

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

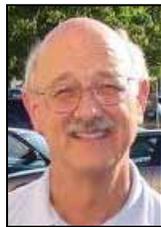
CHARTERED FEBRUARY 25, 1891



WEB VERSION @ WWW.782NALCCOM

FEBRUARY 2012

at the
Mike:



Ten NALC Branch 782 members made the drive to the Fresno offices of



Senators Boxer and Feinstein on April 12. We joined with Letter Carriers from Branch 231 and many of their friends and family.



We demonstrated to urge Senators to support Bills which will not be as bad as S-1789...

Continued on next page...

Pictures courtesy of Gary Bottoms,
NALC Branch 231 Editor



THURSDAY, APRIL 12th
4:00 pm to 5:30 pm

Join with us for a demonstration to **Save America's Postal Service!**

THE U.S. SENATE is currently considering legislation that could completely dismantle the United States Postal Service as we know it. This Republican-backed bill would phase out door-to-door mail service and eliminate Saturday delivery altogether, which could leave as many as 200,000 postal service employees without a job.

On THURSDAY, APRIL 12TH, join the National Association of Letter Carriers for a STATEWIDE DAY OF ACTION to save the U.S. Postal Service! Demonstrations will take place from 4-5:30 pm outside every Senate office in the state, and all are encouraged to come out and call on our Senators to vote against this flawed legislation.

Rallies at the offices of Senator Barbara Boxer

- OAKLAND: 70 Washington Street, Suite 203
- FRESNO: 2600 Tulare Street, Suite 4290
- RIVERSIDE: 3405 10th Street, Suite 784
- LOS ANGELES: 312 N. Spring St. Suite 1748
- SACRAMENTO: 501 I Street, Suite 7-600
- SAN DIEGO: 600 B Street, Suite 2240

Rallies at the offices of Senator Dianne Feinstein

- SAN FRANCISCO: Cross Post Street, Suite 2450
- LOS ANGELES: 11111 Santa Monica Blvd., Suite 915
- SAN DIEGO: 750 B Street, Suite 1030
- FRESNO: 2500 Tulare Street, Suite 4290

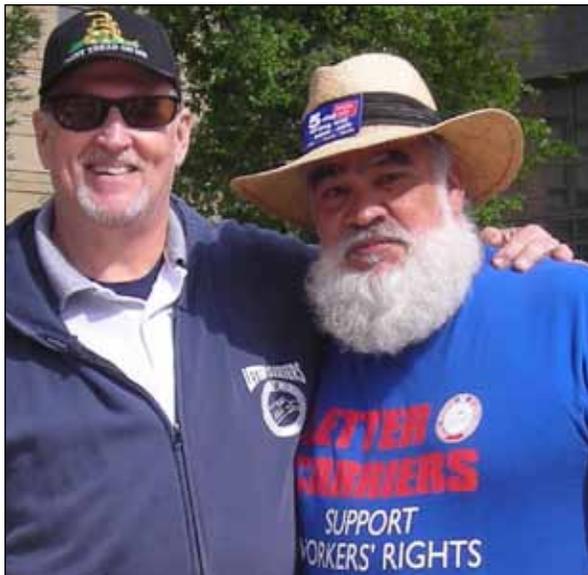
For more information about the rallies, email: ncnlc-prns@juno.com



Statewide day of Action, April 12, 2012, 4 - 5:30 pm



In Solidarity...



Pictures by Branch 782 COLCPE Coordinator Pam Smith

TELL CONGRESS:

Don't dismantle the United States Postal Service!



The Postal Service is critical to our economy—delivering mail, medicine and packages on time and at an affordable price, without a dime of taxpayer money.

S. 1789 is not the solution. The American people deserve a better plan.

Don't let Congress jeopardize Saturday delivery, which would eliminate both USPS's biggest competitive advantage and 80,000 jobs.

Don't let Congress phase out door-to-door mail delivery for 35 million households and businesses.

Don't let Congress radically downsize the USPS and reduce service standards to pay for unfair congressional mandates.

Call your senators toll-free at **1-888-863-6103** and tell them to vote **NO** on S. 1789 to save America's Postal Service.



National Association of Letter Carriers

On the Web: nalc.org
On Facebook: [facebook.com/nalc.national](https://www.facebook.com/nalc.national)
On Twitter: @nalc_national



Johnny on the Spot



Branch 782 sent 10 members to the “Save the Post Office” rally at Senator Boxer and Feinstein’s field offices in Fresno on Thursday April 12th. We—along with other members from the Fresno NALC Local 231—were there to let the Senators and the public know that we do not want them to support S1789 which may soon be headed to the floor for a vote once Congress returns from recess.

While there is some good language in the Bill, the Bill still contains harmful language that we cannot support. Any Bill that mentions 5 day delivery is poison. That would lead to lost jobs, reduced hours and lost customers/revenue. There is another piece of legislation that has been written by Senator Bernie Sanders S1853. This legislation has language that really will save jobs and put the Postal Service back on its feet.

As it stands S1789 is the only Bill waiting to go to the floor. We as a Union need to educate our representatives about Senator Sanders Bill S1853 being the right fix for the Postal Service.

Let me share with you a message from NALC President Fred Rolando:

“If you participated in yesterday’s “Save America’s Postal Service” demonstrations on S. 1789, thank you for your efforts and support. We had an incredibly successful day for the future of the Postal Service, holding 200 rallies across all 50 states. This type of activism and leadership will allow us to have a say in building a stronger USPS. By educating the public and the media, our voices will resonate through the halls of Congress.

Next week, S. 1789 is tentatively scheduled to be brought up in the Senate on Tuesday. Please make sure you regularly check your e-mail for other e-Activist messages and continue to check nalc.org for any updates. To ensure that we get real reform, we will need your continued leadership efforts. Please be sure to continue educating your fellow branch members and be ready to activate your activist networks.”

The NALC Food Drive is right around the corner. Our Food Drive coordinators have been busy getting everything ready for a successful day on Saturday May 12th. This is the 20th year for the Food Drive and my 8th time participating. I hope we do well and collect lots of food for this great cause.

Respectfully,

JOHN ORTEGA
NALC Branch 782 Vice-President



Picture courtesy of Gary Bottoms, NALC Branch 231 Editor.

JOIN JOHN!

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

5 - DAY
Is still the
WRONG WAY

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

More pix—courtesy of NALC

Branch 231 Member Don Smith! Thanx!!!



This is Don Smith in front of his camera...



The pictures on pages 5 through 8 are courtesy of the eye and camera of NALC Branch 231 member Don Smith. Thanx mucho much, Don!



People *DIED* so that you could choose to work *only* eight hours a day...and be compensated with over-time if you worked over eight hours.



