm here every night." "It's
my duty to stand at the
front of the line,
That separates you from the darkest of times.
No one had to ask or beg or implore me,
I'm proud to stand here like my fathers before me.
My Gramps died at 'Pearl on a day in December,"
Then he sighed, "That's a Christmas 'Gram always
remembers."
My dad stood his watch in the jungles of 'Nam',
And now it is my turn and so, here I am.
I've not seen my own son in more than a while,
But my wife sends me pictures, he's sure got her
smile.

Then he bent and he carefully pulled from his bag,
The red, white, and blue... an American flag.
I can live through the cold and the being alone,

Away from my family, my house and my home.
I can stand at my post through the rain and the
sleet,
I can sleep in a foxhole with little to eat.
I can carry the weight of killing another,
Or lay down my life with my sister and brother..
Who stand at the front against any and all,
To ensure for all time that this flag will not fall."

"So go back inside," he said, "harbor no fright,
Your family is waiting and I'll be all right."
"But isn't there something I can do, at the least,
"Give you money," I asked, "or prepare you a
feast?"

It seems all too little for all that you've done,
For being away from your wife and your son."
Then his eye welled a tear that held no regret,
"Just tell us you love us, and never forget.
To fight for our rights back at home while we're
gone,
To stand your own watch, no matter how long.
For when we come home, either standing or dead,
To know you remember we fought and we bled.
Is payment enough. and with that we will trust,
That we mattered to you as you mattered to us."

LCDR Jeff Giles, SC, USN
30th Naval Construction Regiment
OIC, Logistics Cell One
Al Taqqadum, Iraq



Peace on Earth



Branch Officers

E.A. BAKER UNION UPDATE is published monthly by Merged Branch 782 of the National Association of Letter Carriers, AFL-CIO.

The opinions expressed in this publication are those of the writer and are not necessarily those of the publication staff or of the Officers of the Branch.

The information contained in this publication is true and complete to our best knowledge. All recommendations, on equipment and procedures are made without guarantees on the part of the authors or of the organization. Because the quality of equipment, services and methods are beyond our control, the organization and its publication authors disclaim all liability incurred in connection with use of this information.

Information in this publication may not be used for illegal purposes.

We invite all members to contribute articles for publication. Copy, if possible, should be double-spaced (but doesn't have to be) but **MUST** be signed by the contributor.

The Editor retains the right to edit, delete, or reject the article for the good of the Branch (and even this is subject to persuasion).

In the hope that material contained herein may be of benefit to the goals of the National Association of Letter Carriers, permission is hereby granted to other NALC Branches to copy or use material and/or cartoons promulgated in this publication with our best wishes...but remember to cite/give us some credit.

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Chief Trustee	Darryl Holderman	(661) 589-1683
Trustee	Danny Blair	(661) 397-8107
Trustee	Bill Curtis	(661) 323-1107

NALC Branch 782 Shop Stewards

Avenal (93203)	Vacant	
Arvin (93209)	Vacant	
Delano (93215)	Vacant	
Lamont (93241)	Mark Ramirez	(661) 834-5011
McFarland (93250)	Vacant	
Shafter (93263)	Jerry Patterson	(661) 203-9718
Taft (93268)	Vacant	
Wasco (93280)	Jerry Patterson	(661) 203-9718
Downtown Station (93301)	Kim Gerdes	(661) 834-2059
South Station (93304)	Margaret Romero	(661) 330-0810
East Bakersfield (93305)	Teresa Ortega	(661) 201-3086
East Bakersfield Alternate	Jeff Harrington	(661) 327-7937
Hillcrest Station (93306)	Pam Smith	(661) 325-5526
Hillcrest Station Alternate	Margaret Romero	(661) 330-0810
Brundage Station (93307)	Emma Maldonado	(661) 325-5526
Dole Court (93308)	Mike Towery	(661) 862-8033
Stockdale Station (93309)	James Oh	(661) 325-5526
Camino Media (93311/13)	Teresa Ortega	(661) 201-3086
Mojave (93501)	Vacant	
California City (93504)	Paula Hogg	(760) 373-8963
Tehachapi (93561)	Mary Morphis	(661) 822-6614
Trona (93562)	Vacant	
Boron (93516)	Paula Hogg	(760) 373-8963
Ridgecrest (93555)	Lynnell Howell	(760) 371-1039



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"Golden Empire" Merged Branch 782
2628 "F" Street
Bakersfield, California 93301
(661) 325-5526

Non-Profit Organization
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ADDRESS SERVICE REQUESTED

General Meeting
Tuesday
December 19, 2006
7:30 p.m.

Branch 782 Office
2628 F Street
Bakersfield, CA

TIME-VALUE MAIL—PLEASE EXPEDITE

