

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update

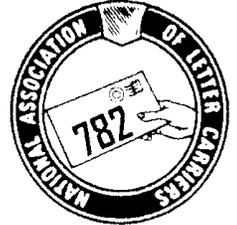


ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO



CHARTERED FEBRUARY 25, 1891

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FEBRUARY 2013

A TRIBUTE TO VINCENT R. SOMBROTTO A GREAT NALC LEADER

VINCENT R. SOMBROTTO,
WAS TRULY, A ONE OF A KIND!
HE HAD INNER STRENGTH AND INSIGHT
AND A RAZOR SHARP MIND!

SOMBROTTO KNEW HIS PEOPLE,
SO HE UTILIZED ONE THING!
HE HAND PICKED DEVOTED MEMBERS,
AND TOOK THEM UNDER HIS WING!

FOR THOSE CLOSE TO VINNEY,
IT CAME AS NO SURPRISE!
HE HAD STRONG CONVICTIONS,
AND VERY STREET WISE!

IF A PERSON CHALLENGED SOMBROTTO,
TO A VERBAL DEBATE!
THEY MIGHT RETHINK, "CHALLENGE,"
THAT, WAS THEIR FIRST MISTAKE!

VINCE HAD THE "GUTS,"
TO CALL A NATIONAL STRIKE!
FOR BETTER CARRIER PAY,
AND BARGAINING RIGHTS!

FROM STRENGTHENING OUR HEALTH PLAN,
TO REFORMING THE "HATCH ACT!"
WHAT VINCE HAD ENVISIONED,
KEPT OUR UNION ON TRACK!

THOUGH VINNIE HAS LEFT US,
HIS ACCOMPLISHMENTS WILL LIVE ON!
THE NALC IS STRONGER!,
"SOLIDARITY'S OUR COMMON BOND!"

UNDER VINCE SOMBROTTO'S LEADERSHIP,
OUR UNION, MADE GREAT GAINS!
FOR, IT WAS MORE THAN OBVIOUS,
THE NALC FLOWED IN HIS VEINS!

By Mark D. Ramirez,
Retired Letter Carrier
and NALC Health Benefit Representative
NALC Branch 782 Bakersfield, California

After being elected National President, Sombrotto returned to his route in New York City to keep in touch with members on the workroom floor.



I

have written this poem to pay homage to our great NALC leader—President Emeritus Vincent R. Sombrotto. He passed away just a few days ago.

Continued on page 2...

Continued from page 1...

I started working for the US postal Service in November 1977 in Lamont, CA. Vince Sombrotto was elected President of our Union the following year in 1978.

When I first started out as a Part-Time Flexible (PTF) Carrier in Lamont, I earned \$6.68 per hour. Lamont was an associate office of Bakersfield.

I became the union steward in 1979 while still a PTF Carrier. I attended my first National Convention in the early 80's—and the first time I heard Mr. Sombrotto speak, I *knew* this man had a gift! I'm sure most of the attending delegates realized also.



that we purchase the entire fleet of about twelve aircraft for about \$4 million. Vince felt that we should be transporting the US Mail. The PMG told Vince, "We're not in the airline business!" And, now? We pay FEDEX millions of dollars *each* year to fly our mail around the nation...

Over the years (whether it was our COLA, our Health Plan, overtime, vacation leave, sick leave, contract provisions, Hatch Act, and on-and-on), Vince Sombrotto and the other NALC executive national officers worked tirelessly to improve the lives of all Letter Carriers and their families.



Vince Sombrotto carried mail thirty years before being elected President of Branch 36 in New York; and, it was very obvious, he was one of us. ***He was a Letter Carrier!***

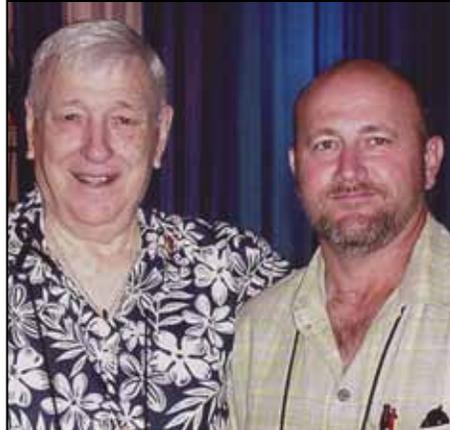
I had the opportunity to play golf with then-National Secretary Treasurer Jim Souza at conventions, and Conferences of Presidents.

Jim would talk about his years of working with Mr. Sombrotto and he would tell me, "Vince is like no one else I've ever known."

Jim would say, "President Sombrotto has such a sharp mind! He is able to cite names and dates of arbitrations and *knows* what he is talking about! If you are going to discuss a union topic with Vince, you had better have your act together, because Vince comes prepared!"

Vincent R. Sombrotto had "VISION!"

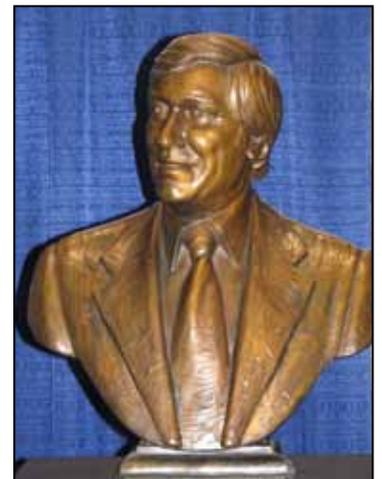
I remember when Braniff Airlines went bankrupt. Vince suggested to the Postmaster General



I was the NALC Steward in Lamont for 28 years before I retired. I have been the NALC Health Benefit Representative for twenty-three years for Branch 782. My point is that I have been around for a while.

I hope my poem tribute to Mr. Sombrotto is received well by all who read it and knew Vince.

I wrote my poem with my deepest admiration and respect for a great NALC Union President—a man who had vision, determination, and was one of us: a U.S. Postal Service Letter Carrier.



MARK RAMIREZ

Prophetic words from “Vinnie” Sombrotto

Perhaps it is not surprising that as the National President of a 133-year old organization representing workers whose venerable employer, one with its own distinguished past, is now facing an uncertain and predictably unpredicable future. I have long been struck by the symbiotic interplay of past, present and future. In fact, I have remarked in past biennial reports to the delegates to our conventions—and, since these reports first appear in the *Postal Record*, to the entire membership—that the present is at the intersection of the past and future.

I first hit on this theme in my report to the 1984 Las Vegas Convention: “While it is commonplace to note that ‘the past is prologue,’ it is less frequently acknowledged that the *present* too is prologue—prologue to the future.” Two years later, I reinforced this point when reporting to the delegates in St. Paul, Minnesota: “...the goal of any organization should not be simply to triumph *today* but to build for *tomorrow*.”

Underlying this fealty to historical continuity if not historical inevitability, of course, is the belief that the present unfolds into the future either purposefully (when we truly understand where we’ve been and *especially* where we want to go) or accidentally and chaotically (when we march stoically ahead, head down, neither glancing backward or forward).

As I reread my 11 previous biennial reports beginning with my report to the Atlanta Convention of 1980, I am aware of the extent to which we plan for future effectively only to the extent that we *see* the future clear-headedly—with a degree of both presence and realism. That is to say that how we *perceive* the future at any one time can shape how we approach the present—what goals we set and what resources we devote to accomplishing those goals. Some 14 years ago, I made this very argument when I told the delegates to the 1988 Portland, Oregon convention that “...if it is important to appreciate how the past shapes the present, it is also important to recognize that the future—or, more

accurately, how we *think* about the future—can also influence and shape the present.”

This is why, of course, our effectiveness in both anticipating the future and in implementing the programs and policies designed to *meet* that future, *shape* it and, to the extent possible, *master* it rather than be mastered by it, determines whether the future will be kind to us and whether our past is worth celebrating.

If you feel these stabs at philosophical musings are replicating the (in)famous Cyclone roller coaster at Coney Island, I can tell you that’s exactly the way I feel when pondering my almost 24 years as national president—the ups and downs, the highs and lows, the sense quite often that I’ve been down this road before. Still, what I am proudest of as I take a long look back over my years as National President are my modest successes in persuading the membership to prepare for the inevitable future. I could have taken a different course, one I believe fruitless, by holding up a large stop sign and imploring the future to screech to a halt or take a hike. That would have been well and good if I were willing to turn this union and its members into road kill, for the future, as we all know, is relentless. It pauses for no man, woman or child and certainly not for head-in-the-sand rhetoric.

To say that we are not at a crossroads, one where the future will torque sharply from the present may cause some of you who have read previous biennial reports to yawn dismissively.

Perhaps my voice wasn’t loud enough in the past—or perhaps, reality hadn’t quite caught up with my vision. Either way, it may have been easy for many members to turn aside my warnings, my cautions, my claims that the handwriting was on the wall. Perhaps this was because the handwriting was fainter than I thought and perhaps I overestimated the speed of change and, in the end, predicted the sky was falling when only cracks in the surface were beginning to appear.

No longer am I out ahead of the future, believe me. Take it to the bank that, as a legendary football coach once said, “**THE FUTURE IS NOW.**” (emphasis added)

Let me put this as concretely as I can... years from now—the Postal Service will be a very different institution.

For Letter Carriers working for this new, redesigned, reformulated Postal Service, our jobs will be different. The basic contours of our work have not changed dramatically from the inception of the city delivery craft during the Civil War until the present time, but during the next few years this will change and change dramatically. Yes, we will still be carrying mail, but as I have pointed out only recently, we will undoubtedly be carrying more than simply letter mail, and we will be spending much more time on the street and less in the office, perhaps selling as well as delivering. We also may work at widely different hours and will not necessarily all be performing the same kinds of tasks. And, in fact, Letter Carriers will—I surmise—continue to evolve as the 21st century Postal Service finds its sea legs in the years and decades ahead.

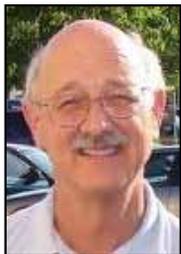
Revolutionary change. Upheaval. Maybe even turmoil, although I would hope not. But whatever the scope of change, the speed of change, the force of change, the National Association of Letter Carriers must be both nimble and stolid, flexible and steadfast, must both plan for the future and adapt swiftly and with dexterity to immediate challenges when there is no blueprint to guide us, must be united as this union mediates the many disparate voices clamoring to be heard. This union must be knowledgeable, alert, resourceful and imaginative.

Most of all, this union must remember the past but not be shackled by it.

It will take a very special organization, very special leaders and, most of all, very special members to successfully confront the challenges ahead. But, I have no doubt that this organization will meet these challenges head on, will resist where resistance is required, will adapt where flexibility and accommodation is appropriate, will recognize change not as a threat but as an opportunity.