"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."

MARTIN LUTHER KING JR.

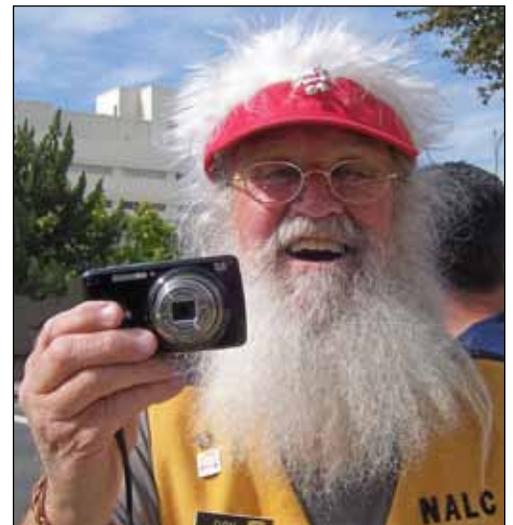




Is our fight justified? Listen to what these folks had to say...

“The important role of union organizations must be admitted: their object is the representation of the various categories of workers, their lawful collaboration in the economic advance of society, and the development of the sense of their responsibility for the realization of the common good,” — **POPE PAUL VI**

“Less than a century ago the laborer had no rights, little or no respect, and led a life which was socially submerged and barren....American industry organized misery into sweatshops and proclaimed the right of capital to act without restraints and without conscience. The inspiring answer to this intolerable and dehumanizing existence was economic organization through trade unions. The worker became determined not to wait for charitable impulses to grow in his employer. He constructed the means by which fairer sharing of the fruits of his toil had to be given to him or the wheels of industry, which he alone turned, would halt and wealth for no one would be available...” — **MARTIN LUTHER KING, JR.**



Don Smith getting ready to capture some of the action with his trusty camera. Picture courtesy of Gary Bottoms, NALC Branch 231 Editor.

Mabel Wants You to Know...

No news here that we are facing a fight for our jobs. I am still considering myself as a newbie. I always thought that all I had to do was reach my six (6) year mark and I was safe to keep my job.

Well, guess again. I'm at 7 years now and I'm still having to worry.

When I started with the post office, I was gung-ho about the whole pro-union. Don't get me wrong....I still am. I just now had my third baby, he's 7 months old. It's hard to have a young family of 3 kids, a husband, a full-time job, and all the other tasks that come with it.

I've stepped down as a Steward but I'm still a Trustee and Assistant Secretary. I want to stay as active as I can to help my fellow brothers and sisters because my future depends on it too.

On Thursday, April 12, 2012, 10 Union brothers and sisters (I was included) traveled up north to Fresno to join in on a Rally to support our protest on tough issues arising. I/we can't take a step back and say, "Well, my other brothers and sisters will take that fight for me". You have to try and do your part as best you can. I know that life is a whirlwind of

craziness, pulling you in all different places all at the same time and most of the time. The things that I can do with the little time I do have, I will try and do, especially if it's to help another.

Times are changing. We need to change too. For those of you who aren't outspoken, you don't have to be, you can just be a body of support and be out there, be that signature we need on the line. Do something. Something is better than nothing. For those others who want "Saturdays" off....don't be selfish and look only for yourself, look out for your fellow brothers and sisters who want the job—better yet, who NEED the job!

MABEL BULLIS

Don't Wake Up to Find Your Job Gone Because of Who You Voted For...

When my father was eight, he got angry with *his* father and ran away from home. His independence and tough talk ended after a few hours when he wanted something to eat...so he came home.

On the same note, how many of us read articles depicting angry tea-baggers railing against health-care reform, entitlements, bloated government, etc? Yet, many of them benefit from government programs (such as Medicare, Social Security, military or federal pensions, VA hospitals/prescription drugs, etc.).

In other words, they are talking capitalists and practicing socialists which can be demonstrated by this kind of a sample phrase: "Keep your government hands off MY Medicare!"

To continue the thought, there are many Congressmen who rail against earmarks and government waste except when it comes to his/her district.

Not long ago, the Postal Service announced the closing of a processing center in Representative Steve King's district. (For those of you who don't follow politics, Rep. King is Michelle Bachmann's mentor. He taught her everything she knows.) So, you would have thought that—*since he votes against our interests 100% of the time*—that he would have said, "I could care less about the loss of postal jobs in my district. Good riddance!"

Did he do that? No!

Those government jobs were in *his* district and belonged to folks who might vote for him!

But, you know what? You've probably listened to some of your fellow Letter Carriers who tell you how the Republicans are going to save this country and eliminate all of the problems. And you've probably even sat there and listened to all of their big talk about how unions are one of the problems that need to be fixed.

Well, it's easy to be a big talker when things are going well, your bills are paid, you're driving a nice car, etc. and etc. But, what if a new Republican President signed legislation cutting your income by 40%?

Am I exaggerating?

Under the heading "Align Federal Employee Compensation with the Private Sector: Savings \$47 billion., Mitt Romney's website states that, "Federal compensation exceeds private sector levels by as much as 30 to 40 percent when benefits are taken into account. This must be corrected."

So, if Governor Romney is elected and cuts your pay, you can thump yourself on the chest and brag that, "Yup, I sure showed them! I voted to cut my pay and put myself in the poorhouse!"

Let's cut through the BS. This is a real thing. It's not just political rhetoric. There are those who *really* believe that the answer to all of America's problems will be dealt with by cutting back *your* pay and benefits.

The question is, "Will you let them?" What's your answer?

ERIC ELLIS
CSALC District 4 Officer



Information Sheet about the U.S. Postal Service

What follows are facts and context about the situation at the U.S. Postal Service, aimed at putting the flurry of recent headlines in context and clarifying what's at issue—and what's at stake.

The fate of the U.S. Postal Service is a major national issue affecting every American, every community, every business—and yet what typically is reported is misleading and incomplete. As a result, few of your readers/viewers/listeners know the real story—or what can be done going forward.

Despite what you may have heard, the Postal Service isn't broke. Nor is it losing billions of dollars a year delivering the mail. And a taxpayer bailout isn't imminent. Reduced services are being presented as a foregone conclusion, but they're not.

The massive cuts in service to residents and businesses being proposed—allegedly to address these problems—are not inevitable, necessary or constructive. That's because the financial problems facing the Postal Service aren't caused by the cost of delivering mail; they're caused largely by Congress, and Congress can solve them.

Your reporting can shatter the conventional wisdom while informing people. Moreover, this is an issue that greatly affects the communities you cover. Your stories can spark a public discussion, and influence public policy. Toward that end, we will provide information that typically isn't reported. These facts can readily be verified; the conclusions flow directly from those facts. Visit www.SaveAmericasPostalService.org for documentation, or call the media contacts on the press release.

