

# 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



CHARTERED FEBRUARY 25, 1901

VOLUME LXXIX NUMBER 2

FEBRUARY 2007

## Congratulations and Thank You!



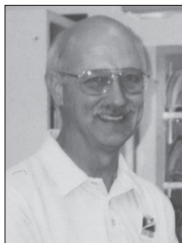
The Branch 782 Executive Board: Mike Towery, President; Diana Chavez, Vice-President; Kim Gerdes, Recording Secretary; Anita Holderman, Financial Secretary; Molly Biggar, Treasurer; Mark Ramirez, Health Benefits and Mutual Benefits Representative; Darryl Holderman, Chief Trustee; Bill Curtis, Trustee; Danny Blair, Trustee; Jerry Patterson, Sergeant-at-Arms take their oaths of office as administered by Regional Administrative Assistant Bryant Amario

*I do solemnly promise on my honor that I will faithfully attend the meetings of the Branch, observe and faithfully execute the laws of the National Association of Letter Carriers and the By-Laws of this Branch...*



Regional Administrative Assistant, Bryant Amario, congratulates newly installed Branch 782 President Mike Towery at the Union Office in Bakersfield.

# at the Mike:



As I take over the position of President of Branch 782 after being Vice President for ten years, I would like to say that it has been a privilege to work with all the members of the executive board, some of whom have been actively involved with the Union for 15 to 20 years or longer. They are very dedicated and have the interest of the Letter Carriers as their number one concern. Thanks go out to all of them for their tireless service to the Carriers. I am honored and proud to be associated with and to work with all the members of the executive board and the shop stewards.

Little did I imagine that twenty years after I was talked into being a shop steward at Oildale “for just a little while”, that I would still be active in the Union, let alone be President of the Branch. I would like to thank everyone who has given me their support and encouragement over the years. I also want to thank my wife Diana for her patience, support and understanding over the years as I spent my evenings working on grievances or Union business or when I was gone attending shop steward meetings, area meetings, training classes or local negotiations. I could not have done it without her support. I also wanted to thank our new National Business Agent Manny Peralta for all his help and encouragement over the years. Anyone who has ever had the pleasure of observing Manny during an arbitration hearing fully knows that we could not ask for a better Business Agent. I consider Manny not only as a Union representative but also as a good friend.

I want to take this opportunity to thank Frank Thomasy for all the years he has worked for the Branch and its

members. There are many Carriers who would not have their job if it wasn't for Frank. It has been my privilege to work with Frank all these years. Frank and I have worked well together over the years. What some Carriers don't know is that a lot of the work we do is behind the scenes. I definitely will miss talking to Frank almost daily about all the Branch issues and grievances. I hope Frank enjoys his well deserved “retirement” and I want to wish Frank all the best of luck and happiness. Thanks again Frank for all the work you have done for Branch 782 and the Letter Carriers.

One of my main goals as President will be to get more of the younger Carriers involved in the Union and other Carriers who might never have considered getting involved before. The Union is all of us, not just the president, the executive board or the shop steward. Unionism is binding together for the good of the whole. There will come a time that the current Union officers and shop stewards will be gone for one reason or another and it will be necessary for others to step up and take over. Already, I have had several Carriers volunteer to be shop stewards or help in other ways. Help of any kind is deeply appreciated.

On Sunday, January 28th, ten of us attended the national Rap session in Los Angeles at the Wilshire Grand Hotel where a very passionate President Young discussed the recent Contract negotiations. President

“ “ *One of my main goals as President will be to get more of the younger Carriers involved in the union...*

Young proposed some bold, innovative and progressive proposals to the Postal Service which would not only recognize Carriers for their contributions but would also provide job security. The proposals were a “win-win” for both sides. However, even though it appeared Postal management was in agreement with all the proposals, the Board of Governors, led by James Miller, chose to insult all Letter Carriers by having the Postmaster General submit a final offer which would, among other things: eliminate cost of living increases; increase health benefit premiums by \$1300; cut annual leave, sick leave and night/Sunday premiums; eliminate the “no lay-off clause”; deduct one percent from Carrier pay to pre-fund retiree health benefits; and, contract out City Carrier delivery. The Postmaster General and the Board of Governors owe every Carrier an immediate apology for the insulting offer. Apparently the one sticking point was the contracting out of mail delivery.

President Young stated that he could have gotten the same contract as the other unions agreed to, but what good would it do if in ten years there would be no City Carrier jobs left.

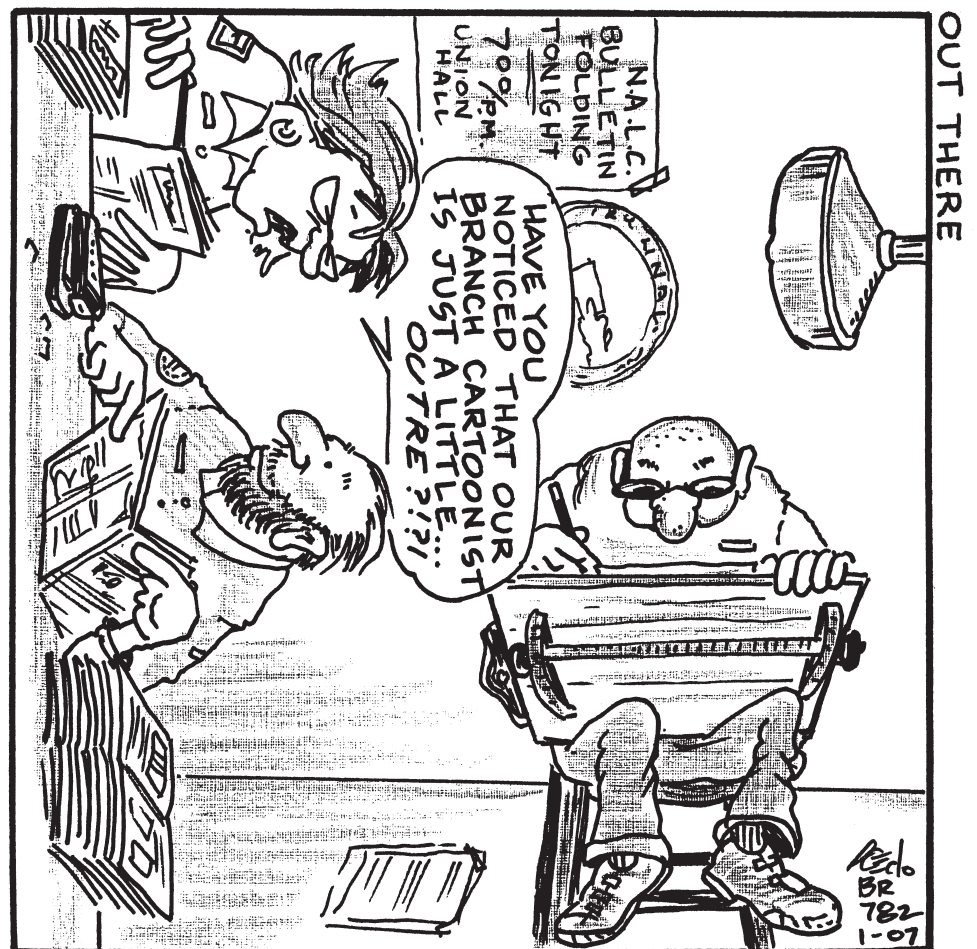
President Young and the national executive board have chosen to fight the battle now to protect Letter Carrier jobs. Contracting out delivery is the first step by the Board of Governors to privatize the Postal Service. They know that the American public would never support privatizing the Postal Service so they are attempting to do it through the “back door” by contracting out mail delivery. President Young stated that he not only has the support of some of the Congressman and Senators to oppose the contracting out but has the coalition of mailers agreeing

