

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 1

WEB VERSION

JANUARY 2019



"Lee" Collaso and Lucinda Martinez



(L-R) Ceaser Zepeda 1204,
Fernando Gonzalez 1202,
Diane Ryder 1208, Lucinda Martinez 1201, Lee Collasco 1206,
Kevin Vandiver T-6 (for 1204,
1202 and 1201, 1207 and 1203)

would most likely have told you that even he didn't think he was **EVER** going to want to...
He certainly had no plans to take that step. But, then, came all of those "Damn Parcels!"

Congratulations, "Lee"! *

August 22, 1967 until December 31, 2018

So, just for a minute, think about just what that means...
18,759 days (13,399 weekdays and 5,360 weekend days)

51 Years, 4 months and 9 days!

Lee carried the mail through heat, cold, fog, rain, dogs and things that all Letter Carriers deal with every single day...

Hopefully, this got your attention! "Lee" Colasso has been the most senior Letter Carrier in the city of Bakersfield for quite a number of years. That is probably obvious And, if you would ask many current or retired Carriers, you might have gotten the idea that he was **NEVER** going to retire. Had you asked Lee, he



Branch 782 Mike Towery presents an award and a copy of an **Out There** cartoon book

Ten people who wondered if they would ever move up to the top spot were: (in order of seniority) Randy Courson — 7/31/78; Robert Cruz — 6/13/80; John Rugnao — 3/30/81;

Continued on page 12...



"Lee" is the nickname of Eligardo Lopez Collaso. *In fact, officially, there is NO Lee Colasso.* He worried it might cause a problem when he tried to cash the check made out to that name from Branch 782 Treasurer Molly Biggar. It's a good thing that he was known at the bank!!

Minutes of the December 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 19th day of December, 2018 at the branch office, Bakersfield . The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present. The stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Lamont, McFarland, Oildale , Shafter, South, Stockdale and Taft. Also present was the Newsletter Editor, Basil Zuniga; Webmaster, Rick Plummer; Photographer, Anita Holderman; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer; OWCP Rep., Rick Gerdes and Paul Greenfield of the Social and Recreation Committee. The Minutes of the November 21, 2018 meeting were read by Assistant Recording Secretary, Norma Hamer and accepted with no additions or corrections. Recording Secretary, Kim Gerdes read an email from CSALC President, Harold Kelso, requesting donations for the 28 members of NALC Br. 133 who lost their homes and possessions due to the wild fire in Paradise .

APPLICATION FOR MEMBERSHIP: Applications were received from Christopher Pena, Hillcrest; Sandra Placencia, Downtown; Jesse Bomez, Delano ; Janette Munoz, Dole Ct. ; Miguel Rodriguez, Arvin; Jesse Gutierrez and Joseph Ceeallos from Wasco. Vice President, John Ortega gave the oath to new member Joseph Ceeallos. Mike Towery reported that management has scheduled the “shadow day” for new hires on December 24th and the CCA Academy begins on December 26th.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that everything is great. She informed members that Mabel Bullis donated a “Bakopoly” game for a drawing tonight. Basil Zuniga reported that he had a few items to finish before the web version will be ready. He thanked those who helped last month. Paul Greenfield of the Social and Recreation Committee reported that the cookie platters went out to the city offices yesterday and he hoped everyone enjoyed them. He said that the committee is working on a picnic for the spring. He thanked the members for their support and remembered Frank Martinez for his service to the branch and the Social and Recreation Committee. Mike Towery thanked Paul for his work on the committee. Kim Gerdes reported that there were no book sales this month, 600 copies remaining.

GOOD OF THE ASSOCIATION: Mike Towery reported that CCA's should have already received their retro active holiday pay. Locally, 86 CCA's received a total of \$37,099.00. Of the 86 CCA's who received the pay, two were not NALC members. Mike Meza added that National filed the grievance and fought for CCA's to get paid for these holidays. Mike Towery informed the members that, effective January 1, 2019, Paul Greenfield will be the Assistant Newsletter Editor. He also sent the new uniforms we have at the office to the carriers of Branch 133 who were affected by the Paradise Fire. Mike also reported that a grievance will be filed regarding the two City Carriers who volunteered to work up north. The USPS paid the Carriers per diem, hotel and Uber to the Post office each day.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$13,932.49 was collected for December.

TREASURERS REPORT: Molly Biggar reported for December.

Beginning Balance	\$77,348.38
Dues and Income	\$16,302.10
Total Balance	\$93,650.48
Expenses	\$12,409.35
Ending Balance	\$81,241.13

Basil Zuniga received a text about a Carrier in Los Angeles, with five kids, who when working his non-scheduled day, was hit and killed by a vehicle.

The MDA 50/50 Drawing was won by Norma Hamer who donated it back to MDA. (45.00/45.00)

The Bakopoly game was won by Mark Ramirez.

The Drawing for \$500.00 would have been won by Delgadina Loza if she had been present.

There were 49 members and 3 guests present.

The meeting adjourned at 7:30 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

**Each and EVERY month, Branch 782
sponsors a drawing at the General Meeting
to encourage *YOU* to come to our monthly Meeting***

This month YOU could win \$500!

*THE FINE PRINT: To win the money *YOU* have to be present when *YOUR* name is drawn...

"Out tHeRe"



Welcome to our world, Brother Joseph!

Branch 782 Vice-President John Ortega administers the oath to new member Joseph Ceeallos

...we extend to you a most cordial welcome to this Branch of the National Association of Letter Carriers. Do you, in the presence of these witnesses, pledge loyalty to the laws of the National Association of Letter Carriers now in force, and those that may be adopted in the future, assist in promoting the welfare and progress of the Association and endeavor to practice and maintain the principles upon which it was formed, wrong no member or see no one wronged if you can prevent it, and that you promise all this as one who loves your country, abides by your voluntary agreements and cherishes the good will of others? We are glad to have you join with us in the good work of this union, and hereby offer you the privilege of membership."



Christmas party at the General Meeting
for members featured a catered meal
and some tasty "potluck" desserts!!!

Judging by the pictures, everyone had a great time!



Pix by Photographer Anita Holderman

Non-Members November 2018

Downtown Station
Sarah Kirby
Javier Cruz

Lamont
100% UNION!!!

South Station
Daniel Zuniga
Marty Martinez
Chanthorn Ped

Mojave
100% UNION!!!

Brundage/East Bakersfield
100% UNION!!!

Ridgecrest
100% UNION!!!

Hillcrest
100% UNION!!!

Shafter
Mae D. Voights
Laura M. New

Dole Court
100% UNION!!!

Taft
K. J. Kaczmarek

Stockdale
James Oh
Mark D. Powell

Tehachapi
B. C. Den Beeman
Christina Cronauer

Camino Media
100% UNION!!!

Trona
100% UNION!!!

Arvin
100% UNION!!!

Wasco
Eun Chong

Avenal
100% UNION!!!

There are only 15
non-members in all
of the cities we serve...
Only two are CCAs.

California City
100% UNION!!!

CCA names are in italics

Delano
Cynthia V. Quebral
Daniela Barreto

Edwards AFB
100% UNION!!!

In 2019, We Should All Resolve to Save the Postal Service

By Eric Ellis, CSALC* District 4 Officer

How many of you read the latest assault on postal employees entitled “United States Postal Service: A Sustainable Path Forward” put out by the Trump Administration? Or, I guess I should have stated first, “Does anyone believe anything put out by anybody associated with Donald Trump?”

While fact-checkers count in the thousands the lies he has told, the report I mention tells lies of omission. When you don’t tell people all they need to know to decide on an agency’s mission, how it sets its prices, pays its obligations or compensates its employees, you don’t put out a credible product.

First, what does the report say as it relates to us?

1. *Postal employees are over-compensated.*

2. *We need changes in delivery frequency.* Whether you like it or not, this is related to item number 1. If we go to 4-day delivery, guess what happens? We become part-time employees, and therefore lose our benefits.

3. *We are upside down on pensions and retiree health-care obligations.*

4. *Legislation should be enacted to privatize all postal functions except mail delivery.*

5. *The USPS should stay out of postal banking.* Ironically, offering basic banking services would benefit those in rural areas who backed the president, the same ones who are forced to pay up to 400 percent on payday loans because, well, banks refuse to serve such areas.

Now, for the glaring omissions:

1. According to an audit sanctioned by the USPS Office of Inspector General and performed by the Hay Group published last May, the Postal Service overpaid into the Civil Service Retirement System by roughly \$110 billion. — not to mention the overpayment into the Federal Employees Retirement System by at least \$10 billion.

2. When it comes to pre-funding future retiree health benefits, the USPS is in a better position than any other corporation, as it has roughly \$50 billion in its future retiree health benefit fund, and remember, we are the only ones who have to pre-fund 80 years in advance, an obligation no one else in the world has.

3. The USPS and its employees overpay into Medicare. In other words, we pay full freight into the system but do not have so-called Medicare wrap-around plans when we turn 65, that is to

say, Medicare is not automatically the primary payor for health-care obligations. This anomaly costs the USPS billions a year.

4. The report minimizes the Postal Service’s having made an operational profit for the most part since Congress imposed the pre-funding mandate on the USPS at the end of 2006. So the need to reduce services or delivery frequency doesn’t exist.

(And, given our Contract expires this year, you better believe the Postal Service will cite such reports when it comes to negotiating your benefit package in upcoming negotiations, or God forbid, arbitration.)

So, as I've done before, I submit a list of New Year's resolutions which I hope you'll at least think about.