—The Postal Service isn't funded by taxpayers' dollars. All its revenue is earned from the sale of its products and services, meaning that the dire warnings of a taxpayer bailout are completely unfounded. The Postal Service hasn't used a dime of taxpayer money in 30 years.

—The Postal Service made a net profit of more than \$600 million dollars sorting and delivering the mail the past four fiscal years. You read that correctly. Despite the worst recession in 80 years, despite competition from the Internet, despite everything you've heard, postal operating revenues exceeded costs by \$611 million in the four fiscal years since 2007.

—Customer satisfaction and on-time deliveries are at record levels, labor costs are declining, worker productivity has doubled, and for six years running the American people have named postal employees the most-trusted federal workers. U.S. citizens and businesses benefit from the most inexpensive and most efficient mail system in the industrialized world.

—So why the headlines about multibillion losses and a Postal Service in financial free fall? There is indeed a financial problem, but it's not what you've been told. It doesn't result from mail delivery. The \$20 billion in postal losses you've heard about stems from a 2006 congressional mandate that the Postal Service pre-fund future retiree health benefits for the next 75 years and do so within a decade—a burden no other public agency or private firm faces. The Postal Service is actually paying, out of its operating budget, for the future retiree benefits of people who haven't been born yet. That cost—\$21 billion since 2007—accounts for 100 percent of the agency's red ink over that period.

Media Contact

Continued on next page...

Information Sheet about the U.S. Postal Service (continued)

—The other big financial problem, which also has nothing to do with the mail, is that the Postal Service doesn't have access to tens of billions of dollars of earned revenue that are sitting in surplus funds. As a quasi-public agency, it needs Congress to give it access to its own money.

—Because a dysfunctional Congress (remember the debt ceiling fiasco?) has yet to take these steps, postal officials are desperate as they face the \$5.5 billion pre-funding payments due every fall. So they're proposing a series of drastic cuts: One day it's to end Saturday delivery, another day to close 3,700 post offices, or fire 120,000 employees, or close 300 processing centers. Each has serious downsides for residents and communities and local businesses, for the U.S. economy, for the future of the Postal Service. They would exacerbate rather than solve the agency's problems, by sacrificing its competitive edge and driving away customers.

—Even if the current financial snafus are fixed, why would the Postal Service have a future, given the Internet? This isn't the first time the Postal Service has had to adapt to an evolving society or to technological change. It did so with the telephone, the telegraph, the fax machine and more, each time emerging stronger, offering new and improved services to meet society's changing needs. Today, the Internet offers both challenges and opportunities. More people are paying bills online, but they're also ordering goods online that need to be delivered. One of the fastest growing profit centers within the Postal Service is doing "last-mile" residential deliveries for UPS and FedEx, which it can do inexpensively because of its universal network—helping reduce costs for the private carriers and for their customers.

—The point isn't that congressional action would erase all challenges, but rather that once lawmakers address the elephant(s) in the room—the pre-funding and the lack of Postal Service access to its own surplus funds—then thoughtful solutions can be devised to meet those challenges. The entire postal community—management, labor, Postal Regulatory Commission, legislators, the mailing industry—can come together and determine how to adapt the business model and what new services would help customers. This cannot

be done in the current panic mode, with congressional inaction forcing management to throw every possible cut against the wall to see what sticks, while anti-government ideologues exploit the situation.

—Why is it important to save the Postal Service? Because it's the centerpiece of a \$1.3 trillion mailing industry that supports 8 million jobs. Because it is indispensable in the overall economy. Because its role is included in the Constitution. Because it binds together this vast land nation, offering inexpensive service to every resident no matter how remote, and it also unifies individual communities.

—And, because this unique universal network has value we often don't even consider, including in the area of public safety. Under President George W. Bush, when homeland security officials needed a way to distribute medicines to residents in the event of a biological incident, they turned to the Postal Service and letter carrier volunteers. That program is now set up in Minneapolis, a second pilot program was recently completed in Louisville, and a few weeks ago the plan was expanded to San Diego, Philadelphia and Boston. Moreover, because they know their neighborhoods and their customers, every week letter carriers save the lives of elderly residents who've taken ill or fallen down, find lost children or missing pets, and put out fires. Each year on the second Saturday in May, letter carriers conduct the nation's largest single-day food drive, replenishing food pantries across the country.

In a time of rapid societal and technological change, we need to strengthen our universal communications and delivery network, not weaken it. It would be a national travesty to begin to dismantle this unique network, jettison its numerous capabilities and jeopardize all its contributions, when the financial challenges—properly understood—can be addressed in ways that are more effective and cause no damage.

If your reporting brings some of these facts and broader context to the frenetic coverage of alleged losses and proposed cuts in services, you will be adding to your audience's understanding, elevating the public dialogue, influencing the policy debate, and providing a service to your communities and to your country.

This fact sheet was put together to help media reporters frame their stories with a well rounded background of postal facts.

Are you aware of the issues presented in these two pages?

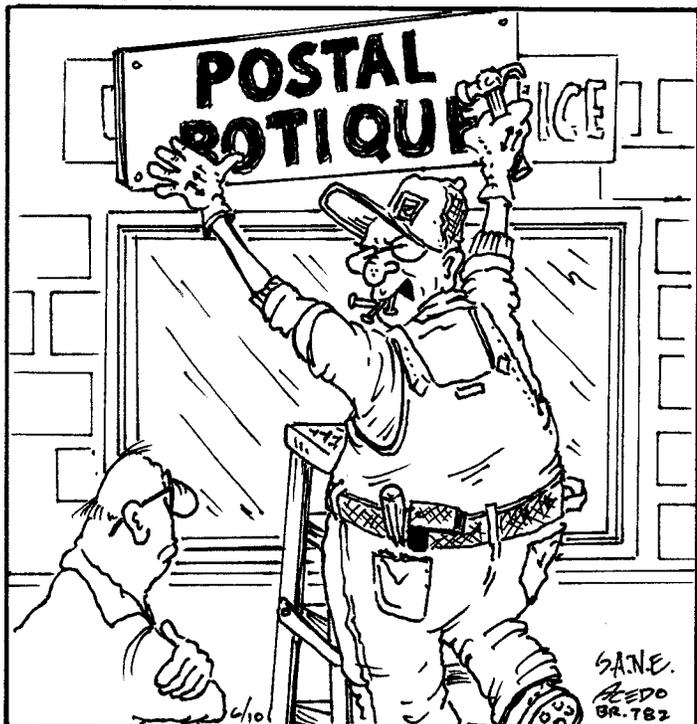
Minutes of the March 2012 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery at 7:00 p.m., on the 27th day of March, 2012 at the branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Darryl Holderman.