This is an abridged Prologue to the “President’s Biennial Report” as printed in the August 2002 NALC *Postal Record*.

at the
Mike:



No sooner than
the New Year had
started, and
we were deeply
saddened to hear
of the passing of
NALC President
Emeritus
Vincent Sombrotto
on January 10th.

As most Carriers probably know, Vincent Sombrotto was our national NALC President for twenty-four years from 1978 through 2002.

It seemed very appropriate to have the poem written by Mark Ramirez, our Branch 782 Health Benefit Representative, be on the cover page of this February 2013 newsletter.

Vincent Sombrotto led the union through some of the most tumultuous times, both for the union and the nation. He was there leading the strike in 1970, even though he was not the national president at that time. As a result of the strike, the Postal Reorganization Act of 1970 (which gave us full collective-bargaining rights) was signed into law.

He was there leading the union through the contract negotiations and was able not only to obtain wage increases, the no lay-off protection and cost-of-living increases but was able to keep them in every new Contract after that. He truly believed in Letter Carriers and the union and always gave credit for the success to all those at the local and national level.

One testament to his leadership is that he made sure that those in charge after him would be able to continue the fight

to keep all the hard earned rights, wages and benefits. We currently have a national executive board lead by President Fredric Rolando that I am sure he was extremely proud of.

When I voted for Vince Sombrotto to be President in 1978, I had no idea that I would one day become a Shop Steward, then Vice-President and eventually President of the local union branch.



I was always proud to be a Letter Carrier and union officer with Vinnie as our national President. I credit and thank Vincent for all the benefits I have received working for the Postal Service. I believe that Vincent Sombrotto will be considered one of the greatest labor leaders of our time. Vincent Sombrotto proves that one person can make a difference.

I want to thank Branch 782 editor-guy Basil Zuniga for attending the services for Vincent Sombrotto in New York. Basil spent a couple long and hectic days to make sure Branch 782 was represented

at the services. I want to also thank Branch Secretary Kim Gerdes for doing her usual magic to obtain all the flight arrangements at a moment's notice at a very reasonable price.

Two days after hearing of the death of Sombrotto, we were notified that Arbitrator Das had issued an award concerning our national agreement. The union, led by President Rolando and the national officers, had convinced the arbitrator not only to provide wage increases and cost-of-living increases for Letter Carriers, but to also keep the no lay-off protection and the prohibition against contracting out mail delivery.

The arbitration decision also agreed with the union to convert all part-time flexible carriers to full time. While the union believed they should be converted immediately, the decision was to convert them to full-time by the end of the contract at which time the PTF category would no longer exist. At least there is a light at the end of the tunnel for the part-time flexible carriers, some who have been PTF's for 6 years.

The arbitration decision also ended the Transitional Employee category

effective April 10th and created a new category of non-career carriers called City Carrier Assistants (CCA). All the existing TE carriers will be given an opportunity to be converted to City Carrier Assistants. They would eventually be able to be converted to career status once the Part-time-flexible carriers are converted .

The only down-side to the award was that the new CCA Carriers would be receiving a lower rate of pay than the existing Transitional Employees. The union fought vigorously to keep the higher pay, but Arbitrator Das felt the Postal Office needed some financial relief.

HOWEVER, once the CCA's are converted to full-time career status, they *will* be able to receive pay increases which will eventually bring them up to the top step wage of \$56,508. These are only a few of the highlights of the award. Branch 782 Vice President John Ortega, Shop Steward Mike Meza and I were able to attend the National RAP session on February 10th where

there was extensive discussion concerning the arbitration award as well as the recent announcement by the Postmaster General.

Several days before the National Rap Session, the Postmaster General released a statement that he was going to end delivery of mail on Saturdays starting August 5, 2013. President Rolando was contacted by the Postmaster General the day before the announcement where he eventually stated to President Rolando that he was going through with ending the delivery on Saturday whether or not there was a resolution by Congress to keep Saturday delivery.

Then, in an exclusive interview with MSNBC's Craig Melvin on February 9th, the Postmaster General stated that the Postal Service will still be delivering packages on Saturdays. His announcement has raised many questions...

So—as you can see—the year has started off with a bang!

The next six months are going to very busy for all of us. We will be discussing at the next general meeting all the details of the national agreement and the ramifications to all Carriers with the ending of Saturday delivery. I hope to see all of you there.

MIKE TOWERY
Branch 782 President



(l-r) CSALC President John Beaumont, Branch 782 President Mike Towery, NALC President Fred Rolando, Branch 782 Shop Steward Mike Meza and NALC Vice-President John Ortega at the recent Rap Session.

My!!! How Things Have Changed!!!

Johnny on the Spot



USPS Ends First Quarter FY 2013 with \$1.3 Billion Loss

The U.S. Postal Service ended the first three months of its 2013 fiscal year (Oct. 1, 2011 – Sept. 31, 2012) with a net loss of \$1.3 billion. Continued growth in Shipping and Package revenue (+4.7%) and increased efficiency helped mitigate but could not fully offset the financial effects of continued First-Class Mail volume declines and costs that are beyond Postal Service management control. As a result, the Postal Service

recently announced it would move forward with accelerated cost-cutting actions necessary to help maintain liquidity *because Congress has not passed comprehensive postal reform legislation.* (emphasis added)

THE FACTS BETWEEN THE NUMBERS

Minus the prefunding obligation we as a company would be \$200 million in the red. (Profit)

It is not labor my Brothers & Sisters, we have done our share. It is the burdensome onus laid upon our company to prefund our future retiree health benefits that is weighing us down,

It is not the 2 minutes you failed to meet DOIS, It is the environment we work in. We, the workforce, are meeting the challenge. We are doing our part. It is the USPS leadership at the National Level that is selling us down the river.

We have leadership with no plans on how to save us, but want to shrink us. Think about it: How would you save your business, by shrinking it and limiting your revenue or by growing it and expanding your possible revenues.

USPS Admits FSS Is Losing Money? **YES!!!**

The U.S. Postal Service acknowledged this week that the “We Need the Flats Sequencing System (FSS)!” has **INCREASED** the agency’s operating costs.

Their “Plan to Fail Goal”? Our fearless leader PMG Donahoe and his staff cronies *intentionally* went thru with the FSS plan in a shrinking mail environment. They delayed the implementation for as long as they could **KNOWING** the shortage of flats mail volume would not support the cost of enacting FSS.

Then our Fearless leader announces that he is willing to break the law and take us to 5-day delivery. Doesn’t sound bad for us regular carriers does it? Weekends

off? That’s the tip of the iceberg if you ask me. He says it will be a savings of \$2 billion a year. Numbers he is pulling out of the air because he nor I know what impact it will have on the business (Lost revenue or increased overtime on Mondays?). What about when Monday is a holiday? The problem is, the “estimated savings” are only 1 quarter worth of “savings” versus 1 quarter worth of losses, if no prefunding obligation is lifted. When those cutbacks are not enough, guess what!!! 5-day goes to... 4-day delivery—when nobody is a full time employee. (Then 3, 2, or 1-day??) Are **YOU** ready for that?

We have ALL had the stand up regarding the idea of going to 5 day delivery. PMG Donahoe stated we employees are in favor of it. Are we? PMG Donahoe says he has the majority consent of postal workers to back his case. What employees is he listening to? Is he using the VOE to substantiate his case?

NALC President Rolando would like to challenge his statement. President Rolando has proposed to jointly conduct a survey with Letter Carriers on this subject provided the result would be binding with the PMG.

Our Union has pledged to exhaust all resources to defeat the PMG’s idea to begin 5 day delivery. I believe it is the beginning of the end for the USPS. Congress has begun to challenge his authority to do so. If he is successful, we lose! I truly believe this is our greatest challenge since the strike of 1970. I strongly urge you to be vigilant and ready to act. **TOGETHER WE ARE STRONG !!!!** What are our jobs worth to all of us??

I—along with NALC 782 President Mike Towery and Brother Mike Meza—attended the NALC RAP Session in Las Vegas, Nevada on Saturday, February 9. Many questions were asked and many questions were answered concerning the new agreement and the newly created CCA category. I urge you hear our report from the RAP SESSION at the general meeting on February 26!

JOHN ORTEGA

Is Postmaster General Patrick Donahoe Dooming the USPS???

staffing was at a rate of 14.01 to 1.

In 2001, the ratio of Career Craft Employees to Headquarters staffing was at a rate

of 374.53 to 1. In 2012, the ratio of Career Craft Employees to Headquarters staffing was at a rate of 161.38 to 1.

Postmaster General Patrick Donahoe talks about the USPS facing its own fiscal cliff, but ignores the fact that he could be making things worse by continuing to make the USPS top heavy. Many U.S. companies have been doomed by this strategy in the past. Could PMG Donahoe have a planned organizational failure as his goal?

ers and supervisors to the workforce that they oversee. By continuing to increase headquarters staffing levels and reduce the number of workers who perform the actual work, this drains the USPS and actually could be dooming it.

Why isn't anyone talking about this?

If you look at the ratio of Headquarters staffing to other parts of the USPS, it becomes very clear what has been happening.

The USPS Headquarters staff has grown since Donahoe has been Postmaster General. Headquarters staffing in 2012 was at the second highest level even while overall staffing is at its lowest levels in a decade.

Here are the facts: In 2001, the ratio of Postmasters-Managers-Supervisors to Headquarters staffing was at a rate of 35.33 to 1.

This is not only an increase, it is over double the previous levels for these managers at USPS Headquarters. USPS Headquarters staffing increased by 177 employees or +6.45% from 2011 to 2012. And how about the rest of the USPS workforce? There was a decrease of 17,099 employees...

Here is management staffing levels since 1997.

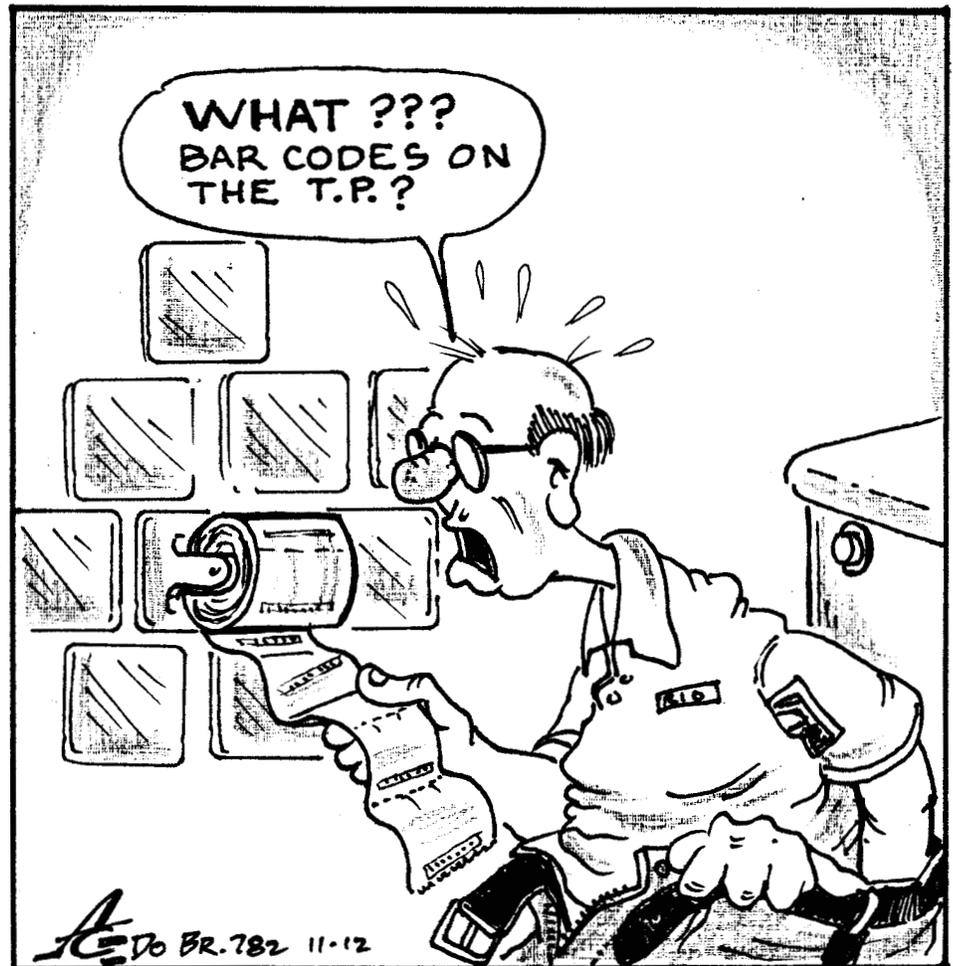
The "foundation" for this article was originally published in the February 2013 NALC Branch 373 Eastern Iowa Reporter.

- 1997 — 1949 HQ Employees
- 1998 — 2231 HQ Employees
- 1999 — 2372 HQ Employees
- 2000 — 2279 HQ Employees
- 2001 — 1836 HQ Employees
- 2002 — 1712 HQ Employees
- 2003 — 1867 HQ Employees
- 2004 — 2708 HQ Employees
- 2005 — 2654 HQ Employees
- 2006 — 2761 HQ Employees
- 2007 — 2856 HQ Employees
- 2008 — 2892 HQ Employees
- 2009 — 2811 HQ Employees
- 2010 — 2937 HQ Employees
- 2011 — 2745 HQ Employees
- 2012 — **2922** HQ Employees

As you can see, the highest staffing level was in 2010 with a reduction in 2011, but the staffing level increased almost back to the 2010 level in 2012. Headquarters staffing reduces the overall productivity of the USPS as those headquarters employees make more money than the rest of the workforce. These higher paid employees actually cost the USPS much more than their numbers would indicate.

The term "Span of Control" is the reference given to the ratio of manag-

OUT THERE



Minutes of the January 2013 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery at 7:00 p.m. on the 22nd day of January, 2013 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Darryl Holderman. All members of the Executive Board were present, except Trustee's Mable Bullis and Lucinda Martinez. The stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; S.A.N.E., Fred Acedo; Photographer, Anita Holderman; OWCP Rep., Rick Gerdes and Legislative Rep., Diana Herrera. The minutes of the December 18, 2012 meeting were accepted as read with no additions or corrections. The communications were read, there are discount tickets available for the Aquarium of the Pacific.

REPORTS OF STANDING AND SPECIAL COMMITTEES:

Basil Zuniga reported that Camino Media folded the newsletter for the last two months. Next month will be Downtown Station's turn. He also encourages members to read the article about the passing of Vincent Sombrotto. He also reported that the web version of the newsletter is not ready yet, he is still working on it.

GOOD OF THE ASSOCIATION:

Mike Towery authorized to send Basil Zuniga to attend the funeral for Vince Sombrotto. Basil reported on his trip to Long Island and the services. Mike thanked Basil for representing the branch at the funeral. Mike reported that the Audit will be January 29th and the Budget meeting will be February 6th following the steward meeting. Mike reported that the route inspections for the AO's have been cancelled except for Ridgecrest, California City, Mojave and Delano who will still be going through the route inspections. Mike then discussed the Arbitration; he felt it was better than expected. The amount carriers will pay 1% more each year for Health Benefits. All PTF's will be promoted to regular by the end of the contract. There will be no TE's after April 10th. There will be a new classification of carriers

CCA's. They will have a path to career, with opting rights, a portion of their health benefits will be paid and if negotiated in the local agreement they will be able to sign up for annual leave. CCA's will be hired for 360 days, with a 5 day break. The arbitrator reduced the starting wage to \$16.00 per hour, so CCA's wage was reduced by \$5.00 an hour. The TE's will have to take or have taken, within the last six years, the test. They will have to apply beginning tomorrow and the test will be given starting January 28th. The NALC will be send all TE's a packet with a sample test. A discussion was held and the TE's should stay after the meeting to talk with Mike.

IMPROVEMENT OF THE ASSOCIATION: Jerry Patterson made a motion to pay the mileage for the trip to Fresno with Basil to sell the books. Seconded by Basil Zuniga and the motion passed. Ralph Ramirez reported that the Bowling Tournament will be February 17th, contact him with your team, his number is on the flyer. Andrew Garcia reported that there will be a 4 on 4 Flag Football Tournament February 10th. Flyers will be going to each station. Mike Towery thanked Anita Holderman for all the photos she has taken.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$12,311.97 was collected for the month.

OUT THERE



TREASURER'S REPORT: Molly Bigger reported:

Beginning Income	\$65,461.87
Dues and Income	\$16,803.45
Interest Income	\$ 5.50
Total Balance	\$82,270.82
Total Expenses	\$12,427.98
Ending Balance	\$69,842.84

The Drawing for \$400.00 would have been won by Thom Young if he had been present.

There were 46 members present.

The meeting adjourned at 7:42.

Respectfully Submitted,

KIM GERDES

The 50/50 Drawing was won by Jerry Patterson.

NON-MEMBER LIST JANUARY 2013

If we all don't stick together now, there's going to be no one left to blame... We ALL should be Carriers in a Common Cause. Really? YES!!

AVENAL (93203)
100% UNION!!!

DOLE COURT (93308/12)
S. Hancock
D. Morris

ARVIN (93209)
100% UNION!!!

STOCKDALE (93309)
J. Oh

DELANO (93215)
L. A. Campos
C. V. Quebral

CAMINO MEDIA (93311/13)
100% UNION!!!

LAMONT (93241)
100% UNION!!!

MOJAVE (93501)
100% UNION!!!

McFARLAND (93250)
100% UNION!!!

CALIFORNIA CITY (93504)
100% UNION!!!

SHAFTER (93263)
L. M. New
M. D. Voights

BORON (93516)
100% UNION!!!

TAFT (93268)
M. R. Marin
B. W. Krier
K. J. Hughes

EDWARDS AFB (93526)
100% UNION!!!

WASCO (93280)
100% UNION!!!

TRONA (93562)
100% UNION!!!

DOWNTOWN (93301)
S. Kirby
J. Cruz

RIDGECREST (93555)
B. J. Leroy
L. M. Montano
H. G. Blanco
S. R. Pierce

SOUTH STATION (93304)
100% UNION!!!

EAST BAKERSFIELD (93305)
100% UNION!!!

HILLCREST (93306)
100% UNION!!!

BRUNDAGE (93307)
D. Kinglee



**We are an "Open Shop".
MEMBERSHIP IS VOLUNTARY.
366 Letter Carriers are in the complement
assigned to cities represented by
our Branch. ONLY 17 ARE NON-MEMBERS.
We are 95.4% organized!**

2013 NALC HBP Info

At a glance...



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
**Drug Prescription Retail	1-800-933-6252
CVS/CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
NURSE ASSISTANT (24/7)	1-877-220-6252
CVS/CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
CIGNA Transplant Approval	1-800-668-9682
Quit Power (Smoking Cessation)	1-877-521-0244
CIGNA Health Rewards (Discounts)	1-800-558-9443
CIGNA Dental Discount Program	1-877-521-0244
Disease Management Program	1-800-227-3728
MEDICARE Managed Care Plan	1-800-633-4277
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-688-9889
Social Security Administration Info	1-800-772-1213
PostalEase Human Resources USPS	1-877-477-3273
Quest Lab Services (Bakersfield)	(661) 631-8520
LabCorp Lab Services	(661) 631-9258
Shared Services (Retirees Info!!!)	(661) 477-3273

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

NALC Prescription Drug Program
P.O. Box 94467
Palatine, Illinois 60094-4467

NALC Drug Prescription "Claims" Program
P.O. Box 521926
Phoenix, Arizona 85012-2192

Optimum Health Behavioral Solutions
P.O. Box 30755
Salt Lake City, Utah 84130-0755
Questions: 1-877-468-1016

"Non"-Medicare Claims Submit to CIGNA
(Payor I.D. 62308) or mail to
P.O. Box 18804, Chatanooga, TN 37422-8004.

** Failure to pre-certify for in-patient hospitalization will result in a \$500 reduction in benefits paid by our Plan. **YOU MUST** notify the Plan prior to undergoing radiology/imaging with doctor name and dates. Call: 1-877-220-6252.*

**** NALC Drug Prescription Program is MANDATORY generic (unless specified by your doctor, at additional cost to member). Preferred retail pharmacy 1st and 2nd fills, you pay 20% of cost of generic/30% of name brand/45% non-formulary. MAIL ORDER/CVS PRESCRIPTIONS (when NALC is primary): 60 day supply \$8 generic, \$43 name brand, \$58 non-formulary; 90 day supply \$12 generic, \$65 name brand, \$80 non-formulary; **MEDICARE PROGRAM** (when Medicare is primary) Retail network pharmacy: you pay 10% of cost of generic, 20% of formulary, 30% non-formulary. **MEDICARE PRIMARY** (mail order); 60 day supply \$7 generic, \$37 formulary, \$52 non-formulary; 90 day supply \$10 generic, \$55 formulary, \$70 non-formulary; 90 day supply \$4 for NALCSELECT generic (certain drugs); 90 day supply \$4 for NALCPREFERRED generic (certain drugs); NALCSENIOR generic antibiotics are available **FREE** for a 30 day supply, when Medicare is primary (certain antibiotics only).**

MAIL ORDER SPECIALTY DRUGS (Bio-Tech drugs—**VERY EXPENSIVE**): **Your** cost for a 30 day supply is \$150; 60 day supply is \$250; and, 90 day supply is \$350. Some drugs (e.g. bio-tech asthma, diabetes, organ rejection, etc.) require prior approval before dispensing. You **MUST** call the Plan 1-800-237-2767.

Our PPO doctors and facilities—through 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!!!
For example: *CIGNA Weight Loss Program (877) 220-6252

Mark Ramirez, NALC Branch 782 HBP Rep.
(661) 834-5011

Preferred Provider (PPO)
Cost: \$20.00
Co-pay per office visit

Preferred Provider (PPO) Deductible:
\$300 Individual,
\$600 Self & Family—
Per Calendar Year

Some Websites for You...

Center for Disease Control	http://www.cdc.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://americanheart.org
American Lung Association	http://www.lunusa.org
Diabetes Foundation	http://www.diabetes.org
YOUR Personal Health Record	http://www.nalc.org/depart.hbp
Asthma Information Center	http://www.ama.assn.org/special/asthma

Accupuncture!! Must be a state licensed or certified accu-puncturist. Chiropractic! State licensed chiropractor or D.O.

Check out this PPO: Sendas Northwest Urgent Care
3409 Calloway Suite 101
Bakersfield, California 93312
Phone: (661) 587-2500
Hours: M-F 8:00 am - 9:00 pm; Sat & Sun 9:00 am - 7:00 pm

Mark Ramirez says:

HUMOR IS ALWAYS IN SEASON

Last week, a friend of mine lost his job at the orange juice factory. He couldn't concentrate.

If lawyers are disbarred, and clergymen defrocked, then doesn't it follow that...

- * electricians can be delighted
- * musicians denoted
- * cowboys deranged
- * models deposed
- * tree surgeons debarked, and dry cleaners depressed?



OUT THERE



You know you're getting old when:

- * you feel like the morning after, and you haven't been anywhere the night before.
- * everything hurts and what doesn't hurt, doesn't work.
- * you find yourself giving good advice instead of setting a bad example.
- * the candles cost more than the cake.
- * you've finally got it all together, and then you forget where you left it.
- * "you are getting a little action," means your prune juice is working.
- * your kids try to count the candles on your birthday cake, but are driven back by the heat.

OUT THERE



HAVE AN IDEA FOR FRED???

FRED ACEDO
 BR. 782 S.A.N.E.
 P.O. BOX 6532
 BAKERSFIELD, CA
 93386-6532

*...YOU NEVER KNOW WHAT YOU MIGHT GET...

In the blink of an eye...

On Saturday, February 9, a Lamont Letter Carrier was severely attacked by a dog, the third such attack in Lamont in the past nine months.



The Letter Carrier suffered severe bites to the fingers and wrists on both sides, bites to the chest and a five-inch gash in the forearm and had to be taken to the emergency room for treatment. This attack underscores the urgent need to follow dog bite prevention procedures and to be reminded of what to do should you find yourself confronted by a dog that looks like it is about to attack.

The Postal Service places the safety of its employees as a top priority. Letter Carriers fearing for their safety because of a loose or unrestrained pet may stop delivery and ask homeowners to pick up their mail at the Post Office until the pet is restrained. In cases where a Carrier sees a dog roaming and can't discern where it resides, delivery could be interrupted to the entire neighborhood.

Given the right circumstances, any dog can attack. Dog attacks are a nationwide issue and not just a postal problem so it's important that the below information be shared with all.

How to Avoid Being Bitten:

First and foremost, Letter Carriers are required to carry their satchel and dog spray while making all deliveries.

Don't run past a dog. The dog's natural instinct is to chase and catch you.

If a dog threatens you, don't scream.

Avoid eye contact. Try to remain motionless until the dog leaves, and then back away slowly until the dog is out of sight.

Don't approach a strange dog, especially one that's tethered or confined.

While Letter Carriers are discouraged from petting animals, people who choose to pet dogs should always let a dog see and sniff them before petting the animal.

What to do if you believe a dog is about to attack you:

The situation may be frightening but try to remain as calm as possible.

Avoid eye contact.

Try to place something between yourself and the dog, such as your letter satchel or a bicycle.

Keep your dog repellent spray where it can be reached at all times and use it if necessary.

If the worst begins to happen, curl up in a ball and protect your face with your hands.

DIANA CHAVEZ-HERRERA

Branch 782 President Mike Towery announces a special meeting!

City Carrier Assistants Meeting

Wednesday, February 27

7:00 P.M.

Union Office 2628 F Street

This notice is for all CCA's. We will be discussing the new contract and the pay, rights and any other issues or questions the CCA's might have.

Contact your Shop Steward or call me to let me know that you want to learn details about the position.

Urgent Message from NALC President Rolando...

I received this message from our California President John Beaumont relaying a message from President Rolando that every Postal employee must contact their Congressman. I urge you to do your part. Contact your Congressman immediately as I have and I am awaiting a response back. I made some minor adjustments to the template letter that President Rolando provided and mailed it. It's crucial you do the same and there are no excuses as the letter is provided and the Representatives' addresses too. Tick tock tick tock!!!!

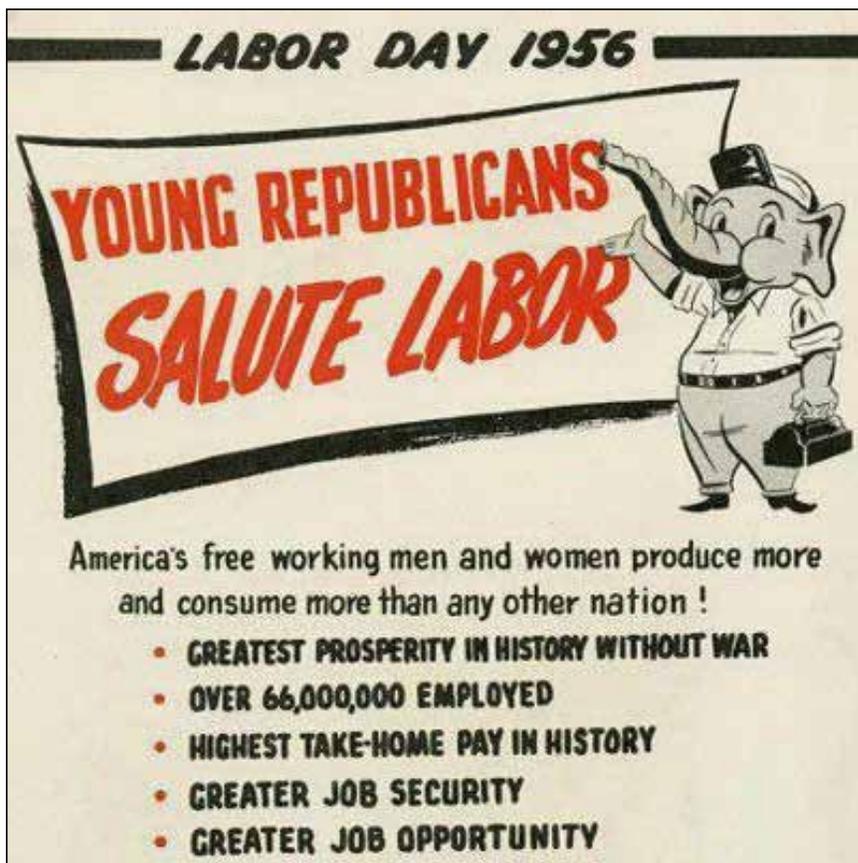
President Rolando's message is as follows: Immediately after the swearing in of President Obama the 113th Congress immediately started to introduce bills. House Resolution 30 is one of these bills. Introduced again by Republican Congressman Sam Graves (Missouri) House Resolution 30 (HRES 30) opposes the elimination of six-day mail delivery. In the last Congress we were able to get 220 co-sponsors on this resolution (33 were from California). The attached letter was sent to every Member of Congress urging them to co-sponsor the six-day resolution (HRES 30)

We need everyone's help again in securing co-sponsors. Please contact your Representative, at both their local and DC offices, and ask them to co-sponsor House Resolution 30. If your Representative was a co-sponsor of HR 137 in the last congress, let them know that HRES 30 is the same resolution and we are asking them to please co-sponsor it again.

We have several new members that were elected to Congress from our State last November. Most of these members (at least the Dem ones) have all been educated on saving six-day delivery and it should be an easy request of them.

The following co-sponsors on HR 137 did not return to Congress this year: Representatives: Baca, Berman, Cardoza, Filner, Gallegly (R), Richardson, Stark, and Woolsey.

To make up for these we need to make sure we get all of the returning co-sponsors and the following new Representatives: Huffman, Bera, Cook (R), Swalwell, Brownley, Cardenas, Negret McLeod, Ruiz, Takano, Lowenthal, Vargas, and Peters.



My!!! How Things Have Changed!!!

While it will be a tough sell please also make a strong push for co-sponsorship from the following new Republican Members, LaMalfa and Valadao, as well as the remaining Republican delegation from California that did not sign the legislation last Congress. We also need a strong push to get Democratic Congressman Henry Waxman who was the only Dem not to sign the bill.

Kevin McCarthy Bakersfield Office
4100 Empire Drive, Suite 150 Bakersfield, CA 93309

326 Cannon House Office Building
Washington, DC 20515

David Valadao Hanford Office
101 North Irwin Street, Suite 110B
Hanford, CA 93230

1004 Longworth House Office Building
Washington, DC 20515

In Solidarity,
DIANA CHAVEZ-HERRERA
NALC Branch 782 Legislative Liaison

Is Retirement for You?

by Steve Devereaux, Director of Retirees

All letter carriers I know have one thing on their mind almost from the moment they're hired: When can I retire? Ask any letter carrier that question and nearly all can recite the exact number of years, days and (sometimes) minutes left until they achieve retirement eligibility. It's an easy question with an easy answer.

A not-so-easy question is "Am I able to retire?" That's more difficult because it's a two-part question. First, "Can I financially retire?" and second, "Can I emotionally retire?" Two different concepts to consider but both are equally important.

To have a successful retirement you need to answer "yes" on both accounts. Once you walk out the door there's no going back, and you need to be ready financially and emotionally. Giving up your job in this economy (your personal fiscal cliff) is one thing but for many of us giving up the social aspects of our job – the camaraderie of co-workers, the daily interaction with favorite customers, etc., – is quite another. Not to mention filling the 8-10 (maybe 12) hours a day you've long spent working. Believe me, doing that is not as easy as you may think.

When my day came I knew I wasn't ready on either score. So I set a goal of retiring in five years. To reach my goal I needed two plans: A financial plan and an emotional plan. You may be ready financially but not emotionally or vice versa. You may be so far away that you don't give it much thought. If you're the latter it might be a good time to start formulating a plan because it's never too early. In any case you need to begin

gathering information so you can make informed decisions before you submit your application for retirement.

The first thing you should do is get a copy of either the NALC booklet "Questions and Answers on CSRS" or "Questions and Answers on FERS" depending on which system you're in. Both booklets are free to members and are available on the NALC website. The booklets are designed to answer questions on an array of retirement subjects including proper annuity calculation, survivor annuity, life insurance options and much more. These booklets are also an excellent reference

guide for current retirees so that they can make informed decisions on issues that may arise during retirement. You can also get answers to your retirement questions by calling the NALC Retirement Department at 1-800-424-5186 during their hours of operation on Monday, Wednesday and Thursday from 10 am-12 pm and 2-4 pm EST.

The second thing you should do is go to the Postal Service "Lite Blue" website at www.liteblue.usps.gov. To access the site you will need your USPS Employee ID number and your USPS pin number. Once on LiteBlue go to the eRetire section. In the eRetire section you can

request an estimated annuity based on the first day of the next month, the first day of the next month plus six months or the first day of the next month plus one year. These estimates are more accurate than the general estimates printed in the Postal Record. The eRetire estimates will include all creditable service including current sick leave credit, and your current high-three average salary (base pay only) used to compute your annuity. Remember that the annuity estimate is a gross amount and not a net amount. Things like taxes, health insurance and survivor options will be deducted from your gross amount.

You can also access a variety of useful retirement booklets for federal retirees on the website of the Office of Personnel Management (OPM) at www.opm.gov. Keep in mind that when you retire from the Postal Service you essentially become an employee of OPM and all future

Once you walk out the door there's no going back, and you need to be ready financially and emotionally.

issues you may have with your retirement are handled through that agency so it's a good idea to get familiar with that website.

Retiring is not a simple process. I've heard stories over the years of letter carriers who woke up, decided that this is the day and then called in "retired." I would bet that very few of them had a smooth transition to retirement. If you want your transition into retirement to be seamless and successful then you need to plan for it. The best way to do that is by educating yourself and you should start now. By doing that you will be ready when your time comes. ☺

This, remarkably well-timed and well-written article was originally published in the January/February 2013 Oregon State Association of Letter Carriers *Satchel*.

Your Retirement and Benefits Workshop

Golden Empire Branch 782

National Association of Letter Carriers

Location: 2628 F St. Bakersfield Ca.

Date & Time: March 7, 2013 at 6:30 PM

For more info contact any Branch officer or Shop Steward.

\$50.00 Visa Raffle—Free Food

We will be covering:

- Federal Employees Retirement System
 - CSRS-Offset information
 - Windfall Elimination Provision
 - TSP In-Service Withdrawals
- Civil Service Retirement System
 - Military Service Buy Back
 - Survivor Benefit Options
- Retirement Package Completion
- Federal Employee Group Life Insurance

Helping Federal Employees understand their benefits so they do not make the mistake in planning for their retirement.

As we know, a limited understanding on your benefits can cost you thousands of dollars during your working career and even more at retirement.



Ken Horton

Federal Benefit Specialist

Ph. # 559-355-3368

Email: khgottins@gmail.com

CA License 0699377



from the editor-guy

It seems—more and more—I am reminded by the reality that we are all just “passing through”. Here are a few of my reminders...

Frank Thomasy called me recently to ask for Richard Suniga’s address. Frank had read that Ann Suniga had passed away and he wanted to send a sympathy card to Richard.

Now, the names of Richard and Ann Suniga may not be familiar to you. Well, Richard was the long-time Branch 782 Financial Secretary and Ann, his wife, was active in many, many, many Branch activities. She was a proud member of NALC Auxiliary Branch 458.

As I write this, I realize that too many of you have no idea of what the NALC Auxiliary was or how important their activities were when Letter Carriers were “Hatched”. That may well be a subject for another article.

Ann seemed to be ever-present at everything that Letter Carriers were involved with. She was at the picnics. She was at the Christmas parties (and, by the way, those NALC Christmas parties were gigantic affairs attended by many, many Branch members and their families!). Also, *every* month, she and Richard showed up to help fold and staple those dang newsletters that were sent out to everyone. It was a lot of work and she was there to do it. I appreciated her so much!!!

Together with Tony and Bertha Chavez, Paul and Peggy Alexander, George White, John and Mary Ross, John and Penny Wonderly and others, Richard and Ann welcomed this young guy named Basil in 1981 and shared the work of building a local group of Letter Carriers into something more effective. I’m grateful that they did!

Forest Eastman Willard January 26, 1907 - January 31, 2013

At 106, cheerful, sharp of mind at his last birthday, called his many friends and relatives by name, visiting and having fun, passed away in his sleep. Survived by his sister, Priscilla Spencer at 101, daughter, Rita Joy King (Paul), 8 nieces & nephews, many grand & great-grandchildren, and over 100 orphaned children, that he and his late wife Raye sponsored through their lives. Born in Vermont, his parents, Maud and Wilbur, brother Read, sisters, Marjorie and Priscilla moved briefly to Bakersfield area where his uncle and grandfather farmed. Then the family moved to farm near Calgary (Dalroy) Alberta for 10 years, but again returning to Bakersfield was distinguished at Mt. View School, spelling down the entire school including teachers. He graduated from Bakersfield High (KCUHS) in 1926, later marrying Raye Lee Trice, raising 1 daughter, Rita Joy. Together, they were significant in rebuilding the Congregational Church after the ‘52 earthquake. Later after retiring from the post office, they moved to Cambria, and purchased a real estate agency. While operating it for 20 years, Forest made 3 trips around the world. They finally moved to a country home adjacent to daughter Joy and Paul King in Templeton.

Published in *Bakersfield Californian* on February 7, 2013

Anna Lois Suniga “Shorty” November 4, 1931 - January 9, 2013

Anna was cured of disease on January 9, 2013. Born Anna Lois Morelock, November 4, 1931 in Nebo, Missouri before the family moved to California.



Anna was the youngest of five children. She spent time in Keene at a camp for children with tuberculosis. She grew up in Bakersfield and attended Williams Elementary and East Bakersfield High School. Anna was a carhop at Stan’s Drive Inn, worked for Bill Lee’s Bamboo Chopsticks and was a Hostess at Don’s House of Famous Foods for 20 years. Anna was unfortunately preceded in death by two of her four children, Dianna Tillery and Gerald Faircloth. She is survived by her husband of fifty-five years Richard J. Suniga. Richard and Anna were so much in love that they were married twice. Once on February 16, 1957 and again on February 20, 1982. Anna is also survived by her

daughter Shirley Ray and son Richard Suniga, Jr. Anna was also blessed with 8 grandchildren, 20 great grandchildren and 2 great great grandchildren. She now resides with our Father in Heaven. Memorial Service was held at Valley Baptist Church, 4800 Fruitvale Ave., on Thursday, January 24, 2013 at 11:00 a.m. Basham Funeral Care.

Published in *Bakersfield Californian* on January 20, 2013.

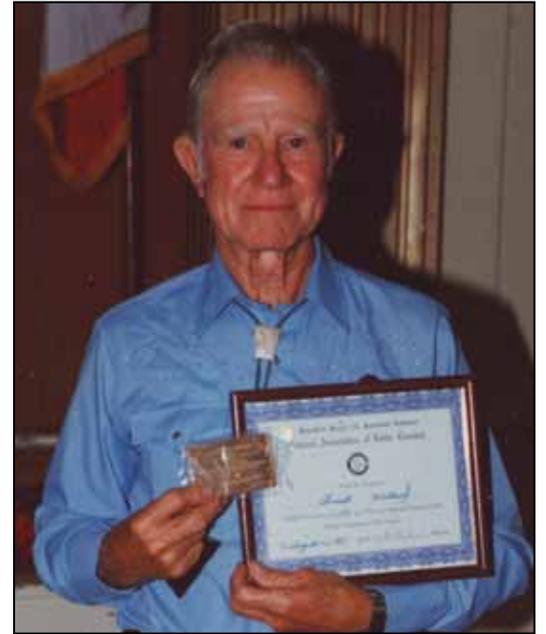
Like most of you, when I started out carrying mail, I had no idea of what it would be like. Unbeknownst to me, somebody named Forest Willard had “been there, done that!” And...?? He’d survived to join the “Last Punch Bunch”



Forest and Raye Willard at 1986 Retiree Dinner.

Sadly, I recently received another phone call. This one was from former Trustee and Branch 782 Retiree Bill Curtis. He called to share with me some information he'd read in the obits about Forest. I have reprinted that information for you.

Forest was a Letter Carrier who started carrying mail in 1925 and retired in 1962—when I was nine years old. As the Branch 782 Editor-guy, I would see his name on the newsletter mailing list. In 1986, Forest attended a Retiree Dinner with his wife, Raye. It was fun putting a face to a name on a list. Moreover, listening to him share some of his exploits in world travels after his retirement was pretty cool! (I could



do this someday! Maybe?) Little did I know he would live to be **one hundred and six years old!** Wow!!

As a special treat, I suggest that you go to the web version of the newsletter and read—in Forest's own words—an account of what it was like in his Letter Carrier world.

Back to phone calls... Fred Acedo called me to let me know that he'd read of the passing of Reuben Ford.

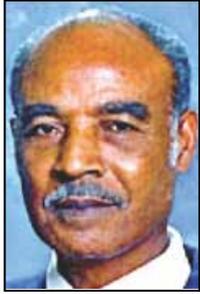
I never knew Reuben, but I know that there are Branch 782 Retirees who will recognize the name. Some Retirees no longer live in the local area, may not have access to the local newspaper, and this information is published for them.

Finally, I want to close with a few thoughts which have been percolating since my attendance at the funeral of Vince Sombrotto in New York and also since hearing about the deaths of Ann Suniga, Forest Willard and Rueben Ford.

In a "perfect world", parents precede their children in death. In the case of the three folks highlighted on these two pages—and the 89 year old Vince Sombrotto—that *was* the case. Although it is sad, the reality is that people who have lived a long life will eventually die a natural death. That's just the nature of this journey that we call Life. Additionally, our grief may often be tempered by the realization that our aged loved ones no longer have to suffer.

Unfortunately, even more sadly, too many parents have to try to cope with the untimely death of their children. Regardless of the cause, irrespective of the particular circumstances, despite the lingering questions and anguish over why...Mothers and Fathers suffer. They face having to wake up in the morning and try to put one foot in front of the other, and even have to stop to breathe. My heart aches for *each* one of them!

BASIL ZUNIGA
Branch 782 Editor-guy



Reuben Ford 1926 - 2012

Reuben Ford, former Fresno Postmaster and Special Assistant to the Postmaster General for the Western Region died December 31,

2012 in Bakersfield, CA. He is reunited with his wife of 62 years, Vera Ford. A Memorial Service was held at Cain Memorial African Methodist Episcopal Church, 630 California Avenue, Bakersfield, CA 93301 on Saturday, January 19, 2013 at 11:00 a.m. Reuben Ford was the youngest of 13 children born to Cornelius and Hannah Ford on March 31, 1926 in Seminole, Oklahoma. The family moved to San Diego, CA and later to Bakersfield. He attended Lincoln Elementary School, Washington Junior High, and graduated from Kern County Union High School. He was active in sports and the Driller Marching Band. He served in the U.S. Army during World War II. He was honorably discharged with the rank of sergeant from the military at Fort Lewis, Washington. Reuben married his childhood sweetheart, Vera Cole, on February 8, 1944. Together they raised their four children Ruby Faye, Reuben Wayne, Janet and Don in Bakersfield. They were committed to family unity and the value of education. He was proud of this family and imparted a strong work ethic and sense of responsibility as well as demonstrated commitment and the knowledge that he would be there for them always—with love, support and counsel. He was a private and reserved man who embodied the philosophy of setting personal goals and self-discipline. Mr. Ford began his postal service career in 1949, starting out as a mail carrier in Bakersfield and worked his way up through the U.S. Postal Service. He attended evening school at Bakersfield College in order to meet the challenges of higher level management positions. In 1968, he was promoted to Postal Service Regional Officer assigned to the Western Regional Office in San Francisco, CA. He later moved to several postal areas serving as a District Director from 1971-1976. In 1976, Mr. Ford was appointed to the position of Postmaster of Fresno, CA and Area Manager of 55 Post Offices within the San Joaquin Valley. Mr. Ford retired from the U.S. Postal Service in 1990.

This is an excerpt from the obit published in the *Bakersfield Californian* on January 18, 2013.

editor-guy Web Commentary

Forest Willard was a long-time member of NALC Branch 782 who recently passed away at the age of 106.

I want to repeat this with a little more emphasis: **FOREST WILLARD WAS A LONG-TIME MEMBER OF NALC BRANCH 782 WHO RECENTLY PASSED AWAY AT THE AGE OF 106!**

The vast majority of you didn't know Forest. You may never have met him. I did. And, it was a pretty cool thing to listen to him share something about his pre-retirement life as a Letter Carrier. Especially since he carried mail from the 1920's through the 1950's. (That means that unless you are one of the current "old-timers" who are still carrying mail, you probably weren't even born when he was dealing with delivering mail!)

However, it was probably even more amazing to hear about his post-retirement life.

Forest was an NALC member for some eighty-eight years! Just like you, he punched in every day, delivered the mail and then went home to do the things that he needed to do for his family. After thirty-seven years, he retired.

And then? He started a new career and embarked on new adventures which might serve to inspire you to think about the fact that there *IS* "life" after the Post Office...

After Forest retired in 1962, he and his wife, Raye, moved to Cambria. They purchased a real estate company which they operated for twenty years. Through their activities as Elders in the Community Presbyterian Church they became involved in helping to sponsor disadvantaged children in third world countries. In fact, as the published obituary stated, Forest made a major impact in the

lives of "over 100 orphaned children, that he and his late wife Raye sponsored through their lives."

It is impossible to try to capture the essence of a person's life accomplishments in words. However, you may get a better idea of what Forest was about as you read about his life in his own words.

As I close this, I want you to think about something.

The world that Forest delivered mail in was different than yours. And, it was also the same. He did what he did to survive the daily grind and then went on to accomplish quite a lot in his life after hanging up the satchel.

So can you.

In Solidarity,

BASIL R. ZUNIGA

4090 Vineyard Drive
Paso Robles, CA 93446
July 1st, 1999

NALC, Branch 782
Bakersfield, CA.

Dear Brothers & Sisters:

I am sorry I missed the Retirement Dinner on June 26th. I did not know about it until I received my E.A. Baker Union Update on June 28th after I returned home. I was in Bakersfield on June 26th but of course, did not know about the meeting that evening.

I have now been retired for longer than I worked for the P.O. - over thirty-seven years. I worked for the P.O. almost 37 years, and have received considerably more money in retirement than I earned while working. Eleven of those 37 years were as a substitute; and I recall a couple of years during the depression when I earned less than \$500 per year. True, the cost of living was less in those days, but not that much less! There was no "welfare" in those days either. The only "welfare" was what help your parents were able to give you.

I am enclosing an article that appeared in the local newspaper a while back which I thought might interest you.

Yours in Solidarity,

Forest E. Willard
Forest E. Willard

This letter originally appeared in the July 1999 NALC Branch 782 E.A. BAKER UNION UPDATE

What Does an NALC Gold Card Member Remember?

Dear Brothers & Sisters

At the Branch 782 Retiree's Dinner I promised, or at least I agreed to write a brief history of my service as a Letter Carrier in Bakersfield. I started it once before, but didn't get very far. Being a member in good standing of the Procrastinator's Club, I'll try again.

I believe it was in May of 1925, my brother, Read, (who was a clerk in Station A at the time) told me that the boy/young man who was Special Delivery Messenger there, was quitting and advised me to apply for the job. The job was writing up the Special Delivery Letters and Packages as soon as the Post Office opened in the morning and delivering them.

My predecessor used a bicycle, but I used a Model "T" Ford.

There were usually some ten or twelve pieces which I delivered before school. I phoned at noon, and if there were any more I went over and delivered them. Then there were usually a few to deliver after school. Remember, this was for all for East Bakersfield.

The cost of sending a letter by Special Delivery was ten cents in addition to the regular two cents postage. I was paid eight cents per letter. As I recall, I averaged about \$25 a month...which in those days was not bad for a part-time job while attending high school.

I held that position for a year; then Charles Shurban—who was the Rural Carrier on R.F.D. #4—asked me to carry his route for the summer while he took an extended vacation. That led to my becoming a substitute on other rural routes, and occasionally a city route when there was more than the two regular substitutes could handle. I also worked some as a clerk.

I believe it was in 1928 or 1929 that an examination was given for clerk-carrier. I passed it and was number

one on the list. I continued to work as before, and did pretty well.

In June of 1930, I met a beautiful little girl, Raye Trice, fell in love and married her, expecting to get a regular appointment almost any day. But instead, came the Great Depression; and instead of putting on more employees, the Post Office Department was actually laying off some. I didn't get on steady until 1936 when the forty hour week was established.

That is when I thought the Depression was over. Well, sort of; it was for me. But let me tell you there were some mighty rough years from 1930 to 1936. I remember there were two years when I averaged less than \$600 per year. Our daughter was born in 1932. We had to go back and live with my folks for a while from 1931 to 1932.

My first regular route was a new route, I think #26, a mounted route comprising all of East Bakersfield from Flower Street north to the Bluffs, and Thirty-fourth Street to Bernard Street.

In addition to my regular salary of \$1200 per year I received \$45 per month for my car. I even got vacation and sick leave!

Over the years, I had a number of different routes: walking, bicycling, but mostly mounted. Sometime in the 60's I was told that I could pay up on back retirement for the years that I was not regular, and could retire at age 55 if I wished. All those years from 1925 to 1936 only cost me \$379 (6% was that?). So when I retired in 1962, to my surprise I got credit as though I had worked every day from May 1, 1925 to March 1, 1962, - almost 37 years. My pension is now about three times what my salary was at retirement, thanks to COLA and the NALC!

FOREST E. WILLARD
4090 Vineyard Drive
Paso Robles, Calif. 93446
August 1, 1994

*Next Month—
Retired Life
is NOT
Boring*

The cover of this newsletter features a very special poem by Mark Ramirez which honors the recently deceased NALC President Emeritus Vincent R. Sombrotto. I want to share with you that Mark's talents as a poet have been known to me for quite a long time!! This is a poem that Mark wrote in 1998 that was originally printed in the *NALC BRANCH 782 E.A. BAKER UNION UPDATE*.



Is My Quiver Full... Or Am I Just Quivering??

A number of years ago, I began a newsletter article with these lines... "I thought she said, 'Sex'" That was child number "Six"—Dominic.

In what seemed only a few short years later, I began another editor-guy message with, "I thought she had murmured, 'That was Heaven.'"

My ears must have been failing because she had actually said "That was seven" (That is Nathan—my five year old, ever-present, eager, endlessly energetic, impossible-to-ignore, ceaseless talker, and his Pop's buddy.)

Well, my ears may not be getting better, but I do remember wondering about it a number of months ago when she uttered, "That was great!"...

Hmmm...

There seem to be very few of you out with this kind of experience.

And, if it's any consolation, Marcelle and I have really enjoyed what seems to have been almost a universal reaction when people discover (?) that we're pregnant again: laughter.

Almost without fail, this is, by far, the most common thing that people do. They laugh.

Or they share the stories about the large families they grew up in. And they smile and tell us about how blessed we are.

And, I can finally say, Marcelle and I have even inspired the creative energy of a poet! (Mark Ramirez was driving down Ming Avenue in December when he started percolating his latest effort. Thanks, Hoser!!)

Marcelle has pointed out that this latest event in our lives spurs a different response than people would have if I had to announce cancer or some other type of life threatening disease. And this is true.

She also reminds me of all the people who are so saddened by being unable to have any children. And this is true.

Ultimately, for us, life continues to be an adventure. Always has been. Always will be. So is the continuing adventure of figuring out how to pay for this life of ours.

BASIL ZUNIGA
Branch 782 Editor Guy

The New Zuniga Child Who's In The Oven?

He's the station wagon pilot,
And the herd is in the back.
If he's not out on the road,
He's typing on his Mac.

Basil's getting grayer
Marcelle looks just the same.
Is this their last child?
'Cause, they're running out of names.

Their first house had one story,
The new one, it has two.
Marcelle, and all her children.
Like the "Lady in the Shoe".

The Zunies love their children.
A large family just a dream?
One or two was more than plenty.
But they? They have a soccer team!

Marcelle is just a housewife.
Basil delivers the mail.
It truly can be said,
They've raised their children well.

We call Basil, "Mr. Lucky",
And he thinks he's just "a pup".
He wouldn't need "two station wagons"
If he'd keep his zipper up.

He's successful at conception.
We wonder. What's his trick?
Does he put away the keyboard?
Dust off the old joy stick?

I write these lines in fun.
They truly are in jest.
It's a nice family they have.
They surely have been blessed.

by Mark Ramirez
NALC Branch 782
12-13-98



LAWS PROTECTING VETERANS WITH DISABILITIES (PART I OF II)

Recently, veterans and their families within Branch 3, have begun to take notice of their protected rights, and are taking corrective measures when these rights are being denied by postal management. For this we applaud you. So in an attempt to explain your rights and protective measures the Veterans Corner will continue to inform each veteran at all cost.

There are laws that protect veterans with service-connected disabilities including The Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA has requirements for reemploying veterans with and without service-connected disabilities. The U.S. Department of Labor (DOL) enforces USERRA. Also, Title I of the Americans with Disabilities Act (ADA). The ADA prohibits private, state and local government employers with 15 or more employees from discriminating against individuals on the basis of disability. Title I of the ADA also generally requires covered employers to make reasonable accommodations, such as changes in the workplace or in the way things are usually done to provide individuals with disabilities equal employment opportunities. The U.S. Equal Employment Opportunity Commission (EEOC) enforces Title I of the ADA. Finally, Section 501 of the Rehabilitation Act applies the same standards of non-discrimination and reasonable accommodation as the ADA to Federal Executive Branch agencies and the United States Postal Service.

How does USERRA differ from the ADA? USERRA prohibits employers from discriminating against employees or applicants for employment on the basis of their military status or military obligations. It also protects the reemployment rights of those who leave their civilian jobs (whether voluntarily or involuntarily) to serve in the uniformed services, including the U.S. Reserve forces and state, District of Columbia, and territory (e.g., Guam) National Guards.

Both USERRA and the ADA include reasonable accommodation obligations; however, USERRA requires employers to go further than the ADA by making reasonable efforts to assist a veteran who is returning to employment in becoming qualified for a job. The employer must help the veteran become qualified to perform the duties of the position whether or not the veteran has a service-connected disability requiring reasonable accommodation. This could include providing training or retraining for the position. Additionally, reasonable accommo-

dations may be available under USERRA for individuals whose service-connected disabilities may not necessarily meet the ADA's definition of "disability." USERRA also applies to all employers, regardless of size. Information on the reemployment rights of uniformed service personnel can be found on DOL's website at www.dol.gov/vets.

Title I of the ADA prohibits employers from discriminating against qualified individuals with disabilities with respect to hiring, promotion, termination, and other terms, conditions, and privileges of employment. The ADA also prohibits disability-based harassment and provides that, absent undue hardship (significant difficulty or expense to the employer), applicants and employees with disabilities are entitled to reasonable accommodation to apply for jobs, to perform their jobs, and to enjoy equal benefits and privileges of employment (e.g., access to the parts of an employer's facility available to all employees and access to employer-sponsored training and social events). Under the ADA, an individual may ask for a reasonable accommodation at any time during the application process or during employment. It is best to request a reasonable accommodation as soon as possible after recognizing that one is needed. Additionally, an employer may have to provide someone who has been given one type of reasonable accommodation with a different or additional one (e.g., if the nature of the disability or the job changes, or if another type of accommodation becomes available). Documents explaining Title I of the ADA can be found on EEOC's website at www.eeoc.gov.

For further information or requests feel free to contact Mark Leon, Eastside 716-842-4752, e-mail MrR2Leon@aol.com or Branch 3 716-631-3940, e-mail NALCBR3@aol.com.

~ Mark S. Leon, Eastside Station
Veterans Advocate, EEOC Advocate, EAP Advocate

This article is courtesy of the February 2013 *Buzz* published by Buffalo, New York NALC Branch 3

editor-guy Web Commentary...

I find myself "discovering" an amazing amount of information when I read through the many NALC newsletters that are received in our Branch office.

Too often, there isn't enough space in the newsletter to reprint articles which I feel might also be of interest to you. The main factor is the cost that we would have to pay to add more pages to the print version of our newsletter.

However, the web version allows me to share things that might interest military veterans and other folks who want to be a better educated Letter Carrier...

BASIL ZUNIGA

Accountablity!

by Al Friedman,
NALC Branch 2008 Executive Vice-President

THE FINANCIAL CLIFF OF THE POST OFFICE

If you think the country has a financial cliff, the Post Office has an even bigger one. Accountability! I know I use this word a lot, but when I think of the Managerial Staff throughout the Post Office, this word is the beginning and the end, and walks hand and hand from the top to the bottom of Management and its minions.

Let's take one office in our Branch. The Postmaster walks around his little castle waiting for someone to come around and try to knock his crown off. His supervisors, or minions, think there is no contract unless the Union, or knights in shining armor, steps in to topple his kingdom.

TE's are abused on a daily basis. Some of the abuse they suffer is being at home waiting for a phone call to come into work, but is never comes. Instead the call will go out to bring in a favorite OT Carrier, while the TE sits home. TE's also have families to support and bills to pay. This is the little kingdom that has driven away PTF's and TE's to transfer to other offices to work more hours.

Let's get to the main cliff hanger, a Carrier gets into a verbal exchange with the King or Postmaster, either way, King or Master has definitely let his title swell his head. After the confrontation, the Carrier's badge is taken away, and he is sent home being told not to return until told by the Master.

Two weeks go by while this Carrier is sitting at home, on administrative leave, yup that's right; he is getting paid to sit home. Finally the Carrier is asked to come into the office, so he can take part in an Investigative Interview. During which the inquisition includes over 40 questions. I wouldn't be surprised if one of the questions wouldn't be, "who is the king of this sand box"?

This is what happens to one who pisses off the king, he will make you sit home and get paid for it until you've learned your lesson. Yes that's right, with pay. Makes sense, huh? Postal nonsense. The Master-King knows the Union can't grieve this. The Postal Service is paying the Carrier to sit home and watch soap operas. No charges are filed, no Letter of Warning issued, just you go ahead and sit home, so I, the king, can prove my pointless point. Have I said enough?

You know me, and I am not done yet. Let's figure out the overtime used to cover his route while he is out with pay. This office would have to sell 1500 stamps every day just to pay for the Carrier to sit home, and the overtime Carrier to come in and carry his route. Or let me put it another way, they would have to sell 40 of the prime product the Post Office sell's, (Express Mail) a day to cover the Carrier sitting home, and someone to carry his route daily.

With that said let's go back to the beginning of this article. ACCOUNTABILITY! Why is this Postmaster still employed by the Postal Service? The money that he has wasted should be coming out of HIS paycheck, not the Postal Service.

This story has a happy ending though, even though it's real and not a fairy tale. The Carrier is back to work, with no discipline, and the King is watching his supervisors flushing good money down the toilet.

With that said we come back to the beginning of this article, ACCOUNTABILITY!

Article courtesy of the NALC Branch 2008 issue of the February 2013 *Suncoast Letter Carrier's Update*

INSPIRE, ASPIRE, RISE ABOVE

BY KIRK BAIZ

Executive Vice President



For the New Year I have a resolution that I would like to put out there for all of us to participate in jointly. That resolution is to become part of the solution in some way, in any way, no matter how small or big. And then try to do it again. Whether it is by making a phone call, writing a statement, becoming a Shop Steward, going to Branch meetings or just becoming more educated on

your rights, you will feel better. Make this a resolution that builds with consistency. I guarantee it will make you feel better the more you get involved. In support of why you as an individual can make a difference, I provide the following items gleaned from previous articles of mine.

“Our lives begin to end the day we become silent about things that matter.” – Martin Luther King.

“The world is a dangerous place to live, not because of the people who are evil, but because of the people who do nothing about them.” – Albert Einstein.

And lastly let me refer to my personal favorite quote, from a speech given by Senator Robert Kennedy in South Africa in 1966. He had been invited by NUSAS, the anti-Apartheid National Union of South African Students, to deliver its Annual Day of Affirmation Speech to be held that year at the University of Cape Town. This was important because it took place during the darkest years of Apartheid.

In that speech Senator Kennedy spoke many memorable words, but I have taken two paragraphs from his words that day to pass on to you that speak of great individual efforts in history and of how powerful cumulative individual efforts can be.

“First is the danger of futility; the belief there is nothing one man or one woman can do against the enormous array of the world’s ills -- against misery, against ignorance, or injustice and violence. Yet many of the world’s great movements, of thought and action, have flowed from the work of a single man. A young monk began the Protestant reformation, a young general extended an empire from Macedonia to the borders of the earth, and a young woman reclaimed the territory of France. It was a young Italian explorer who discovered the New world, and 32 year old Thomas Jefferson who proclaimed that all men are created equal. “Give me a place to stand,” said Archimedes, “and I will move the world.” These men moved the world, and so can we all.”

“Few will have the greatness to bend history; but each of us can work to change a small portion

of the events, and in the total of all these acts will be written the history of this generation. It is from numberless diverse acts of courage such as these that the belief that human history is thus shaped. Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”

I offer these historical words in hopes that they put the daily struggle with the local supervisor in perspective and by doing so makes each one of you believe in the difference individuals can make when those individual efforts are multiplied. I hope it starts our own ripple of hope and action to stand up not only for your rights but also for the rights of the carrier to the right of you and the left of you and across the floor, and across your station, and across your city, and your Branch, and beyond. Let us all stand together to protect what we have attained over the years, and let us do it one carrier at a time, together.

In making a difference let me reveal several things happening that should not be happening, and ask all of you to report these items to either your local Shop Steward or our office so we can remedy them. Supervisors ARE NOT ALLOWED to case mail, deliver mail, deliver parcels, deliver Express Mail, collect mail, transport mail (including bring swings out to carriers), mark up mail, stamp mail, spread mail or parcels, take mail or parcels back to the throwback case, or generally handle mail at all. Don’t worry about any circumstantial exceptions anyone tells you about. If your supervisors or managers are doing any of this, the union needs to know. Call us, write us, email us, text us. These kinds of activities are happening more than anyone knows. We can’t deal with them unless someone local that witnesses them lets us know.

You need to be aware of any changes in your office and let us know those too. We don’t get bulletins from management on what they change. We won’t know many of these local changes unless you tell us. If your flowchart changes we need to know. If the way you carry coverages changes we need to know. If the way you case and/or deliver your route changes in any way we need to know. If they take any equipment away (throwback case) we need to know. If they change the type of hampers you use we need to know. If they change how you use them we need to know. If there is anything in your office that has been historically letter carrier work and management tries to give it to another craft or do it themselves we **definitely** need to know. When I do a station visit in your office I want to hear carriers say to me “Hey Kirk, I got something you need to know!”

Excerpt of an article originally published in the February-March 2013 Garden Grove, California Branch 1100 Union Carrier.

Work-related stress

Three years ago I wrote an article for the Wake-Up on work related stress. After reading a small newspaper story I started to research again and I was surprised at the facts.

Consider these facts:

“25% of employees view their jobs as the number one stressor in their lives “

---- Northwestern National Life

“75% of employees believe the worker has more on-the-job stress then a generation ago “

---- Princeton Survey Research Associates

“Problems at work are more strongly associated with health complaints then are any other life stressor—more so than even financial problems or family problems”

----- St. Paul Fire and Marine Insurance Co.

Work-related stress describes the physical, mental and emotional reactions of workers who perceive that their work demands exceed their abilities and/or their resources [such as time, help/support] to do their work. It occurs when they perceive they are not coping in situations where it is important to them that they cope. While stress itself is not a disease, if it becomes excessive and long-lasting it can lead to mental and physical ill-health. Work-related stress is recognized globally as a major challenge to workers' health, and the health of an organization

Risk Factors/Stressors—include but are not limited to the following. Work demands, poor support, lack of role clarity, poorly managed relationships, low levels of recognition and reward, poorly managed change, and organizational justice.

“Looks familiar to me”

The list of injuries and illness both physical and psychological associated is quite alarming. This can be researched on websites listed at the bottom of this article;

This is serious and should be taken as such!

Some simple things one can do to alleviate stressors are more time with family, making time to enjoy hobbies and interests. These activities have been proven to bring joy and peace of mind. Lastly to make a strict regimen of our health care to include our doctors. Routine physicals and letting our providers know of anything that is of any concern either physically or mentally.

List of Websites to obtain more information:

1. www.helpguide.org
2. www.4therapy.com/life
www.hse.gov.uk/stress
www.deakin.edu.au -----includes PDF format

For those who prefer literature:

Stress at work: management and prevention: by Jeremy Stranks [May 2005]

Work stress: the making of a modern epidemic: by David Wainwright and Michael Calnan [Aug 2002]

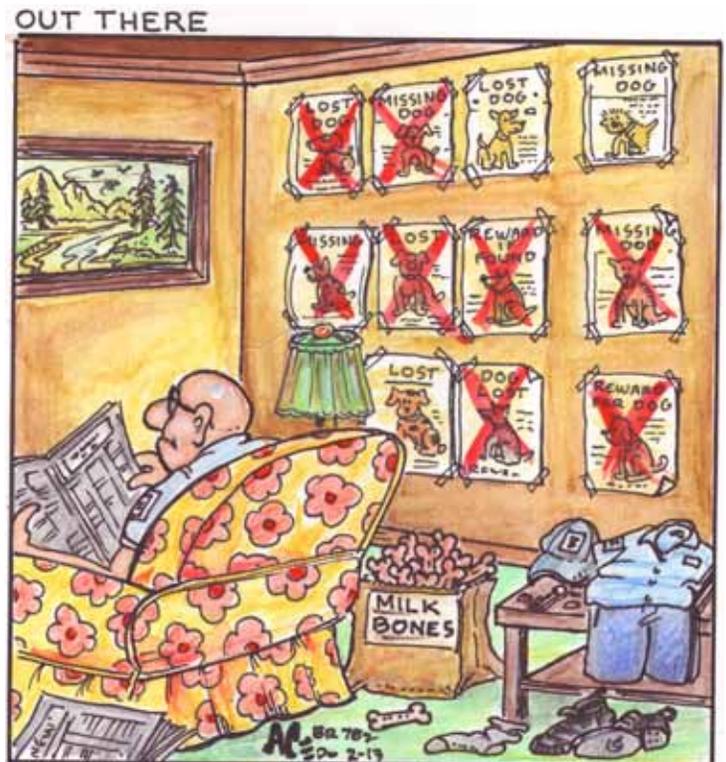
Also: Both the Postal Service and the National Association of Letter Carriers endorse the Employee Assistance Program: [EAP]

Please take this subject seriously for the health of you and your family.

In Solidarity,

Jim Cavalieri
Safety Officer

This article is courtesy of the Mass
Northeast Merged Branch 25
Wake Up! published in February 2013



This is a previously unpublished Fred Acedo, NALC Branch 782 S.A.N.E. cartoon which seeks to answer the question:
“How do you decrease the stress in your Letter Carrier life..???”

Legislative Liaison



"Lip-synching – let that be a lesson; if you are in Washington DC and you open your mouth and another voice comes out, it better be the NRA, an oil company, or a bank."

Bill Maher

Step One: CALM THE HELL DOWN!
I'm on vacation this week which means I had to find out the same way the rest of the public did about this "no mail on Saturdays" deal. I did get the chance to watch PMG Donahoe's performance as it was streamed live via the internet on CNN and I can honestly say that it's too bad for him that the Oscar nominations are closed for this year or he would be a sure thing for best performance as a Bald Faced Liar in a short film.

I think my favorite part was where he claimed all the letter carriers were behind him, (no Pat, just the dumb ones). His claim was quickly followed up by a call from all the postal unions for him to resign immediately which doesn't lend a lot of credence to what he knows about his own employees.

Now down to facts; why does the PMG think he can do this without approval from the 535 ego maniacs that make up the US Congress? At the risk of boring you, (like that's ever stopped me before), here's what Pat is trying to pull.

As I written before (this is the boring part) six day delivery is mandated by a law that dates back to 1983 which states that the USPS must maintain a certain set of "delivery standards." It doesn't mention six day delivery by name, it only uses the words delivery standards. And every year the language from this law is attached to one of the thirteen appropriations bills that Congress passes each year which keep the government running. You may recall that a couple of years ago the boys at L'Idiot Plaza tried to keep that law from being attached to one of those thirteen bills as a backdoor way of killing six day

delivery. Unfortunately for them their sneaky little stunt was exposed and Congress tacked the language onto a bill and six day delivery survived.

So what's different this year? Well the PMG and his lawyers (of course there are lawyers involved, it takes a certain type of deviant mind to come up with something like this), are claiming that because Congress, which is locked in a bitter fight over the budget with the White House, failed to pass any of those thirteen bills that the 1983 law is not in effect. Technically they are correct, at the present time the government is being kept going by what is called a Continuing Resolution, a type of stop gap measure. Continuing Resolutions have been passed before in order to prevent a government shutdown. There is a key date involved in this and that date is March 27th. Donahoe and his crew of lawyers have cited that date as the point where the 1983 law becomes null and void overlooking the fact that Congress could change all that with the proverbial stroke of a pen leaving Donahoe looking like a real fool.

Some members of Congress are truly up in arms over this. Representative Danny Davis, a former postal worker himself, flew back to Chicago to address members of NALC Branch 11. "Something had to give," he said. "We've known it for years, but this seems like a sneak attack. We didn't know this was going to happen today."

Other members who objected to this little stunt included Rep. Elijah E. Cummings, Ranking Member of the House Committee on Oversight and Government Reform, Congressman Gerry Connolly, Representative Stephen F. Lynch, Ranking Member of the Subcommittee on Federal Workforce, U.S. Postal Service and the Census, and on the Senate side Senator Bernie Sanders from Vermont who is always fighting for us. He released a statement which reads, "The post-

master general cannot save the Postal Service by ending one of its major competitive advantages. Cutting six-day delivery is not a viable plan for the future. It will lead to a death spiral that will harm rural America while doing very little to improve the financial condition of the Postal Service. Providing fewer services and less quality will cause more customers to seek other options. Rural Americans, businesses, senior citizens and veterans will be hurt by ending Saturday mail."

I did call Congressman Jim Renacci's office on the day this announcement came out. I spoke to Mr. David Dobo, the staff member who handles postal issues, and he hadn't gotten the word yet about Donahoe's pending announcement to kill Saturday delivery, but he did state that, to the best of his knowledge, that Mr. Renacci still supports six day delivery. So you might want to call his office, (contact info is on page four, including the contact info for the congressman's new office in Wadsworth) and ask him to continue to support six day and while you're at it ask Mr. Renacci to please consider signing on as a co-sponsor of H Res. 30, a non-binding measure that calls for the continuation of six day delivery.

For those in our ranks who have that "they can't do that" way of thinking I hope what PMG Donahoe did serves as a wake up call. The PMG is doing his absolute best to destroy the company where we are all employed. I strongly suggest you get off your butts, turn off the TV, and show up at the union meeting next Tuesday, I'll have more news then.

Gary Scherer

This article is courtesy of the January 2013
Branch Reporter published by
NALC Branch 238 in Canton, Ohio.

This is the Joy in My Life!

Hi, Basil~

I just wanted to share some pictures of our grandson, David, who is wearing an outfit my wife made for him. He is really proud of it! And, if anyone asks him what he wants to be when he grows up, he will proudly say, "I want to be a mailman like my 'Papa'!!."

I even took him trick-or-treating and people got a kick out of it!

My wife also insisted that I wear my uniform as I made the rounds with him. One guy answered the door and just had to call his wife over. "Hey, Marge! You gotta see this! Look! There's a little mailman and papa mailman!"



That little guy pulled a fast one on me one time, though. He got scared by something after ringing the doorbell at one house and left me standing at the door in my "costume" like some overgrown trick-or-treater...

After I said, Trick or Treat", I had to do some quick explaining! It was a fun time for sure!!

BRIAN SHELLCROSS

Norma wants to remind us...

Hey Letter Carriers!!!

Once again, it's that helpful time of year for Letter Carriers and their loved ones to help collect food for those in need. Please be on the lookout for more information on the t-shirts to be purchased and local events planned for the 21st annual NALC Food Drive.

If any one has questions or suggestions, please contact Shari Sharp or Norma Hamer. Remember, Saturday May 11, 2013!

Thanks!
NORMA HAMER





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

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

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

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

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

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Rick Plummer, Webmaster



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General Meeting Tuesday February 26, 2013 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

OUT THERE



\$450?

*YOU have a chance to win.
What do you have to do?*

*Attend the NALC Branch 782
meeting on February 26, 2013.*

Retiree Bill Diffee was not at the November Branch Meeting. He could have won \$300. Rick Cartier from Hillcrest was not at the December Branch meeting. He could have won \$350. And? \$400.00 would have been won by Thom Young if he had been present at the January meeting.

Will your name be called next?

If you are not present...rest assured somebody **WILL** let you know that you didn't win the \$450...

Oh... You've probably heard about the the PMG's decision to go to 5-Day Delivery?? Let's talk about it at the meeting...

Don't forget to check out the web version of this newsletter! More is better... Go to out WWW.782NALC.COM