1. I will donate ten hours a year to such things as phone banking, precinct walking, and/or attendance at union and labor-sponsored activities.

2. I will download the NALC App to my smart phone so that when action is needed (such as a phone call or letter to an elected official) I will respond.



3. I will donate whatever I can, whether it be one, two, five dollars or more to the Letter Carrier Political Fund through payroll deduction, so that we can support our friends in the House and Senate and so that we can deploy more full-time volunteers in the field to elect more pro-letter carrier politicians. Payroll deduction works best in that our association can better plan how resources can be used in advance.

4. I will regularly attend my monthly branch meeting, so that my local officers can keep me updated on all issues affecting me on the workroom floor and in the legislative arena.

5. I will pay all bills the old-fashioned way, that is to say, the way that supports your job, putting a postage stamp on an envelope.

6. I will give eight hours work for eight hours pay. This means if I have overtime, I will work overtime; if I have undertime, I will give undertime. I will take my 30-minute lunch break and two 10-minute breaks.

7. I will work in a safe and efficient manner. By doing this, I will save the postal service money by avoiding injury.

8. When a supervisor abuses a brother or sister letter carrier, I will provide a statement to the steward. And who knows, when you are in trouble, that same carrier may provide testimony that saves your job.

9. Every once in a while, I will thank my steward for the fine job he or she does. When someone takes on the job of steward, that person puts his or her job on the line.

10. Every time I order a product to be shipped to my house, I will insist it be sent through the Postal Service.

11. I will take the time to read all union publications sent to my home, such as the *Postal Record* and our local newsletter. And maybe write an informative and educational article occasionally.

12. I will mind my own business. I will do my job in an honest manner because that's something I can control. I have no business judging a brother or sister Letter Carrier over the length of his or her route, his/her manner of dress, religion, marital relationship, etc. If someone acts in a dishonest or unethical manner, he or she will eventually answer for it in one way or another. I will not cross crafts and attempt to do management's job. No one wins when certain people pit Carrier versus Carrier, except management.

*California State Association of Letter Carriers

CORRUPTION IS DISRUPTION, AND A CANCER ON OUR DEMOCRACY

“Political corruption works by having an equally corrupt legal system to protect it”

STEVE MAGEE

“History teaches us that men and nations behave wisely — only after they have exhausted all other alternatives.”

ABBA EBAN

“Every time a stupid politician says something stupid, you don't have to reply to him, because it is nonsense to shoo every barking dog away.”

MEHMET MURAT ILDAN

“Most politicians are corrupt as they DO NOT represent the masses that voted for them, but rather they choose to return numerous favors to the corporations that funded their election campaigns.”

STEVE MAGEE

“He knows nothing and thinks he knows everything. *That* points clearly to a political career.”

GEORGE BERNARD SHAW

“A good politician is quite unthinkable as an honest burglar.”

H.L. MENCKEN

“These capitalists generally act harmoniously and in concert to fleece the people.”

ABRAHAM LINCOLN



“Nationalism is an infantile disease. It is the measles of mankind.”

ALBERT EINSTEIN

“If his IQ slips any lower, we'll have to water him twice a day.”

MOLLY LIVNS

“Instead of giving a politician the keys to the city, it might be better to change the locks.”

DOUG LARSON

“There are two things that are important in politics. The first is money, and I don't remember the second.”

MARK HANNA

Political corruption is the use of power by government officials or their network contacts for illegitimate private gain. An illegal act by an officeholder constitutes political corruption only if the act is directly related to their official duties, is done under color of law or involves trading in influence.

“Our freedoms are vanishing, if you do not get active and take a stand NOW, against all that is wrong while we still can, then maybe one of your children may elect to do so in the future, when it will be far more riskier and much, much harder.”

SUZY KASSEM

MARK RAMIREZ
Retired Letter Carrier
Golden Empire Branch 782

“THERE WAS NO COLLUSION AT ALL. EVERYBODY KNOWS IT.”

DONALD J. TRUMP — July 16, 2018 Press conference with Vladimir Putin

MUTUAL RESPECT

your responsibilities – your rights

by Gary Bottoms,
NALC Branch 373 Editor

Throughout our postal careers many of us may encounter situations that make our workroom environment unpleasant, intimidating, frustrating or even hostile. Those of us that have experienced this often release our anger or frustration by complaining to our friends and coworkers about the situation, but the real question is, *what can we really DO about our situation.*

The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, *but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.* (*Handbook M-39 Section 115.4*) This also extends to carrier to carrier interaction. The bottom line is - it is the responsibility of ALL employees to maintain an atmosphere of mutual respect. If carriers have a problem with each other, a steward or officer may talk to the individuals and remind them of their responsibilities; and, if it is a manager that has acted inappropriately, it may be addressed in the grievance procedure. Let's unpack how this actually works.

First, we all have to realize that management has the right to manage. Article 3: "*The Employer shall have the exclusive right, subject to the provisions of this Agreement and consistent with applicable laws and regulations: 3A To direct employees of the Employer in the performance of official duties...*" Management not only CAN, but should observe you, evaluate your performance, insist you follow all rules and give you instruction that may include a direct order, *BUT; they are still subject to the provisions of the National Agreement and applicable laws and regulations, i.e. the contract AND other Handbooks and Manuals (Article 19).* Let's explore some of these and how they relate to your workroom environment.

If you believe a manager's conduct has violated the contract and is outside what is allowable in "managements rights", *you must write a statement about exactly what happened.* Truthfully state what was said or done. You may also include how it made you feel. Were you uncomfortable? Intimidated? Threatened? Assaulted? You can see that there are varying degrees of disrespect and they will be dealt with using different parts of the National Agreement. Just as for carriers, the remedy for managers who violate our agreement must fit the violation. Levels of infractions are somewhat subjective, but let's divide infractions into three levels.

LEVEL 1: *Grievance issue statement: Did the employer through the actions of Supervisor (X) violate the National Agreement including, but not limited, to Articles 3 [Management's rights], 19 [Handbooks and manuals] and M-39 Section 115.4 [The front line manager must attempt to maintain an atmosphere of mutual respect] when it failed to maintain an atmosphere of mutual respect?* Those words are pretty subjective; but if you are unsure, write your statement on exactly what happened, gather other statements of those affect-

IF IT ISN'T WRITTEN DOWN IT DOESN'T EXIST

When I first became a Union Steward, I was told, "At the Post Office, if it isn't written down, it doesn't exist". That has always been a useful phrase for me as a carrier, steward and officer. Remember it.

- > If something happens, you may complain about it, talk about it, but if there is no written record it's like it never happened. Write a statement - KEEP A COPY.
- > After filling out a 3996, 3971, CA1,2,7, or 16, giving statements to your steward, ANY document you may have to refer to later - KEEP A COPY.
- > If you are hurt on the route, but it is not serious enough to go to the doctor. Report it in writing and KEEP A COPY.

ed and your steward can help you make a determination. Your steward will conduct interviews of witnesses and investigate any history of similar behavior and make a determination if it's time to file a grievance. In any case you will have a record of what happened. The range of remedies to this type of grievance may range from "cease and desist" to more extensive remedies..

LEVEL 2: Grievance issue statement: *Did the employer through the actions of Supervisor (X) violate the National Agreement including, but not limited to, Articles 3, 14, 19 and M-39 Section 115.4, ELM 665.16 and 665.24 when it failed to abide by the USPS Regulations on Code of Conduct and / or created a hostile workroom environment?* Again, somewhat subjective, this deals with more serious violations or ones that fit an ongoing pattern. Does your manager yell, call you names, threaten to take your job or threaten some other action, insult or demean you? You DO have recourse and if this is ongoing, others around you are bound to be affected also. *Statements are required to actually DO something about it.*

LEVEL 3: JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE (JSOVB) VIOLATIONS (for single violations):

Grievance Issue Statement: Did the employer through the actions of Supervisor (X) violate the National Agreement, including, but not limited to Articles 3, 14, 19 and its supplements thereto, Handbook M-39 Section 115.4, ELM 665.16, 665.24 and / or JSOVB when they physically assaulted letter carrier (Y)? This is still somewhat subjective. How? This assault can be mental or physical, still open to some interpretation, and as in all levels, subject to proof and evidence. THAT EVIDENCE IS USUALLY LIMITED TO YOUR STATEMENTS AND THOSE OF YOUR AFFECTED CO-WORKERS. If you were physically assaulted, punched, pushed, something thrown at you, it's obvious. The standard of proof for JSOVB violations is "Clear and Convincing". *The Union must be able to establish either an egregious threat, an act of violence and / or a pattern of conduct that cumulatively amounts to; threats, offensive behavior and / or acts of mental or physical violence.*

APPROPRIATE REMEDY: Just as with craft, the requested remedy should be in line with the level of the violation. Your steward will determine what level the infraction rises to. They should not ask for a supervisor or manager to be fired, but if there is a proven violation, at a minimum, they must "cease and desist". This is not inconsequential as this can be cited in any subsequent violation. When appropriate, the removal of the supervisor or manager from supervising the letter carrier craft directly or indirectly may be awarded. In any case it is the intention of this process to maintain or restore an atmosphere where all employees can work safely and comfortably. It is the responsibility of ALL employees to act accordingly.

ARTICLE 14 SAFETY AND HEALTH

14.2 Section 2: *If an employee believes he / she is being required to work under unsafe conditions, such employee may:*

(a) notify such employee's supervisor who will immediately investigate the condition and take corrective action if necessary.

When Mutual Respect is violated, it creates an "unsafe condition". Notify your supervisor by filling out Form 1767, REPORT OF HAZARD, UNSAFE CONDITION OR PRACTICE. Keep a copy. By the National Agreement, management must address this within 24 hours.