All members of the Executive Board were present except Trustee Lucinda Martinez. The stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Lamont, Oildale, South, Stockdale, Taft and Wasco. Also present was Newsletter Editor Basil Zuniga; S.A.N.E. Fred Acedo; OWCP Representative Rick Gerdes; Photographer Anita Holderman; Assistant Recording Secretary Mable Bullis; Legislative Liaison Diana Herrera; and, Frank Martinez of the Social and Recreation Committee. The Minutes of the February 28, 2012 meeting were read by Assistant Recording Secretary Mable Bullis and were accepted with no additions or corrections.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Basil Zuniga reported that the newsletter folding was completed really early by Downtown Station with lots of help. Next month will be South Station. Basil informed the members that the complete article about the OIG Agents is printed in the web version. There are many more articles and lots of pictures. Frank Martinez of the Social and Recreation Committee reported that there will be a Softball

OUT THERE



IN ORDER TO APPEAL TO YOUNG PEOPLE WE'RE CHANGING THE NAME TO POSTAL BOTIQUE.

Tournament on Memorial Day weekend in honor of Robert Nichols. There will be a Golf Tournament, and possibly a 3-on-3 basketball tournament. Movie tickets are still available. Carmen Castillo reported that the money for the Social and Recreation Committee comes from the vending machines in each office. Basil Zuniga asked how much the Social and Recreation budget will be affected by the closing of the plant. Carmen said the budget will be reduced greatly—possibly by 75-85 %. Ralfie Ochoa had a drawing for cookie baskets to benefit Relay for Life. Mabel Bullis reported that no books were sold this month. A discussion was held regarding the book sales at the National Convention.

NEW BUSINESS: Shari Sharp made a motion to purchase 200 Food Drive posters, the cost not to exceed \$100. The motion was seconded by Jerry Patterson and passed. Shari reported that there will be a Food Drive meeting for Bakersfield offices on Thursday, April 5th at Dole Ct.

GOOD OF THE ASSOCIATION: Basil Zuniga talked about the "Join John" letter writing campaign. After the meeting members can write letters to Senators Boxer and Feinstein regarding S-1789, which will cut Saturday delivery within two years, stop door-to-door delivery and cut benefits for employees with an on-the-job injury. The postage for the letters will be paid for by John Ortega and Basil Zuniga. Mike Towery reported that the Postmaster is considering creating Reserve Letter carrier positions which will probably go unbid and would be filled by clerks from the plant. He reported that clerks excessed to the carrier craft would be regulars but at the bottom of the seniority roster. Carriers excessed to another city or installation would bring their seniority. Mike also reported that the district is considering 6-day route counts in all the AO's and some of the city stations. Molly Biggar reported that the Budget and Audit Meeting will be held after the Steward Meeting on April 18th. Mabel Bullis received a mutual exchange request from a carrier in Wenatchee, WA. Contact Mabel for more information.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$6,434.75 was collected for March.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$70,335.49
Dues and Income	\$11,165.47
Interest Income	\$8.46
Total Balance	\$81,509.42
Expenses	\$3,895.86
Ending Balance	\$77,613.56

The MDA 50/50 Drawing was won by Andrew Garcia. The Drawing for \$100.00 would have been won by Dyan Thoms if she had been present. There were 37 members present.

The meeting adjourned at 7:36 p.m.

Respectfully submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

NON-MEMBER LIST APRIL 2012

AVENAL (93203)
100% UNION!!!

WASCO (93280)
100% UNION!!!

STOCKDALE (93309)
J. Oh

EDWARDS AFB (93526)
100% UNION!!!

ARVIN (93209)
100% UNION!!!

DOWNTOWN (93301)
D. Pearce
J. Cruz

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

TEHACHAPI (93561)
100% UNION!!!

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

SOUTH STATION (93304)
100% UNION!!!

MOJAVE (93501)
100% UNION!!!

TRONA (93562)
100% UNION!!!

LAMONT (93241)
100% UNION!!!

EAST BAKERSFIELD (93305)
100% UNION!!!

CALIFORNIA CITY (93504)
100% UNION!!!

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

McFARLAND (93250)
100% UNION!!!

HILLCREST (93306)
A. White

BORON (93516)
100% UNION!!!

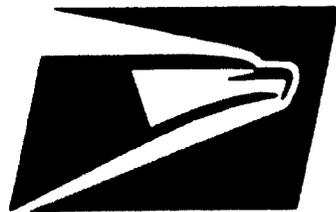
SHAFTER (93263)
L. M. New
M. D. Voights

BRUNDAGE (93307)
D. Kinglee

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

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

We are an "Open Shop".
MEMBERSHIP IS VOLUNTARY.
369 Letter Carriers are in the complement
assigned to cities represented by
our Branch. **ONLY 18 ARE NON-MEMBERS.**
We are 94.3% organized!



**UNITED STATES
POSTAL SERVICE™**

2012 Softball Tournament

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

First Annual
Robert Nicholas Memorial
Tournament



Remembering A Friend

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**

Contact Information:
Andrew Garcia
@661-912-1087

Looking for a change of scenery? Here are some requests for a Mutual Exchange*...

My name is Nicole Aranda and I am looking for a mutual exchange from Portland OR to Bakersfield CA or any of the surrounding areas (8/10). I am from the area and would like to move back due to family reasons.

The Rose City is very beautiful. There is a whole lot to do here...you're 30 minutes away from the waterfalls; an hour and-a-half from the beach and two hours away from Mt Hood. The scenery is absolutely breathtaking. You can never run out of places to eat! They even pump your gas! Don't want to drive? Ok. the transit system can take you just about anywhere you need to be or you can just walk to where you want to go.

If anyone is interested or has any questions please feel free to reach me by e-mail or phone. chakacookie@gmail.com or call me at this phone number: (503) 891-0375. Thank you!

Want to work in Wenatchee, Washington?

Bob wants to do a Mutual Exchange and here is some info: There are 40 routes. My anniversary date is July 1994 and I am #15 of fifty Carriers. Look for the ad on Postalspot.com with pictures of the area. Wenatchee is a town of 60,000 on the Columbia River. We have cheap electric. Car registration is \$50 and there is no state tax.

My phone number is (509) 393-6474. You can call me or text me. Or, you can e-mail me at this address: alaskabob@genext.net. My mailing address is P.O. Box 373 in Wenatchee, WA 98807.

If you are looking to initiate a Mutual Exchange with a Letter Carrier where you want to live, what can you do?*

Place a "Mutual Exchange Ad" in the NALC monthly magazine—*The Postal Record*. To do this, you have to realize that there are certain rules.