to testify at arbitration on the Union’s behalf. I am confident that the national Union is well equipped to take the case to arbitration and to win.

Once again, it seems it is up to the Letter Carriers to continue to provide a high quality of mail service to the American People in spite of the Board of Governors! It appears that Postal headquarters management and the Board of Governors have lost sight of the the purpose of the Postal Service: the timely, reliable and accurate delivery of mail. Mail delivery has, at best, become secondary to everything else to them.

We will be discussing the Contract proposals and other items of interest at the next General meeting on Tuesday, February 27th. Hope to see you there.

MIKE TOWERY  
Branch 782 President



# WELCOME TO A NEW YEAR 2007

As President Young starts a new term so do our members. We fought for years to pass the Postal Reform Bill and it has to come to pass! I want to take a moment to thank those who spent hours and days talking to their Congress and Senate leaders and a special thank you to all who donated to COLCPE and contributed. A special thanks to our union members who spent countless hours never giving up and educating our leaders about the Postal Reform bill. For the most part the Bill will be a plus to the Postal service and will be beneficial to all our members as a whole. However, there are some changes in the Continuation Of pay if an employee is injured on the job. Make sure you're aware of the changes.

On another note, most of your local Executive board attended a National rap session in Los Angeles on January 28, 2007 concerning the Contract. Approximately 1,100 members from across the country were in attendance to discuss what NALC and Management had on the table. Apparently, all seemed well until November 20th rolled around. Then the insulting offer came forward from the USPS: 3-year deal; increase in health benefit premium; eliminate COLA's; cuts in annual leave, sick leave and night/Sunday premiums; and, eliminate no lay-off protection. The kicker of them all, was to contract out city routes. "No way," said President Young. Our members would not stand for this as to literally decrease the Letter Carrier craft by sub-contracting city routes and providing poor customer service as the end result to this. We all know there would not be any control on customer service if this was to happen. We hope management will come to grips and step up and throw this idea out the door, but some of us wonder if this isn't the work of the Board of Governors. (Appointed by the President)

President Young stated that, while he had been negotiating, there seemed to be some agreement about a 5-year contract; existing COLA's; an increase each year; Monday thru Friday work week with Saturday being contracted out to non-career employees; and, possibly early outs. Of course all details would have been hashed out later. Adding insult to injury, the downfall came, pulling the plug. Time will only tell if management will come back to the table before arbitration arrives. I hate to see the monies that will be spent on this if it reaches arbitration.

I hope everyone decides to read their *Postal Record* for February 2007. There were some very interesting articles and facts. This issue focuses on COLCPE. It is of vital importance that Letter carriers help contribute to COLCPE to safeguard your job. You have the option to at least contribute \$5.00 a pay period or whatever amount you wish. But by all means do your part and contribute. As you can see it has worked for the passage of the Postal Reform bill. We now need it to help change some other factors like having someone from the Postal Service (or have an individual who has some knowledge of how it works) to sit on the Board of Governors. (Appointed by the President) Other issues trying to make changes in the Windfall Elimination Act, Government Offset and perhaps visiting our leaders to let them know how the Postal Service failed to negotiate. These are all issues that should interest you as a member and energize you to be involved. Don't pass it off to the other guy. Take charge of your life.

As I stated earlier: New Year, new term, new Executive Board. Some of the Board members step up to the plate for a new challenges. Mike and I will do everything in our power to meet those challenges, but we will need your help. In the past, we had some members who have stepped up to the plate and were there for the Union. Now, more than ever, young new members—Brothers and Sisters—must come forward and get groomed and trained to step in the footsteps of their predecessors! I invite *all* members to meet the challenges and come out and attend your meetings every fourth Tuesday of the month. Be involved. Participate in union training and any other union function. After all this is your Union!!!! Be proud of your Branch 782 and your representatives.

As I close I wish to offer my condolences to the family, friends and former co-workers of Billy McKenzie. He retired out of Brundage Station and was a good friend to everyone he worked with.

In Solidarity,

DIANA CHAVEZ  
Branch 782 Vice-President

## Billy M. Mckenzie

April 23, 1942 - Feb. 9, 2007

Visitation Monday, February 12,

2007 12:00 noon -  
7:00 p.m. a hour of  
Meditation will be  
held from 6:00 - 7:00  
p.m. in the Jesse E.  
Cooley, Jr. Chapel for  
Billy M. Mckenzie, Sr.  
64 who passed away  
February 9, 2007.

Services are  
Tuesday, February  
13, 2007 10:00 a.m.

at Central Church of Christ officating  
Rev. Randy Elliot interment  
immediately follow in Union Cemetery.

Billy M. McKenzie was born April 23,  
1942 in Talladega, Al. and had resided  
in Bakersfield for 44 years.

Billy a Veteran of US Military served  
his country during the Vietnam era.  
He graduated from Bakersfield College  
obtaining a Associate of Arts Degree.

Mr. McKenzie was a member of  
Central Church of Christ where he served  
as an elder. And was employed by the  
U. S. Postal Service for 35 years. Billy  
enjoyed gardening and planting flowers.

Survivors include his wife Eva  
Mckenize son: Billy (Brenda) Mckenize  
daughter: Nicole Mckenzie Brother  
Oliver (Deloris) Mckenzie sisters Willa  
Ragland and Clara Everett 1 grandchild  
and a host of nieces and nephew.



# **Need Help Fast???**

## **President Mike Towery**

### **Cell Phone: (661) 331-9171**



## **CHANGES?**

Who needs them? Change is welcomed by some, but very scary for most. Scary yes, but without change, life could be boring.

