

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update

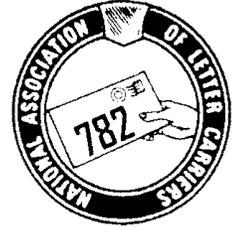


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CHARTERED FEBRUARY 25, 1891

WEB VERSION @WWW.782NALCCOM

MARCH 2012

If you're "here", you've gotten to the latest "web" version of the *NALC BRANCH 782 E.A. BAKER UNION UPDATE*. Thank you for taking a look! For context, our web version augments the printed material published in our regular monthly newsletter. And, we build on it to let you explore some additional insights provided by other Letter Carriers around the country. Obviously, this "digest" reflects selections that caught my interest...

Why do I do this? It is prohibitively expensive to publish our newsletter with a bunch of pages. However, ***THERE IS JUST SO MUCH RELEVANT INFORMATION OUT THERE THAT IS AVAILABLE IN THE MANY NALC NEWSLETTERS FROM ALL OVER THIS GREAT COUNTRY OF OURS!!*** This format provides us a great opportunity for sharing pertinent information with any individual Branch 782 member who wants more.

So...what kinds of things can you find as you electronically "flip" through the pages that weren't in the original print version??? (For perspective, the March 2012 print version had twelve pages, the web version has 32 pages.)

Another important point: While the March newsletter featured five pictures from the recent 6th Annual "Battle of the Stations" Bowling Tournament, the web version showcases one hundred and seventeen! Check them out and you may find yourself! Everything is on pages 16 - 32.

BUT! There is more! Page 8 has something about Weingarten Rights. Read page 9 if you smoke cigarettes.

You think that you have it bad? It wasn't always like this! Check out the information on pages 12 and 13 from former NALC President James Rademacher to see what your Union has done for you...

And guess what? Page 30 proposes a topic that you should consider in article from Tacoma, WA Branch 130. The title is self-explanatory: "What's the Real Story"

Electronically Yours,
Basil Zuniga, Branch 782 Editor-guy

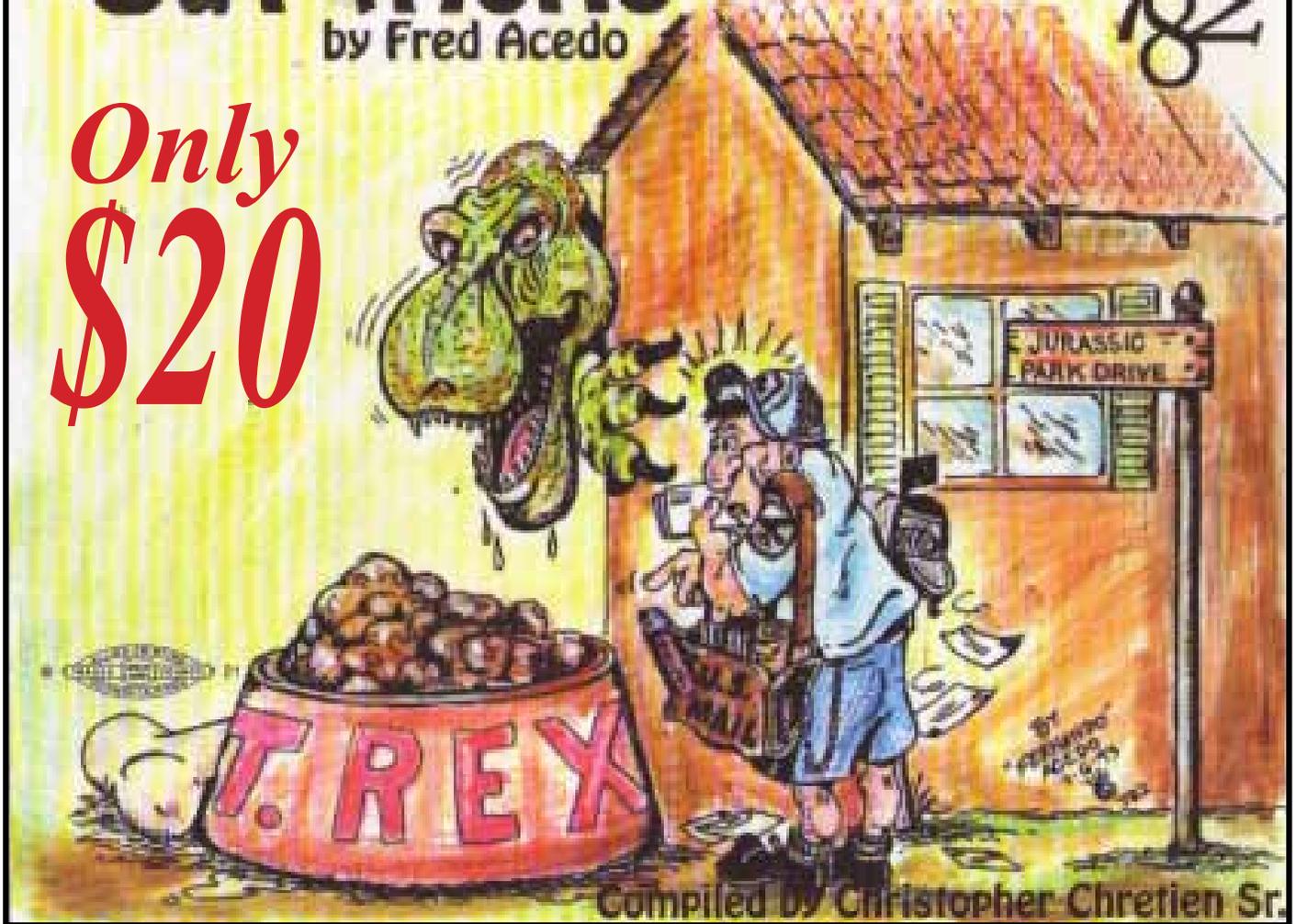
And now???? An Advertisement for a great, great, GREAT book that you can own...

“OUT tHeRe”

by Fred Acedo

BRANCH
782

Only
\$20



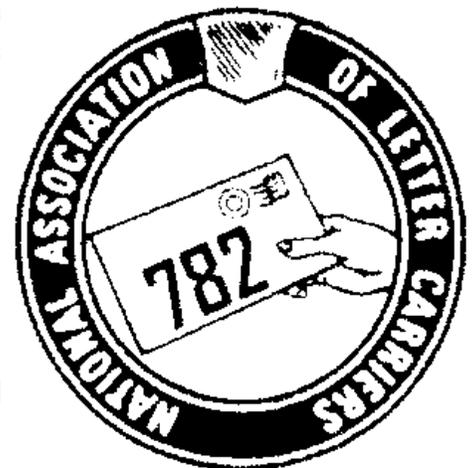
So what is this advertising message about? **THIS** is an MDA fundraiser. We are asking for **YOUR** help!!!!!!

We envisioned that all 2,500 copies of this book would be sold at the national NALC Convention in Anaheim in 2010. Didn't happen. We still have about 1500 copies of this book waiting to be sold before we can make our anticipated MDA donation. And—to add a little twist—a member motion at our general meeting that we had to sell **ALL** of the books before we could make our donation...

The book (about, for and by members of the NALC) chronicles the work of Branch 782 S.A.N.E Fred Acedo through the first nine of his nineteen years producing outstanding glimpses into who we are.

So...you may ask, what can you do? **ORDER A BOOK!!!**

Contact Kim Gerdes at (661) 301-9676; or, try her at the following e-mail address: "krgerdes91@hotmail.com". **PLEASE** help us out!



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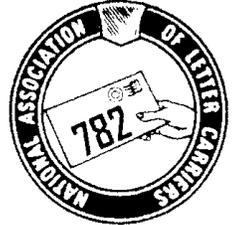


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MARCH 2012

at the



Mike:

Ask and Ye Shall Receive

by Ray Hill, Executive Vice-President
NALC Branch 2902

A major task of any labor organization is to educate members about Rights.

This guest article, by the Executive-Vice President of NALC Branch 2902, deals with a specific topic about your Rights...

Fortunately, the overwhelming majority of Letter Carriers will work their entire USPS career without ever having to undergo the unpleasant experience of being interrogated by either a USPS Postal Inspector (PI) or a Special Agent (SA) of the USPS Office of Inspector General (OIG).

Those few Letter Carriers that have had to suffer through an interrogation by either a Postal Inspector or OIG Special Agent can attest to the fact that it is not a whole lot of fun—*especially if they failed to request Union representation for their interrogation.*

Article 3 17.3 of our National Agreement states, in relevant part: “...If an employee requests a steward or Union representative to be present during the course of an interrogation by the Inspection Service, such request will be granted. All polygraph tests will continue to be on a voluntary basis...”

This *also* applies to interrogations, or interviews, with OIG Special Agents.

Continued on next page...

The key phrase in Article 17.3 as written above is: *“If an employee requests a steward or Union representative to be present...”*

IF YOU DO NOT ASK FOR A STEWARD OR UNION REPRESENTATIVE TO BE PRESENT, THE INSPECTION SERVICE OR THE OIG WILL NOT PROVIDE SUCH REPRESENTATION.

Also, **THEY WILL NEVER ASK YOU** if you want a Union Representative present and **THEY WILL NEVER OFFER** to provide a Union Representative for your benefit.