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear. Mail ad with check (payable to NALC) TO: Mutual Exchange Ads, *Postal Record*, 100 Indiana Avenue N.W., Washington, DC 20001-2144.

** Mutual exchanges must be approved by both postmasters involved. Seniority of Carriers involved shall be governed by Article 41. Sec 2e of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.*

****Of course, if you are looking to move someplace else, respond to the ad and see if it will work out for you!**

Ads are published for NALC members only.

A Branch Officer or Steward must endorse the ad to certify membership. Ads without endorsements will be returned.

Include your name, address and Branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5X11" paper. Make certain the numerals 0 and 1 can be distinguished from the letters O and l in e-mail addresses.

Senior Vice President's Report

By Brian Bump
Senior Vice President



Anytime a letter carrier is going to work more than 8 hours in a service day they must receive authorization from a supervisor. If you do not receive authorization from a supervisor to work more than 8 hours in a day it is unauthorized overtime. Section 5.K.2 of the F401 Handbook defines unauthorized overtime:

Unauthorized overtime occurs when an employee's clock time exceeds 8 hours in a day or 40 hours in a week without prior authorization from a supervisor.

The key to avoiding unauthorized overtime is to get prior authorization from a supervisor. That approval may come before you leave for the street or may come while you are on the street.

If, before you leave for the street, you are of the opinion you will not be able to perform all work assigned to you (including any work assigned to you as undertime), request and complete a PS Form 3996. Estimate the amount of time or assistance you believe you will need and record that time in Item K of the PS Form 3996. Remember this is an estimate and not, as some supervisors would have you believe, a "commitment". There is no requirement in the National Agreement or any handbook or manual requiring a "commitment" from a letter carrier.

If you requested time on a PS 3996 in the morning and the request was denied, or if you find during your street duties that you will not make it back in the time authorized, you must call your office and get authorization from a supervisor to work beyond the time authorized in the morning. Many offices have a policy requiring carriers to call in by a cer-

tain time if they will not be making their estimated times. If your office has such a policy, be sure to call in by that time if you believe you will not make it back in the time you have been authorized.

We have received many calls from carriers concerning what happens when they call in from the street to notify management that they will be later than the time they were authorized in the morning. The carrier will ask the supervisor for instructions and, in some cases, even though they have told the supervisor they cannot complete their assigned work in eight hours, be given an instruction such as "deliver all the mail and be back in eight hours." Many supervisors are of the belief that the Joint Statement on Violence and Behavior in the Workplace (JSOV) applies only to physical confrontations, but the title also specifically refers to "behavior". The JSOV states in part:

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness. The need for the USPS to serve the public efficiently and productively and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. "Making the numbers" is not an excuse for the abuse of anyone. Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

You, as a letter carrier, deserve no less than a straightforward answer to a simple question. There is no excuse for management to provide you with anything less or to treat you with anything less than the dignity and respect you deserve and should expect. Do they want to authorize you the time to finish delivering the mail, bring the mail back, or give the mail to another

letter carrier to deliver?

Some supervisors have been notifying carriers they have worked unauthorized overtime and documenting this on the PS Form 1017-B, even though the employee has properly obtained authorization to work the overtime. If you call in and inform the supervisor you require additional time and they instruct you to keep delivering the mail, they have authorized you to work the time required to deliver the mail. As noted above, it is only unauthorized overtime if you worked the overtime with prior authorization from a supervisor.

A National Level Step 4 Decision dated October 2, 1972 states in part:

The grievants informed management of their inability to complete their routes in 8 hours. Further, it was demonstrated that they were ordered by management to complete the routes. Although there was no expressed authorization to complete the delivery of the mail on an overtime basis, the permission would be inherent in the authorization to continue delivery after notification that the grievants were unable to complete the routes.

If you have received prior authorization from your supervisor to work overtime and management notifies you the overtime was unauthorized and/or documents it on a PS Form 1017-B, please notify your Shop Steward or the Branch office immediately.

Be safe,
Brian



Article courtesy of *The Swingroom Gazette* published by NALC 133 in North Highlands, CA in April 2012.

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.

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

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

Some Websites for You...

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

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

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, diabetes, 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

NEW GOVERNMENT WATCHDOG AGENCY

The "CONSUMER FINANCIAL PROTECTION BUREAU" is the first federal agency to oversee the large credit reporting bureaus and debt collection agencies. Personal information from credit bureaus on bill paying promptness can influence decisions on loans, jobs, and insurance coverage. Because millions of Americans are targets of aggressive collection agencies, this new federal bureau proposed bringing these industries under federal supervision beginning in July of 2013.

Financial abuse of elderly Americans, ages 62 and older will be a top priority. The CFPB will assist older adults in identifying false and deceptive claims by financial advisers who prey on them for investment and financial planning business. The CFPB's website consumer finance.gov. The CFPB also assists homeowners to understand REVERSE MORTGAGES.

A toll-free hotline (1-855-411-2372) provides information about credit card and mortgage problems.

*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.*

Woman to Lawyer, "I want to divorce my husband! He has a lousy memory!!" The Lawyer nods his head and responds with: "Well...

why would you want to divorce him for that?" The Woman says, "Every time he sees a young woman, he keeps forgetting he's married!"

A man goes up to a priest and says, "Excuse me Reverend, "do you think a man should profit from the misery and mistakes of others?"

"No, "I don't think he should," replies the priest. The man says, "Can I have my \$40 back?"

"What do you mean?"

The man informs him, "That's what you charged me for my wedding ceremony!"

Husband to wife: "Dear, tonight why don't we try changing positions?" Wife: "Okay, you stand by the sink, and I'll lie on the couch."

A man goes into a pub, and says, "I'd like something tall, icy and full of gin."

The bartender turns and shouts to the kitchen, "Hey, Doris! someone here to see you!"

Did you hear about the drunk who was convinced ALCOHOLICS ANONYMOUS meant drinking under an assumed name?





Once again its time for the “NALC Stamp Out Hunger Food Drive”. This year’s Food Drive will be on May 12—and this year is the 20th anniversary! Last year, Carriers across the nation collected 70.2 million pounds of food. Over the history of the Drive, Carriers have collected more than 1.1 *billion* pounds of food. Kern county has been very generous. Just in Bakersfield alone, Carriers collected over 55,000 pounds of food last year.

This is the one day that we Carriers can come together with our Brothers and Sisters from across the nation to help stamp out hunger. The Drive is the largest one day food collection event in the nation. No matter whether you live Ohio, Florida, California, Texas—or *anywhere in the nation*—everyone is coming together in the nation to help each other out.