On Sunday, Jan. 28, I, and nine others from branch 782 attended a rap session in L.A. Along with hundreds of other Carriers across California and across the country, we were there to hear N.A.L.C. President Young give his "State of the N.A.L.C. union" address. He brought us up to speed on the contract negotiations. The N.A.L.C. National Agreement expired this past November. Here are a few items the N.A.L.C. has proposed for a new Contract.

All Carriers would become regular by 2011. No more P.T.F.s, casuals or T.E.s. All regular Carriers would work Mon-Fri. No more Saturdays. Delivery on Saturday would be made by a Carrier wanting O.T. or maybe a retired Carrier (preference) who wants to earn a few extra dollars. N.A.L.C. is asking for an early out retirement to make room for P.T.F.s to become regular Carriers. Another proposal is to promote the N.A.L.C. health plan to avoid steep increases in premiums with other health plans. You would still have a choice of plans, but under the N.A.L.C. plan more of the premiums would be paid by the U.S.P.S. The number one hurdle is stopping the sub-contracting out of the city delivery. The U.S.P.S. wants any new delivery to be made by anybody other than a City Carrier. It seems that it costs over three times more for a City Carrier to deliver than a sub-contracted delivery. The problem is that if the U.S.P.S. is not challenged and stopped, the city delivery Carrier would eventually be out-sourced to a cheaper form of delivery. This is a HUGE threat to the security of each and ever Letter Carrier.

There were many questions on how close this contract was. On how this would all work out. There were more questions than answers because all the details had not been finalized.

Brother Young is very adamant about keeping our jobs secure. He is in there fighting for our rights and for the best contract he can get. Thanks, Brother Young!

I encourage each and every one of you to attend the next union meeting. Find out what other changes may be coming. Come and voice your concerns and bring your questions. I can almost guarantee you will learn something you didn't know before you came. Hope to see you there.

ANITA HOLDERMAN  
Branch 782 Financial Secretary

## **Proposal for Expenditure of Branch Funds**

Jeff Harrington reported at the January 2007 General Membership meeting on "Happy Mondays". For several years he has gotten together with other Carriers once a month to talk and have a drink. He would like to expand that by having a Bowling Tournament for Carriers: A "Battle of the Stations" to get people together. Jeff made a motion that the Branch pay \$200 for a plaque, trophies and prizes. The motion was seconded by Frank Martinez and a discussion was held. The motion will be in the newsletter and a vote will be taken at the next meeting.

# Minutes of the January 2007 General Meeting

The regular meeting of Branch 782 was called to order at 7:35 by President, Frank Thomasy on the 23rd day of January, at the branch office, Bakersfield. The flag salute was led by Sergeant-at-Arms Jerry Patterson.

Frank Thomasy introduced, Regional Administrative Assistant Bryant Amario who installed the new officers.

New President Mike Towery thanked Bryant for attending the meeting and installing the officers. He also thanked Frank Thomasy for his twenty plus years of service and for always putting the Carriers interests first.

President Mike Towery began the meeting. All members of the Executive Board were present. Also present was the Editor Basil Zuniga, Anita Holderman and Frank Martinez of the Social and Recreation Committee and OWCP Representative Rick Gerdes.

The minutes of the December 19, 2006 meeting were read and accepted with no additions or corrections. The communications were read.

**REPORTS OF STANDING AND SPECIAL COMMITTEES:** Basil Zuniga reported that South Station folded the Newsletter this month. It will be East Bakersfield's turn in February. Frank Martinez reported that the Social and Recreation Committee has contacted the "Bakersfield Jam" and the "Condors" to see what kind of discount they can provide. Mike Towery met with the postmaster and he wants the committee to be more proactive and have events that the employees will be interested in. Frank Thomasy informed the members that the Post Office Picnic is sponsored by the Social and Recreation Committee and members should attend. Mike also reported that the postmaster is a supporter of the NALC Food Drive. Pam Mauck reported that the Branch can decide where the food will be donated.

**GOOD OF THE ASSOCIATION:** Molly Biggar presented the 2007 Budget. Diana Chavez made a motion to accept the Budget, seconded by Frank Thomasy and passed. This Budget will be through June. A new Budget will be presented to begin in July. Mike Towery reported that there will be an NALC Rap Session in Los Angeles on Sunday at the Wilshire Grand Hotel. See Kim if you are interested in attending. He also reported that we have a new Steward at South Station: Darryl Holderman. Margaret Romero has resigned from the Post Office. She was the Steward at South for many years and will be missed. Mark Hutchison has agreed to become Steward at Downtown Station. Mike reported that we still need a steward for Camino Media.

OUT THERE



Mike Towery reminded the members present that the union is not one person, it is all of us. We have been fortunate to depend on Frank all these years. Bill Curtis asked all members present to encourage at least one member to attend a meeting. We need to get more people involved. Jeff Harrington reported on "Happy Mondays". For several years, he has gotten together with other carriers once a month to talk and have a drink. He would like to expand that by having a Bowling Tournament for Carriers—"A Battle of the Stations" to get people together. Jeff made a motion that the Branch pay \$200 for a plaque, trophies and prizes. The motion was seconded by Frank Martinez. A discussion was held. The motion will be in the newsletter and a vote will be taken at the next meeting. Basil Zuniga presented information to the Branch about an extended warranty for the computer he uses for the newsletter. He made a motion to purchase a three year warranty for \$377.90. The motion was seconded by Jerry Patterson and passed.

**IMPROVEMENT OF THE ASSOCIATION:** Frank discussed an article in the Newsletter from Prissy Grace in Houston. Twenty-six Carriers were walked off the workroom floor for mishandling circulars. Frank spoke to her right before the meeting and some of the Carriers are coming back to work one at a time. The investigations were not done properly. Mark Hutchison reported that two stations did not receive their paychecks. Mike informed the members that the postmaster was very upset and frustrated. He discovered that the checks are sent in the "regular mail". Brad Smith reminded everyone to call in as soon as you get hutt. Do not delay.

Mike Towery acknowledged the presence of his wife at the meeting and thanked her for all her support through the years.

**FINANCIAL SECRETARY'S SUPPORT:** Anita Holderman reported that \$15,405.98 was collected for January.

**TREASURER'S REPORT:** Molly Biggar reported:

Beginning Balance	\$44,774.81
Dues and Income	\$12,218.02
Interest Income	\$ 12.78
Total Balance	\$57,005.61
Expenses	\$ 6,544.31
Ending Balance	\$50,461.23

Bryant Amario encouraged anyone who could to attend the Rap Session on Sunday. It is the first time that all NBA's and RAA's have been required to attend the meeting. There will be very important information regarding the Contract. He also

reported that NBA Manny Peralta is looking for a place to have Steward Training and asked if the Branch would be interested in hosting the training.