*You have to ask!!! **YOU HAVE TO ASK!!!***

When the Postal Inspectors or the Special Agents of the OIG come sniffing around wanting to interrogate you, rest assured that they do not come in peace looking for a way to prove you are innocent of the allegations that they are investigating. No, Brothers and Sisters, they are there for one reason only—to hand you a shovel and hope and pray that you are foolish enough to provide them with enough information to dig your own grave.

The main problem with agreeing to be interrogated by Postal Inspectors or OIG Special Agents without the benefit of Union Representation is that there are no witnesses—other than the inspectors or OIG Special Agents—who can verify what was actually said during the interrogation.

The **ONLY** record of the questions will be the Postal Inspector’s “Investigative Memorandum” (IM) or the OIG’s “Report of Investigation” (ROI), depending upon which of the two agencies conducted the interrogation.

When they prepare the IM or the ROI, the Postal Inspectors or the OIG Special Agents have a tendency to edit their reports significantly (usually in order to overemphasize certain points while underemphasizing—or even omitting altogether—other points).

Take a wild guess which points they like to overemphasize in their reports... That’s right! The ones that tend to incriminate you!

Guess which points they like to underemphasize or omit altogether in their reports... Right again—the ones that create reasonable doubt regarding your guilt or help to refute any possibility of innocence.

Let me share this. At the end of November 2011, La Carrier from our Branch was accused of some serious “ Mishandling of the Mail” by a customer that lives on his route.

Management went out to the home of the customer that had lodged the complaint against the Carrier, interviewed the customer and obtained a statement from both the customer and the customer’s roommate.

Later that same day, Management contacted the OIG. Two of their Special Agents drove to the Post Office where the Carrier works in order to interrogate him.

Unfortunately, the Carrier did not ask for Union representation during his approximately one hour and 20 minute interrogation by the OIG.

Therefore, the only witnesses that could testify as to what transpired during the interrogation are the two Special Agents that interrogated the Carrier and the Carrier himself. That’s 2 against 1...and the Carrier did not take any notes during the interrogation.

Without the benefit of a Union Representative being present to advise the Carrier (and to take notes of what transpired during the interrogation), all we have is the paperwork provided by the OIG.

And, **THAT** is not a good thing...

Continued on next page...

MORE IS BETTER!!
Go to our site at
WWW.782NALC.COM.
Really, if you don’t know your Rights,
you have no Rights.

When I later received a copy of the OIG Special Agent's Report of Investigation (ROI) from Management, I was surprised by the brevity of the report, especially in light of the fact that the Carrier was interrogated for approximately one hour and 20 minutes!

In the report, the OIG Special Agent wrote one short paragraph proclaiming that the Carrier denied the allegations that were being made against him. In the next paragraph of the report, the Special Agent wrote that the Carrier "eventually" admitted the gist of the entire report...two short paragraphs leaping from the Carrier's denial of the charges to his "eventually" admitting that he was guilty of the charges.

What the hell happened during the one hour and 20 minute interrogation?

Lord knows there were a lot more than two short paragraphs worth of dialogue that transpired during that time! But, conveniently, none of that dialogue was included in the ROI...

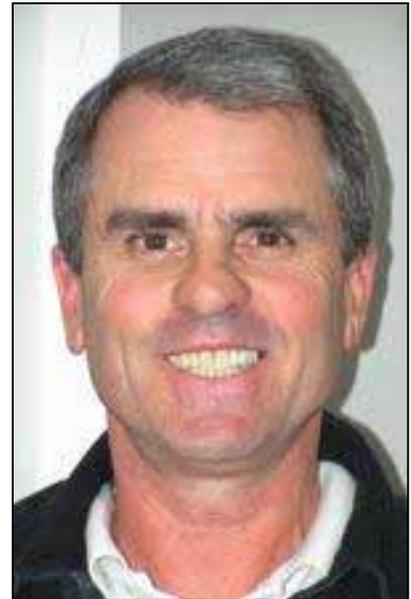
I called the OIG Special Agent that had interrogated our Carrier and left him a voice mail asking if he would contact me ASAP. I did not receive a call back from the Special Agent so I called him again about five days later and left another message to give me a call.

The Special Agent called me back later that day and I told him that I needed to ask him a few questions regarding his interrogation of the Carrier and the subsequent Report of Investigation that he prepared. I was just about to start asking him my questions when he stopped me and stated, "Before you go any further, I need to let you know that the OIG Special Agents will not answer questions from Union representatives regarding active, ongoing or pending investigations."

I told him that I only had a couple of questions and I told him that we did have the right per Article 17.3 of our National Agreement to question OIG agents. I asked him if we could meet face-to-face and he told me that I would have to fly to Honolulu to do so. It turns out that he now works in the Honolulu District.

Again, I said I only have a couple of questions. He stopped me and said, once again, "OIG Agents will not answer questions from Unions regarding ongoing, active or pending investigations."

I told him that I would write, "For the record", that he refused to answer any of my questions regarding his interrogation of our Letter Carrier. He said, "I referred you to Labor Relations." I told him, "Labor Relations cannot answer any of my questions because Labor Relations was not there for the interrogation; **YOU** were there for the interrogation."



**Ray Hill, NALC Branch 2902
Executive Vice-President**

After I concluded my pointless conversation with the Special Agent, I contacted one of the Sierra Coastal District Labor Relations Specialists and explained the situation to him. To his credit, he agreed with me that the Special Agent should have answered my questions and he told me that he would look into the matter for me.

We played phone tag for the next four weeks while the Labor Relations Specialist tried to schedule an interview for me with the OIG Special Agent. I found out during these four weeks that the OIG requires that a representative from their "Office of General Counsel" (Law Department domiciled in Washington, DC) participate in all interviews of their Special Agents by Union representatives such as myself.

Therefore, the Labor Relations Specialist had to coordinate the interview with the Washington, DC

Continued on next page...

participant from the OIG General Counsel Office and the OIG Special Agent in Honolulu.

I was finally able to interview the OIG Special Agent this week and—sometime in the future—I will write about the interview and give my impression of this particular OIG investigation and the subsequent Report filed by the Special Agent.

suffice to say at this time that the Report was definitely biased and omitted some important facts that would have been helpful to the Letter Carrier involved. As I hinted earlier in this article, the OIG's interrogations are not conducted in a manner that is intended to exonerate an accused Carrier. The interrogations are conducted in a manner that will help to convict an accused person.

If it wasn't so laughable how protective the OIG is of their precious Special Agents—*refusing to allow them to be interviewed by Union representatives without a lawyer present to "hold their hand" throughout the interview*— I wouldn't be so adamant about telling you, once again, that: **IF YOU DO NOT ASK FOR A STEWARD OR UNION REPRESENTATIVE TO BE PRESENT, THE INSPECTION SERVICE OR THE OIG WILL NOT PROVIDE SUCH REPRESENTATION.**

The OIG Special Agents love to badger and cajole our Letter Carriers while interrogating them,

especially if the Carrier fails to request Union representation during their interrogation.

When the shoe is on the other foot (and the Union wants to interview the Special Agent), the OIG makes it more difficult than attempting to interview the President of the United States or the Pope.

We have written occasional reminders in the Branch 2902 *Mail Bag News* about the requirement that **YOU MUST ASK** for representation as far back as I can remember. Nevertheless, it seems like (at least once or twice a year) we still find out about a Carrier who was being accused of some sort of violation of the USPS rules, including allegations of criminal acts, which allowed the Postal Inspectors or the OIG to interrogate them without asking for Union representation. Almost always—when that happens—things do not turn out well for the Carrier involved.

So...one more time!

Remember, if a Postal Inspector or an OIG Special Agent wants to "talk" to you, ask for a Union representative to be present! Politely refuse to answer any questions from them until you are provided that representation.

THAT is your Right. But, you have to ask for it!

The job you save may be your own...

Article courtesy of the Chatsworth, CA March-April 2012 NALC Branch 2902 *Mail Bag News*.

Think about this...

When you you didn't have the time to contact your Congressional Representatives...

When you didn't have the money to donate to COLCPE...

When you don't have anybody else to blame...

When they came for your retirement benefits and you did nothing...

When they came for your ability to have sick leave and vacation time...

When they came to take away your overtime...

When you don't have anybody else to blame..

And, you tell people that you don't have anybody else to blame?

Blame the Union...

That's me and YOU..

Have a good life. Well, try to...

Johnny on the Spot



*Think
About
This...*

Campaigning

The race for the Republican presidential nomination is currently in the heat of battle. As you know, the candidates are campaigning across the country. It is all over the media from TV to newspapers. Eventually one of the 4 contestants will have successfully campaigned to win the nomination and face President Obama in November's elections.

Meanwhile there is some other campaigning that is going on but isn't getting the same media attention—campaigning that could hurt our employer and therefore hurt us.

Our old “Frienemy” Rep. Darrell Issa (R-CA) continues to campaign to dismantle the Postal Service. (Frienemy: A “toxic” person who poses as a friend but subconsciously or consciously wishes you harm.)

This weekend, Rep. Darrell Issa (R-CA) continued his social media assault on the Postal Service, making a case to the American people that Congress should make the cuts to begin the process of dismantling the USPS.