How nice is that? I can’t think of *any other day* that the nation comes together like this!

Many people go hungry every day. One in five children under the age of 18 go hungry everyday and 4 million seniors have to choose whether to pay their utility bills or eat. That’s really sad. We all know someone that is struggling right now.

Just think of how many families you can help and all we have to do is pick up the cans once a year. It is our customers doing most of the work by donating the cans. If you think you might need help with the cans on your route let your Food Drive Coordinator know and we will do what we can to help you out. This really is a fun event to help out so many families.

Locally, our food is donated to the community action partnership—the Food Bank which is located at 1807 Feliz Drive. If you work at the AOs and want to know where your food goes ask your coordinators. We also need volunteers on that day to help at the Food Bank as the cans come in to box them up. Let your kids come and help. It’s a great learning experience!! The Food Bank will be cooking hamburgers and hot dogs on the day of the drive at the Food Bank for anyone that would like to go help out.

If anyone has kids in high school clubs that would like to help, call Diane Cambell at (661) 398-4520. She will contact the school so they can get credit for this.

This year we will be passing out cards to all customers *and* grocery bags to selected areas. The bags are coming from Los Angeles and are on a trial basis . They seem to be doing well doubling the amount of cans collected last year where the bags were delivered. Hopefully we will have our own bags next year.

I would also like to thank everyone who has donated their time over the years on or off-the-clock for this event.

A special thanks to Teresa Garcia who has donated a lot of her time on this event every year. You are Awesome, Teresa!! We couldn’t have done it without you.

If anyone would like to help or has any new ideas for this event let us know. Call me at 661-364-5544.

SHARI SHARPE



Some scenes from the 2011 “Stamp Out Hunger Food Drive”.

Joe Dangler is not only our Baker, he is also our Carpenter....



Branch 782 member Joe Dangler works at Bakersfield's Brundage Station. He has graciously volunteered to donate his time and skills to help raise support towards our Annual NALC Food Drive. The purchase of a \$5 Food Drive Raffle Ticket could win you a custom-made chair. He does fabulous work!

In the past, he has made these chairs for schools with their school logos and colors and for charities to help raise money for needy causes. The NALC Food Drive is one such worthy cause that fits into his plans to help folks out.



Here are some samples of some of the chairs that Joe designed and built in the past. Picture *your* chair with the colors and logos that are special to you!

The design will be mutually agreed upon with the winner and Joe Dangler, of course.



For those of you interested in purchasing raffle tickets, please contact me. I will give you a receipt in exchange for a raffle ticket.

The drawing will be at Brundage Station on the day of the Food Drive, May 12, 2012.

I really wish you luck!!

MABEL BULLIS

Brundage Station
661-496-5679



We Got a Letter ~

Hi there, Basil!

I hope this finds you well and happy :-)

Below is a 'copy' from a letter that was sent to Postal-Bytes by Patrick Flannery. He has given his permission if you would like to use it in the newsletter ...

SILVER FARR
Retired and Loving It!!!

You and only you are responsible for how you handle the stress in the work place. There is no denying that the pressure put on carriers has increased exponentially the last few years. It is no coincidence that the added pressure and management insanity parallels the PO's financial problems.

While that is true...the job has not significantly changed and more importantly the contract has not changed! The job is to come to work when scheduled, case the mail, pull it down, deliver it and go home.

Managers will always try to bully and intimidate carriers into doing more work in less time. It is only when carriers allow themselves to be intimidated into running that management wins.

The failsafe way to defeat management is to know your rights and to do a rule book job everyday... not just when they are looking at you. Gone are the days when we could run the route and take an hour+ lunch and extend breaks.... MSP brought those days to a screeching halt.

We now work in an environment where every part of the job is under the computers DOIS microscope. Postmasters and supervisors have lost the ability to run their own offices. Today they are little more than custodians of their offices, answerable to the District if a carrier misses a single scan. Of course none of them have the testicular fortitude to push back so they push down.

The mindset that needs to be adopted and utilized by carriers is simply to come to work with the attitude that the idiots are not going to ruin their day. When they blather their projections the response

should be a smiling "I'm doing the best I can". When they give a pivot/bump and it will take you over 8 ...request a 3996....if they don't approve it, call from the street. If they still don't approve it, bring the mail back in 8 and ask for further instructions. When they send you back out to finish they have approved the OT. (see 3996 Policy on the 38 web site).

Do not allow their stupidity to cause you to lose your temper and argue with them. Not me, not you, not anyone can win an argument with a moron.... so don't waste the energy. Support your local Union to the fullest, get involved and most importantly follow the guidance of the Union.

Lastly, do your job safely every day. Take the time it takes.

When you demonstrate that their intimidation will not work on you... you will become the one they avoid using it on.

PAT FLANNERY
www.BRANCH38NALC.com

Did You Know??? Article 10: Bereavement Leave

City Letter Carriers may use a total of up to three workdays of Annual Leave, Sick Leave or Leave Without Pay (LWOP) to make arrangements necessitated by the death of a family member or to attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement and applicable local MOU.

Definition of Family Member: Parent; parent-in law; grandparent; grandparent-in-law; Spouse; Son or Daughter (biological or adopted); stepchild, daughter-in-law or son-in-law; sibling (brother or sister); brother-in-law or sister-in-law.

Fill out a PS Form 3971 to notify management of the type of leave you are requesting to attend the funeral.

Shop Talk

With Jim Falvey, Chief Steward

Do you take the NALC for granted? If management got their way and the NALC was de-certified as the sole bargaining agent for City Letter Carriers would you even notice, or care? If there was not a buffer between you and the decisions and actions management has taken or wants to take would this effect you? Maybe some of you would answer no to this question. If so, you're only fooling yourself or management's fooled you. It's no secret that the Postmaster General has a plan that would ensure the demise of the USPS if put into place. The closing of plants and the diminishing of delivery standards coupled with 5 day delivery is a sure way to drive our customers away. How could we ever hope to stay in business?

The NALC has been leading the fight against these ill-advised plans. Your national, state and local NALC officers have been working tirelessly to stem the tide of relentless attacks on the USPS, postal employees and our benefits and rights. Reps. Issa of California and Carper of Delaware are the main proponents of "postal reform" and are your biggest threats. We have many allies in our nation's capitol, including all of Oregon's delegation, with the exception of Greg Walden. There is much work to do and many battles to be fought before we know where the postal service is going into the future.

If you are not an NALC e-activist or contributor to COLCPE than you will have no one to blame but yourself if Issa gets his way. Your union and its officers are fighting hard to stop the systematic destruction of the United States Postal Service. What are you doing?

I have been a union representative in one capacity or another for over 30 years and it seems the more things change the more they stay the same. Many times management changes it focus when it comes to deciding which rule, policy or instruction it is going to enforce. Right now it seems that attendance, including tardiness, is going to be the discipline of the month in the Portland District. Over the years this is one type of discipline that generates the most hostility between the employee and management.

There are a lot of reasons this is true. Think about it, you are sick or your child is sick and after missing work you are now subjected to management's investigative interviews. Many times the Carrier leaves the interview feeling like their integrity was impugned. When given the choice of going to work in the present environment or staying home to tend to a sick child or rest and heal our self, the choice for many is obvious. It should be obvious to management, but it isn't. Management will attempt to make the Carrier feel like it was their entire fault for

everything bad that happened that day because they chose to exercise their benefit.

The Family Medical Leave Act (FMLA) was enacted to protect you from adverse action by your employer when the absences qualify under the act. FMLA is an expansive law that at times even Doctors don't understand what is required. The Branch office is where any questions or concerns should be directed by Carriers; the sooner, the better. As with most processes we deal with in the USPS, there are time limits for submission of information. Branch 82 has all the forms you will need to process an FMLA filing. In fact, Branch 82 has **ANY** form you may need in regards to your employment with the Postal Service. If we don't have it on site, we will get it. The excuse that you did not have the form or was waiting for management to provide it and you missed the deadline is not good enough. Call 503-493-5903 to get the forms and any help you will need to properly process your request. You can call after hours and Sundays too, leave a voice mail and the Branch will get back to you.

Not every absence will qualify for FMLA but at least let a Branch Officer review the circumstances and make a determination.

Again there have been Carriers who have received discipline and did not file a grievance to contest it. I do not understand why this is occurring, particularly in the City of Portland. There have been a number of Letters of Warning that were not grieved and now those Carriers will have this discipline in their file for **TWO YEARS**. The letters will sit there just waiting for management to build on them and perhaps give a 7 day suspension for the next incident. Even more shocking is that there were even *suspensions* that were not grieved. One of these has progressed to a 14 day, putting the Carrier's job in jeopardy.

Even if you feel you are guilty and somehow believe you deserve the discipline, you still need to grieve it. You must allow the Branch to review your discipline within **14 DAYS** to see if there are mistakes, irregularities, or any other factors that would warrant a mitigation or outright withdrawal. After all, there is over 110 years of experience of representing carriers in the branch office and we have been extremely successful in dealing with discipline. Remember that you only have **14 DAYS** in which to file a grievance. When management asks you to sign that you acknowledge receiving the written notice of discipline it is recommended that you do. By doing so there is no admission of guilt but it establishes the date the discipline was issued. This is important because many times the date on the letter does not match the date it was actually issued, again this establishes the first day of the **14 DAYS in which you have to file a grievance.**

Article courtesy of the Portland, Oregon NALC Branch 82 *B Mike* published in April 2012.



The High Price of Not Offering Early Outs...

A couple of weeks ago, I was speaking

with a senior carrier, and he stated that he'd already be gone if the Postal Service offered retirement incentives. That got me thinking (yes, Pierre, miracles *do* happen). I started doing some research on salaries and taxes, TSP and FICA contributions, annual leave, etc., and found that the Postal Service could easily afford to offer early-outs while not sacrificing service (or, *ahem*, short-staffing installations worse than they already have).

So here's a little "number-crunching" for you. All amounts are rounded to the nearest dollar for convenience. The yearly wage for the most senior carriers (Step O), assuming Grade 1, is \$56,507. If you were to "replace" that senior carrier with a new hire (Step A - \$44,291), you get an immediate yearly salary savings of \$12,216.

Next, we can look at vacation. A senior carrier receives 26 days per year as opposed to a starting carrier's 13 days per year. That's 13 days right there, where the Service would not be paying another employee overtime to work the senior carrier's route. Estimating the average cost of the overtime performed can be done by taking 13 days of 8 hours each (assuming, for the sake of argument that each day only takes 8 hours) times an average hourly wage (as determined by the City Carrier Wage Schedule) of \$25.88 times 1.5 (overtime rate). This comes out to \$4,037 in savings. Between base salary and annual, we now have a running total for savings of \$16,253.

Ready for some big numbers? Now we get to compute overtime. At this point in time, I think it's safe to say that almost all of us are being forced in on every non-sched, and working about an hour of overtime on scheduled days as well (at least 4 of the 5). That's approxi-

mately 12 hours of overtime per week. I'll estimate the senior carrier's average overtime cost by taking 52 weeks and subtracting 6 weeks for annual (yes, that's more than the actual number of days of annual, but I'd like to actually underestimate the savings for the sake of the discussion), leaving us with 46 weeks. 46 weeks of 12 hours of overtime (base pay of \$27.17/hr X 1.5 = \$40.76/hr) gives us \$22,500.

To estimate the cost of overtime for the starting carrier, I'll take 52 weeks and subtract 4 weeks for annual, leaving 48 weeks. 48 weeks of 12 hours of overtime (base pay of \$21.29/hr X 1.5 = \$31.94/hr) gives us \$18,397. Subtract the one from the other, and you see a savings of \$4,103. Add it to the running total to get \$20,356.

Now let's assume, for the sake of argument, *both* carriers believed in retirement planning, so both enrolled in the TSP plan and set aside at least 5% of the pay. USPS matches up to 5%. The matching 5% contribution for the senior carrier (based on base pay plus overtime total for a year - \$79,007) would have been \$3,950. The matching 5% contribution for the new hire would be \$3,134 (\$62,688 X .05). That's an additional savings of \$816 a year, bringing the running total to \$21,172.

FICA taxes are paid half by the employee and half by the employer. The total for each party was 7.65% of your total wages in 2010 (when there were no tax relief initiatives running). Using the numbers above, the Postal Service would pay \$6,044 for the senior carrier and \$4,796 for the new hire. This is a difference of \$1,248, bringing the running total to \$22,420.

Now folks, I'll be the first to tell you that a real mathematician or payroll expert would tear my calculations up, but for a rough estimate by an amateur, that's a pretty damned impressive number. The Service could provide a 20K early-out incentive, and still break even - and that's only an estimation of savings for the *first year*.

Continued on next page...

Financially, early-outs make sense. You 'rid' yourself of a high-priced, aging workforce, and bring in a younger, less expensive group of workers that start at the bottom rung and take more than a decade to work up to the top pay levels. It should be a classic example of a 'no-brainer' but as we all know, postal management gives that term a new meaning on an almost daily basis.

Apologies to all for the length of this article. As certain individuals near my case have (repeatedly) pointed out, it's been awhile since I've contributed to the newsletter, so I have a lot of material stored up. John, you may have to start charging me by the page.

This is an excerpt from an article written by Aaron Neighbor. The article originally appeared in the Cedar Rapids, IA *Parlor City News* published in April 2012.



Support Your American

-Dick Busa

Today, I had occasion to organize my computer and I came across a letter I had written to the Washington State Letter Carrier's newsletter back in late 2009. Why I never sent this letter, I can no longer remember. But I think the sentiment has stayed with me. I found much irony in what I read in the named publication, and I just wondered if any of you would as well. Well, I just thought I might submit this offering for your review. I'm sure some of you will just chalk it up to an old foggy's way of thinking, but I just thought I would share it instead of deleting it.

I just spent some time looking at the September 2009 Washington State Letter Carrier. While I was cruising through it, something struck me as rather odd. Maybe I'm the odd one; I'll let you decide.

As is the usual custom for one of the fall issues of this newsletter, the vast portion of the issue was dedicated to reporting on the State Auxiliary Convention. A blow-by-blow description was provided for all of us covering the event from opening through the final reports and recommendations.

At the top of the next page, a notice posted by, I presume, the editor of the newsletter, struck me. This notice expressed our mutual LOVE for the U.S. Mail; which did not in the least surprise me. The next part of the statement set me to thinking. I quote: "but you can see your state newsletter sooner on our great state website!" Really? And here, for the past 46 plus years, I thought I worked for the official instrument of this beloved country dedicated to the timely, faithful, expedient and dependable distribution of printed documents throughout our land.

Imagine my surprise when the very next page contained a cartoon describing a mail carrier standing at a patron's door inquiring as to why that household is no longer writing letters. The "joke" is that the lady of the house is sitting at her computer clicking away on what one would assume is an e-mail.

Oh, but that's not all! Page ten featured an article entitled "Buy American." Wonderful article. Great reading. I applaud the author for his knowledge at who builds what vehicles around the world. BUT, would it be too much to ask the very same people we are imploring to purchase American made, Union-built automobiles to make their payments by check sent through the labor-served U.S. Mail? Or maybe 'keep up to date on union business' by the labor-served U.S. Mail?

What do you think? Is that "odd", or what?

The article courtesy of the Tacoma, Washington NALC Branch 130 *Flame* published in April 2012.

Make a Choice to Protect Your Future...



Some Points to Consider..



THE REAL FINANCIAL PROBLEM WITHIN THE USPS

Executive Vice President Al Friedman

During my last visit to Washington D.C., I was lucky enough to meet with more than a dozen of our Congressional leaders. In a conversation with our own Congressman, Gus Bilirakis I asked them if they had a question in mind that would concerning the total misunderstanding about the financial solidity of the USPS. He wanted to know how we could make the Post Office profitable within the next 3 – 5 years. I gave him a three part plan to help reach that goal:

1. I asked him if he had ever tried to buy stamps from a city carrier? Did he realize that as right now if a City Carrier was caught selling stamps from their truck, they could be disciplined? How about if City Carriers carried on the street with them flat rate boxed for Customers that might ask for them, to use to mail out whatever they could fit in the box, or how about picking up flat rate boxes to be mailed out. Does this sound like a Rural Carriers job? Yes, but in our area, how are Rural Routes any different than City Routes. Every LLV should be a “mini Post Office”; filled with as many supplies they can carry to service our Customers. Especially those Customers who may be home bound, after all this is the State of Florida, with one of the biggest retiree populations in the country. Talking about the LLV’s, why don’t we put some advertising on the sides of every LLV in the country as a way to raise funds. With the price of gas skyrocketing we need to get the parcel business back, because we go to every house every day. If Customers could use their Carrier to mail their parcels at the LLV, which would save the Customer’s money, by them not having to go out and use another company like FedEx/Kinko or UPS Stores. We pass every house 6 days a week. When this idea was presented to PMG Donahue he was concerned that routes may have to be cut, and didn’t care about the possible enormous revenue potential here, and Customer Relation improvement. It seems to me that the PMG is PURPOSELY trying to DESTROY the USPS form the INSIDE OUT; I call this the, “microwave effect”. I guess to the PMG, SIZE does matter, because it is evident that the SIZE of the route is MUCH more IMPORTANT than the SIZE of the POTENTIAL revenue source on the route.
2. The second point I made to Congressman Bilirakis was taking 5 Post Offices and appointing ONE Postmaster for the 5. Take a look at Dunedin, Palm Harbor, Tarpon Springs, Holiday, and Safety Harbor, or Oldsmar. All of them are within a 10 mile radius of each other. Each one of these 5 offices, (Tarpon Springs and Holiday already have one Postmaster) just these 5 offices alone could save the USPS \$500,000.00 a year. If that were done across the country the USPS could save MILLIONS and MILLIONS of dollars a year. Large cities like, Clearwater, Tampa, and St. Petersburg, which already have multiple offices in each city, have just one Postmaster. So it can be done. Our Congressional leaders who are ready to dismantle the USPS don’t have any idea of how the USPS functions, or what is standard operating procedures in the USPS. Most of them have never been in a Post Office, behind the scenes, or ridden/walked a route. Now wouldn’t that be fun?!? I invited every one of the Congressmen I talked to, to come out and carry a route, to see what we do every day.

3. My last point to him concerned upper management. Did he realize that upper management pays no health benefits nor or when they retire, at what cost to us? When upper management bids to other offices they are flown to the interviews, with the bills paid for by the USPS. Why can't they be interviewed by Skype, or over the telephone? Another atrocity that is still going on is that if upper management gets the job that they are bidding on, and it is a certain distance away from where they live now, and they have to move, and can't sell their house – the USPS will BUY their house, and PAY for them to MOVE to their new location, and try to sell the house themselves. A perfect example of this is, in Tarpon Springs the Postmaster previous to Eddie Haab, was Ed Link. He and his wife both got jobs down here in Florida. They came from a Northern State. The USPS paid for their moving expenses, and PM Link retired from the USPS less than a year later, again at what cost to us? Does anybody see what a scam they have going on? They choose to bid out of their district, and the USPS picks up the moving expenses and more. A Carrier is EXCESSED, and it's see ya later, it's up to you to figure out how you will make that 500 mile drive every day, and too bad that your kids will have to relocate to different schools, if you can sell your house, and keep your family together.

I also want to close with this the new health plan the USPS is proposing for us. It is just like a HMO Health Plan, where they choose the doctor for you, and you have to jump through hoops, and get preauthorization to have any procedure done, and have doctor's not of your choice, who may be barely able to speak English. You will experience long waits in the office, and 5 minutes with the doctor, because they are overbooked, and underpaid, and quite frankly, may not be up to the standard of who you would like treating your family.

The article courtesy of the Tarpon Springs, