

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



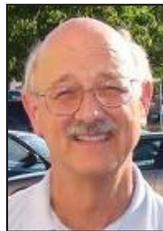
NUMBER 3

WEB VERSION

MARCH 2015

at the

Mike:



Let me begin this month
with some comments
by Northern Virginia
Branch 3520 President
James T. Cleer, Jr. His
remarks are from his
President's Report in
the March 2015
NOVA CARRIER

“The Branch continues to work on identifying residual routes in order to expedite the process of converting our CCAs to full-time Regulars. Once a CCA is converted, the Postal Service sends out information to them concerning their pay status (PS Form 50) and a large booklet containing benefit information for life insurance and health benefits. An appointment should be scheduled with Human Resources for the newly converted employee to explain the benefits and enroll in any benefits that they may want.

As a ‘new employee’ there are decisions about enrollment you will need to make—most to be made within 31 or 60 days from your date of conversion! It has recently come to our attention that not all managers are scheduling an appointment for benefit counseling within the 60 day limit. That makes it all the more important for everyone to thoroughly read every piece of correspondence received from the Postal Service. If you have questions about the information you receive or have not been scheduled for benefit counseling in a timely manner, contact your Shop Steward for assistance!!

There is a new alternate route adjustment process: CDRAAP. At present only a few offices in our Branch are scheduled to be involved | in this process. CDRAAP is an ongoing process. This brings up a couple of issues about which we have written prior newsletter articles and discussed at Branch meetings.

WORKING OFF THE CLOCK: Carriers who work off the clock think that they are helping themselves (whether it is casing, rearranging mail, loading a few parcels or doing some mark-ups, getting vehicle or arrow keys, cleaning up after they’ve clocked out, etc.). **IN FACT, THEY ARE HURTING THEMSELVES AND THEIR FELLOW CARRIERS.**

Continued on next page...

Any time spent working for free is completely lost when routes are evaluated and adjusted. Routes are eliminated or created based on hours worked. If part of those hours are not counted, that translates to less hours needed and, in turn, less routes needed.

When routes are eliminated, every Carrier has to pick up more work on a daily basis. And (because part of the time was not counted), Carriers are expected to pick up that work with no extra time for performing it. So, please! *Think about what you are doing to yourself and everyone around you if you work off the clock.*

If working off the clock is happening in your office, you should contact your Shop Steward and ask for a grievance to be filed. The grievance is not filed against the Carrier. It is filed against management.

Article 41, section 3 K. states very clearly, **“Management shall not require, nor permit, employees to work off the clock.”** Please, don’t do any Letter Carrier duties until you are on the clock!

Just remember, the job you save could be your own.

Casing DPS: Casing DPS does not receive credit in CDRAAP. DPS is not recognized in DOIS as caseable mail, so no time is allotted for casing.

We all know that it is so much easier on the street when you have everything cased and collated. If you spend the extra time in the office getting everything organized, you *can* go faster on the street to make up that time. The problem with that logic is that the extra time spent in the office is not counted. But, the shorter street time *IS* counted.

SO... if you stay in the office for three hours on average doing your

normal routine (which includes casing DPS), and you have an average street time of five hours, *you* think your route is eight hours...

With CDRAAP, the casing time for DPS and FSS **WILL** be subtracted from your office time. Let’s say it takes an average of forty minutes to retrieve, case and pull down your route (including DPS), chances are you will lose 30 minutes of office time just for the DPS. Now your route is only seven hours and thirty minutes.

Guess where another thirty minutes of time will be added to make it 8 hours? That’s right...you just got more on the street!

As you have heard at Branch meetings and read in this newsletter many times before: **THE BEST WAY TO PROTECT YOUR JOB IS TO DO YOUR JOB SAFELY AND CORRECTLY, THE SAME WAY EVERYDAY!!”**



Last month, Reps. Rodney Davis (R-IL) and Adam Schiff (D-CA) introduced the Social Security Fairness Act (H.R. 973), a bill that calls for repealing provisions in current law that reduce Social Security benefits of annuitants who have paid their fair share through their years of public service.

Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) are amendments to the Social Security law that lower the retirement income of federal employees by altering the Social Security benefit formula for certain groups of employees.

WEP, which affects both Federal Employee Retirement System (FERS) employees and Civil Service Retirement System (CSRS) employees, reduces earned Social Security

benefits of an individual who also receives a public pension from a job not covered by Social Security. In addition, WEP affects employees who move from a job in which they earn Social Security to a job where they do not earn the Social Security benefits.

GPO, which has an impact on CSRS employees, affects the spousal benefits of people who work as federal, state or local government employees if their jobs are not covered by Social Security. GPO currently reduces by two-thirds the benefit received by surviving spouses who also collect a government pension.

“This bill ensures that a teacher who spends his or her summers working a second job or a police officer who changes careers after years of service will not face a possible 40 percent reduction in their Social Security benefits,” Davis said. “By repealing these outdated provisions that unfairly penalize public servants, we can provide some certainty to retirees while helping to recruit future teachers, firefighters, and police officers.”

NALC supports H.R. 973 and encourages NALC members to urge their members of the House of Representatives to co-sponsor this bill.

We Must Save The Postal Service From Itself

by Eric Ellis,
CSALC District 4 Officer



What does the term “Letter Carrier” mean? After all, that is our title. I mean, what is our core function in the American economy? Historically, first-class mail served as the profit-source, and we still deliver things like payroll checks, bills, official documents, payments, and the like.

While we do not deliver as much of such mail as we did prior to fax machines and the internet, it still accounts for a significant volume — 63.6 billion pieces in Fiscal Year 2014. Without standard mail, we would be in serious trouble as an organization. To illustrate, it takes roughly three pieces of standard mail to equal the revenue generated by a first-class letter.

As Letter Carriers, we leave an imprint on American neighborhoods that no one else in the world does. We deliver mail to *EVERY* household six days a week, and now we even offer specialized services on Sundays such as Amazon Prime delivery. We know our customers by name, in many cases we witness our younger patrons go from birth to marriage to some cases moving back in with their parents. If a picture were painted of every neighborhood in the United States, it would be incomplete without a Letter Carrier walking the streets with a satchel on a shoulder not only delivering the route’s mail, but looking out for his or her customers. Things like watching out for mail not picked up, or newspapers stacked up in the front porch, seeing a child who has gone missing, or hearing a yell for help. And, responding in a heroic manner, happens on a daily basis.

Letter Carriers and postal employees concerned with the future of the United States Postal Service and its 600,000 employees. We must be concerned with recent moves by the USPS to degrade our delivery and distribution network. In this space I will not discuss management’s desire to slash a day of regular mail delivery, as we’ve talked about that already. But, as you have probably noticed, you’re getting your mail a day or two later than usual. As of January 5 of this year, management eliminated Tour 1 (the graveyard shift) at our Fresno plant and other plants around the nation. That means all plants process mail the next day as opposed to overnight. There is no next-day first-class mail delivery anywhere in the nation. What does that mean?



Residential customers and business who receive checks through the mail are switching to direct deposit as I write this. Is this a big deal? We are talking about first-class mail, folks! Without such mail, we don’t have a business! Priority mail that used to take 1-2 days to get from Fresno to Visalia now takes at least four days.

Do you get where I am going with this? I mean, it was not too long ago that customers complimented me on how quickly they got their mail and packages. That is, before the recent changes in service standards. With the recent changes, however, we face the danger of losing the part of our business that makes money.

We are profitable, you know. The USPS made an operational profit of \$1.1 billion in the first quarter of the present fiscal year. And it will be up to us to keep us profitable, despite the above-mentioned self-destructive practices of postal management at the national level.

So what can we do? House Resolution 54 was recently introduced by Dave McKinley (R-WV). It would express the sense of the House of Representatives that service standards should be set back to 2012 levels, meaning that — among other things — next-day first-class mail delivery would resume all around the nation. Please write or call your congressperson and ask him or her to co-sponsor his resolution. If you know of any businesses or residential customers who are adversely affected by the recent service standard changes, please get them to contact their member of Congress as well. We cannot allow our networks to degrade to the point where no one will want to use us.

Because if that happens, our employer will not exist. Not too many things more important than that.

Minutes of the February 2015 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 24th day of February 2015 at the Branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Jerry Patterson. All members of the Executive Board were present except Trustee Frank Martinez. The Stewards were present from Arvin, Avenal, Brundage, Camino Media, Delano, Downtown, Edwards, Hillcrest, Lamont, McFarland, Oildale, Shafter, South, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; SANE Fred Acedo; Webmaster Rick Plummer; Photographer Anita Holderman; Assistant Treasurer Debbie Guillet; and, OWCP Representative Rick Gerdes. The Minutes of the January 27, 2014 meeting were read and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from Bonnie Leroy and Nicholas Travers.

REPORTS OF STANDING AND SPECIAL COMMITTEES:

Teresa Ortega reported that the Picnic planning is going "good". Basil Zuniga thanked Mike Underwood from Camino Media for showing up to fold the newsletter. There is an article about a kindergarten class with lots of photos. Basil discussed the web version of the newsletter on the website. He thanked Rick Plummer for all his work on the website. Basil is going to invite the "old timers" to the office for coffee and to try to identify carriers in the photos. Mike Towery shared that Manny Peralta, NALC Director of Safety and Health, requested a cartoon by Fred Acedo. The cartoon will appear with Manny's article in the April *Postal Record*. Molly Biggar reported that there are 1200 books left to sell. Rick Plummer encouraged everyone to check out the web version of the newsletter.

UNFINISHED BUSINESS: Lois Miller is going to take over the planning of the Retiree Dinner. It will be April 11th at Hodel's. More information to come.

GOOD OF THE ASSOCIATION: Mike reported that Campbell's will not be paying for the Food Drive cards this year. Another company that was going to sponsor the cards backed out at the last minute. The cards have already been ordered. National is asking each Branch to cover the cost of the cards for their city, hopefully through donations from the

food banks and or the Carriers. Norma Hamer made a motion that the Branch pay for the 330,000 cards that have been ordered. Seconded by Shari Sharp. A discussion was held and the motion passed. Mike reported that Lynnel Howell from Ridgecrest has already collected \$150.00 from the Carriers and the food banks. Jerry Patterson made a motion that the MDA 50/50 drawing be used to pay for the cards. Seconded by Debbie Guillet and passed. Mike Towery announced that today is Teresa Ortega's Birthday.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that he will be attending a meeting with district regarding the implementation of texting to Carriers on their scanners. He will report on the meeting. Molly Biggar reported that the office phone bill has been going up. It is now over \$100 per month. She made a motion to disconnect the phone at the office. Seconded by Jerry Patterson and passed.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported a correction for December \$5450.63 plus \$6276.73 for a total of \$11,727.36. The January total is \$12,127.31 and for February, \$12,490.28.

TREASURER'S REPORT: Molly Biggar reported

Beginning Balance	\$64,575.27
Dues and Income	\$11,583.72
Total Balance	\$76,158.99
Total Expenses	\$14,287.01
Ending Balance	\$61,871.98

OUT THERE



The 50/50 Food Drive card drawing was won by Norma Hamer who donated her winning to the Food Drive cards.

There were 39 members present. The meeting adjourned at 7:31 p.m.

The drawing for \$500.00 would have been won by Rosario Padilla if she had been present.

Respectfully submitted,
KIM GERDES

Non-Member List March 2015*

Downtown Station

S. Kirby
J. Cruz
D. Zuniga

South Station

100% UNION!!!

Brundage/E. Bakersfield

D. Kinglee

Hillcrest

100% UNION!!!

Dole Court

D. Morris
S. Hancock

Stockdale

J. Oh
M. Martinez

Camino Media

C. Rodriguez

Arvin

100% UNION!!!

Avenal

J.A. McColloch

California City

S. T. Ivory

Delano

L.A. Campos
C.V. Quebral
D. Barreto

Lamont

100% UNION!!!

Ridgecrest

S. P. Pierce
G.D. Weaver

Shafter

M. D. Voights
L. M. New

Taft

A. Veach
B. M. Krier
K. J. Hughes

Tehachapi

B.C. DenBeemen
C.E. Rosales

Trona

100% UNION!!!

Wasco

100% UNION!!!

*CCA names are
in italics.



The Biggar Picture

CCA? We have some gently used uniforms which have been donated:

- (1) Large Flat knit USPS sweater
- (3) Flying Cross winter weight long pants - size 32X32
- (5) Winter weight Long pants with reinforced pockets - size 31X32
- (2) Winter weight long pants - size 31X32

Contact me if these are your size and if you are interested.

Thanks,

Molly Biggar
NALC Branch 782 Treasurer

A (Not So) Funny Thing Happened to me or so the story usually starts.

by Pam Donato, NALC Branch 9

Although I've changed the name of the Carrier involved, the gist of this article is genuine and truthful to the last penny.

A Carrier—I'll refer to him as "Bob"—had an accident while driving his LLV back to his route from his lunch break.

Bob calls his supervisor to report what has happened and completed the accident reports required. Witness statements were taken by the police and their full report was made available to the USPS: There seems to be no doubt (including Bob's own report), that the accident was Bob's fault.

A Letter of Warning was issued to "Bob", citing his careless driving which resulted in an accident.

The union Steward grieved the discipline. As a result, the Letter of Warning was to be removed from Bob's file after only 6 months *if* "Bob" had no new "at fault" accidents during that time frame.

As part of the settlement, "Bob" was counseled by management (with the Steward present), that he was not allowed to leave his route to go home for lunch or breaks. Management cited the distance off his route as their concern regarding "Bob" going home for lunch.

The USPS paid for all of the damages to both the LLV and the privately owned vehicle involved in this accident.

Less than 30 days later, "Bob" had another "at fault" accident when he failed to stop at a stop sign and hit a car that was not required to stop as he entered the intersection.

Once again, "Bob" was off of his route returning from lunch—which he had

again taken at his home.

He called to notify his supervisor and completed the accident reports. Police took witness statements and pictures. (*Thank God, there were no personal injuries to anyone involved!*) There

was only damage to the privately owned vehicle.

"Bob" again was issued discipline. He was issued a much more severe Letter of Warning in lieu of a 14 day suspension. This discipline cited Bob's careless driving, (which again had resulted in an accident), his previous accident and discipline — as well as the fact that Bob had failed to follow specific instructions NOT to go home for lunch or breaks.

"Bob" (apparently feeling a bit sheepish about the whole thing) decided *not* to inform his Steward when this most recent discipline was issued.

Months passed.

By the time "Bob" called the union office, he had received a letter from an insurance company demanding payment of almost \$7,000 for damages to their client's vehicle as a result of the second accident. "How could this be? I was at work when the accident happened!! I should be covered by the USPS!" Bob rambled.

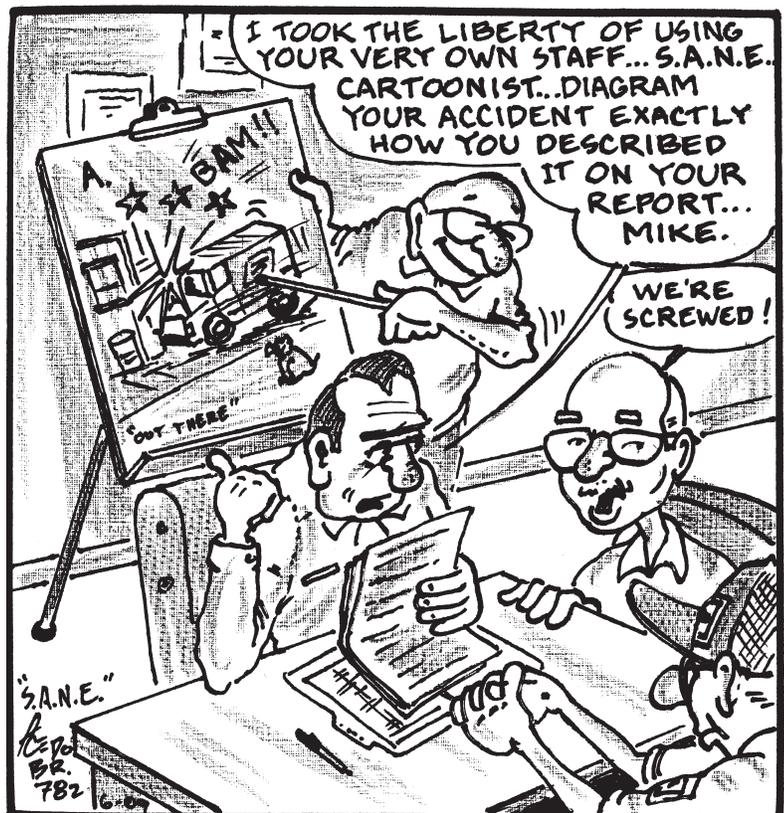
While it's too late for "Bob" to change what's happened to him, other Carriers can learn from his experience. "Bob" made two regrettable decisions. Both at the time may have seemed trivial, but were far from it.

First, he *did* violate specific instructions by going home, off of his route, for his lunch break. Most Carriers probably think this is no big deal. You might think of your LLV as a stealth bomber, able to easily slip out of and then back into your route, with nary a trace of your whereabouts. And besides... what are they going to do to you anyhow? Issue you some paper discipline?

Although most discipline now is only "on paper" (with no real suspension time), it would be a mistake to take it lightly. Consequences can go beyond discipline. By knowingly violating his instructions, "Bob" left himself vulnerable. Secondly, he made the decision to accept the more severe discipline *WITHOUT INFORMING HIS STEWARD*.

By accepting this discipline, "Bob" was conceding that he was guilty of every claimed violation listed in the discipline letter by management. Some Carriers

OUT THERE



believe that grievances are too messy, Or believe they can privately negotiate a better deal for themselves. And sometimes they're embarrassed and don't want others to know what happened. They just want the whole thing to go away, out of sight, out of mind.

But, because "Bob" never told his Steward or grieved the discipline, everything in the discipline letter went unchallenged, with no mitigating factors to consider, or limiting conditions of that discipline.

But how could this lead to "Bob" being on the hook for damages to the vehicle in the accident? Aren't we all covered by some sort of insurance when we're at work?

Normally, yes. But in some cases, employees disqualify themselves by their actions or circumstances.

As a federal employee, you are covered under the Federal Tort Claims Act (FTCA). This generally provides that when a federal employee—including a postal employee—injures a person or damages someone's property while within the scope of their employment, neither a claim, nor a lawsuit may be filed against the employee as an individual, but must be filed against the United States of America.

Simplified, this provides federal employees with a sort of insulation from personal financial responsibility when you're involved in an accident or act where loss or damage occurs in the performance of your employment duties.

The USPS carries that burden. BUT, this coverage is not absolute, and it may be denied by the USPS.

There are two major reasons cited when denying employee coverage under the FTCA. Either the employee is not engaged in the performance of their duties at the time of the accident, or the employee is engaged in willful misconduct at the time of the accident.

In this particular case, management claimed the Carrier had deviated from his assignment, clearly defying his previous instructions not to go home for his lunch or break, an act they referred to as

"willful misconduct". And, because "Bob" accepted the previous discipline without question or any protective conditions by his union Steward, he had no argument to make with management's position.

Management refused to cover the damages to any of the vehicles involved, because in their opinion (under FTCA), "Bob" had exempted himself from coverage. They refused to pay for the damages to the vehicle involved, and so the insurance company representing that driver pursued reimbursement from Carrier "Bob".

In this particular case, "Bob" will either have to pay the damages (totaling nearly \$7,000) out of his own pocket, or attempt to have his private auto insurance policy cover the cost.

Now, just because management claims that you were not in the performance of your duties, or they claim that you engaged in willful misconduct, DOES NOT mean that you are not covered under FTCA! The employee, or the union on their behalf, has the right to grieve management's claims regarding the application of the FTCA.

It's also important to clarify that the fact that "Bob" was on his lunch break did not mean that he was "not in the performance of his duties" at the time of the accident. As long as an employee is at an approved

lunch location or returning from there, (or where they're supposed to be) they're covered under FTCA.

THE MORAL OF THE STORY?

Accidents happen. The unexpected can, and usually does, happen.

OUT THERE



No, the LLV is not a stealth anything! It's important to ALWAYS be where you're supposed to be everyday.

The consequences can be far greater than discipline.

Always notify your Steward when faced with any actions by management, especially discipline!

The discipline may be just printed on paper. A grievance may be mess. It's sometimes embarrassing. But—as "Bob" found out—the implications of silence are far reaching and can be expensive!

Editor-guy note: This excellent article was originally borrowed from the September 2005 NALC Branch 116 Fort Wayne, Indiana *Summit City Mailbag*. It first appeared in our Branch 782 newsletter on October 2005 and it merits another reprint...

2015 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 Organ 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
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-333-4636
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!!!)	1-877-477-3273

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 85072-2192

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

NALC Consumer Driven Health Plan and Value Option
P.O. Box 18223
Chattanooga, TN 37422-7223
Phone: 1-855-511-1893

CVS Pharmacy

Some immunizations may require your doctor call in a prescription.

Also, not all CVS pharmacies have "Minute Clinics".

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

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

** 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.*

CCA Information Section

NALC Consumer Driven Health Plan and Value Option Plan

P.O. Box 182223
 Chattanooga, TN 37422-7223
 1-855-511-1183

** 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).

Check out this PPO: Sendas Northwest Urgent Care
3409 Calloway Suite 101 Bakersfield, California 93312
Phone: (661) 587-2500

Sendas Southwest Urgent Care
9450 Ming Avenue, Bakersfield, California 93309
Phone: (661) 587-2500

Hours: M-F 8:00 am - 9:00 pm; Sat & Sun 8:00 am - 8:00 pm

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 (OPA Network) CIGNA—save us and the Plan thousands of dollars and it is top notch care at a discount rate. You don't lose anything. You are saving money for the best care!!! For example:
 *CIGNA Weight Loss Program (877) 220-6252

Mark Ramirez, NALC Branch 782 HBP Rep.
(661) 398-6075

Accupuncture!! Must be a state licensed or certified accupuncturist. Chiropractic! State licensed chiropractor or D.O.

Health Prescription: Humor from Mark!

How children perceive their Grandparents...

1. She was in the bathroom, putting on her makeup (under the watchful eyes of her young granddaughter) as she'd done many times before. After she applied her lipstick and started to leave, the little one said, "But Grandma, you forgot to kiss the toilet paper good-bye!" I will probably never put lipstick on again without thinking about kissing the toilet paper good-bye.

2. My young grandson called the other day to wish me Happy Birthday. He asked me how old I was, and I told him, "80". My grandson was quiet for a moment, and then he asked, "Did you start at 1?"

3. After putting her grandchildren to bed, a grandmother changed into old slacks and a droopy blouse and proceeded to wash her hair. As she heard the children getting more and more rambunctious, her patience grew thin. Finally, she threw a towel around her head and stormed into their room, putting them back to bed with stern warnings. As she left the room, she heard the three-year-old say with a trembling voice, "Who was *THAT*?"

4. A grandmother was telling her little granddaughter what her own childhood was like. "We used to skate outside on a pond. I had a swing made from a tire; it hung from a tree in our front yard. We rode our pony. We picked wild raspberries in the woods." The little girl was wide-eyed, taking all this in. At last she said, "I sure wish I'd gotten to know you sooner!"

5. My grandson was visiting one day when he asked, "Grandma, do you know how you and God are alike?" I mentally polished my halo and replied, "No, how are we alike?" "You're both old."

6. A little girl was diligently pounding away on her grandfather's word processor. She told him she was writing a story. "What's it about?", he asked. "I don't know", she replied. "I can't read."

7. I didn't know if my granddaughter had learned her colors yet, so I decided to test her. I would point out something and ask what color it was. She would tell me and was always correct. It was fun for me, so I continued. At last, she headed for the door, saying, "Grandma, I think you should try to figure out some of these colors yourself!"

8. When my grandson Billy and I entered our vacation cabin, we kept the lights off until we were inside to avoid attracting pesky insects. Still, a few fireflies followed us in. Noticing them before I did, Billy whispered, "It's no use Grandpa. Now the mosquitoes are coming after us with flashlights."

9. When my grandson asked me how old I was, I teasingly replied, "I'm not sure." "Look in your underwear, Grandpa", he advised. "Mine says I'm 4 to 6."

10. A second grader came home from school and said to her grandmother, "Grandma, guess what? We learned how to make babies today." The grandmother, more than a little surprised, tried to keep her cool. "That's interesting," she said. "How do you make babies?" "It's simple", replied the girl. "You just change 'y' to 'i' and add 'es'."

11. Children's Logic: "Give me a sentence about a public servant", said a teacher. The small boy wrote: "The fireman came down the ladder, pregnant." The teacher took the lad aside to correct him. "Don't you know what pregnant means?", she asked. "Sure", replied the young boy confidently. "It means carrying a child."

12. A grandfather was delivering his grandchildren to their home one day when a fire truck zoomed past. Sitting in the front seat of the fire truck was a Dalmatian dog. The children started discussing the dog's duties. "They use him to keep crowds back", said one child. "No", said another. "He's just for good luck." A third child brought the argument to a close: "You're both wrong! They use the dogs", she said firmly, "to find the fire hydrants."

13. A 6-year-old was asked where his grandma lived. "Oh," he said, "she lives at the airport, and when we want her, we just go get her. Then, when we're done having her visit, we take her back to the airport."

14. Grandpa is the smartest man on earth! He teaches me good things, but I don't get to see him enough to get as smart as him!

15. My Grandparents are funny. When they bend over, you hear gas leaks and they blame their dog.

SEND THIS TO OTHER GRANDPARENTS, TO ALMOST GRANDPARENTS, OR... OH, HECK, SEND IT TO EVERYONE! IT WILL MAKE THEIR DAY!



“Old Timers” get together to do some work for Branch 782!

Much of the history of Branch 782 is captured in pictures. Quite a few of those pictures are on the walls of our office.

Unfortunately —with the passage of time — it has become more and more difficult to be able to put names to the faces which appear on those pictures. It’s been a dilemma.

On March 12, over thirty “Old Timers” (e.g. Charlie Loven’s federal service started in 1955!) gathered at the Union office to help us out. Although the eyesight has faded, and many admitted to having memory problems, it was amazing how many times they were able to identify people!

While many shared that they usually don’t see any of the “old crew” unless it’s at a funeral, they admitted that this gathering was a lot more fun!

But, it wasn’t really work when they got together. Each of them seemed to relish hearing stories about those times and people they remembered from long ago. There were a lot of smiles. There were hugs. And, while the statute of limitations may have passed for some of the activities that used to take place, it still took a little coaxing to get *some* stories told.

They all appreciated Kim Gerdes’ efforts to provide a great array of food and beverages to sustain their work!



Charlie Loven wanted a picture of the guys who had delivered mail from a bike. Homer Ruiz, Jr., Fred Castro, Charlie Loven and Zeke Lopez stood up.



(l-r) sitting: Paul McCarthy, Homer Ruiz, Jr., “Zeke” Lopez, Alex Dang, Bill Curtis, Jane Barrett, Kim Gerdes
(l-r) standing: Fred Castro, Guadalupe Arrendondo, Fred Acedo, Paul Zabala, Mickey Cameron, Paul Alexander, Charles Loven, Ramon Herrera, Robert Ober, Ute Fritz, Linda Combs, Lois Miller, Frank Diaz, Ed Combs, Michael Newton, Phil Krause
not pictured (came in late) Jesse Avalos, Joe Santa Cruz, Isolde Maroquin, Paul Hernandez, Rick Plummer, Joanne Rowles, Donald Blanco, Dicie Wilder,

List of Attendees

Name	Year Started	Year Retired
Charles Loven	1955	2002
Alex Dang	1967	2014
Paul McCarthy	1974	2010
Michael Newton	1970	2009
Linda Combs	1983	2009
Ed Combs	1961	2000
Paul Zabala	1970	1999
Jesse Avalos	1957	1992
“Zeke” Lopez	1964	1992
Homer Ruiz, Jr.	1960	2000
Mickey Cameron	1966	2010
Robert Ober	1961	1990
Frank Diaz	1967	2000
Jane Barrett	1987	2011
Dicie Wilder	1981	2005
Lois Miller	1963	2005
Paul Alexander	1962	1999
Guadalupe Arredondo	1978	2006
Bill Curtis	1980	2008
Joe Santa Cruz	1962	1992
Fred Acedo	1967	2004
Isolde Marroquin	1986	2007
Kim Gerdes	1978	2014
Fred Castro	xxxx	xxxx
Paul Hernandez	1978	2008
Rick Plummer	1972	2001
JoAnne Rowles	1966	2003
Donald Blanco	1980	2010
Ramon Herrera	xxxx	xxxx
Phil Krause	1973	2009
Ute Fritz	1984	2004



Charlie Loven also requested a picture of the guys who had delivered mail from a Mailster, Cushman or WestCoaster. (l-r) seated: Frank Diaz, Paul Alexander, Alex Dang and Paul Zabala. Standing: (l-r) Mickey Cameron, Homer Ruiz, Mike Newton, Charlie Loven, Zeke Lopez and Fred Acedo.

In case you are wondering why some of their hands were raised...
The second question was: “How many of you tipped them over at least two times?”
Eventually, Fred Acedo took the prize!



These pictures are courtesy of Anita Holderman. To see more of her pictures, turn the page...





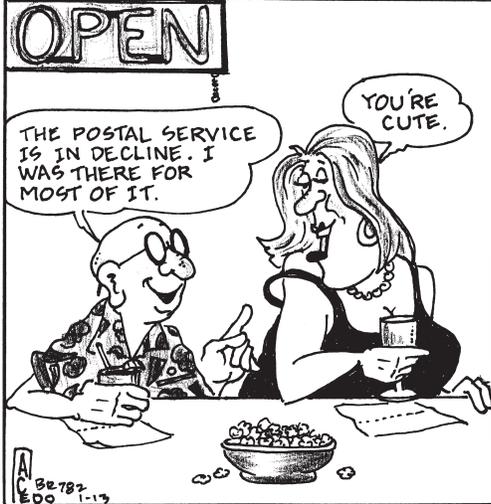
OUT THERE



Continued on next page...



OUT THERE



Branch 782 Retiree Dinner

5:00 p.m. Saturday, April 11, 2015
Hodel's Restaurant

***THIS IS OUR CHANCE
TO HONOR ALL OF OUR
RETIRED MEMBERS!!***

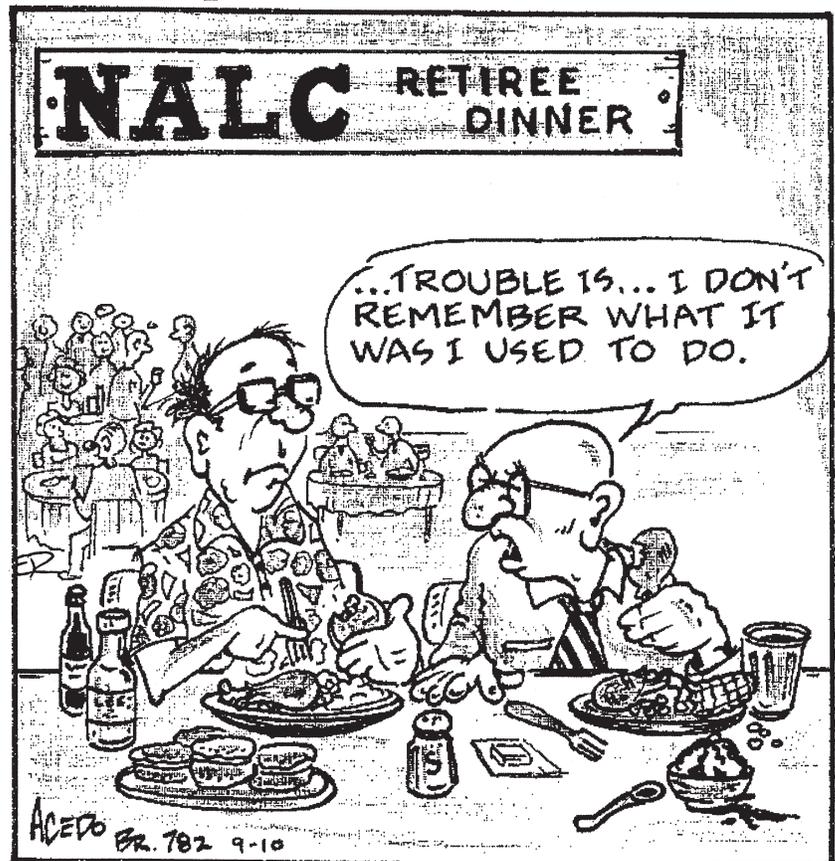
Hodel's (located at 5917 Knudsen Drive in Bakersfield) is known for having a fabulous and delicious buffet. We know you'll agree!

If you have questions, feel free to call Branch Retiree Lois Miller at:

(661) 391-8432

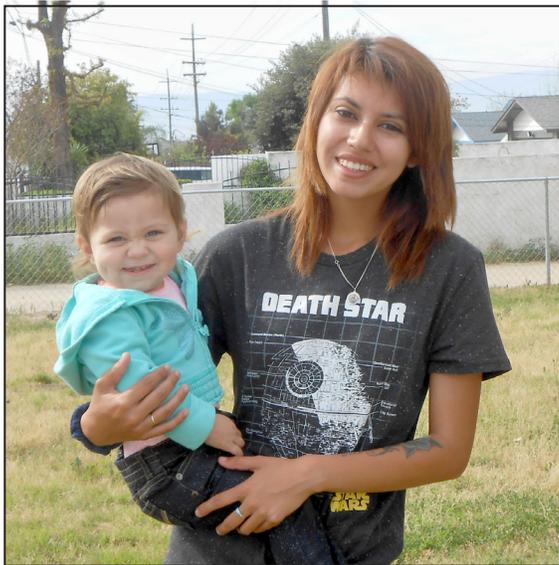
If you are a retired Branch 782 member, your meal is **FREE!** So is the meal of your spouse or "significant other"! (Doesn't get get much better than that, does it?)

OUT THERE



IF YOU HAVEN'T RETIRED YET, YOU CAN STILL ATTEND! Please plan to spend some time with folks who can tell you some really interesting things about how things used to be!! The cost for the meal if you are not a retired member is only **\$20**—and we *guarantee* you'll get more than your money's worth at Hodel's Restaurant! But, space IS limited...

RSVP: (661) 391-8432



Vanessa DeLuna is another young 21 year old who has come on board. But, she is no stranger to delivering mail.

She was a rural route carrier for Dole Court back in 2010. She recently decided that she needed to take the opportunity to become a CCA for more “security” and better hours.

Vanessa started her CCA carrier being 6 months pregnant with her first baby. She is thankful for having this job, because she is able to provide for her baby and she’s been given the ability to buy a new car AND a new house. She says the Postal Service has been VERY good to her and has NO complaints.

Before having this job, she was a “job hopper”. She worked in the fast food industry as well as retail. This is her first outdoor job. She wants to make it a career.

Interviewing her, Vanessa is a very energetic and positive person. She doesn’t look for the bad, but instead focuses on the positive. She says that the WORST part of the job is being out in the elements. When it is 110 degrees, she musters through and gets back in the office to be in the cool air conditioned building. When it’s cold, she thinks of being next to a warm fire.

She works in Arvin and doesn’t have the luxury to enjoy the heater in the LLV because she has varieties of delivery from park and loop to stop and hops.

Vanessa does notice that being in Arvin is much different than being in Bakersfield. She has a daily commute of 30 minutes each way but it’s practically a straight shot from Hwy 178 to Arvin. She says the city streets are laid out differently and the numerical order is also different and it is very easy to mis-deliver mail.

She, too, has experiences with being chased/bitten by dogs and utilizes her dog spray quite often. She says it’s “DO or DIE”. She’s had to kick a dog to keep it from biting her ankle once and the owner was RIGHT there, saying the infamous line: “My dog doesn’t bite”.

She praises Tim Bettes for being quick to take care of dog issues. He has helped her throughout her career and she appreciates

all his guidance and understanding in doing her work.

Vanessa is also a 2nd generation Letter Carrier.

Her dad, David Rener, works at Hillcrest Station. He has been a Carrier for sixteen years. Her step-mom, Mona Rener, is a Rural Route Carrier of 15 years who works at the same station.

Her dad always told her, “You put in the work and effort and this job will be rewarding”. She loves that she can swap stories with him and that he totally knows what she is experiencing. Vanessa said, “It’s just like my dad said it would be”.

Vanessa’s advice to new CCAs is to “Stick with it even if it kills you”. It may take one to two months to get the hang of things, but you will eventually.

“You HAVE to have a good attitude. Tell

yourself if someone else can do it, YOU can”. In the beginning, she asked herself, “What am I doing wrong to take me so long? What drink should I be drinking to get better at this?” A route that says it should take 6 hours takes her 10 hours. “There was crying during the beginning. But, once you get the ‘rhythm’ of delivering mail, it’s all worth it.”

Vanessa really LOVES her job! Gotta LOVE her enthusiasm!

MABEL BULLIS

OUT THERE



N.A.L.C. BR. 782 - BAKERSFIELD, CA.

A Focus on Our Future: Vanessa DeLuna

A Note from the Editor-guy:

There are always interesting articles that I find in other NALC newsletters. If you take the time to look these over, I don't know if you will find them as interesting as I did. But, at least you will have the option.

I was shocked! And, YOU should be shocked, too!!!

Retaining City Carrier Assistants continues to be a big problem. The Postal Service invests a lot of money hiring and training these new employees but cannot seem to keep them. Some leave because they find other jobs with comparable pay and benefits; but, for the most part, they leave for other reasons.

A survey was sent to CCA's who choose to move on. One question was "Why did you quit?" The number one answer was that it was the way they were treated by supervisors. No surprise here. We have all seen or heard of the treatment of new CCAs by some supervisors. So we say, "Well, there you go! *That's* the problem".

The second most given answer was: "Because of the way the regular Carriers treat me." ***THAT*** was a shock to me.

I have always said that expectations for these new Carriers were ridiculously high. This job is a lot tougher to do today than when most of us started, so keep that in mind when a new CCA needs some help understanding the job WE don't need to be making it any tougher for them than it already is!

These CCA's are the future of the Postal Service and indeed the future of the NALC, too. If only the bosses had a better plan...

Management as usual doesn't seem to have a plan as to how to train these new employees and retain them. As is always the case, they just look to us to get it done for them.

An ideal way to train new hires would be to keep them on the same assignment everyday for a few weeks so they can get to feel comfortable and their confidence will grow. An Auxiliary route is a way to do this. Each office in Clearwater has one Auxiliary and each one *had* a vehicle assigned to it.

Then (with management's well known ability to prove that the right hand doesn't know what the left hand is doing), "word" came down from above that all vehicles assigned to Auxiliary Routes were to be giving to the Rural Carriers.

Management claims this will save them a fortune. Is it really though?

Instead of new CCA's carrying Aux routes now they pivot them with Regulars and bounce CCA's from open route to open route

day after day. If management really wants to save a "fortune" maybe they should think about training new hires more efficiently by giving us the vehicles we need to get the job done.

Article courtesy of the February 2015 Tarpon Springs, Florida NALC Branch 2008 *Suncoast Letter Carrier's Update*



Retiree's enrolled in the NALC Health plan and or enrolled in Medicare part A and Part B are covered at almost 100% for most of their medical costs including Hospital, Lab work, and x-rays. The enrollee is also covered for most of the prescription drug costs as well.

If you have family coverage on your health plan remember if a spouse passes away you can change from family coverage to (self only) and (self only) coverage costs you less.

If you have considered at one point and time dropping out of your health plan beware; you may want to reconsider. I would recommend retirees who are enrolled in any of the FEHB plans including the NALC health plan to never drop out of your plan. If you choose to drop out of the Office of Personnel Management you will not be allowed to re-enroll and one of the biggest benefits of OPM is it pays for most of your cost.

There have been a few retirees who have had additional Health Care coverage that was not need. If you have additional coverage please review your plan and make sure you are getting what you paid for.

Now for active carriers; if you have a spouse who has passed away, or gotten a divorce with no children and or have children over 26 years of age you can change your coverage to (self only) as well. Active Carriers who get married or have a child must report the change of their status 31 days before and up to 60 days after the change to (family). If you fail to change your status to (family) within this window you will have to wait until open season.

Hector Salinas

Branch 283, Health Benefit Rep. 713-591-0674

Article courtesy of the Houston, Texas NALC Branch 283 February edition of the *Houston Letter Carrier*

CCA CITY

Here, at the post office, one thing is true. Favors are always returned by management—but, not always how you might want or expect.

THIS IS A PROCESS THAT *ALWAYS* REPEATS ITSELF, EVENTUALLY.

A few examples of why “running” hurts you literally and figuratively.

As a TE/CCA, you get favor with management by “running routes” and bashing Regular & CCA Carriers who take longer than you do in the process.

For the first year or so, you get special treatment and the hours that you want over other CCAs. Management looks the other way when you mess up, whether it’s accidents, customer complaints etc.

A funny thing happens, though.

Eventually, hours are harder to come by, or a faster CCA is hired. And, guess what happens? They give you three days off to start the week, then they put you on only one route for the other days that week after sitting at home.

“IT TAKES WHAT IT TAKES!!!” THAT is what you’ve heard the Regular Carriers say. The interpretation: It takes what it takes to deliver the route properly when you do the route safely! You make sure that you are not ignoring those notes that the Regular has left about vacants, forwards, or special services. You don’t “forget” to deliver accountables or “forget” to scan parcels and you don’t “forget” to give the best possible customer service!

Every other Carrier used to take six hours to do that route, but you bragged about doing it in three hours. *Now*, you need those hours. So, you take the full six hours that everyone else does. One problem: **YOUR** history shows three hours. Now, management has you in the office and wants to know why “all of a sudden” it’s taking you twice the time.

Branch 11 has a saying, “Today’s favors are tomorrow’s adjustments.” Management is the perfect example of:

“Give them an inch and they’ll take a mile”. In postal terms, if you give them an hour today they’ll demand two tomorrow.

Another example, and this is 100% fact: A CCA in New York was delivering Amazon parcels on a Sunday. He was rushing in an apartment complex. When he used the elevator which was malfunctioning, he fell down the elevator shaft breaking both of his knees in the fall.

He was written up. Eventually, the USPS fired him because they said he was being unsafe when he was trying to hurry up and finish. He was quoted in the investigation saying, “I just thought the lights were out in the elevator and proceeded into it anyway” .

He was trying to hurry up and get done and he was fired because management says he was being unsafe.

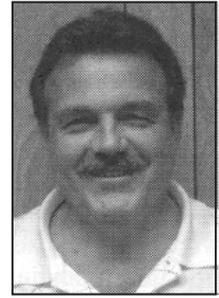
REMEMBER! IF YOU ARE RUSHING BECAUSE YOU THINK SAVING MANAGEMENT MONEY GETS YOU FAVORITISM, WHAT DO YOU THINK WILL HAPPEN WHEN YOU’RE COSTING THEM MONEY BECAUSE YOU’RE HURT?

Ideas or questions can be sent to the editor at NALC Branch245@gmail.com or emailinmailman@gail.com.

Article courtesy of the January 2015 *John H. Swanson Merged Branch 245 Newsletter* published by NALC Branch 245 in Rockford, Illinois

OUT THERE





MEDICAL INFORMATION

Whether or not management has the right to medical documentation depends on the circumstances involved. It is important to know the limits of the Postal Service's authority when requesting your personal medical data. However, in the event you are required to produce medical documentation it should be sent to the medical unit at 1200 William Street and should never be handed to your local supervisor. Only the medical unit can make the determination on whether or not your documentation is suitable. Your supervisor does not need to know any of your medical history

When a career employee calls in sick management should not be requesting medical documentation unless the employee has called off for more than 3 days. Recently management has placed some members in the "deems desirable" category. When this happens the attendance program will automatically request documentation when an employee calls in sick even if it is for 1 day. If you are required to provide documentation you must provide it and then file a grievance. The medical documentation must state the dates you were unable to work due to illness. It must also state the "nature of the illness". The documentation does not have to have your diagnosis or prognosis. The language requesting diagnosis was changed some years ago to coincide with the Rehabilitation Act. Documentation that only states "was under my care" or "was seen by me" is insufficient. The medical unit determines whether or not it is suitable and sends an email to the station informing them of that fact.

The "nature of illness" criteria may be vague but it should be sufficient to let management know that you were ill. As an example rather than let the Service know you were absent because of pneumonia the doctors note could state that you were unable to work because of "respiratory ailment".

Even if you are injured on the job and have a compensable injury you are not required to let your supervisor know what your restrictions are. You are only required to let your supervisor know that you have been released for limited duty with restrictions. In this case your medical documentation should be sent to the Injury Compensation office on William Street. Normally, a CA-17 or a OWCP-5 is used in cases of compensable injuries. Besides your restrictions, these forms mention the body part affected. The comp office will let your supervisor know what your restrictions are without indicating your actual injury. In the event a search for work is done your name is not used but is attached with your compensation number. This prevents your medical restrictions from being associated with a name.

In the event that an employee suffers an off the job injury and cannot work full duty they are required to request "light

duty". This is done by sending a letter to the Postmaster with the medical documentation containing your restrictions. A narrative from your doctor containing your restrictions should be sufficient.

Sometimes employees may be off work for an extended period of time and may be covered by FMLA. In these types of cases a note from your physician stating that you are capable of returning to full duty and the date you are able to return is sufficient. Locally, management has been giving carriers a form that lists restrictions. Many times they are telling carriers that their doctor needs to fill this out. This form is not an approved Postal form and does not need to be filled out. A careful reading of that form states that the form is "voluntary". If management gives you that form please call the union office

This District used to have a policy which required the "nature of illness" in those cases where an employee could only work 8 hours a day or 40 hours per week. This Branch filed a grievance on this issue. There is a national decision which states that the inability to work overtime does not automatically mean that an employee is on "light duty". Eventually, the Postal Service made a policy that stated that these carriers must request "limited duty hours" and provide medical documentation which listed the "nature of illness". The Branch filed a grievance claiming that this was a violation of the Rehabilitation Act

In essence the Rehabilitation Act places limits on an employer when requesting certain medical information. In this case it states that an employer may only request the nature of illness in those cases where they have reason to believe that an employee could not perform all the essential functions of the job. As stated earlier, working overtime is NOT an essential function of the job. At the Arbitration management had agreed to rescind that policy. Recently the union became aware of a case where an employee was required to submit the nature of illness because of overtime restriction. We filed a class action grievance claiming a violation of the prior settlement. If management requests the nature of illness because you have an 8/40 hour note please notify the union office.

As you can see there are a variety of situations that may occur regarding your medical information. Federal Law and our contract protects your rights and limits the Postal Service's ability to obtain certain documentation. In the event that you feel management is requesting certain information that you wish to keep confidential, call the union office for further information.

~ In Solidarity, Larry Kania, President

Article courtesy of the Buffalo, New York February edition of *The Buzz* published by NALC Branch 3.

9th Annual Battle of the Stations



When: April 12, 2015 **Check-In Time:** 9:00 am **Start Time:** 10:00 am

Where: Southwest Lanes 3610 Wible Road 93309 Phone: 661-834-2695

Cost: \$80.00 Per Team (Includes 3 Games + Shoe Rental)

ENTRY DEADLINE: April 6th

Tournament is open to all **CURRENT and RETIRED POSTAL EMPLOYEES ONLY**

Raffle Prizes: Each team will receive 4 raffle tickets at check-in for a chance to win prizes.

A Special Thank You To The Soc & Rec Commitee

Battle of the Stations Rules: Each station will be represented by 3 teams. The station with the highest total pinfalls added up from the 3 teams will be declared the winner. Stations may have more than 3 teams to represent them, **BUT** only the scores of the **TOP 3** high scoring teams from that station will be used. So, rally your station and get as many teams registered to better your chances of winning the trophy, earning a catered breakfast for your station and owning the bragging rights ALL year.

Last Years Winning Station: Dole Ct (5,149 Total Pin Fall)

Catagories: There will be 3 catagories (Men, Women and Co-Ed). Awards will be presented to the top two teams in each catagory. Top individual Male and Female bowler will also be presented with an award.

Last Years Top Male: Antonio Avery

Last Years Top Female: Lou Guiterrez

Lanes Are Limited... FIRST TO PAY, FIRST TO PLAY!!! GOOD LUCK TO ALL!!!!

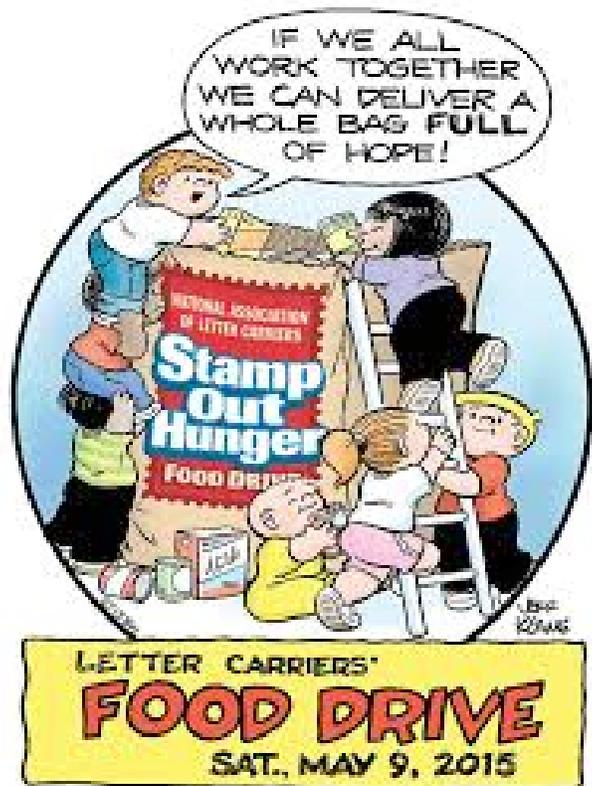
Please Send Entries To: Ralph Ramirez

9008 Rockhampton Dr. 93313

For More Info: Ralph Ramirez 661-847-9006 after 4 pm

Roel Alaniz 661-900-2654

Stamp Out Hunger Food Drive



Letter Carriers,

Once again it's our time to shine! On May 9th, Letter Carriers will be participating in a nation wide, one day food drive event called "Stamp out Hunger".

This is Kern County's largest one day food drive event. The NALC "Stamp Out Hunger Food Drive" allows Letter Carriers to give back to their community. This event has helped feed thousands of families in the past, allowing them not to go hungry. The more food the Letter Carriers pick up, the more families we can feed in the communities we deliver to!

This year, a problem arose with the sponsor of this year's

Food Drive cards. The company went through restructure, and had to pull out of the food drive at the last minute. This left millions of cards to be paid for by each Branch.

Branch 782 has over 300,000 cards to pay for and it will cost us over \$1600.00. The Branch has asked the Carriers to donate a dollar or two to help pay for the cards; furthermore, the Branch would like to thank all the Carriers who have already donated.

If you would like to contribute one or two dollars — or need more information about the cards — please contact your Shop Steward.

The Food Drive T-shirts this year will be Kelly green. The price will be the same as last year and are as follows: T-shirts XS-XL are \$15.00; 2X-5X are \$18.00; Polo's XS-XL are \$18.00; and 2X-5X are \$21.00. Please turn in your shirt money to your Food Drive coordinators or to your Shop Steward.

With Thanks,

SHARI SHARP



Here are just two pictures from Branch 782's successful 2014 NALC Food Drive! We look forward to 2015 being a great year!

from the editor-guy

Getting together with so many of the “Old Timers” on March 12 made me ponder the fact that, eventually, each of us — in one way or another — is just passing through.

I work at Bakersfield’s South Station. Two Letter Carriers who have worked there for years recently transferred to new units out of the state. It made me wonder what kind of a transition either or both of them were going through.

With that in mind, I got in touch with Denise Dilley. Here’s what she had to share...

The last week before I transferred to Idaho was pretty busy! My husband, Joe, and I and our fifteen year old son, Jarred, were moving out of the house where we’d lived for the last nineteen years. We had stuff and more stuff!!!

We left Bakersfield on February 28 (my birthday!) and made that long drive in as short a time as possible. But, if you’ve ever been involved with a long drive like this, you know that it can be exhausting.

Well, we made it.

I now work in Nampa as a Clerk. We live in Parma. Nampa is about a 35 minute drive. (The next closest town is Caldwell. It is about a fifteen minute drive.)

Transferring here as a Clerk has created a different routine for me. I used to get up around 5:45 in the morning in order to clock on at South Station at 7:30. Now, I **START** work at 5:00 a.m. This means that I have to get up around 3:45 in order to get to work on time!!!

I hope that my body starts adjusting soon. At this point, I feel exhausted most of the time. *REALLY* exhausted!

Although I started out my USPS career as a Clerk in the San Diego area, I even-

tually transferred to Taft as a Letter Carrier. After a few years there, I transferred to and worked at South Station as a Letter Carrier for seventeen years.

Although I no longer have to work outside, I find that I miss it. I’m inside *ALL* day now and I am on that hard cement where I work as a Window Clerk Relief and do assorted other duties that are required to get the job done.

In case you are wondering why we decided to move to Idaho, there is a reason.

My husband, Joe, grew up in Parma. In fact, he grew up in the house where we now live! Built in 1906, it is on property that has been in the family since 1904.

When his father died recently, Joe and his two sisters inherited the property. Joe bought out his sisters because he didn’t want it to be sold to somebody else. The property is now ours to pay for.

In case that sounds like a dream come true, it’s a dream that has come with a lot of work...

Joe’s Dad hadn’t been well for quite some time and had found it difficult to keep up with all of the work that comes with maintaining a house *AND* the thirty acres that came with it. Think about *THAT!*

Part of our adventure to this point has been complicated by the fact that before we can “move in”, we have to pack up everything in the house that was there before we got there.

Although it is a lot of work, it has been fascinating to find all of the “treasures” that we come across in the basement and everywhere in the house. Many of the antiques that we find were, at one time, used daily by the Dilley family.

I now work in an Annex. It houses some sixty Carriers. Thirty-six of them are Rural Carriers. There are twenty-four City Carriers who deliver in Nampa. We cover the 83651, 83686 and the 83687 zip codes and the city is growing.

As Letter Carriers, you may not appreciate this: There are about **2500** memory items

on the scheme that I have to learn! We’ve now been in the area for about two weeks. My biggest problem has been with my new work schedule. This was compounded by the recent time change!

We’ve also found that we have had to make countless little changes to what we do. For example, there are no natural gas lines to our house. We operate on propane. We had to convert our clothes dryer to propane. It wasn’t really all that hard, but it was just *ONE MORE thing* that was added to everything else that we had to do.



South Station’s Denise Dilley “captured” at her case by Anita Holderman’s camera!

When we arrived, it was about forty-five degrees in the house. Outside, it was in the 20’s. Felt a little chilly to us. But, it soon warmed up to temperatures in the 60’s. The last few days have been rainy and windy. We missed most of the snow which fell mostly in November. We’ve been told that this has been a real mild winter. Hmmm...

There is a lot of farmland where we live. Joe says that they grow potatoes, onions, grain, hops, sugar beets and hay. The crops rely on irrigation. I’ll learn more about this the longer that I live here.

We just had our internet hooked up!

BASIL ZUNIGA



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

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

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

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

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

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

In the hope that material contained here-in 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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Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Norma Hamer	(661) 619-1465
Lamont (93241)	Mike Munoz	(661) 304-5516
McFarland (93250)	Bonnie Whitbey	(661) 302-7354
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Joanne Layton	(661) 204-4928
Downtown Station (93301)	Kim Gerdes	(661) 834-2059
South Station (93304)	Darryl Holderman	(661) 487-5353
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 327-7637
Hillcrest Station (93306)	Pam Smith	(661) 979-5854
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Mike Towery	(661) 331-9171
Dole Court (93308)	Shari Sharp	(661) 364-5544
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Mojave (93501)	Vacant	
California City (93504)	Russell Day	(760) 373-8963
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93523)	Mike Meza	(805) 625-4541
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Vacant	
Trona (93562)	Lynnel Howell	(760) 382-3030

**Branch 782
Website
www.782nalc.com**

Rick Plummer, Webmaster



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

Non-Profit Organization
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 Bakersfield, California
 Permit Number 32

General Meeting
Tuesday
March 24, 2015
7:00 p.m.

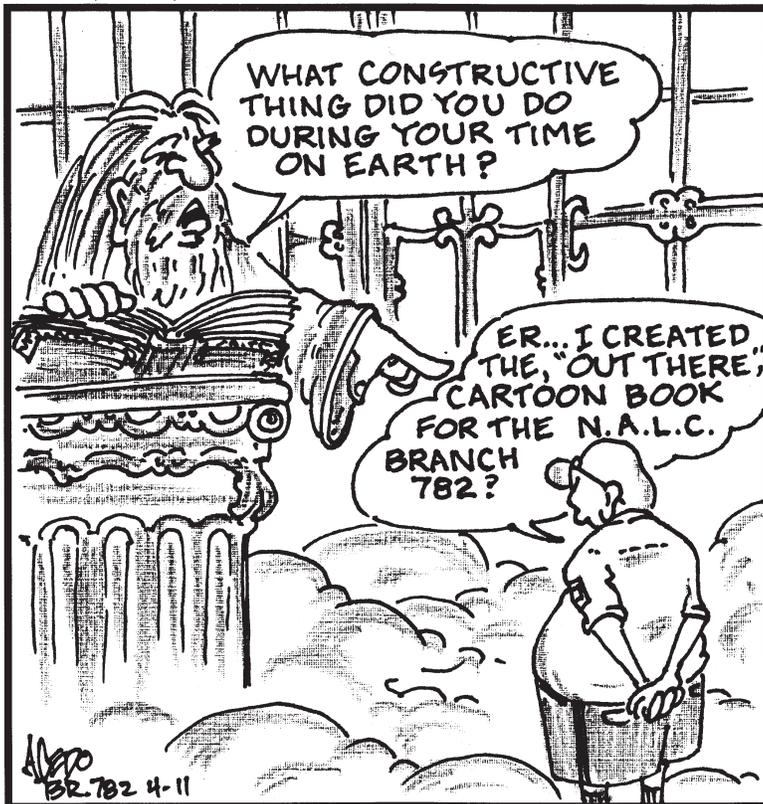
Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

Retiree Dinner April 11, 2015

See page 13 for details.

OUT THERE



February 2015—"Rosie" Padilla; January 2015—Ute Fritz; December 2014—Ralph Crawford; November 2014—Robert Brown; September 2014—Laura Davis; August 2014—Mary Breeding; July 2014—Michael Hall; June 2014—Joe Gandara; May 2014—C. Ticong; April 2014—Alfred Martinez; March 2014—Mario Muniz; February 2014—Ricarte Burgos

Each of these folks have had the chance to win the Branch 782 General Meeting drawing. If they would have been present, they would have won "the pot".

Because they weren't present, the amount has grown by \$50 each month. Now—if **you** are at the meeting—you have the chance (*) to win:

\$500

**The fine print: To win the money, you have to be present at the meeting! So... YOU can say, "Make my day! Show me the \$\$!"? There is a \$500 cap.*

Don't forget to check out the web version of our newsletter at: www.782nalc.com. The colors of the cartoons and the pictures really "pop"!