Coming prepared with an arsenal of misinformation, Issa claims that his “postal reform” legislation, HR 2309, would

not end collective-bargaining rights for postal employees if it passed. Rather, he is satisfied that his proposals do enough to severely limit the right to bargain collectively by including the creation of an oversight authority that would have the power to unilaterally change and nullify portions of bargained agreements.

Furthermore, Issa misleadingly declared, “USPS is not required to fund 75 years of retirement benefits in 10 years.” Yet, the USPS *is* required to put roughly \$5.5 billion per year through 2016 into a fund called the Postal Service Retiree Health Benefits Fund (PSRHBF). This fund cannot be used to pay for the cost of benefits for current retirees; rather, it would fund 80 percent of the cost of USPS retirees over the next 75 years. Forgetting the fact that there is already more than **\$40 BILLION** in the PSRHBF right now—half of the total cost of retiree health benefits over the next 75 years—Issa's misinformation campaign has one purpose: ***To tear apart the USPS, one piece at a time.***

This guy is the chairman of the House Oversight and Government Reform committee. The American people assume he knows what he is talking about when he conducts these interviews. We clearly know he is full of it. By focusing on cutting business and service standards, busting the postal employees' unions, and ending the trusted service provided to the American people six days a week, Issa refuses to work toward a viable future for the USPS.

Our job is to campaign toward the right legislative solution that will empower the USPS to find new ways to make money while using existing USPS resources in every community; continuing to visit every American home and business six days a week; and, providing more convenience and service to the American people.

Respectfully,

JOHN ORTEGA
Branch 782 Vice-President

JOIN JOHN!

Won't cost you a cent...
but might save your career!



Come to the General Membership Meeting and see what you can do...



Abel Muniz

Vice-President's Views & Visions

I would like to address an area that we have covered before; however, it still remains a great concern. Some members are still unaware of their "Weingarten Rights". Article 17, pg 17-6 (below) address some question members may have over their rights when management bring them into the office:

Weingarten Rights

Federal labor law, in what is known as the *Weingarten* rule, gives each employee the right to representation during any *investigatory interview which he or she reasonably believes may lead to discipline.* (*NLRB v. J. Weingarten, U.S. Supreme Court, 1975*)

The *Weingarten* rule does not apply to other types of meetings, such as:

- **Discussions.** Article 16.2 provides that "for minor offenses by an employee ... discussions ... shall be held in private between the employee and the supervisor. Such discussions are not discipline and are not grievable." So an employee does not have *Weingarten* representation rights during an official discussion. See National Arbitrator Aaron, H1T-1E-C 6521, January 6, 1983, C-03769.
- **Employees do not have the right to union representation during fitness-for-duty physical examinations.**

The Weingarten rule applies only when the meeting is an *investigatory interview*—when management is searching for facts and trying to determine the employee's guilt or decide whether or not to impose discipline. The rule does not apply when management calls in a carrier for the purpose of issuing disciplinary action—for example, handing the carrier a letter of warning.

An employee has *Weingarten* representation rights only where he or she *reasonably believes* that discipline could result from the investigatory interview. Whether or not an employee's belief is "reasonable" depends on the circumstances of each case. Some cases are obvious, such as when a supervisor asks an employee whether he discarded deliverable mail.

The steward cannot exercise *Weingarten* rights on the employee's behalf. And unlike "*Miranda* rights," which involve criminal investigations, the employer is not required to inform the employee of the *Weingarten* right to representation.

Employees also have the right under *Weingarten* to a pre-interview consultation with a steward. Federal Courts have extended this right to premeeting consultations to cover Inspection Service interrogations. (*U.S. Postal Service v. NLRB, D.C. Cir. 1992, M-01092*).

In a *Weingarten* interview the employee has the right to a steward's *assistance*—not just a silent presence. The employer would violate the employee's *Weingarten* rights if it refused to allow the representative to speak or tried to restrict the steward to the role of a passive observer.

Although ELM Section 666.6 requires all postal employees to cooperate with postal investigations, the carrier still has the right under *Weingarten* to have a steward present before answering questions in this situation. The carrier may respond that he or she will answer questions once a steward is provided.

In Solidarity,

Abel

Article courtesy of the March 2012 *Southwest Florida News and Views* published by NALC Branch 2072 in Ft. Myers, FL

Vice Presidents Message: Breathing is good

By Jerry Fitzsimmons

I write this Article from Southern California. I just walked off the golf course. It is 80 degrees and a light breeze is in the Palm trees. My Folks live down here in the winter and I try to spend a couple of weeks with them every February. I just wanted you all to be a little jealous.

My message this month has to do with something I accomplished at the beginning of 2012. I woke up New Years Day and decided that I would see if I could go all day without smoking a cigarette. I did, and that truly is an accomplishment. So then I told myself I should try to go two days without smoking, then three and so on.

Smoking is something I have been doing for 40 years. It has been my stress reliever and I did enjoy it for a long time. I just turned 57 years young and it truly was something that I ceased to enjoy a few years back but I needed to take that nasty habit out of my life.

My Father quit about 25 years ago and he is now 86 years old and I hope to live at least that long myself so it truly was past time to put that addiction behind me. I gotta say it was not easy and the urges are still there at times, but I am committed to spending the rest of my life as a non smoker; 53 days and counting.

I had my first cigarette at the age of 8 when I stole one from my Dad's pack. At that time he smoked 3 packs a day and I knew that he would not miss one. I snuck out to the woods not far from my home and lit up, coughed my face off and thought I was so cool. By the age of 17 I smoked about a pack a day and I never really thought about quitting until I was 40 years old. It only took another 17 years to do it.

About 8 years ago I started rolling my own to try and cut down on the cost and the amount I smoked every day. That worked to reduce the number of cigarettes per day because I had to work a little more for each one. But then I got so that I kinda liked the ritual of rolling my own. When I realized that I knew that the only way I was ever going to quit was to just stop and as they say go "cold turkey."

I had set many dates that I was going to quit but that never worked. The dates that I had picked in advance just came and went and I just kept on smoking. So when the New Year came around I really hadn't thought about it until I got up that morning. I went out to get the morning paper and that was usually when I smoked the first cigarette of the day, which is when I decided to see if I could go all day without one. I kept myself busy and every time I had the urge, I just took some deep breaths and told myself I was gonna make it till the end of the day. So far so good!

After the first two weeks I noticed that I didn't cough so much in the morning and after three weeks I noticed that food started to taste better. I gained about 5 pounds the first month but I have taken that back off and now I have the breath to hop on the treadmill and try to drop a few more pounds. I can also walk the golf course without getting as winded and that makes me want to never smoke another cigarette again, ever!

But it is still a work in progress and I think it may always be a work in progress. I wish I had never started, but I did and that is just the way it is. I want to thank my family and friends for the positive feedback they gave me and I will pass that on to anyone who makes the decision to put tobacco out of their lives. Easy Breathing is truly a strong motivator.

Being here in southern California is beautiful and I am practicing to be retired. I think I might be pretty good at it, if I ever get there. And now that I am a non-smoker I have a much better chance of getting there.

I would write a longer article but it is time to go throw horseshoes and then after that it will be time to go lay in and around the pool. I know, I know I am rubbing it. So I will just remind all of you to **Work smart, Work safe, so you can Retire healthy.**

Article courtesy of the March 2012 *Branch 82 B-Mike* published by NALC Branch 82 in Portland, Oregon



Believe it or not, *YOU* are getting older each and every day. The consequences of the

choices that you make *today* may live with you and may be only be discovered—*much to your chagrin*—years in the future...

Make a choice to be healthy now... for the chance at a healthy tomorrow!!!

Minutes of the February 2012 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery at 7:00 p.m., on the 28th day of February, 2012 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Darryl Holderman. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Lamont, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Webmaster, Rick Plummer; S.A.N.E., Fred Acedo; OWCP Rep., Rick Gerdes; Photographer, Anita Holderman; Asst. Recording Secretary, Mable Bullis and Legislative Rep., Diana Herrera. The minutes of the January 24, 2011 meeting were read by Recording Secretary, Kim Gerdes and were accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: An application was received from Albert White.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega reported that she had nothing to report. Basil Zuniga reported that Camino Media folded the newsletter last month. Next month will be Downtown Station.

NEW BUSINESS: Molly Biggar made a motion to transfer \$3490.00 from budget item "Newsletter Printing" to payroll tax, seconded by Norma Hamer and passed.

GOOD OF THE ASSOCIATION: Mike Towery reported that there will be a District Meeting next week regarding the Food Drive. Shari Sharp will attend. Teresa Garcia will still be the Food Drive Coordinator with Shari Sharp and Norma Hamer helping. They will try to set up a meeting with the Food Bank. We will have grocery bags to deliver this year in Bakersfield and Ridgecrest. Mike reported that the Bakersfield Mail Processing Plant will be closing. Some clerks will be excessed to the carrier craft. They will bring their seniority with them. Basil Zuniga read the members present some articles, from Lancaster/Palmdale regarding excessing, from Florida about an carrier who was involved in an accident while off his route, not at his designated lunch spot, and his accident was not covered and from San Francisco about streeters and casers. They are in a 6 month trial, management will decide whether to implement nationwide or to scrap. In

Orange County management has video cameras focused at carriers while they case. National has a grievance filed, management will continue to use the cameras until the grievance is settled. Basil also asked the carriers to check out the Web version of the Newsletter, it has these articles and much more.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$17,572.54 was collected for February.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$63,912.83
Dues and Income	\$16,896.26
Interest Income	\$ 8.65
Total Balance	\$80,817.74
Expenses	\$10,482.25
Ending Balance	\$70,335.49

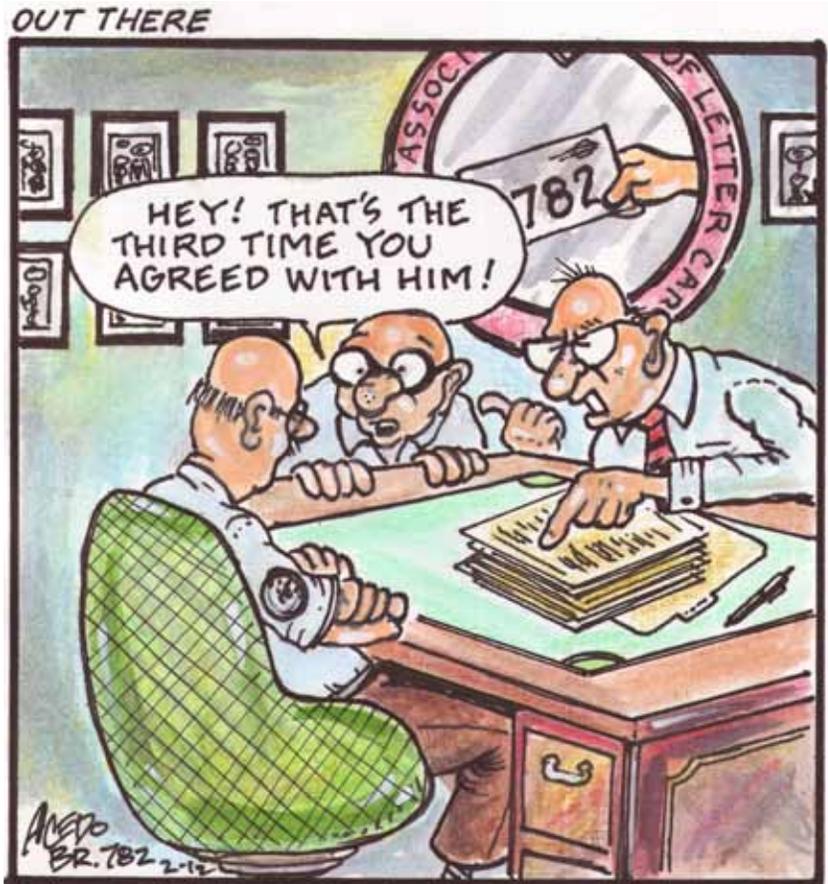
The MDA 50/50 Drawing was won by Norma Hamer.

The Drawing for \$50.00 would have been won by Joe Gandera if he had been present.

There were 34 members present.

The meeting adjourned at 7:31 p.m.

Respectfully submitted,
KIM GERDES



NON-MEMBER LIST DECEMBER 2011

AVENAL (93203)
100% UNION!!!

WASCO (93280)
100% UNION!!!

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

TEHACHAPI (93561)
100% UNION!!!

ARVIN (93209)
100% UNION!!!

DOWNTOWN (93301)
D. Pearce
J. Cruz

MOJAVE (93501)
100% UNION!!!

TRONA (93562)
100% UNION!!!

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

SOUTH STATION (93304)
100% UNION!!!

CALIFORNIA CITY (93504)
100% UNION!!!

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

LAMONT (93241)
100% UNION!!!

EAST BAKERSFIELD (93305)
G. S. Saran

BORON (93516)
100% UNION!!!

EDWARDS AFB (93526)
100% UNION!!!

McFARLAND (93250)
100% UNION!!!

HILLCREST (93306)
A. White
BRUNDAGE (93307)

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

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

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

STOCKDALE (93309)
J. Oh
P. A. Medrano

**We are an "Open Shop".
MEMBERSHIP IS VOLUNTARY.
369 Letter Carriers are in the complement
assigned to cities represented by
our Branch. ONLY 21 ARE NON-MEMBERS. We
are 94.3% organized!**

In Union?

by John Howell, President
NALC Branch 133

Recently, we sent a letter to all of the non-members in our Branch. In the letter, we asked that they reconsider their personal reasons for not being an NALC member.

We then asked each of your Stewards to follow up on that letter by asking each of the non-members to join and ask the reasons they weren't members now.

We received a wide variety of reasons. Most boiled down to: "I don't need the Union"; "I don't need Union representation"; or some variation of, "...the Union did/didn't do something that I wanted him/her/them to do or not do."

Some said they couldn't afford it and gave some reason that their debt was greater than yours or mine. Some said that they didn't agree with the Union's politics and we should never have become involved with politics.

My. My.

These people, apparently, have not been keeping up. Do they know that the Union is the organization that negotiates their wages, benefits and working conditions—and just as importantly—also spends countless hours protecting the

Agreements which arise out of those negotiations? This, in itself, involves an enormous expenditure of money. Those dollars come out of the dues money paid for my members.

Can you, or any non-member, say that we would certainly get a pretty good deal if we just let Management decide what your pay, benefits and working conditions should be?

What do non-members think would happen if there was no Union to do this or for them? That is why we are called a "union". We join together, "in union" to accomplish a common goal. We need non-members to join with us as we all try to protect our common interests.

But you see, there are those who will still sit back and will refuse to protect what we all have. Then, after we have spent huge sums of monies to either pay for an Arbitration or come to some other resolve, they will blame the Union because they didn't get what they thought they should get.

In fact, it is almost hilarious sometimes. If a grievance resolve culminates in the payment to make grievants whole, many of the non-members are often the first to ask how soon they will be getting "their" piece of the pie.

I am constantly amazed that a large portion of our members think that they don't have to do anything other than go to work and do their assignments and have no greater responsibility to insure the future of our jobs.

This is an excerpt from an article courtesy of the March 2012 Sacramento, CA Branch 133 *Swing Room Gazette*

If you don't know what Letter Carriers had to deal with in years past, you may not have any idea of how good you have it today. Also, people who had to fight for their Rights and Benefits appreciate what it takes to keep them. YOU have a responsibility to protect what they fought for...



70 YEARS OF NALC MEMORIES

by James H. Rademacher, President-Emeritus NALC

“With my first pay check (about \$9) I was able to purchase a badge at 75 cents and a gray pair of pants for \$3. Incidentally I still have my original W-2 which indicates that in 1941 my total pay was \$991.”

(EDITOR'S NOTE: PRESIDENT EMERITUS JAMES H. RADEMACHER, RECEIVES HIS 70 YEAR MEMBERSHIP PIN THIS YEAR. HE HAS WRITTEN SOME OF HIS EXPERIENCES SINCE BEING APPOINTED IN 1941 AS A TEMPORARY SUBSTITUTE CARRIER.)

FOLLOWING IN MY FATHER'S FOOTSTEPS, MY APPOINTMENT CAME AS A SURPRISE AT THE AGE OF 19 IN THE DETROIT, MICHIGAN POST OFFICE AT A PAY RATE OF 65 CENTS HOURLY. IT WAS 16 YEARS AFTER MY FATHER WAS HIRED AT THE SAME RATE OF PAY AND NO RAISES WERE RECEIVED DURING THAT LONG PERIOD. MY FIRST ASSIGNMENT WAS AT THE MAIN OFFICE WHERE I SPENT THREE DAYS OFF THE CLOCK LEARNING THE JOB. BUSINESS CARRIERS DELIVERED THREE TRIPS DAILY AND I DID GET A LITTLE WORK WHEN THE MAIL VOLUME WAS HEAVY OR WHEN ONE OF THE CARRIERS CALLED IN SICK.

AFTER GOING SEVERAL DAYS WITHOUT ANY EMPLOYMENT, I ASKED ONE OF THE CARRIERS IF HE WOULD EITHER CALL IN SICK OR TAKE LEAVE SO I COULD AT LEAST HAVE MY STREET CAR FARE REIMBURSED. AT THE PAY RATE OF 65 CENTS HOURLY, IT WAS DIFFICULT TO MAKE ENDS MEET WITHOUT ANY ASSIGNMENTS. ONE HELPFUL FELLOW DID CALL IN SICK AND I WAS ASSIGNED THE LARGEST BUILDING IN DOWNTOWN DETROIT. WHEN I LOOKED AT THAT CASE FULL OF A COUPLE OF DOZEN BUNDLES, I RAN UP TO THE SWING ROOM AND GAVE UP MY BREAKFAST. WHEN I CAME DOWN ANOTHER CARRIER HAD BEEN ASSIGNED THAT ROUTE.

WITH MY FIRST PAY CHECK (ABOUT \$9) I WAS ABLE TO PURCHASE A BADGE AT 75 CENTS AND A GRAY PAIR OF PANTS FOR \$3. INCIDENTALLY, I STILL HAVE MY ORIGINAL W-2 WHICH INDICATES THAT IN 1941 MY TOTAL PAY WAS \$991.

WHILE DELIVERING TO A CHURCH ON ONE OF MY ASSIGNMENTS, I ASKED THE PASTOR WHAT HE WOULD CHARGE TO “MARRY UP MY FIANCE AND ME”. HE RESPONDED THAT IF WE WANTED TO GET MARRIED HE WOULD MAKE ALL THE ARRANGEMENTS. THAT HE DID AND WE HAD A WONDERFUL SMALL WEDDING WITH FLOWERS, CAKE AND ALL THE TRIMMINGS.

ONCE MARRIED I FOUND IT IMPOSSIBLE TO LIVE WITH SUCH FEW HOURS SO I ASKED FOR A TRANSFER TO PARCEL POST. IN THOSE DAYS THERE WAS DELIVERY OF PARCELS, BY THE POSTAL SERVICE. NOW DAYS UPS AND FEDX HAVE THE MAJORITY OF PARCEL DELIVERY.

ONCE IN THE PARCEL POST DIVISION THERE WAS A REVERSAL FROM VERY FEW HOURS TO TOO MANY. THEY ASSIGNED ME TO AN EIGHT HOUR PARCEL POST RUN FOLLOWED BY AN ADDITIONAL 3 HOUR COLLECTION RUN, COLLECTING THE LAST BOX AT 11PM. THERE WAS NO OVERTIME PAID SUBSTITUTES IN THOSE DAYS.

BEING UNABLE TO SPEND MUCH TIME WITH MY NEW BRIDE, I ASKED FOR TRANSFER TO A FOOT ROUTE. IT WAS NOW 1943 AND THERE WERE MANY VACANCIES DUE TO SOME CARRIERS LEAVING FOR MILITARY SERVICE. MY ASSIGNMENT WAS A TWO TRIP ROUTE ABOUT 6 MILES FROM THE POST OFFICE. THERE WERE NO VEHICLES THEN OTHER THAN THE PARCEL POST TRUCKS. IT TOOK ME ABOUT 20 MINUTES TO GET TO MY ROUTE BY BUS. WITH ROUND TRIP ON TWO DELIVERIES DAILY, ABOUT AN HOUR AND A HALF WAS SPENT JUST RIDING BUSES.

I HAD A VERY GOOD ROUTE IN A WELL-TO-DO NEIGHBORHOOD. I RECALL A MRS. GINSKY WHO

FREQUENTLY PLACED AN ENVELOPE AND THREE PENNIES IN HER MAIL BOX MEANING I MUST AFFIX A STAMP AND MAIL HER LETTERS. WHEN CHRISTMAS CAME I FELT FOR SURE SHE WOULD "POP" ONE DAY AFTER CHRISTMAS I CAUGHT HER COMING FROM SHOPPING. EMBARRASSED SHE SAID: "OH, JIMMY, I AM GLAD TO SEE YOU. I HAD SOMETHING FOR YOU BUT I DID NOT WANT THE TEMPORARY CHRISTMAS HELP TO GET IT SO I DID NOT LEAVE IT OUT. I RESPONDED: "MRS. GINSKY, I DO NOT CLOSE MY BOOKS TILL EASTER." SHE SMILED AND WENT TO HER HOME. NEXT DAY THERE WAS THE ENVELOPE AND THREE PENNIES.

SOME OF US WOULD RETURN TO OUR ROUTES OFF THE CLOCK AND WITH MANAGEMENT'S PERMISSION, DELIVER MAIL FROM VETERANS OVERSEAS DURING THE WAR THIS WAS APPRECIATED BY FAMILY

MEMBERS WHO WERE ANXIOUS TO HEAR FROM THEIR LOVED ONES. ONE LADY ANNOYED ME VERY MUCH WHEN I DELIVERED THOSE LETTERS. SHE KEPT ASKING WHY I WAS NOT IN MILITARY SERVICE., WITH A YOUNG BABY I HAD NOT YET BEEN CALLED. AFTER HEARING HER NAGGING SEVERAL TIMES I DECIDED TO CALL THE SELECTIVE SERVICE BOARD. I USED A PHONE AT THE CORNER OF OUR STREET AS WE COULD NOT AFFORD PHONE SERVICE.

DURING THE CALL I WAS ADVISED THAT THEY HAD ME IN THE SEABEES. I EXPLAINED THAT WAS MY FATHER. GOOD MAIL SERVICE IN THOSE DAYS BROUGHT MY DRAFT NOTICE OVER NIGHT (TO BE CONTINUED NEXT MONTH).

This article is courtesy of the Jan-Feb 2012 East Hartford, CT Branch 86 *Capital City News*

Filming of Carriers— Caught Up in Irvine, CA

As reported in the December, 2011 Postal Record, the postal service has been filming carriers on randomly chosen routes in various areas throughout the nation. On January 9, 2012, this "film crew" was at Irvine Main Post Office. My observation of the process was that it was overseen by 5 retired postmasters- 4 observed and filmed carriers, and one was in charge to oversee the other postmasters. The carriers were followed throughout their morning routine until they went to the street. From my understanding, the purpose of the filming was to use the information collected from the cameras and to find a reason to update the current day process of casing standards and to reduce fixed office time for carriers.

Mark Diaz Jr.
Executive Vice President
NALC Branch 737

Article courtesy of the Jan/Feb/Mar 2012 *Anthony B. Morell Branch News* published by NALC Branch 737 in Santa Ana, CA

2012 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
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
NURSE ASSISTANT (24/7)	1-877-220-6252
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)	1-800-870-3470
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

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

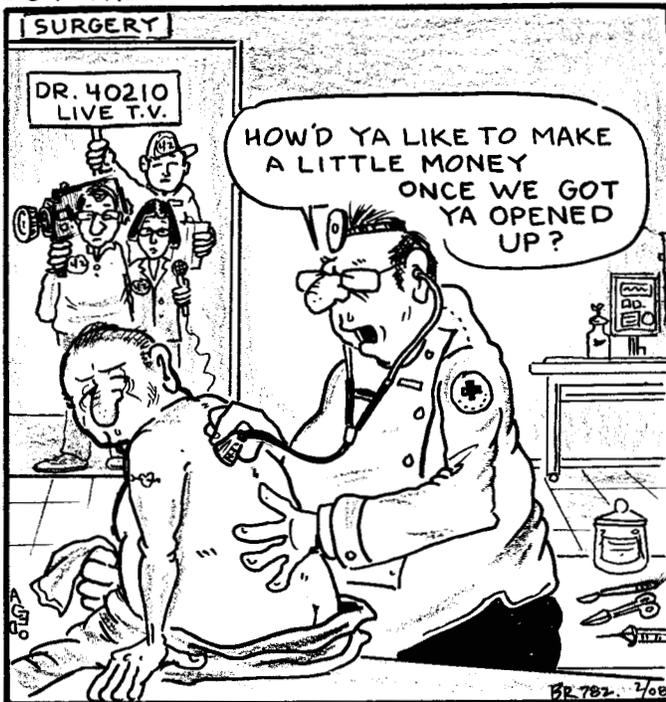
NALC Prescription Drug Program
P.O. Box 94467
Palatine, Illinois 60094-4467

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.

OUT THERE



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

* 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. MAIL ORDER PRESCRIPTIONS when NALC is primary: 60 day supply \$8 generic, \$43 name brand; 90 day supply \$12 generic, \$65 name brand; 90 day supply \$5 for NALCSELECT generics (certain drugs); 90 day supply \$7.99 NALCPREFERRED generic (certain drugs), **MEDICARE PROGRAM** (when Medicare is primary); Retail network pharmacy: you pay 10% of cost of generic, 20% of cost for name brand, MEDICARE PRIMARY (mail order); 60 day supply \$7 generic, \$37 name brand; 90 day supply \$10 generic \$55 name brand; 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, diabetis, organ rejection, etc.) require prior approval before dispensing. You **MUST** call the Plan 1-800-237-2767.

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

YOU ARE WHAT YOU EAT...HEALTHY FOODS!

Recently I have been reading about the benefits of including natural herbs in our daily diet. I had my yearly physical last year, and my personal physician recommended that I start taking RED YEAST RICE, twice a day to lower my cholesterol, which was at 194. Hmmmm.... I got to thinking that I better make some changes.

Two months passed, and when my blood work was done, my follow up office visit showed my cholesterol was at "144". My Doctor has recommended that I add Omega 3 to my diet, which I have been doing for over 30 years. The Omega 3, I take consists of a good quality FISH OIL twice a day, FLAX SEED MEAL once a day.

I have read articles stating that ground cinnamon and ground cloves can be beneficial to diabetics. There was a great article in a recent *AARP Magazine*, entitled "A WELL SPICED MIND" which can be read online at their website. The February edition of the *AARP Magazine*, page 56 entitled "SPICE IT UP", mentions a number of spices that might build brainpower.

ALWAYS" talk to your family Physician before adding herbs or spices to your diet, as there might be a drug interaction, or allergic reaction. The words "FOOD FOR THOUGHT" just might be what the Doctor orders. Please "STAY HEALTHY", "BE HAPPY".