Stewards should include this form in every Mutual Respect or JSOV Grievance.

Educate Yourself: It's to your advantage to have a working knowledge of the National Agreement. It helps you to know your rights as well as your responsibilities and this is knowledge that you will certainly call on throughout your career. Visit nalc.org to access the National Agreement and other handbooks and manuals. For the purposes of this subject read over Articles 3, 14 and 19; in the ELM look at sections 665.16 and 665.24; the M-39: 115.4, and the JSOVB.

Article courtesy of the Fresno, California NALC Branch 231 Postman's View published in January 2019. Thanks, mucho much, Gary!!!

As a Letter Carrier – whether you realize it or not – having the best possible health care IS an investment worth making.....

I hope our member and new NALC Health Benefit Plan (HBP) enrollees have received their 2019 HBP identification cards. Our union-owned NALC Health Benefit plans that are offered to our members and allow the member to choose the health plan suited to for themselves and their family.

"Out tHeRe"



✉ **NALC High Option Plan** is still the best plan for the premium bi-weekly or monthly cost to our members. Utilizing our OAP Open Access Plus (PPO) network provided by CIGNA, we are able to receive the best health care services at a discounted, pre-negotiated rate for our plan members.

✉ **Consumer Driven Plan** provides excellent health care services at a lower premium, but higher out of pocket co-insurance, co-payments, and deductibles. This plan also provides the member with a yearly (PCA) Personal Care Account, \$1200.00 for self only and \$2400.00 for self plus one or self and family, and these accounts can be carried over to the following year, with a set total limit. Consult the NALC Health Benefit plan brochure.

"Out tHeRe"



✉ **Value Option Plan** provides basic health benefits "without" the Personal Care Account, and at lower premiums, and higher co-insurance, co-payments and higher deductibles to the member and their family. Our members have the choice to select one of three plan options, and the ability to change plans during Open Season at the end of each year. NALC Health Benefit Plans allow each member to select the health benefit plan best suited to their budget and health care needs.

"Out tHeRe"



"Out tHeRe"



MARK RAMIREZ
NALC Health Benefit Plan Representative
The Golden Empire Branch 782

...you really do get what you pay for!

2019 NALC HBP Info

At a glance...



NALC Health Benefit Plan

*Hospital Pre-Certification

Mental & Substance Precertification

Prescription Drug Program

CVS/Caremark Specialty Pharmacy

Durable Medical Equipment

"24/7 Nurse Hotline"

CVS/CareMark Pharmacist

Solutions for Caregivers (24/7)

CIGNA PPO Locator Line

CIGNA Organ Transplant Approval

Quit for Life (Tobacco Cessation)

CIGNA Health Rewards (Discounts)

CIGNA Plus (Dental Discount)

Disease Management Program

OPM Retirement Info Center

Federal Information Center

Social Security Administration Info

PostalEase Human Resources USPS

Quest Lab Services (Bakersfield)

LabCorp Lab Services Bakersfield

Shared Services Option 5 live person

1-888-636-6252

1-877-220-6252

1-877-468-1016

1-800-933-6252

1-800-237-2767

1-855-511-1893

1-877-220-6252

1-888-636-6252

1-877-468-1016

1-877-220-6252

1-800-668-9682

1-866-784-8454

1-800-558-9443

1-877-521-0244

1-800-227-3728

1-888-767-6738

1-800-333-4636

1-800-772-1213

1-877-477-3273

(661) 631-8520

(661) 631-9258

1-877-477-3273

NALC Health Benefit Plan

20547 Waverly Court

Ashburn, Virginia 20149

NALC Prescription Mail Order Drug Program

P.O. Box 94467

Palatine, Illinois 60094-4467

NALC Drug Prescription "Claims" Filing

P.O. Box 521926

Phoenix, Arizona 85072-2192

OptumHealth Behavioral Solutions

P.O. Box 30755

Salt Lake City, Utah 84130-0755

Questions: 1-877-468-1016

NALC Consumer Driven Health Plan and Value Option*

P.O. Box 18223

Chattanooga, TN 37422-7223

Phone: 1-855-511-1893

* Call for approvals Organ Transplants, DME Surgeries
InPatient

Preferred Provider (PPO)

Cost: \$20.00 Co-pay per office visit

PPO Deductible: Per Calendar Year
\$300 "Individual"

\$600 "Self & Family" or "Self Plus One"

Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility.

Some will require a prescription from the Doctor.

URGENT CARE

Sendas Urgent Care: 9450 Ming Ave., Bakersfield (661) 587-2500
M-S 8 a.m. - 9 p.m. Saturday/Sunday 8 a.m. - 8 p.m.

ASK FOR OTHER LOCATIONS

Accelerated Urgent Care: 9710 Brimhall, (661) 829-6747
9500 Stockdale Hwy, (661) 735-3943 8 a.m. - 9:30 p.m. daily

ASK FOR OTHER LOCATIONS

*Our PPO doctors and facilities—through (OAP Network)
CIGNA—save us and the Plan thousands of dollars
and it is top notch care at a discount rate. You don't lose
anything! You are saving money for the best care!!!*

MARK RAMIREZ

NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

The NALC Consumer Driven HP and the Value Option HP can utilize this CIGNA PPO/OAP NETWORK or by calling 1-855-511-1893.

OPTUMHEALTH BEHAVIORIAL SOLUTIONS is also available to the Consumer Driven/Value Option. You must pre-certify.
Call 1-877-468-1016.

We DO have a Dental Discount Program!
Call Mark Ramirez for details...

snippets

Carrier held up at gunpoint

by Bob James, President
NALC Branch 791 Editor

A Lynnwood Regular Carrier was held up at gun point for his packages. They also took his wallet. He did the smart action of giving them what they wanted.

Evidently the three young men had stolen a car in Kent and came up to our area to steal mail and parcels. The Carrier was smart and told them he did not have a phone. So, he was able to call the police right after the bad guys left him.

The police were able to find them after about twenty minutes and arrested them without incident. My understanding is that they were tossing out parcels and other mail from the car as the police were pursuing them.

Snippet courtesy of the *Monthly Report* published by NALC Branch 791 in Everett, Washington January 2019.

Retiree and Future Retiree Roundup

This edition will concern a little known fact about retirement and your basic source for retirement information.

This came up in conversation this week. What if your wife dies or if a retiree gets a divorce?

If the annuitant (retired person) is back on full annuity say for two years before remarriage then the extra money received during that period must be paid back to OPM to establish benefits for the new spouse.

"The annuitant can have his or her annuity restored to the single-life rate by writing the U.S. Office of Personnel Management. If the spouse predeceases the annuitant and that annuitant later remarries, his or her annuity will be actuarially reduced for all the months that the annuity was restored to full annuity in order to provide the new spouse a survivor benefit."

Article courtesy of the September - November 2018 *CARRIER'S CORNER* published by Portland, Maine NALC Branch 92

Here are excerpts from a number of articles from various NALC newsletters from all over the country. Your knowledge can lead to better informed decisions...

by Brandon Schlutt
Branch 330 Financial Secretary

CCAs: As a CCA you rarely take the time to think of your retirement let alone thinking what you'll be doing on that rare day off you get. *But, you should!*

As NALC members, CCA's are offered the City Carrier Assistants Retirement Savings plan or CCARSP for short. (I know what you're thinking — post office with its acronyms.) What it does mean is this: As a CCA you have a way to start a nest egg of retirement without being a full time regular and that's important! The CCARSP is a **fixed** annuity. The funds you put in are a fixed rate of return. The MBA takes the risks while guaranteeing your investment. The plan offered is a traditional Individual Retirement Account (IRA). Once a CCA becomes full time regular, you can take your CCARSP and transfer the funds to the Thrift Savings Plan (TSP). Take it from someone who didn't have that option as a CCA this is a **HUGE** deal. Some CCA's don't get converted for until the 30-month mark. Take control of **YOUR** retirement as it's important now as much as it is for your future.

If you are interested in signing up, look in the latest issue of the *Postal Record*. There is a form for CCA's to fill out and mail in.

Snippet courtesy of the South Bend, Indiana NALC Branch 330
330 DIGEST published in December 2018.

by John Bonanno,
Branch 92 Retiree Rep.

from the NALC booklet Q&A On FERS.

In the example above two years back on full annuity would probably cost the retiree over \$3000 to establish a survivor benefit.

Another factor to understand is that the cost of establishing a survivor benefit for a spouse is dependent on how many years difference in age exists between the couple. So if a carrier has robbed the cradle and has a spouse 30 years younger, the pension will be reduced significantly more than if the spouse is the same age as the retiree.

The source for forms and letter carrier retirement information is this page at the NALC website: <https://www.nalc.org/workplace-issues/retirement>

Start Times as Late as 9:30??

by Richard Montesarchio,
NALC Branch 791 President

Over the last 10 years Management in the Westchester District has attempted to make changes and adjustments to what they say "improve service".

What an untrue response to their poor performance!

Over the last 30 years that I have been assigned to the Westchester District, I have

experienced nothing but a decline in the operations.

We are being held hostage by inept Postal Managers in the plants that are doing nothing to expedite processing and transportation of mail to the local offices'

Management has been pushing back start times to as late as 9:30 AM in some offices! This is a terrible decision for customer service and Letter Carriers' safety!

The Westchester District is under scrutiny from members of local town Government and Congress because of late or non-delivery of mail.

Staffing and training are major concerns in this district. The treatment of all employees — especially CCAs is horrible. Post

offices are opening in the morning 5, 6, and even 7 positions down to get the mail delivered.

Branch 693 has been filing Article 1 and Article 8 grievances daily. Why?

Letter Carriers working beyond 12 hours in a day has become routine; and, working 16-20 straight days in a row has become the normal practice.

The bottom line is: *It is the customer who is our biggest ally who is being harmed.*

I despise having to say this, "The Service is terrible." **Let's turn this around and protect the Postal Service, an American institution!**

Snippet courtesy of Peekskill, NY Winter 2018 NALC Branch 693 Westchester Carrier.



Don't Be Intimidated By Poor Management!

Boy, isn't it great to have supervisors that never carried mail tell us what to do... and issue orders outside of the Contract? by Paul Nee, NALC Branch 44 Vice-President

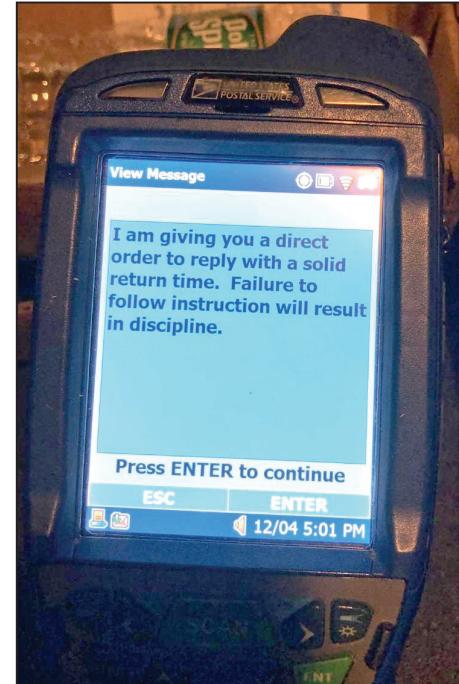
Our projected delivery time is always approximate. Look at the PS Form 3996 — it says that it is an *estimate* right on the form. You have to do your part and fill out the 3996 in the morning. Request a copy of the completed form. **Keep that copy.** At that point in time you have protected yourself.

If you look to the right, you will see an scanner message sent to a Letter Carrier which was meant to intimidate.

If you start falling behind on the street for unforeseen circumstances, call in. If you receive an order like this on the scanner, pull over and ask them what they want you to do. Remember a double order does not count. If you told them on your PS Form 3996 it would take you until 8 p.m. to complete your route and they respond that you WILL deliver all the mail by 7 p. m. Return the mail at 7 p. m. and fill out a PS Form 1571. **Keep a copy.**

Then, contact your Shop Steward and we will take it from there. This is how you protect yourself.

Article courtesy of The 44 Magnum published by Manchester, New Hampshire NALC Branch 44 in January 2019. Thanks, again, Editor and "All Around Good Guy" Pete Prunier!



Continued from page 1... LEE COLASSO

Diane Diaz — 8/10/81; Lorraine Clemons — 9/8/81; Alvaro Ramos — 10/3/83; Lisa Herrera — 1/9/84; Terri Perez — 2/4/84; Mario Marquez 3/384 and Richard Skinner — 4/2/84.

(Editor-guy note: Randy Courson, you are now the #1 Carrier on the Bakersfield seniority list! Congratulations!!! Oh. Also, Condolences!!! You're still clocking on in the morning...)

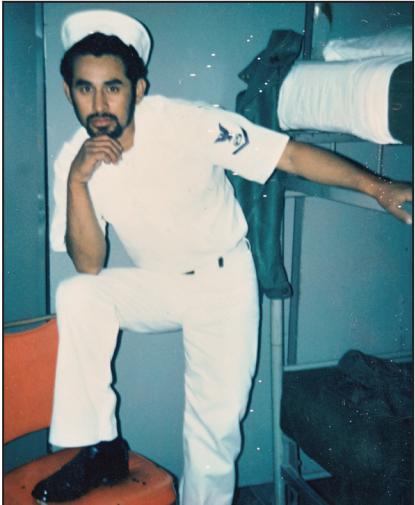
Long before he began his Letter Carrier journey, Lee had been a student at Jefferson Elementary and graduated from East Bakersfield High School in 1961. “Seeing the World” was high on his list of “I WANT TO DO THAT!” items and (with some degree of certainty) he joined the U.S. Navy to take care of that.

However, the Navy had other plans... After boot camp in San Diego, he completed the Corpsman “A” school and was permanently stationed at Camp Pendleton with the Marines as part of a staging battalion administering shots and maintaining records for those personnel deploying to Vietnam.

For the remainder of his enlistment, at Pendleton, he was kept busy dealing with normal “attached to the USMC” corpsman duties.

(For some context, consider that this involved periodic treatment of those who had been stabbed or involved in other types of activity which had caused severe bodily harm...)

He must have learned quite a bit along the way. He was scheduled to be promoted to HM2 (an E-5); but, he decided that he would rather go back to the civilian world and return home to Bakersfield.



HM3 Collasso by his rack



A Camp Pendleton corpsman at ease

There he was soon hired for a job at Farmer John Eggs. That was followed by work as a detail man at the Buick dealer which paid the bills, but then he heard about a possible job at the post office. All he had to do was take a test.

He remembers George Perez, Lance Williams, and Steve Nieto were the other “newbies” that were hired and that he was sent to the East Bakersfield Station. But, that was okay. He had grown up in “La Loma” and everybody in 93305 were his people!

While working for the Postal Service, Lee also did stints with the Seabees as well as the National Guard and he loved doing it!!



Lee says that Seabees and National Guard both wore green uniforms

Travel involved what he did in both organizations.

He remembers one deployment when they were out in the swamps of Mississippi and he and some of the other Seabees were having tractor races. It's amazing how much mud can be thrown up in the air by tractors going flat out!!!





Issued more than one bullet???

In the National Guard, he was sent to Puerto Rico as well as Korea undertaking duties which were given to them.

Without prompting, Lee shared that the main reason he made a decision to join the Seabees was because friends told him that they really liked to drink beer. Was an easy decision for him.

Later, he learned that the guys in the National Guard drank even more and he had another decision. *He discovered that he hadn't been lied to!*

Of course, this was back in those days when he was still drinking beer.

Most Letter Carriers start out as subs and wind up being sent to many different units. Lee spent time at the Annex on California Avenue before he was ultimately assigned to Station "A" in East Bakersfield, as the unit sub.

He became one member of quite a group of individuals at East Bakersfield who really became family! They celebrated birthdays, holidays, Saturdays, weddings and other events. They enjoyed each other's company.

Looking back, Lee admits, "I drank way too much beer..." Lupe Arredondo, who was also there at that time, underscored that fact by saying, "We *all* did!"

On the seventh day of January 2019, a number of individuals met at the Branch 782 office with Lee to swap stories that were part of their shared history.

Some of them had worked with Lee at East Bakersfield and two others knew him from either Camino Media or Dole Court.

The gathering was really a tribute to Lee. And, as another point to consider: The Lee Collaso that recent-



ly retired is not the young man who started this career. No. These old farts had a lot of stories to share...and they did!



Mario Muniz, Pam Mauck, and Lee Collaso (scanners, DPS, etc. and etc.) in place now.

The Letter Carrier world was very different than the one where Carriers work today. It has to do with more than just the technology

Continued on next page...



"Lee" Collaso enjoyed getting together with some of these folks who had worked with him at Bakersfield's Station "A"

(left to right and citing the year started with the Post Office) **Sitting:** Lupe Arredondo – 1978, Lee Collaso – 1967, Joe Santa Cruz – 1962, Pam Mauck – 1980, Homer Ruiz – 1960, **Standing:** Zeke Lopez – 1964, Mike Towery – 1973, Frank Thomasy – 1969, John Wonderly – 1967, Mario Muniz – 1970, Basil Zuniga – 1979 and Rufus "Al" Lopez – 1978



EAST BAKERSFIELD STATION

FRONT ROW: Karen Young, Mary Breeding, Duane Huse, "R.C." Castruita, Joe Contreras, Paul Aguirre

BACK ROW: Harold Rogers, Rudy Magana, Lee Collaso, Richard Delre, XXX, Jose Gonzales, Rick C.

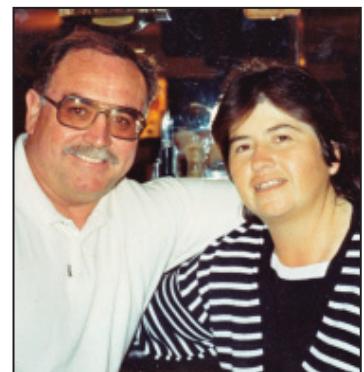
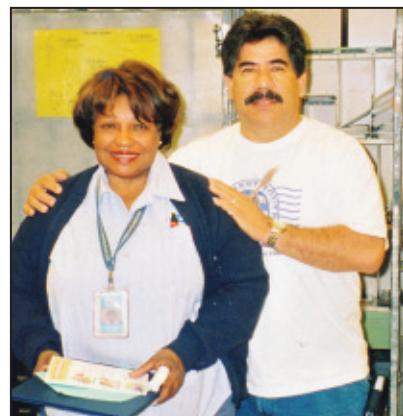




ON (Individuals are named left to right)

re, Henry Garcia, Postmaster Art Ornelas, Susie Miranda, Juan Rivera, Gail Gahart, Esther Gerner

Gerdes, Joy Cordova, Elsie Flores, Lupe Arredond, Mario Muniz, George Vaquera, Mary Baltazar



Continued on next page...

Most of the retired Carriers remembered delivering mail out of "Mailsters". These three-wheel delivery vehicles had a two-stroke gasoline-powered 7.5 horsepower engine with a safe top speed of 35 miles per hour. Some of the the Mailsters had bicycle handlebars, air brakes and, if a corner was rounded too quickly, were prone to tipping over.



1964 "Westcoaster" Mailster



Zeke Lopez, John Wonderly and Joe Santa Cruz discussing the Westcoasters

remembered that Fred Acedo had tipped one over and had gotten his arm caught in such a way that he couldn't get out from under the vehicle. As luck would have it, a *Bakersfield Californian* photographer happened to be there. He took a picture that was printed in the next edition. Everybody said it could have been them.



Lee Collasso and Mario Muniz

Basil Zuniga mentioned that Fred Acedo had said that his supervisor hadn't gotten upset that the vehicle had tipped over. He was just upset that, in the picture, Fred was smiling. With a rueful grin, Zeke Lopez acknowledged that *he* was the guy supervising the day that it happened.

Homer Ruiz spoke about the time a "milk truck" he was in had hit a patch of water and mud in Oildale and got stuck. The slippery surface and ankle-deep mud didn't give him any traction to work with and he didn't know what he was going to do. A customer came out to see what was happening and she told Homer to wait and she would be back in "just a minute". She came back with a tractor, slapped a chain on, and he was back on the road.

The Mailsters provided an interesting delivery method which was utilizede... As described by the old-timers, one could roll up to a curbside box and hit a lever on the left side to engage the hand brake. The Mailster would *slow* — not really stop — and the Carrier hopped out, dropped the box lid, deposit the mail and close the box before the vehicle rolled slowly past the delivery point. A tap to lever disengaged the brake and the Carrier would roll up to the next box and do it again. An experienced person could do this quickly, safely and efficiently. ***AND THEY DID!***

There was a litany of vehicle vehicles that were mentioned as they talked about what it had been like back then: Internationals, 1/4 tons, 1/2 tons, and they even remembered when bicycles had been used to deliver the mail!

"Back in the Day" the East Bakersfield Station was on Kentucky Street. There were many homeless people all over the streets in the neighborhood. There was also a lot of crime being committed. The parking lot had no fence. The postal jeeps had gas siphoned out of them on many, many occasions. One day, when they were out checking their vehicles, the Carriers noticed that someone had stolen the hood of one of the jeeps!

On Saturdays after hitting the street, many of the the 05 Carriers would have breakfast at "The Arizona" before beginning their street duties.

A variety of side conversations seemed to pop out all over the conference room in the Branch 782 office as new thoughts seemed to springboard new conversations.

Lee brought up the fact that there wasn't a whole lot of Mexican food available when he was stationed with the USMC at Camp Pendleton. However, he soon discovered that many of the ladies who worked in the mess hall were Mexican and they brought a variety of dishes which usually involved beans, rice and — especially — tortillas. After he learned their names, they started offering him some. He would come out of the galley with a plate of that food and soon other guys started asking him where it had come from. He told them that they could probably buy a plate for \$5 if they talked nicely to the ladies in the back.

When Rufus heard Lee talking about tortillas, he shared that when he'd gotten to boot camp it had been interesting. He'd grown up with tortillas as *the* "utensils" when he ate. There were none available when he sat down to eat. Forks were new and a little mysterious. But, since he was really hungry, he soon figured out how to eat everything on his plate!

Since these old-timers had all started in the 1960s, they'd all been around to experience the wages and working conditions which had led to the Postal Strike in 1970.

John Wonderly had an interesting personal Strike memory that was a little unique to the recollections the others had.

During that period, John was a member of the National Guard. President Nixon declared a national emergency and ordered the members of the National Guard to report for duty and deliver the mail. John made about fifteen trips delivering parcels in a military jeep — and he wasn't getting paid! He wasn't a strike breaker, he was just a "poor schmuck" following orders in compliance with his military oath to "... obey the orders of the President of the United States and the orders of the officers appointed over me..."



Speaking of getting “railroaded”, Joe Santa Cruz started as a mailman in Oakland and later became a clerk aboard trains for the Railway Mail Service in 1965. There are some fascinating parts of this story of mail delivery and pick-up to small towns where trains did not even stop. (See the Smithsonian National Postal Museum website.) As cited on that website, “The clerks were the elite of the Post Office Department. From 1864 to 1977, they traveled across the country aboard rickety rail cars in the pursuit of delivering mail to the masses. They courageously faced everything from unpredictable weather, robberies, and wrecks, all the while touting their motto ‘The Mail Must Go Through..’”) Part of Joe’s uniform while on duty included a loaded revolver.

He transferred to Bakersfield in 1967 and was assigned to the Annex. He then went to Station “A” on Jackson St. and then on to Kentucky St. Not really a problem. He’d been raised in La Loma!

At one point, the discussion turned to Letter Carriers who had been at East Bakersfield: Harold Rogers, Rudy Magana, Leo Walker, Tony Chavez, Frank Tesch, Ollie Lewis, Connie White, Manuel Munoz, Tony Garcia, Ron Huggins, Bob Colburn, Angelo Angelo, Al Corella, Ron Gregory, Richard Suniga, Barney Wright, Spider Escalera, Fred Cardiel, Larry Lowe, Terris, Byron Morgan, Alfred Martinez, George Perez, Frank Thomasy, Bill Leslie, Lance Williams, John Wonderly, Larry Curtis, Steve Nieto, Kenny Toll, Joe Santa Cruz, Charlie Norman, Lance Williams, Raul “FuFu” Alonzo, Mario Muniz, and others. Sadly, too many of them have passed away.



(l-r) Chris Pimienta, “FuFu”, XXX, “Spider”, Richard Suniga, Ann Suniga, Lupe Arredondo, Lee Collaso and Joe Santa Cruz,

A thread which seemed to wind itself through various parts of this tapestry of everyone’s memories was “Serban’s”. It was a bar/tavern which was the chosen unofficial headquarters of the Station “A” workforce. Although Serban’s sponsored the unit softball team which played in the Post Office tournaments, that investment was paid off soon with the amount of beverages purchased

by Lee and everyone else. At that time, there were no postal co-ed softball teams. *There definitely were NO women on what the players referred to as the “Serban Red-Eyes”!*

Mario Muniz remembers that players on the other station teams used to anticipate that the Serban’s East Bakersfield team might not do so well because they always showed up for games in what seemed to be somewhat of a hungover state — **BUT, “THE RED EYES” KEPT KICKING BUTT!!** Mario also shared that, “Lee was usually a substitute on the softball team. But, he was pretty good at making sure that the beer was always cold and available when we came off the field after each inning! He was the best possible teammate!! Yes, he was!!”

Barney Wright was one name at Station “A” in the 1960s which seemed to evoke respect. He was *THE* old-timer. He was a big man and he delivered out of a giant satchel. (Most seemed to think that he had taken an over-sized push cart satchel, added a shoulder strap and carried all of Baker Street in one loop!)



Basil Zuniga and **REAL** satchel

There is an old leather satchel in the office which was donated to Branch 782. But, it is NOT the big satchel that Barney Wright used to carry. Our leather satchel weighs six pounds. That’s just a number unless one compares it to the weight of the blue satchels which are now part of the world of Letter Carriers today. The blue satchel weighs **XX** pounds. Still doesn’t mean much? Try picking up that leather satchel if you’re ever in the office...



(Editor-guy note: When they showed up to hang out with Lee Colasso, the old-timers seemed to gravitate to the unit pictures posted on the wall at the Branch 782 office. Those old black-and-white pictures seemed to conjure up memories and everyone seemed to make various comments as they would see the faces.



Time after time — although the names of the people in the frames seemed a little hard to attach as memories had faded — there was still a sense of nostalgia by all of them for the by-gone days.

It was an interesting process to see and listen to each of them.

Continued on next page...

When I started my postal career, the old-timers were folks who had probably started after the end of World War II. I know many of them were WWII Veterans. If they started in 1946, they would have had at least 33 years in the post office when I started in 1979. The people who got together with Lee Colasso in the office on January 7 (many of whom had started in the early 1960s) had probably worked with Carriers who started their careers in the 1930s!



Mike Towery and Lee Collaso



Lee Collasso, Lupe Arredondo and Rufus Lopez

I guess this doesn't really mean much of anything. For me, it was just fascinating to see the reactions old-timers in my own personal history had seeing the pictures of folks on the wall.)

Eventually, Lee bid out of East Bakersfield and went to a really sweet route at Camino Media. There, he encountered the worst

*With that in mind, think about those who **YOU** think of as old-timers. Did they start out before you were born? Hmm.*

USPS manager he'd ever experienced in his long career. During an interview a few days before the gathering in the office, he shared this about that manager, "Although she might have known how to do all of her post office paperwork, she had *terrible* people skills!"

To look at the flip side of that question, during that same interview, he was asked this — "Who was the *best* manager?"

With no hesitation, he responded, "Zeke Lopez." This was said on a day that had been years since he'd seen Zeke. (He had no idea that he would be meeting with him on our office only a few days after he'd retired! Says a lot for the character of Zeke Lopez who ultimately retired as the Postmaster of San Diego, CA.)

Oddly enough, when he was questioned about dog issues, Lee could only remember two. *In the entire fifty year career, he could only remember two...* Although they must have been extremely memorable, he didn't particularly want to share much in the way of details.

Looking back now, Lee explains that, "I didn't want a whole lot of fuss over my retirement. I came into the job without a lot of fuss and I wanted to go out the same way." However, as he goes out the door, he does offer some important perspective: "I loved my job. Too many people seem to hate it. If you don't like it, quit! Find something that you want to do."

Although he didn't want "a whole lot of fuss", the fact that he was able to spend **OVER FIFTY YEARS** being a Letter Carrier is worthy of respect and recognition! As he — **or any retiring Carrier exits** — it should be with a special acknowledgement!

A few weeks after retirement, Lee finds that he is struggling to find a new routine. After clocking in as a Letter Carrier for over fifty years, that is understandable. He does have two sons who have indicated that they can use his help with their business...

Pictures of the gathered old Station "A" folks courtesy of Branch 782 Photographer Anita Holderman



'05 Vintage pictures
courtesy of Branch
782 Retiree
Lupe Arredondo

To help Lee remember the Dole Court gang, here is the schedule which records him assigned to Route 1206 before his last day of work on December, 31, 2018.

He will be missed by all!!



Pictures by Lucinda Martinez

Dole Court Carriers

12-29-2018 through 1-4-2019

Pay Period 1 Week 2

	F	Sat	Sun	Mon	Tue	C		
						29	30	31
R801	Christopher Rodriguez	06:00	C	XXXX	HOLIDAY	NS		
R803	Dewen Patterson	06:00	807	XXXX	WK-B26	803	812	B28
R805	Gregory Barraza	06:00	D	XXXX	HOLIDAY	NS		
R806	Ana Salinas	06:00	A	L	NS	HOLIDAY	L	L
R807	Soledad Arcila	06:00	F	NS	XXXX	OPT 93311	OPT 93311	OPT 93311
R808	Ricardo Obando	06:00	B	AL	XXXX	WK-B09	NS	
R810	Shari Sharp	06:00	E	XXXX		HOLIDAY		NS
R811	Jasvir Sangha	06:00	F	NS	XXXX		HOLIDAY	
R812	Teresa Ortega	06:00	D	XXXX		HOLIDAY		NS
R813	Steve Carter	06:00	A	XXXX	OT-B13	HOLIDAY		
R814	Jeffrey Harrington	06:00	E	DSI	XXXX	DSI	HOLIDAY	AL
R815	Laura Gordon	06:00	F	NS	XXXX		HOLIDAY	
R817	Max Hawksley	06:00	D	XXXX		HOLIDAY		NS
R818	Paul Hernandez	06:00	B	XXXX	HOLIDAY	NS		
R819	Barbara White	06:00	E	XXXX		HOLIDAY		NS
R820	Yolanda Agredano	06:00	D	XXXX		HOLIDAY		NS
R821	Ralph Moeller	06:00	E	XXXX		HOLIDAY		NS
R823	Tamara Foshee	06:00	F	NS	XXXX		HOLIDAY	
R824	Oswaldo Ruiz	06:00	C	XXXX		HOLIDAY	NS	AL
R825	Jason Munoz	06:00	B	XXXX	WK-B25	NS		
R826	Evelyn Gauthier	06:00	E	XXXX		HOLIDAY		NS
R828	Steven Friedle	06:00	D	AL	XXXX	AL	HOLIDAY	NS
R829	Jennifer Shumway	06:00	F	NS	XXXX	LD-GMF	HOLIDAY	LD-GMF
R830	Jennifer Hernandez	06:00	B	XXXX	HOLIDAY	NS	LD-GMF	LD-GMF
R831	Glenn Ryder	06:00	A	XXXX	OT-B31	HOLIDAY		
R832	Daniel Medina	06:00	A	AL	XXXX	NS	HOLIDAY	
R835	Debbie Guillet	06:00	A	AL	XXXX	NS	HOLIDAY	AL
R836		06:00	F	NS	XXXX		HOLIDAY	
R1201	Lucinda Martinez	06:00	B	XXXX	HOLIDAY	NS		
R1202	Fernando Gonzalez	06:00	E	XXXX	AL	HOLIDAY	AL	AL
R1203	Michelle Hall	06:00	A	AL	XXXX	NS	HOLIDAY	AL
R1204	Cesar Zepeda	06:00	F	NS	XXXX		HOLIDAY	
R1206	E. Coloso	06:00	D	AL	XXXX	AL	HOLIDAY	NS
R1207	Mary Alomari-Zimmer	06:00	C	L	XXXX	HOLIDAY	HOLIDAY	NS
R1208	Diane Ryder	06:00	A	XXXX	OT-1208	HOLIDAY		
R1209	Herminia Encinas	06:00	C	L	XXXX	HOLIDAY	HOLIDAY	NS
T1200	Kevin Vandiver	06:00	D	1204	XXXX	1203	HOLIDAY	AL
T800	Denise Ream	06:00	E	opt 1209	XXXX	WK-1209	NS	OPT 1209OPT 1209OPT 1209
T801	Ana Jimenez	06:00	B	OPT 93307	XXXX	HOLIDAY	NS	OPT 93307OPT 93307OPT 93307
T803	Mansela Rodriguez	06:00	C	815	XXXX	828	HOLIDAY	NS
T804	Moninder Gill	06:00	D	823	XXXX	832	HOLIDAY	824
T806	Jorge Bellran	06:00	C	811	XXXX	830	HOLIDAY	NS
T1201		06:00	B	828	XXXX	HOLIDAY	NS	1208
T801		06:00	E	93305	XXXX	93306	HOLIDAY	93305
LAR	David Trelo	06:00		opt 1207	XXXX	opt 1207	HOLIDAY	NS
								opt 1207
CRA	Eric Cekelon			OPT 814	9:00	OPT 814	HOLIDAY	OPT 814
CRA	Deidra McMillan			OPT 803	9:00	OPT 803	HOLIDAY	10:00
CRA	Tiffany Luiz			10:00	9:00	L	HOLIDAY	L
CRA	Jeremy Reed			OPT 835	AL	10:00	HOLIDAY	OPT 835
CRA	Gerardo Renteria			10:00	9:00	OPT 807	HOLIDAY	OPT 807
CRA	Juan Salido			10:00	9:00	OPT 829	HOLIDAY	OPT 829
CRA	Kyan Thiba			OPT 1203	9:00	10:00	HOLIDAY	OPT 1203
CRA	John Guigas			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Todd Pitcher			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Nicholas Nevarez			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Ali Bustillos			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Jose Fuentes			10:00	9:00	OPT 836	HOLIDAY	OPT 836
CRA	Gabriel Salazar			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Ronald Rush			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Janette Munoz			10:00	9:00	10:00	HOLIDAY	10:00
CRA	Kamille Rhym			10:00	XXXX	10:00	HOLIDAY	10:00

Congratulations, “Lee”!

RETIREMENT & OTHER THINGS AS I SEE THEM

Arden W. Stabs, Class of 2000 Retiree
Duluth, Minnesota NALC Branch 114

"What Are Those Lines In The Road?"

Just a refresher for both old and new Letter Carriers when it comes to driving...

ANY solid line or double line — WHETHER IT IS WHITE OR YELLOW — is NOT to be crossed.

NO U-Turns!

Parking is to be on the correct side of the street.

You can't be parked facing west in the east parking lane.

You don't park in front of a business in downtown Duluth facing the wrong way on the lower or upper side.

I have seen too many of our Carriers violating these driving and parking LAWS!

I do not believe in ratting out the Carriers to management, but I have mentioned it to some branch safety officers to pass on during their safety talks. Not only are these things unsafe, but they are against the law.

I have no idea what the driver trainers are telling you, but I am sure they are not telling you to do unsafe or illegal driving or parking. I can't believe a supervisor is going to allow a Carrier to do these illegal things during a 99 check.

Now, if I can see these violations, so can everyone else — especially people who love to use their camera phones. Also I can assure you if any one of our police forces see you breaking the law, they will happily write you a ticket, which YOU are responsible for.

Worse yet, if you get in an accident violating the law, *you could be kissing your job goodbye*. Your buddy, the supervisor, may pat you on the head for doing that eight hour route in seven hours, or absorbing

that two hour hand-off in only eight hours; but, **if you have a vehicular accident especially violating the law, they won't even know your name.**

Was I "Mr. Perfect" when it came to safe driving? I *could* lie to you, but since I am trying to make a point of driving and parking safely, I will be truthful.

I got a speeding ticket on Woodland Avenue in the late 60's as a P.T.F. I normally didn't speed. But when one is running late and you make a big mistake, it can cost you.

I got out to my first park point, and found that I had forgot my sack. Of course, it had the first swing in it. Since I was already late, I raced back to the old Hunter's Park Station at 231 I Woodland Avenue. I retrieved the sack and raced back down Woodland.

In the time I was gone, a police car set up a speed trap by Glen Avon Church. I was going 40 in a 30.. **That** was a financial lesson to obey speed signs.

Other than that, that situation was my only brush with the law, except a couple of verbal exchanges with the parking police. Every once in awhile, I had to do creative parking.

Yes, you can get a ticket for violating parking rules. I pointed out to one young officer that if he ticketed all the lawyers' cars parked (illegally) in the huge loading zone behind the Alworth-Lonsdale building, I wouldn't have to park so creatively.

Red faced, he stormed away and didn't ticket me, but he didn't ticket the lawyers, either.

As I worked on this article, I

called the local police department and spoke to a person who knows about parking laws. Back in the day when I delivered on Woodland Avenue — especially the 15-1200 blocks — I parked on the Avenue with my flashers going, and delivered the houses about 3 at a time for a total of 15 houses.

The many times I was part of a full scale route check, or a walk along, the supervisors who went with me never told me I couldn't do what I was doing. Plus, I thought I was legal.

As far as the police dept. is concerned, it is illegal for you to park in a drive lane to deliver mail or a package. They say it is legal for you to pull into the drive-ways to deliver, but the Postal Service doesn't want you to do that, either. You are suppose to park on a side street, and walk or two wheel the package to the address.

Ah, yes, that takes time, but you are doing it legally.

Now, for you people who don't want to believe me, ask your supervisor if parking in the driving lane of a street or avenue is legal, see what they say. If they say you can do it, have them call the police department and reconfirm what I just told you.

Be safe, so you can have a Happy 2019.

"Stabs" out...

Article courtesy of the NALC Branch 114 ZENITH BRANCH NEWS published in December 2018

OUT THERE



Originally published February 2005

Tales of Yore

Dreaming of retirement? I'll bet you can't wait for the day when you finally lay aside the bag, put down your burden and never have to think about carrying mail again! Well...not so fast.

Sometimes after retirement, many Carriers (myself included) report that they find themselves plagued by persistent and un-

OUT THERE



Originally published 2002

lurking in the bushes. The dogs are the size of lions, with teeth like razor blades, and you can never *quite* get your straining fingers on that dog spray lost in the bottom of your bag.

And, as you might expect, it's *always* inspection day and you are always way behind. Inevitably, you even manage to (*somewhat*) lose your pants somewhere along the way!

Many's the time over the years since retirement that I've woken up shaking and sweating and my wife says, "***What is it? Bad dream??***"

I nod, yes.

“Was it zombies? Or a vampire chasing you?”

***“Worse than that?” I say. “It was a 204-B... with another
damnable relay for me to carry!”***

“Tarnation, you poor boy!”

And don't think this is just a short-term plague!

I've been retired twelve years now and, while they have tended to fade in time, I had one of these dreams just the other day. I call them "Phantom Carrying Dreams". (Think of the concept along the lines of "phantom limbs" that still hurt even though they're no longer attached to your body.)

Mark Woodbury, NALC Branch 2555 Editor

That last dream I had a few days ago: Besides heavy mail, I was delivering a couple of bulky office chairs up a long hill. It was a very tall hill — so tall that I had to alternate carrying a chair for a while, then I'd put it down and go back and get the second chair and tote it for awhile.

Of course the chairs had wheels. So, huffing and puffing, I was carrying one chair when the other one got loose and started rolling back down the hill. I was like Sisyphus there for awhile.

Not helpful is the fact that my dreams tend to be vivid, very elaborate and persistent. I can easily have the same dream last for the whole night. In the dream where I was carrying the chairs, my wife woke me with an ungentle elbow to the ribs. She said I had been moaning and complaining in my sleep for hours.

I told her if she knew I was suffering, she probably could have woke me earlier. It would have saved me a lot of work! She said, ***"I figured we could use the overtime."***

HA, HA.

So, then I went to the bathroom, had a drink of water and — still rattled a bit — I read a little, wrote a little (occupational hazard), and after about an hour went back to bed. *I immediately re-entered my dream exactly at*



Originally published September 2003

I toted the chairs back up the hill (*minus trousers*) and eventually finished the route. And — when I finally got back to the post office — the supervisor asked me, *“Why were you three hours late?”* I told him, *“The damned chairs kept getting away from me!”*

Since, I originally wrote this several weeks ago, I've had another carrying dream. In it, my daughter (Marites) was carrying mail. I had been assigned to help her out.

After several hours, we met at a restaurant for lunch. Leaving the restaurant she said, ***“Say, Dad, I thought you parked your postal vehicle here out front?”***

"I did."

"Well, it's gone now... Did you forget to lock it?"

Article courtesy of a good guy — Mark Woodbury! Originally published in the East Lansing, Michigan December 2018 NALC Branch 2555 SPARTAN VIEWS

a few more snippets

Here are excerpts from a number of articles from various NALC newsletters from all over the country. Your knowledge can lead to better informed decisions...

President's Report:

Things Are Flipping Out At Term Station

-B J Hansen-

Seattle management has been talking about implementing a new casing process at one or two offices since last summer. Two carriers are assigned to one case, and each case has labels that flip over. The labels are double sided, with one route on each side. Carrier start times are staggered, one earlier, the other later. There is a station in Portland where they've been doing this for a while, so management took field trips to see it in action. The first time, two managers and both the shop steward and alternate steward went. At that time, the Portland carriers had two hours between their start times, and they had been able to

choose early or late based on station seniority. They also had added a wing to each case and made each cell one address in order minimize divider changes. There were glitches, but the carriers were able to make it work for the most part as carriers usually do. Seattle management said they were planning to copy Portland's model, and implement it at Term Station. All of a sudden in November, the stewards at Term were informed that management decided to implement the change right after Thanksgiving. Management also decided not to add the wings, and instead to basically leave the case labels the way they were, just double sided.

Seattle management also decided that the carriers would only need an hour and a half between start times. On top of that, carriers were paired to cases without any consideration of seniority, then the senior of the two got to pick their start time. This apparently led to the second most senior carrier getting an 8:00 start time. And then there's the corner too narrow for the hampers to fit through to the cases. Those carriers now get their SPRs in trash cans. Especially happy holidays to the carriers of 98144!

Snippet courtesy of the Seattle, Washington Seventy-Niner published by NALC Branch 79 in January 2019

Contract Time Again??

**Gary DiCCGiacomo, President
NALC Branch 908**

Lastly, it looks like the APWU will be heading to arbitration for a new contract, so keep an eye on those results as they may have an impact on our negotiations this fall.

It appears the Postal Service may be taking a different approach this round.

Hopefully, they will want to continue to work with us, since we are trying to keep this company afloat with all of our suggestions and foresight as to what will work and what won't.

Time will tell if we still have a willing partner.

Hope to see everyone at this month's meeting.

Snippet courtesy of the January 2019 Pennsville, NJ South Jersey Letter Carriers published by NALC Branch 908

From Branch 238 President Gloria Miller

Two OSHA complaints were filed in which "alert" letters were issued to the facility and also an actual citation.

We also filed a complaint through the National Labor Relations Board in which a posting was placed in the facility stating that the Postal Service would not do anything to encourage any letter carrier to abandon their unionmembership in NALC Branch 238 and that the Postal Service will not make statements to any Letter Carrier that the NALC Branch 238 will not represent employees and does not fairly represent employees.

By way of NALC Branch 238 January 2019 Canton, OH Branch Reporter

On November 24, 2018 Regular Letter carriers received a 2.1% increase in their hourly rate. CCA's carriers received a 3.1% in their hourly rate. Also, there is no more Grade 1 Carrier or Grade 2 Carrier. It was consolidated into what is now called City Carrier. There will be a difference in pay still. Those letter carrier's known as a T6 carrier will receive a 2.1% increase over the current hourly rate for City Carriers. The next contractual raises should be a COLA to be determined in January of 2019.

Snippet by way of the Santa Ana, California NALC Branch 737 Branch Reporter

We Need the New People to Stick Around. We do!

Jim Baxter, NALC Branch 82 Vice President

For the last three years, I have tried to get management to hire people long before Christmas so we would have enough people.

Sadly, that hasn't happened. Also, for the last three years I have told management that Christmas time was *not* the best time for hiring Carriers. But, of course, they haven't listened to me.

By the time you read this, management will have hired about 150 new people since the first of November. These folks will be coming into your offices at the exact wrong time. Instead of being about to use our trainers and DSIs to deliver mail, we will need more of them to train the new people. Instead of OJIs being about to concentrate on their routes, they are going to have to concentrate on training all the new Carriers. The new folks are going to be overwhelmed by the work load.

What's sad is that most of these people end up quitting. Believe me, ***we don't want these people to quit.*** If they stay and stick it out many of them will be Regulars by next Christmas and will be starting a really good career job.

So what can we do to help them out?

You can help by watching out for them. If you see a supervisor hounding them, tell the Shop Steward. You don't have to do anything more. It might do some good to talk to the supervisor — but I really doubt it.

I was a Carrier a long time before I became a Shop Steward. I always tried to watch out for the new folks, anyway. Once I heard a supervisor tell a new person to go out on the street, "Find (name) and get him back to the office prior to going into V time." I quietly went to the supervisor and told him that the new Carrier needed to understand that he wasn't really instructing him to get the guy back before he went into V time. There was just 30 minutes to get that task accomplished and we didn't want the new person to drive unsafely trying to find the guy on the street.

The supervisor looked at me and roared, "***I have given him and instructions and he better get him back on time!***"

Another thing you can do is watch their work methods. If you notice that they are bringing a mess back to the office, or if they are not loading efficiently, speak to the OJI so they can get some help. Be careful telling the new people how to do stuff; because, as the old saying goes, too many cooks spoil the broth. Remember, treat them well! We need them to stay. There are a lot of places that people can get a job right now and we want them to want to stay.

This is a portion of an article published in the December 2018 Portland, Oregon NALC Branch 82 *B Mike*

Is it Ignorance or Apathy?

Ray Hill, President
NALC Branch 2902

There's an old joke that goes something like this: Two guys are sitting in a high school auditorium, listening to the principal give the welcoming speech for the year. The principal says, "The two greatest dangers that students face are ignorance and apathy."

One of the students turns to his friend and asks, "Hey, what is ignorance and what is apathy?"

The other student, bored and restless and wanting to get the hell out of the auditorium says, "I don't know and I don't care."

One of the definitions of apathy in my old Merriam-Webster dictionary is, "lack of interest or concern: indifference".

When I look around at our branch meetings I see the same faces every month, with a mixture of the same active Carriers and the same retired Carriers. Where are all the new faces in the crowd that I was hoping to see when we changed our meetings to Thursday? Are they ignorant of the fact that our meetings are no longer

on Tuesday but are now on Thursday? Are they home watching TNF or NBA basketball?

Or do they simply not care enough to come to meetings to learn more about their jobs and current contractual and political issues that can greatly affect their livelihoods?

Are they ignorant or apathetic or are they really too busy to make it to meetings? Well, I don't know the reason but I do care, that's for sure.

Hopefully, once the word is out about our change of meeting nights we will see a spike in attendance at our meetings and will see some new faces in the crowd...

Courtesy Chatsworth, California NALC Branch 2902 *Mail Bag News* published December 2019



from the editor-guy

The *NALC Editor Resource Book* is Volume II of Fred Acedo cartoons. It presents almost 1100 of Fred Acedo's cartoons published in our newsletter from 2003 - 2016. This book builds on the almost 500 cartoons in the original **Out tHeRe** book which featured his work from 1993 through 2002. **Welcome to Volume II!**

You may have questions about how this book can be used or whether or not it will be a good investment. You can call me at the phone

number listed below. You can write to me, or you can e-mail me at BRZIII@AOLCOM. I would be glad to answer your questions or give you an idea of how this product can be a creative tool for your current or future NALC editor in presenting information to NALC members. (*Please follow this trail ****)

This book is an excellent book of clip art designed specifically for, by and about NALC members and our world. (Yes. I am biased. I believe that this **IS** an excellent book of clip art! I hope that you agree...)

Additionally, an index is provided that links ALL of the cartoons in both the original **Out tHeRe** and in Volume II to assist editors in searching out cartoons by topic (e.g. dogs, injuries, supervisors, etc.).

BASIL ZUNIGA

• Please send me one or more *NALC Editor Resource Books!* I want Fred's cartoons!

• Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.)

• *** SPECIAL OFFER: I will include a copy of **Out tHeRe** with this order. **500 more cartoons!**

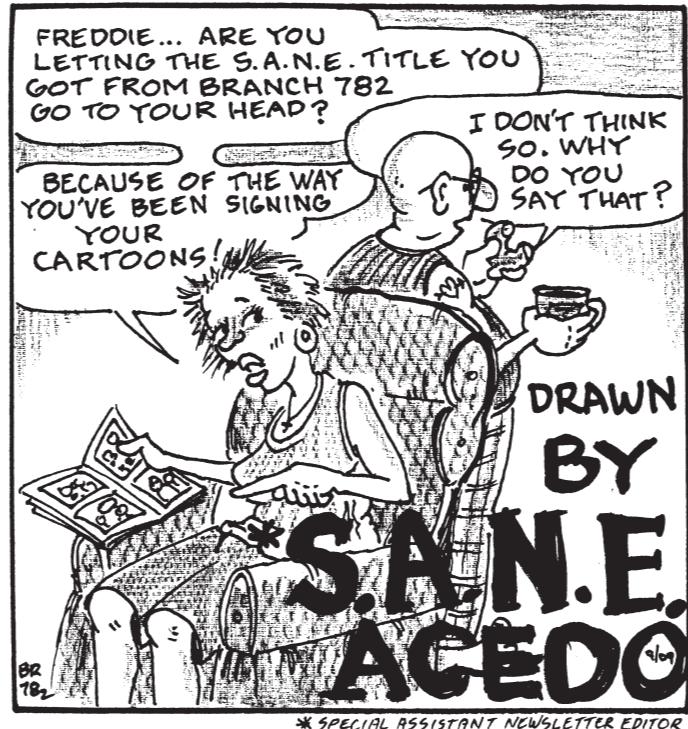
• ***When you order, please indicate if you are an NALC Editor!***

• Please make check payable to Basil Zuniga, Branch 782 Editor-guy

Please include \$6.70 for USPS Priority Mail postage.

NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 205-1603

Curious about what you might be getting? Check out the sample featured on the following page.



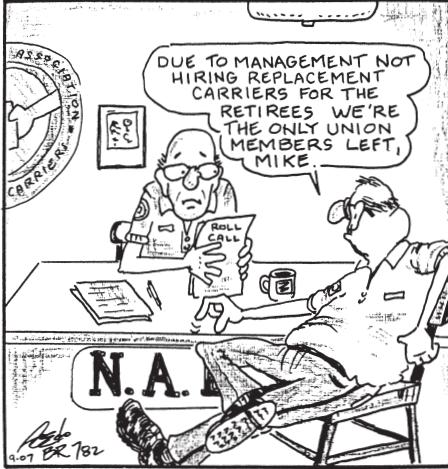
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...

OUT THERE



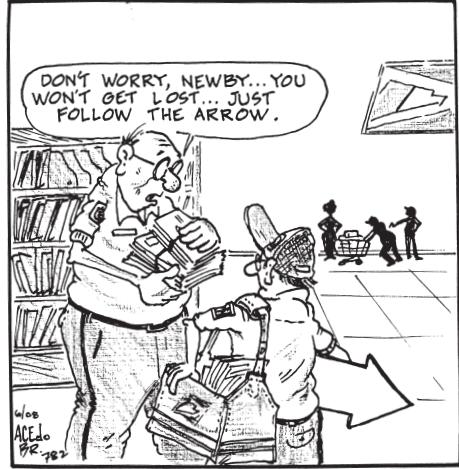
Originally published April 2009

OUT THERE



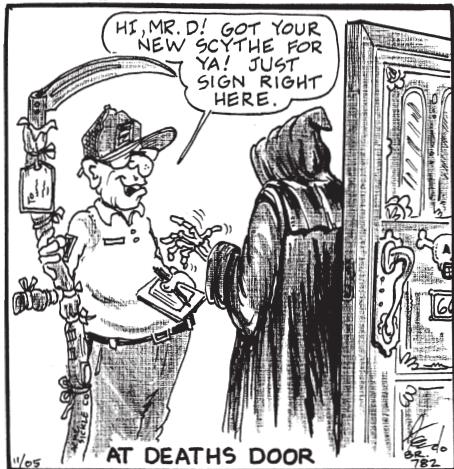
Originally published April 2009

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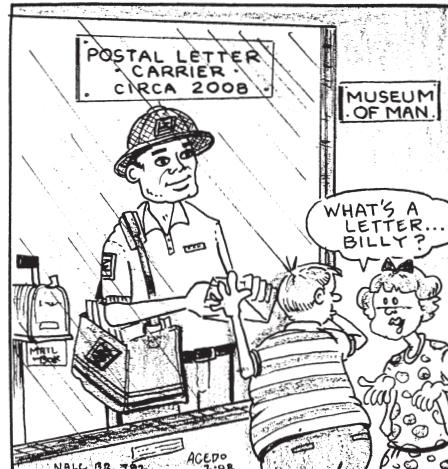
Originally published May 2009

OUT THERE



Originally published May 2009

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Originally published May 2009

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Originally published May 2009

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Originally published May 2009

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Originally published May 2009

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Originally published May 2009

13TH ANNUAL

BATTLE OF THE STATIONS

AT SOUTHWEST LANES
3610 WILDE ROAD, BAKERSFIELD, CA

Feb 17th
Check-in Start Time
10am Team

\$100 per team
Lanes are limited

FIRST TO PAY -- Deadline
FIRST TO PLAY -- FEB 13

Previous Winners

2018 Women's C.L.
2017 Women's C.L.
2016 Southwest Lanes
2014-15 Women's C.L.
2013-14 Bakersfield
2012-13 Kerman
2011-12 C.L.
2010-11 Bakersfield

Bring Four Entries To

Jeff Harrington, P.O. Box 81395
Bakersfield, CA 93389

1. Team Name 2. First & Last
Name In Bowling Order.

More Information:

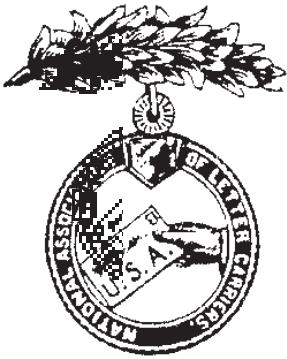
Ralph Ramirez 661-328-0180
Jeff W. 661-328-4975

Categories

There will be 3 categories, Men, Women, and Co-Ed. Awards will be presented to the top team from each category. Top individual awards and male/female awards will also be presented.

Rules

Each station must have at least 3 lanes to qualify for Top Station award. Team must consist of 3 or 4 players from that station (includes retired employees). Top 2 scoring teams from that station will be used. The more teams you have, the better chance you have to win.



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. E-mails are preferred...

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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Rick Plummer, Webmaster





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

General Meeting Wednesday January 23, 2019 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

Wow! 55 years of Federal Service??

For more details about E.L. Collaso, see the front cover...

NEWS & INFORMATION

January 05, 2019

USPS expands Wounded Warriors Leave

USPS recently updated the Wounded Warriors Leave policy effective January 5, 2019. Eligible military veterans will be credited with 104 hours of Wounded Warriors Leave **each** leave year going forward. This is a significant improvement over the previous policy which provided this benefit as a one-time occurrence for postal employees.

For more information, contact Military Veterans Contract Administration Unit (202) 393-4695.

<https://www.nalc.org/news/nalc-updates/usps-expands-wounded-warriors-leave>

OUT THERE



Dan and Rosie Lujan would like to request your prayers and well wishes to help Rosie cope with her long-term illness.

More info. More pix. More Schtuff!!! Check out the expanded color newsletter at **WWW.782.NALC.**