The COLCPE Drawing was won by Mark Ramirez.

The Drawing for \$500 would have been won by Judy Kiyoshi except she was not present.

There were 43 members present.

The meeting adjourned at 8:35 p.m.

Respectfully Submitted,

KIM GERDES  
Branch 782  
Recording Secretary

## NON-MEMBER LIST January 2007



### 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  
U. Singh

### 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  
A. C. Ramirez

### TEHACHAPI

100% Union!!

### TRONA

B. R. Dame  
K. K. Treat

### WASCO

100% Union!!

"In our seeking for economic and political progress, we all go up - or else we all go down."

FRANKLIN D. ROOSEVELT

*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, G. Garcia, F. Medina, Jr., M.S. Diaz, J.G. Gonzalez, T.M. Phillips*

## **Where:**

### **Westchester Lanes**

1819 30th St.  
Bakersfield, CA 93301  
(661) 324-4966

## **When:**

**April 22nd**

Sunday • 3 pm  
(Check-in 2:30 pm)

## **Cost:**

**\$60.00 per team**

(\$15.00 per person)

Includes 3 games, shoe rental and pizza

(Prizes and trophies if your team is that good)



Get your shoes, get your back stretched and your competitiveness spirit ready. Join our first annual Bowling fiascal. Team up with your co-workers at your station and get a shot at having bragging rights on what station truly has the best carriers.

You will need a 4-person team (men, women, mixed) and must work at your station.

Dealine: April 1st. I will need teams who want to participate on sending the money, check, M.O. and the names of each player to me by this date to reserve the lanes. I only have so many lanes reserved. First to pay first to play. There will be at least 2 lanes for each station and a few for A.o./retirees. (If a station has more than 2 teams, there will be a waiting list unless other stations don't want to participate. And creates openings)



## **Contact:**

**Jeff Harrington**

For more info: 378-0975 after 4 pm

Send everything to P.O. Box 30084 at 93385

# 2007 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
OPM Retirement Info Center	1-888-767-6738
*** OPM Specialty Drugs	1-800-237-2767
**** Enhanced Eldercare Services	1-877-468-1016



Branch 782 Representative  
**Mark Ramirez**  
**(661) 834-5011**

## NALC Prescription Drug Program

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. \*\*\* Prior Approval Required. \*\*\*\* Registered Nurse Care Advocate 24 hours, 7 days a week.

### OUT THERE



## 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	<a href="http://www.cdc.gov">http://www.cdc.gov</a>
NALC/CareMark Site	<a href="http://www.HealthTalk.com">http://www.HealthTalk.com</a>
National Library of Medicine	<a href="http://www.nlm.nih.gov">http://www.nlm.nih.gov</a>
American Public Health Assoc.	<a href="http://www.alpha.org">http://www.alpha.org</a>
American Cancer Society	<a href="http://www.cancer.org">http://www.cancer.org</a>
American Heart Association	<a href="http://www.americanheart.org">http://www.americanheart.org</a>
American Lung Association	<a href="http://www.lunusa.org">http://www.lunusa.org</a>
Diabetes Foundation	<a href="http://www.diabetes.org">http://www.diabetes.org</a>
Muscular Dystrophy Association	<a href="http://www.mdausa.org">http://www.mdausa.org</a>
JAMA Asthma Information Center	<a href="http://www.ama.assn.org/special/asthma">http://www.ama.assn.org/special/asthma</a>



# Harrington's Spotlight



## Scenes from the January 2007 General Membership Meeting

### Bakersfield Social & Recreation Committee Report

On January 12, 2007 @ 10:00, the Bakersfield Social & Recreation Committee meeting was held at the Bakersfield Plant. Attendees: Jim Brouillard, Postmaster; Mike Bettes, CS Sup Rep; Sandra Mays Billingsley, CS Clerk; Frank Lomas, Plant Maintenance; Anita Holderman, Carrier; Lisa Westcott, Rural Route; Frank Martinez, Carrier, Eddie Maniz, Maintenance.



Postmaster Brouillard distributed Consistution and By-Laws to each member. Consitution discussed as a group.

Old Business: Discussed attendance from the Melodrama event. Those in attendance expressed concern of the lack of participation. It doesn't appear that all employees were aware of the activity. Postmaster Brouillard wants to be more involved in the communication with the individual stations.

New Business: Postmaster expressed the need to "kick start" Social and Recreation. Not all departments are being represented. Employees's ideas regarding future events and purchases need to be addressed. Dole Ct's refrigerator has broken and they have requested funds for repair or a new refrigerator. Frank Martinez motioned to give Dole Ct \$100. 2nd from Anita Holderman, motion approved. Discussion of purchase of "Bakersfield Jam" tickets. Eddie Maniz requested a meeting with "Jams" representative. Motion passed. Discussion of purchase of "Condors" tickets. Request to be made to Stella for ino and potential meeting with "Condors" representative. Frank Lomas spoke with the representative from Pacific Theatre. Will ask Stella to request discounted ticket info for potential purchase.

There were no further agenda items and the meeting was adjourned @ 11:00.

# Conclusion of the USPS Strategic Transformation Plan Progress Report

In the first year of the Strategic Transformation Plan 2006–2010, the Postal Service continued to produce the kind of results that began with Transformation in 2002. This was the seventh straight year of total factor productivity growth. Efforts to make products easier to use continued to pay dividends in customer interest and volume growth. Mailers joined with the Postal Service to begin tackling long-standing quality issues around barcodes, address lists, and mail preparation. And postal employees were more engaged than ever in the goal to achieve breakthrough performance.

2006 was a pivotal year in Transformation because it saw the first steps in several ambitious new strategies designed to recast the future of mail: Total mail visibility. Seamless acceptance. Automated flats sequencing. These and other strategies will require a completely new way of thinking about mail — how it is developed, priced, processed, tracked, delivered, measured, and marketed.

The Postal Service surpassed its revenue plan by increasing the convenience of core products and working hard to communicate the value of mail. To continue to grow, postal products must meet customer needs better than alternatives. Revenue strategies acknowledge that Internet competition is rapidly reshaping communications, with implications for all services. But the Internet is affecting all businesses, not just the Postal Service. Technological and market developments bring risk but also create new opportunities. DVDs by mail — now a mainstay for many consumers — could not exist without mail, and in fact did not exist at all a few short years ago. Other services such as Click-N-Ship and Carrier Pickup demonstrate that the Internet and postal delivery network are perfect complements to one another. The proliferation of Vote-by-Mail programs underscores the point that creative new applications for mail need not always come from new technology.

In 2006 the Postal Service's financial challenges came into sharp focus as inflation in fuel and benefits costs combined with higher-than-planned workhour use. It responded by limiting spending to essentials and by expanding standardization and process control. Improved data on mail flows brought new life to breakthrough productivity initiatives. Successful live-mail tests of the Flats Sequencing System were a preview of the next wave of automated processing, set for the next step when a pre-production machine is installed in a Northern Virginia plant this year.

In service, a quiet revolution is taking place. The same technologies creating new cost savings are helping to identify service problems at the source - in mail preparation, staffing, maintenance, and transportation. Managers are armed with unprecedented amounts of information and versatile new tools for correcting errors. Real-time information from intelligent barcodes is flagging trouble spots and clearing backlogs. Surface visibility scans are tracking mail within plants and transportation networks. Information is integrated across functions and plants to improve end-to-end service performance. Improved service quality is consistent across the nation. The variance between the best and lowest-scoring performance clusters is smaller than ever before.

The 700,000 men and women of the Postal Service are among the hardest-working, most dedicated employees in America. They are the heart of the brand, and the Postal Service is redoubling its effort to attract and retain high-quality employees with well-planned career opportunities and the training they need to be successful. The objective is for employees to be fully informed, innovative, motivated, and appropriately compensated for their contribution to organizational achievement.

At the time this Report was produced, new postal legislation had been passed by the House and Senate. The law will not alter these key strategies. In fact Strategic Transformation has well prepared the Postal Service for change. It will remain focused on the advice offered by stakeholders at the very start of the Transformation process: Stay focused on customers, service, and cost control. That's what the Postal Service did in 2006, and that's what it will continue to do in 2007.

Source: usps.com

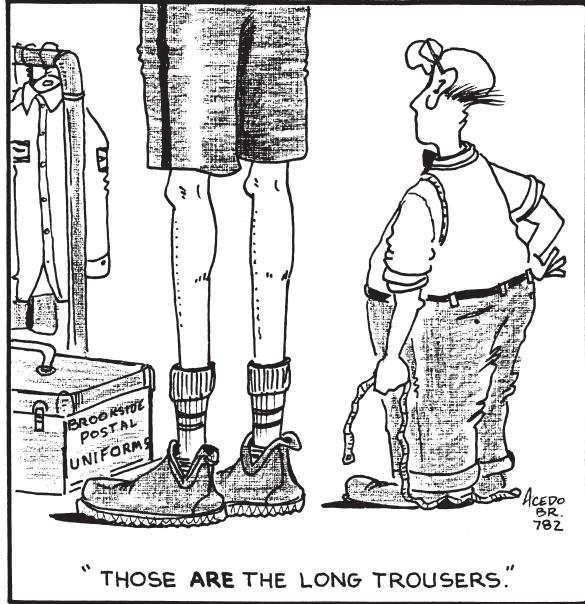
OUT THERE



“Improved service quality is consistent across the nation.”

# "OUT THERE" HUMOR IN UNIFORM\*

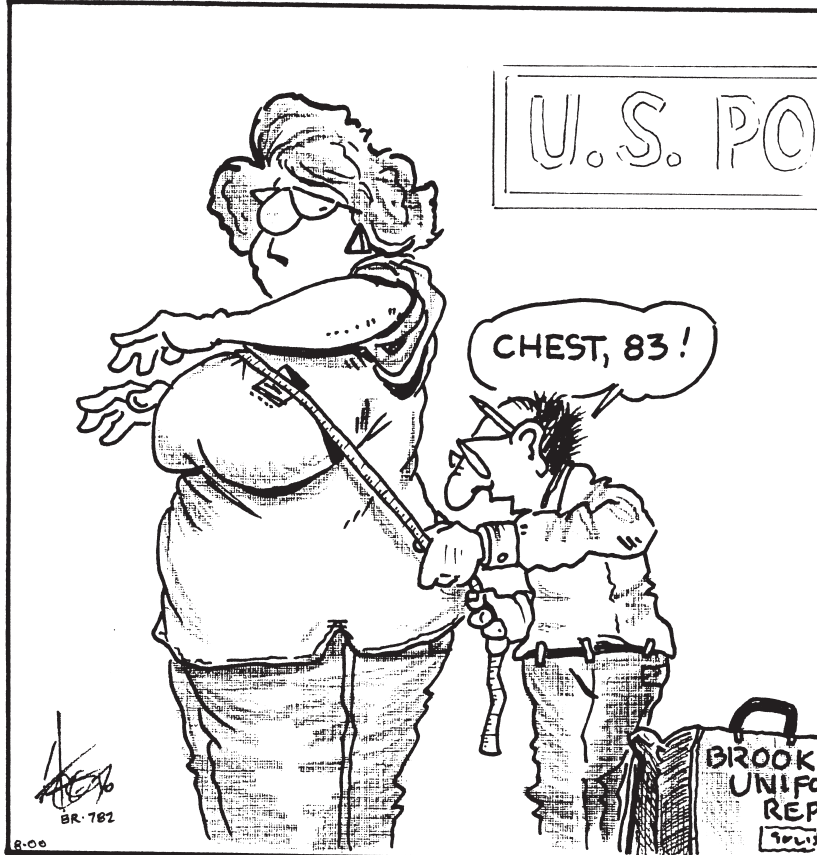
OUT THERE



OUT THERE



OUT THERE



OUT THERE



IN FRED ACEDO'S  
WORLD, WE'RE ALL  
STARS...

\* With apologies to *Readers' Digest*...

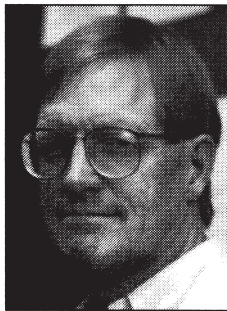
Carrier street duties

## We've been doing it wrong for so long that we think its right

By Bill Thornton, Vice President

As office times are reduced and street times expanded, concerns over injuries increase. There is a virtual plague of repetitive stress injuries related to the methods carriers we forced to comply with when delivering.

While conflicts continue between the union and management over how many bundles carriers have to carry, we may be ignoring recognized procedures that offer carriers protections. It should be emphasized that the following applies to what are generally referred to as Foot Routes and Park and Loop Routes which constitute the vast majority of routes in offices represented by Branch 214.



Postal Service Handbook M-41, City Delivery Carriers Duties and Responsibilities, indicate the proper method for delivering. While it is accepted that delivering with flats on

the arm is the common practice, the governing manuals for such procedures indicate otherwise.

M-41 Chapter 32 Delivery of Ordinary Mail Matter.

321 Foot Routes

321.1 Unstrap the first bundle of mail.

321.2 Verify the street, block, and number with street sign and number on first house.

321.3 Peel off the letters and circulars for the first house from bundles carried in the hand, **and the flat mail from bundles standing on end in satchel.** [emphasis added]

323 Park and Loop routes

323.1 Delivery of mail on park and loop routes is basically the same as for foot routes with relays. The vehicle is used as a moveable relay box from which the carrier

### While it's common to deliver flats on the arm...

withdraws a substantial amount of mail, placing the mail into his satchel before beginning the route.

The Postal Service Training Manual that is also accepted by the union essentially reiterates what is indicated in the M-41.

*Standard Training Program for Letter Carriers United States Postal Service Delivering Foot Routes: When delivering the mail on foot routes, the carrier must*

*unstrap the first bundle; verify the street, block and street number with street sign and number on first house. Combine the mail in your hand with the mail from your satchel at each delivery point. **Mail should be carried in the hand and satchel only.** [emphasis added] Delivering Park and Loop Routes: Delivery on park and loop routes is basically the same as for foot routes with relays. The vehicle is used as a moveable relay box from which the carrier withdraws mail, placing the mail into the satchel before beginning each relay.*

It would be overly simplistic to say that carrying flats in the satchel is the ideal. Flats in the satchel may present other difficulties to carriers. Reaching around to grab flats may present the possibility of other long term physical

### ... the manuals for such procedures indicate otherwise.

problems or worsening of existing conditions. But there are carriers that can personally attest that flats in the satchel is the better way to deliver.

#### Satchel carts

The use of satchel carts is described in Section 118, M-39.

In reference to the issue of *flats on the arm* for people who use satchel carts, a 1982 case addressed that issue at Step 4 of the grievance procedure, in a letter dated January 5, 1982 in Case Number H8N-5H-C-21012. In dispute was whether carriers had to carry 4 inches of flats on their arms while using a satchel cart: *...Part 321 of the M-41 handbook provides instructions on the delivery of ordinary mail by foot route. It does not differentiate between foot routes with or without satchel carts.* In short, with a satchel cart the flats would go in the satchel and carrying flats on the arms while using a satchel cart is not contrary to the procedures.

In the *real world* there are variations of the way carriers deliver mail. There is certain orthodoxy among some unionists/activist carriers that argue for delivering *by the book* and maintaining a consistent manner of delivering. This may be the best advice as far as protecting your route and your health.

#### Shame on them

Speaking of injuries. The attack on injured employees continues. Some managers are supporting the incorrect idea that all injured/limited duty employees will soon be working at McDonald's or WalMart. These comments are not only ignorant but vicious. The Ron Watson Article, "National Reassessment Pilot," in the November 2006 *Postal Record* contradicts the nonsense that is floating around the work room floor and is shamelessly supported by some managers.

Article courtesy of the San Francisco, CA Branch 214 Voice

**Buddy, you had quite a party!!!!**



**We hope that you have quite a retirement, too!!!**





Join us in a retirement celebration party for  
**Blas (*Buddy*) Gallegos**

After 38 (*or more*) years of service  
He has finally decided to hang up the ole' satchel

**January 20<sup>th</sup>, 2007**

Don Perico Mexican Restaurant

2660 Oswell

7:30 P.M.

Dinner and Dancing

Price : \$15.00 (*buffet & beverage*)



## from the editor-guy

Dear Margaret,

It was definitely a shock when we learned that you had come into the office and informed management that you were resigning. You started out as a Letter Carrier in 1978 so it seems that you weren't all that far from making it to retirement.

But then, you did start out really young so you would have had to go for quite a few more years until you reached that "magic" age of 55.

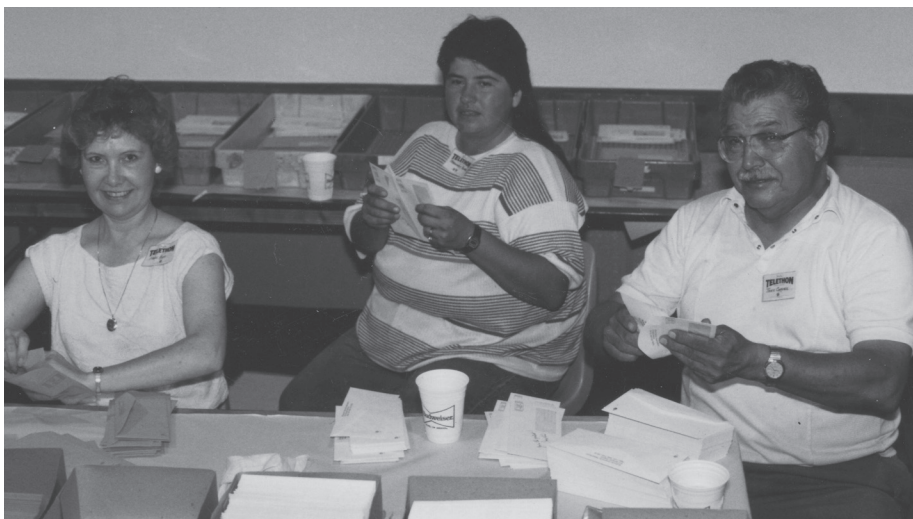
Over the last few years, watching you deal with the many health issues you had to contend with has been sad. That, coupled with so many recent deaths of your close family members, must have had quite a lot to do with your decision. And, as others have said, you seem to look so much healthier and happier since you left. No one seems to be trying to work you beyond any of your medical limitations any more?



Past Branch 782 President Tony Chavez and Margaret at a National Convention



Darryl Holderman sees it...a Hawaiian wave which is going to pick you up and slam you!



Mary Ross, Margaret and Tony Chavez in the MDA Telethon "mailroom" in the 1980's.

I think I first started thinking about the fact that you were gone when I got a 3849 for a customer to come pick up a package before it was returned. It was one that you had written up. Your handwriting is very distinctive. I don't see that anymore.

As life goes on, sometimes something funny will happen that I think you would have enjoyed. One day during our break, someone referred to Darryl, the South Station Steward, as "Darryl Romero". You would have chuckled at his salute in response to that.

Through the years, we were involved in many NALC activities: MDA, meetings, conventions, retirement dinners, etc. And we knew a lot of people through the years. The last time that I attended the kind of dinner that you had when you left was when John Wonderly left the Post Office.

I think that both of you referred to your events as a "Take This Job and Shove It!" Party.

As I recall, you were only going to give being a Shop Steward a shot for a year. By my rough calculations, did you actually last for almost twenty-two years?

Thank you for getting Shallie Warne to sit with you and co-write some of those newsletter articles. I know that wrting wasn't one of the easiest things to make time for. But

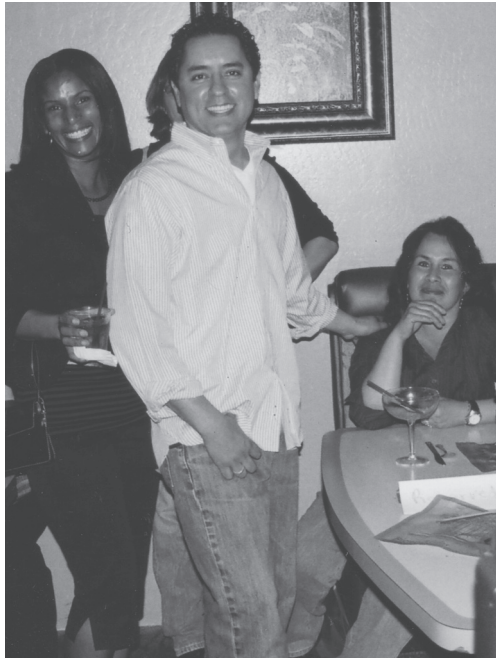
you would do it. And you never seemed to throw anything at me when I would bug you. Thanks for that! Especially since I don't duck as quickly as I used to when I was younger.

I guess that's probably part of my nostalgia for your

"loss". You were there when—in Billy Joel's words— "I wore a younger man's clothes." Be well, Margaret! Be healthier! Be happy! Don't be a stranger!

BASIL ZUNIGA

OUT THERE



Usually, a party means a lot of smiles. There were a bunch of smiles at this party for Margaret!



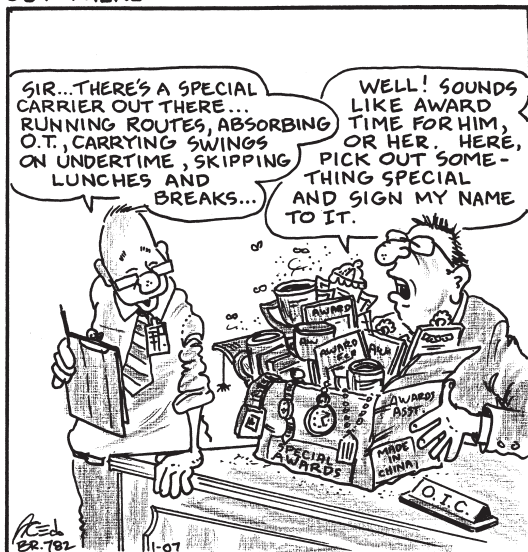
# Sure is Funny...?? Not!!!!

**Sure is funny** that we work hard for what we do and management just keeps on putting more and more on Carriers. We do our job and they take all the credit.

They push and push and we jump through hoops for them so it feels like a dog and pony show. Yet, when management sees that we have accidents, they don't hesitate to give a Letter Of Removal. Then, they are down a route and want more from you because they created the "short staffed" problem and want you to get it done in even less time than normal. They ignore the fact that there is probably more travel time to get to the area of the other route.

**Sure is funny** that they look for people to get the job done, but jump all over them to work faster or let them work off the clock so that *they* can look better and take all the credit.

OUT THERE



But what really makes me mad is when management does something wrong. Sexual harassment is one recent example.

Who can sexual harassment be reported to so that a real solution and relief can be provided?

Upper management investigates one of their own and "solves" the problem by moving the offender out of the office. This shows that management did their job. Yet, if this was something that a Carrier did, they would walk you off the floor and attempt to have you removed from the Postal Service.

**Sure is funny** that this harassment isn't the first time this manager has had charges against him.

**Sure is funny** that this isn't the second time this manager has had charges against him.

**Sure is funny** that this is maybe the third or fourth time...

It seems to me that if this was the first time, they should have removed this person. But, no, they promoted him to a higher position.

As I recall, there *was* one time that an individual was demoted from Postmaster to supervisor. **Sure is funny.**

**Sure is funny** how hard management will work so hard to protect each other. If Dale Duke in Labor Relations put as much effort into investigating managers' indiscretions/violations as he does the things that Carriers do, you would think that he would come up with the same level of punishment that he feels that Carriers deserve.

I really wish that Postal Management felt that we really were a team. We really do need to work together and not fight each other. Someday Congress might just come in and privatize the USPS and do away with *everyone's* rights and benefits.

**Sure is funny**, though... Since this isn't a perfect world, Carriers, you must remember something really important. Take the advice of your Steward. Listen to them. Sometimes the reason that we advise you about what you should do is because we have learned something the hard way.

One time I allowed Dale Duke to do a fact finding. I probably shouldn't have. But, the Carrier said that it was okay and he had nothing to hide. I stated that the interview was over, but the Carrier said it was okay to continue because he had nothing to hide.

It didn't work out too good for that Carrier.

Don't tie your Stewards hands when they advise you about something. Don't make it harder to represent you.

Each and every one of us should be watching each other's backs. (If you see a new Carrier doing something like working off the clock, let them know that they shouldn't be doing that. If you see someone smoking in a vehicle, remind them that they could be disciplined for that. )

If you see a supervisor doing something inappropriate, inform the Steward. Make sure that you write a statement to help the Steward deal with the situation as effectively as possible.

Whether you know it or not, your Branch 782 Steward is paid to represent you. But it's more than just the little bit of money that we get. The *real* pay lies in the knowledge that we gain. The *real* pay comes from winning your grievance and reducing or getting discipline modified. *Getting a person their job back is worth far more than the little bit that we get each month for being a Steward.*

I want to take a minute to write about one Shop Steward who has a special place in my heart. She made me feel that it was okay to speak up for the A.O.s. Being from a small town outside Bakersfield, it always seemed to me that everything was always about Bakersfield. She spent time with me and listened to me and made me know that getting involved was the best thing that I could do to make sure that the Carriers who worked in all of the smaller towns would also get good representation.

Margaret Romero has resigned from the Postal Service. She is going to try to live her life doing other things. She has had to deal with a whole lot of health problems for a long time and being worked beyond her limitations wasn't doing anything good for her. We spent a lot of time together when we went to conventions. I have problems from the time when I broke my neck in a swimming accident, and we both had to deal with the fact that it is harder for people with disabilities to get our jobs done.

I wish her good health in the future as she follows her dream.

For me, I know that I can look for a few more years before retirement. When I do, I want to be able to say that I did what I could to provide a life for me and my family and feel good about it.

JERRY PATTERSON  
Shop Steward



# 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.

Basil Zuniga, Editor-guy  
(661) 397-4330  
brziii@aol.com

Mark Hutchinson, Assistant Editor  
(661) 325-5526

The "S.A.N.E."\*  
Fred Acedo, Cartoonist  
\*(Special Assistant Newsletter Editor)  
P.O. Box 6532  
Bakersfield, CA 93386-6532

<b>President</b>	<b>Mike Towery</b>	<b>(661) 331-9171</b>
<b>Vice-President</b>	<b>Diana Chavez</b>	<b>(661) 872-7345</b>
<b>Recording Secretary</b>	<b>Kim Gerdes</b>	<b>(661) 834-2059</b>
<b>Treasurer</b>	<b>Molly Biggar</b>	<b>(661) 832-0393</b>
<b>Financial Secretary</b>	<b>Anita Holderman</b>	<b>(661) 589-1683</b>
<b>HBP &amp; MBA</b>	<b>Mark Ramirez</b>	<b>(661) 834-5011</b>
<b>Sargeant-at-Arms</b>	<b>Jerry Patterson</b>	<b>(661) 203-9718</b>
<b>Chief Trustee</b>	<b>Darryl Holderman</b>	<b>(661) 589-1683</b>
<b>Trustee</b>	<b>Danny Blair</b>	<b>(661) 397-8107</b>
<b>Trustee</b>	<b>Bill Curtis</b>	<b>(661) 323-1107</b>

## NALC Branch 782 Shop Stewards

Avenal (93203)	Vacant	
Arvin (93209)	Vacant	
Delano (93215)	Jerry Patterson	(661) 599-6859
Lamont (93241)	Mark Ramirez	(661) 834-5011
McFarland (93250)	Jerry Patterson	(661) 599-6859
Shafter (93263)	Jerry Patterson	(661) 599-6859
Taft (93268)	Vacant	
Wasco (93280)	Jerry Patterson	(661) 599-6859
Downtown Station (93301)	Mark Hutchinson	(661) 325-5526
Downtown Station Alternate	Kim Gerdes	(661) 834-2059
South Station (93304)	Darryl Holderman	(661) 589-1683
East Bakersfield (93305)	Teresa Ortega	(661) 201-3086
East Bakersfield Alternate	Jeff Harrington	(661) 327-7937
Hillcrest Station (93306)	Pam Smith	(661) 325-5526
Brundage Station (93307)	Emma Gonzalez	(661) 325-5526
Dole Court (93308)	Mike Towery	(661) 862-8033
Dole Court Alternate	Debbie Guillet	(661) 325-5526
Stockdale Station (93309)	Gail Sprague	(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

## Branch 782 Website

[www.782nalc.com](http://www.782nalc.com)

Rick Plummer

[webmaster@www.782nalc.com](mailto:webmaster@www.782nalc.com)



# Brookfield® Uniforms

UNION MADE

To Order Call

**JUDE BARNARD**  
Sales Representative

CALIFORNIA CITY, CA

PHONE: (760) 373-3281

National Association of Letter Carriers  
"Golden Empire" Merged Branch 782  
2628 "F" Street  
Bakersfield, California 93301  
(661) 325-5526

Non-Profit Organization  
U.S. Postage  
**PAID**  
Bakersfield, California  
Permit Number 32

**ADDRESS SERVICE REQUESTED**

**General Meeting  
Tuesday  
February 27, 2007  
7:30 p.m.**

**Branch 782 Office  
2628 F Street  
Bakersfield, CA**

**TIME-VALUE MAIL—PLEASE EXPEDITE**

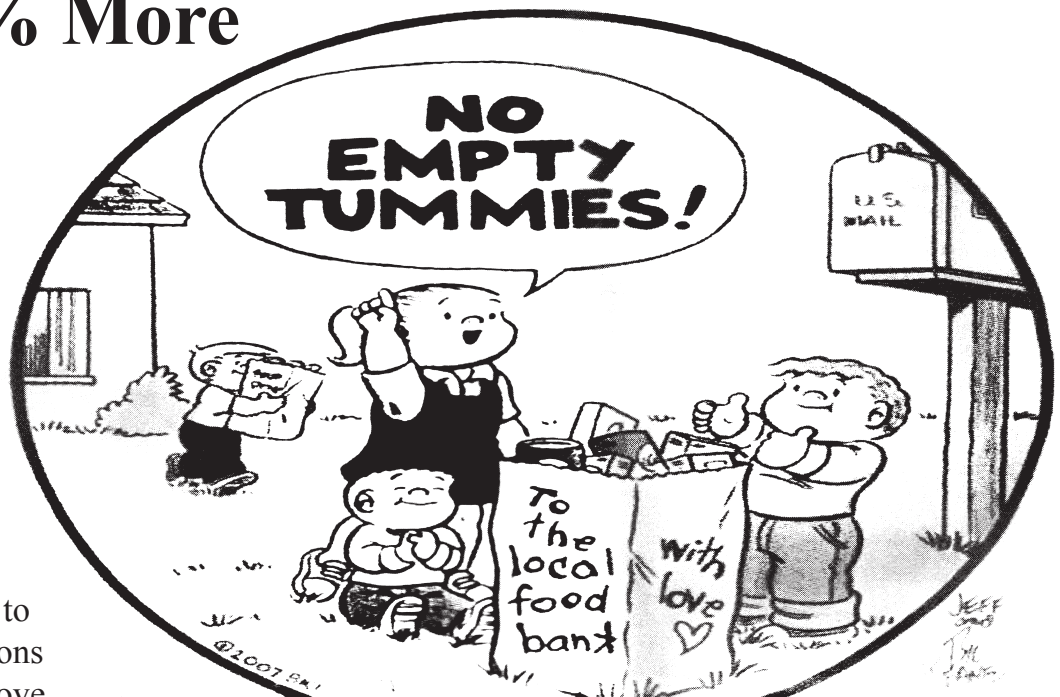
## **President Young Challenges Branches to Gather 10% More**

The NALC Food Drive is the largest one-day food drive in the nation.

In each of the last three years, it has generated over **70 million pounds** of food to community food banks and shelters!

NALC President Bill Young is challenging all participating Branches to increase their local donations for 2007 by 10 percent above last year's total. He also urged other Branches which have not participated before to sign up.

President Young stated in the 12/20/06 *NALC Bulletin* that, "If every one of the nearly 1,500 NALC Branches that participated in 2006 increased their total by 10 percent, we would be near the 80 million pound mark for the first time in the drive's history and be well on our way to what I believe is an achievable goal in the near future—delivering over 100 million pounds to community food outlets to Stamp Out Hunger."



**LETTER CARRIERS  
FOOD DRIVE  
Saturday, May 12, 2007**