MARK RAMIREZ
HBP/MBA Representative
NALC Branch 782

*Basil, I have a couple of jokes for our newsletter...
Some say: "Laughter lowers blood pressure." It just
makes me wet my pants! Mark Ramirez, HBP REP.*

FIREMAN JOKE

A fireman had been single for a number of years, and finally met the love of his life. He and his bride were married, and prior to leaving on a long shift at the fire station, he explained to his new wife, upon returning home, he would open the door and say "DING" and that would be the signal for her to go upstairs, "DING, DING" would signal, get in bed, for some serious love making. His wife agreed. Two weeks at work, the fireman returned home, walked inside, and said, "DING", then "DING", DING". When they began making love, the wife started gasping, "DING, DING, DING"

"DING, DING, DING?" the fireman being confused, asked. "I only have one or two bells, what are three bells for?" The wife said, "MORE HOSE !!, MORE HOSE"!!!

FUNNY RABBI

An IRS agent comes to a rural synagogue for an inspection and he is obviously looking to find something wrong. He reviews all of the books and then decides that he might find something wrong on the property. The Rabbi is accompanying him as he makes his rounds.

As they walk, the IRS agent posed a question: "So Rabbi, tell me—please—after you have distributed all your unleavened bread, what do you do with the crumbs?" The Rabbi, after some thought, said: "Why, we gather them carefully and send them to

the city, where they are made into bread again, and sent back to us as matzoh."

Thinking about the Rabbi's response, the IRS agent then asked, "Hmmm, so what about the candles after they are burnt? What do you do with the ends?"

After some thoughtful consideration to the question, the Rabbi explained, "We send them to the city, where they are made into new candles which are then sent back to us."

Trying to make light of the Rabbi's responses, the agent then asked "And Rabbi...what about circumcisions? What do you do with those 'leftover pieces'?"

The Rabbi growing weary of the questioning, replied, "We send them to the city as well." Incredulous, the IRS agent says, "To the city!?" And what do they send you?"

In a droll voice, the Rabbi explains. "Today. They have sent you to us..."

BLONDE JOKE

A blonde is playing TRIVIAL PURSUIT one night. It was her turn. She rolled the dice and landed on "Science and Nature" Her question was, "If you are in a vacuum, and someone calls your name, can you hear it? She thought for a time, and then asked, "Is it ON or OFF?"

6th Annual Battle of the Stations

Where: Southwest Lanes
2419 Maple St.
Bakersfield, CA 93309
661.834.2899

When: February 19, 2012
Sunday • 11:30 am - 2 pm
(Check-in 10:30 am)

Cost: \$60 per team
(\$20 per person)
Includes 3 games and shoes

RAFFLE PRIZES

The Winner Circle

2007 Stockdale Fab4
2007 Dole Ct. BowlFrogs
2009 EB Kentucky St. Kids
2010 EB Kentucky St. Kids
2011 EB Kentucky St. Kids

Who will win this year?

Team up with your co-workers at your station to get a shot at having bragging rights on what station truly has the best employees. Remember to pick a name for your team! You will need a 4 person team. (men, women, or mixed - postal employees only) with at least 3 members of your team from your station to qualify for the championship. Retired employees welcomed.

Deadline: February 17th
I will need teams who want to participate on sending the money, check, money order and the names of each player to me by this date to reserve the lanes. I only have so many lanes reserved.
First to pay, first to play.

POSTAL EMPLOYEES ONLY

Music by



Contact:
Ralph Ramirez
For more info: 827-8025 after 4 pm
Send everything to:
3200 Larson, Bakersfield 93304

Hey Basil here are some highlights from the 6th annual "Battle of the Stations" bowling tournament along with the results.

Another year has passed and I hope everyone had a blast. We had bigger and better prizes thanks to the USPS Social and Rec Committee!!!! The prizes raffled off were a 32 inch LCD TV; Nintendo Wii; Mike Epps Tickets; A Kindle; 20 inch Speaker bar for I-Pod, and, gift cards.

1st place Champions, *AGAIN*, was E.B. (Kentucky St.Kids)!! They each won a \$50 Visa card and kept their title for the 4th time!!



CHAMPIONS

George Vaquera, Brian Shellcross, Jeff Harrington, Greg Barraza, (*Kentucky st. Kids*)

2nd place went to Dole Court Assassins. They each won a \$40 gift card.
3rd place went to South Station (The XXX-Men) who each won a \$25 movie ticket.

The big winner of the Tournament went to South Station's Denise Dilley who won TOP FEMALE BOWLER WITH A 158 Average. She received a \$50 Sephora gift card and also was the winner of the big screen TV!!!!



The TOP MALE BOWLER went to E.B.'s Greg Barraza with a 204 average. He received a \$50 Footlocker gift card!!

Dj Sixx was mixing it up on the turntables with all the Jams. Extra special thanks to the Social Rec photographer Adrian. *Also, a Special Thank You to Dole Court for having the most team participation with seven teams!!!!!!* I forgot to mention that there was a very good turnout with thirty-two teams compared to last year's twenty-seven teams!

I hope everyone had Fun! Feel free to email me with any suggestions that you might have to make next year even better (ramirez29.1@sbcglobal.net). Thank you guys!!!!!!!!!!!!!!!!!!!!

RALPH RAMIREZ



Tournament Standings and Point Totals

CHAMPIONS

E.B. (2067 total pinfall) **Brian Shellcross, George Vaquera, Greg Barraza, Jeff Harrington (Kentucky st. Kids)**

2nd Place - Dole Ct (1938) Antonio Avery, Chris Mesa, Ed Vitson, Shari Sharp (**Dole Ct Assassins**)

3rd Place - South Station (1922) Andrew Garcia, John Rosso, Les Shaw, Ralph Ramirez (**The XXX-Men**)

4th Place - Plant (1813) Kenneth Smith, Mary Haskins, O.C. Johnson, Robert Turner (**Hit 10**)

5th Place - Plant (1764) Barbara Rubio, Henry Davis, Jason Johnson, Leagle Fortson (**Pin Busters**)

6th Place - Hillcrest (1723) Pam Smith, Ralph Clyburn, Roel Alaniz, Ronnie Mireles (**Sick of the Split**)

7th Place - Brundage (1692) Joe Dangler, John Ortega, John Talamantes, Ruben Gonzalez (**X"pin"dables**)

8th Place - Plant (1606) Cynthia Zamora, Dandy Dean, Elie Zamora, Kamal Singh (**Strike Force**)

9th Place - Tehachapi (1585) Bill Lewis, Jason Bruce, Maryann Redig, Rob Brown (**Tehachapi Toilet Bowlers**)

10th Place - Delano (1568) Cindy Deleon, Gracie Silva, Jorge Vaquera, Serina Ornelaz (**Uninvited**)

11th place - South St. (1553) Denise Dilley, Neil Kramer, Sabjit Sodhi (**The Remnants**)

12th place - Dole Ct (1506) Aaron Witherspoon, Diane Ryder, Glen Ryder, Kevin Vandiver (**Prestige Worldwide**)

13th place - Porterville (1485) David Vance, Jamie Gubbins, Joleen Bratton, Mike Filippi (**Porterville 559'ers**)

14th place - South St. (1468) Annette Ortega, Judy Kiyoshi, Melissa Kelly, Shiela Wiley (**Chicks with Balls**)

15th place - Brundage (1452) Cassius Hooper, Ceaser Rivera, Kimmi Gardea, Sonya Camacho (**3 balls and a Strike**)

16th place - Camino (1448) Candace Brown, Darwin Mamaraldo, Lisa Westcott, Stacy Adams (**The Unaccountables**)

17th place - Plant (1441) Chalene Cantu, Juan Martinez, Rosie Hernandez, Rudy Mejia (**Post Dated Ballers**)

18th place - Camino (1419) Everett Jennings, Mike Meza, Ray Moya, Ricky Heer (**Camino Cabrones**)

19th place - Downtown(1404) Janice Lowder, Lana Lewis, Lorraine Clemons, Steve Friedle (**3 Queens and a Jack**)

20th place - Dole Ct(1356) Cindy Jimenez, Francisco Herrera, Sabrina Bonilla, Teresa Garcia (**3 Strikes and a Spare**)

21st place - South Station (1347) Tatia Boone, Vi Garcia, Kelly Martinez, Alma Kirby (**Dolls With Balls**)

22nd place - Taft (1339) Christina Sanchez, Lupe Brewer, Shelly Mizener, Viviana Ramirez (**Not Any Better Than Last Year**)

23rd place - Shafter (1334) Carmen Vizzard, Israel Cedillos, Clay Davis, Christine Leal (**Balls of Thunder**)

24th place - Hillcrest (1329) David Rener, Mona Rener, Vanessa Deluna, Valerie Tweedy (**Striker Brigade**)

25th place - Dole Ct(1276) Lucinda Martinez, Jason Munoz, Jennifer Gonzalez, Paul Hernandez (**Nuckin Futz**)

26th place - Plant (1231) Sara Owens, Deanna Garrett, Paul Pineda, Chad Tate (**Lucky Strikes**)

27th place - Brundage (1184) Shurie Amick, Stacy Castillo, Vanessa Halle, Yvonne Esquivel (**Spare Pins**)

28th place - Dole Ct (1170) Jaime Gonzalez, Mario Marin, Whitney Moreci, Yolanda Agredano (**Nameless and Shameless**)

29th place - Brundage (1152) Dahlia Meza, Martha Layva, Teresa Suarez, Yuri Garan (**Dolls wit Balls**)

30th place - Stockdale (1150) Brian Davis, Cindy Flores, James Flores, John Hardin (**Bubba's Freckled Buddies**)

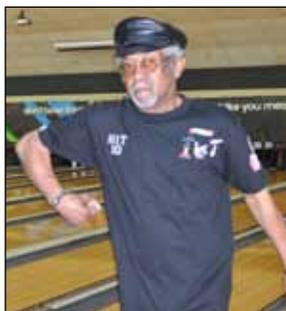
31st place - Stockdale (1145) Alex Dang, Brad Webb, Darlene Medina, Tina Harbour (**Mynz in the Gutter**)

32nd place - Brundage (944) Angie Garcia, Araceli Hernandez, Lisa Cano, Margie Cruz (**Diamond Girls**)

Maybe You can be on this List Next Year!!

Continued on next page...

It Was a Great Time for Everyone!



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THE WINNERS!!!



CHAMPIONS

George Vaquera, Brian Shellcross, Jeff Harrington,
Greg Barraza, *(Kentucky st. Kids)*



2nd Place

Antonio Avery, Chris Mesa, Ed Vitson, Shari Sharp
(Dole Ct Assassins)

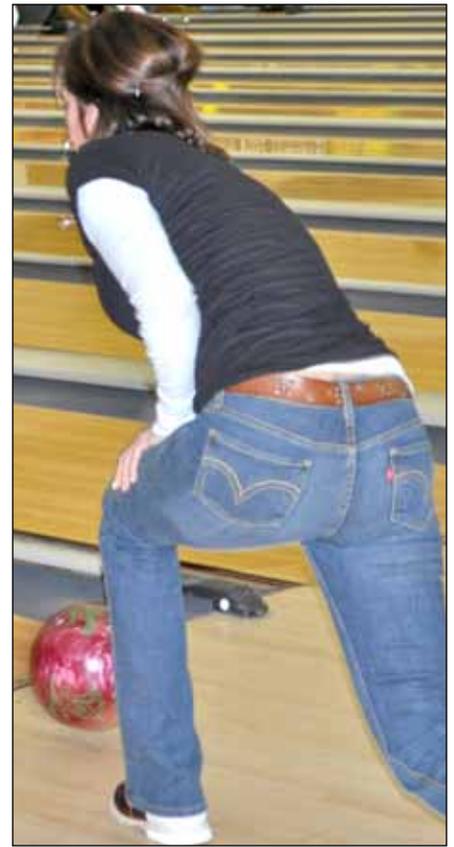


3rd Place

Andrew Garcia, John Rosso, Les Shaw, Ralph
Ramirez *(The XXX-Men)*



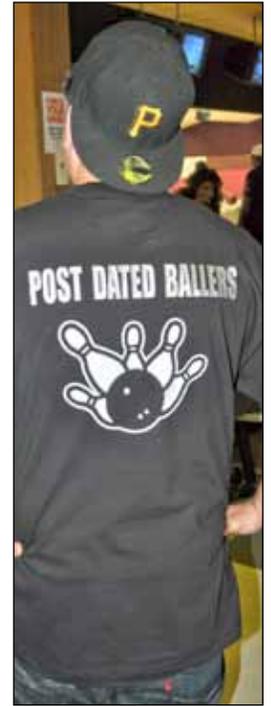
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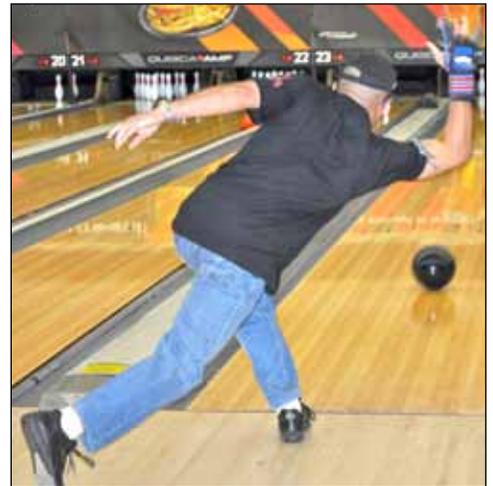
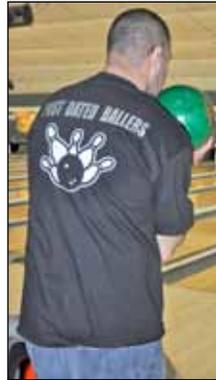
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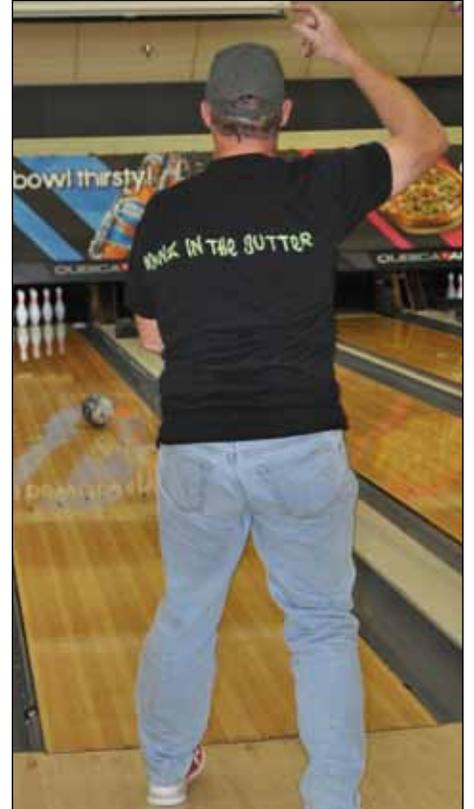
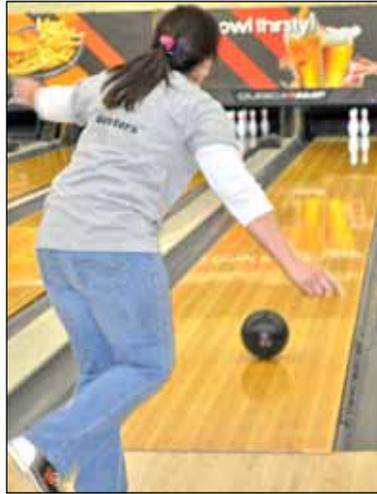
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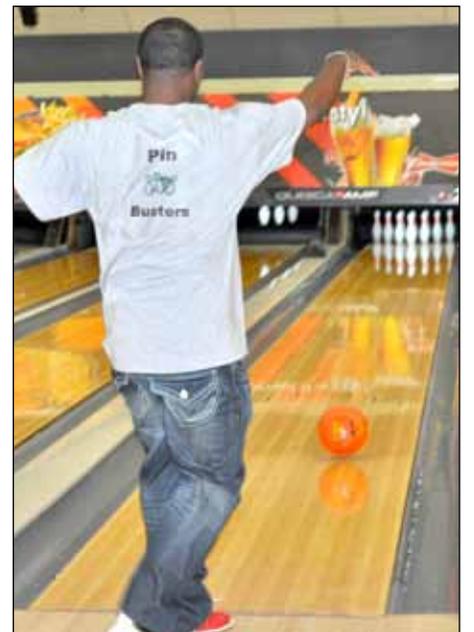
And—once again—yes!!! Continued on next page...

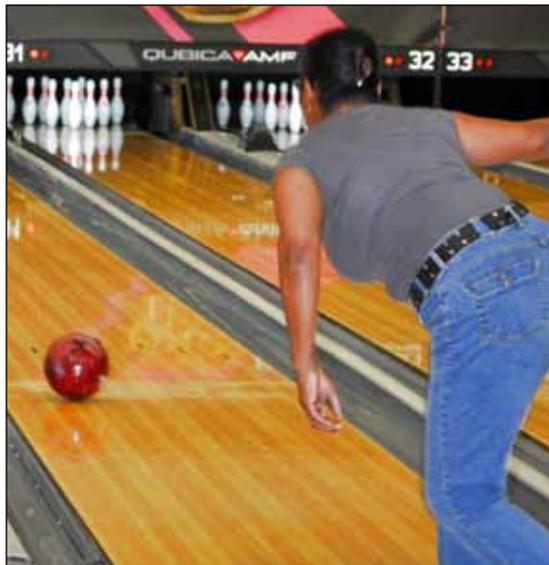
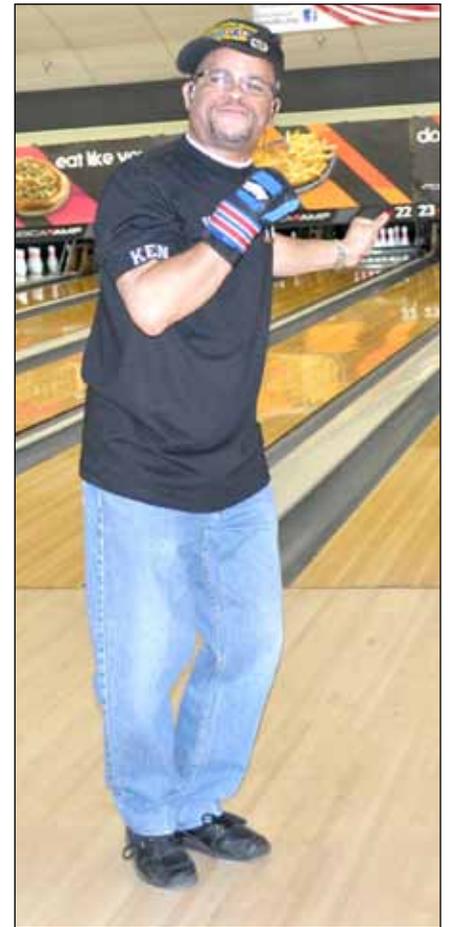
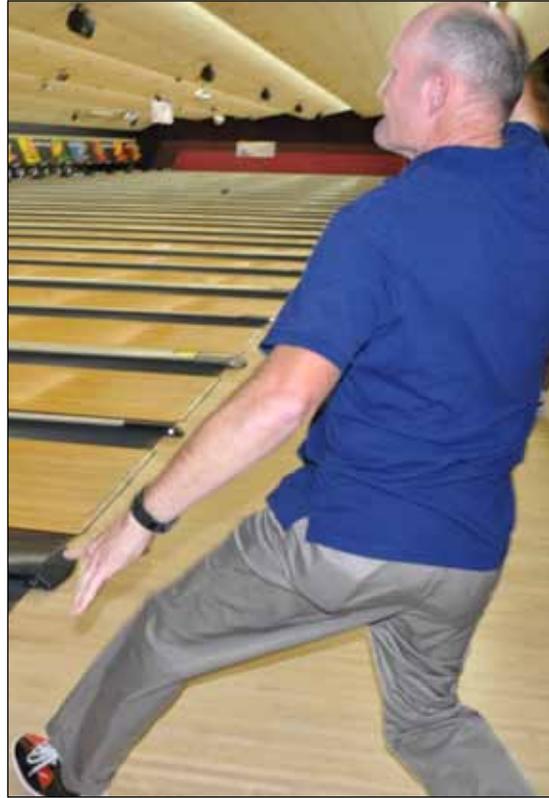
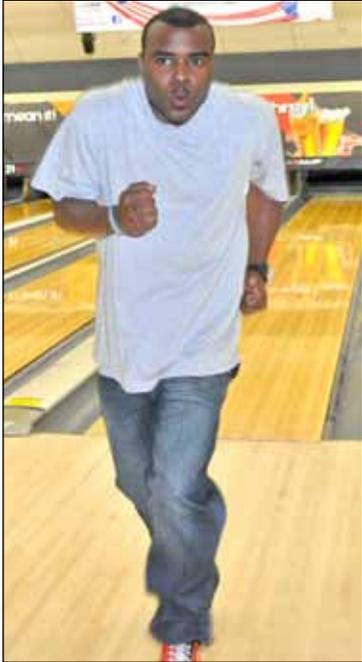
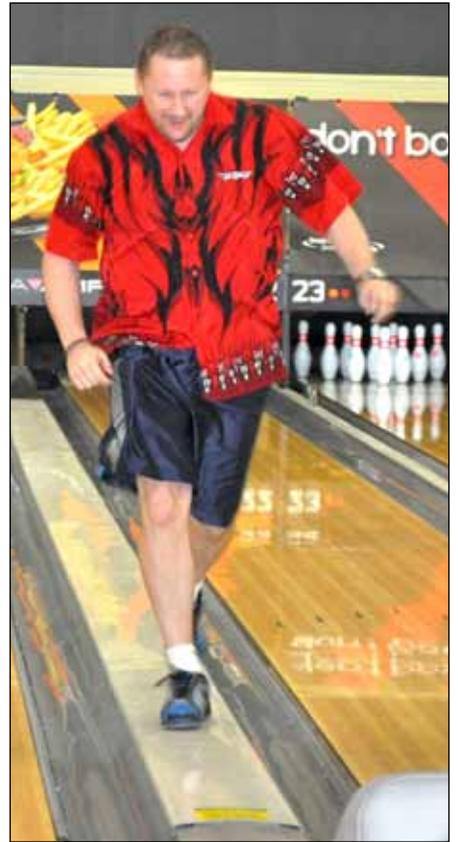


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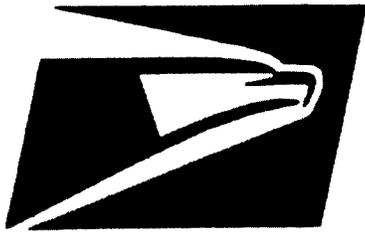
It Was a Great Time for Everyone!



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page...*

It Was a Great Time for Everyone!





**UNITED STATES
POSTAL SERVICE™**

2012 Softball Tournament

MEMORIAL WEEKEND

Sunday, May 27, 2012
8am - 5pm @ Patriots Park

12 Slots Available

\$100 per team

First come first serve

(Min. 2 Women on the field at all times)

Postal employees & spouses

**DEADLINE
APRIL 27, 2012**

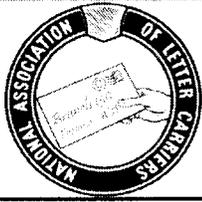
Drinks will be provided

First Annual
Robert Nicholas Memorial
Tournament



Remembering A Friend

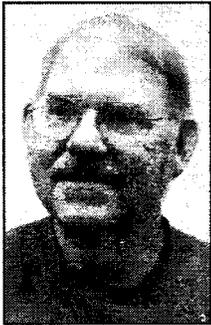
Contact Information: Andrew Garcia @ (661)912-1087



The Flame

Serving Tacoma's Letter Carriers Since 1891

Volume 23, Number 3



What's the Real Story

By: Art Hailey

A few days ago, we had a stand up. We were told that the Post Office lost \$3.3 billion in the first quarter of FY 2012. I don't really know what to believe when I hear this kind of stuff, so my curious nature got the better of me. I looked on the NALC website when I got home to see what's *really* up!

According to a statement by our National President, Fredric Rolando, it appears that there's more to this story than meets the eye; definitely more than what was put out at stand up. There was something in this statement that really, *really* grabbed a hold of my attention. I think it is worth repeating in this article.

In Fred's statement he writes:

"Despite the headline on its press release, the U.S. Postal Service announced today a net operating profit of \$200 million delivering the mail in the first quarter of FY 2012—an impressive achievement given the current economy. (Postal Service Chief Financial Officer Joe Corbett announced this profit on a conference call with reporters today.)"

"As the USPS notes, its performance was boosted by record employee productivity and by "stronger-than expected holiday shopping activity, driven by strong growth in online merchandise sales"—up 7 percent over the first quarter of the previous year. That shows the potential for growth offered by the Internet."

And this information was put out by USPS, not by NALC. The USPS Chief financial Officer says "net operating profit of \$200 million delivering the mail..." Wow! How come we didn't get to hear this at the stand up?

Anyone care to take a guess on what really made me

sit up and pay attention? Look at the paragraph above where it states: "*As the USPS notes, its performance was boosted by record employee productivity...*" Again... WOW! Didn't say this at the stand up. And this was said by the USPS. All we got at the stand up was the gloom and doom version. Record employee productivity...hmmm, I hope somebody says these words to the arbitrator who is going to decide what our new contract is going to look like.

Now let's look at why we end up in the red, \$3.3 billion. Fred's statement goes on to say:

"The operational profit turns into red ink only when an external factor unrelated to mail delivery is considered—the 2006 congressional mandate that requires the Postal Service to pre-fund its future retiree health benefits over the next 75 years within a decade. That, along with a non-cash actuarial adjustment to the Postal Service's workers' compensation costs, is entirely responsible for the \$3.3 billion "loss." The pre-funding alone accounts for \$3.1 billion of the quarter's "loss.""

So there you have it, the real story.

The entire statement can be found on the NALC website at WWW.NALC.ORG. In fact, there's a lot more information available on the website. This is where you should go to get information when you want to know about our contract, legislative issues, or any other concerns that affect Letter Carriers.

H.R. 1351, which now has a bipartisan House majority of 228 co-sponsors, is the legislation we need to address this pre-funding issue. Call your representatives in congress and urge them to sign on in support of this important bill. If they have already signed on, then call and thank them.

BTW...thank you for all your hard work. It really does matter!

"As the USPS notes, its performance was boosted by record employee productivity"



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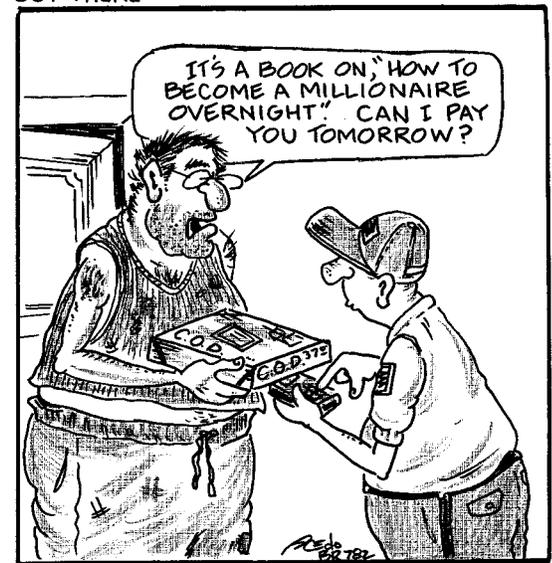
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OUT THERE



OUT THERE



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

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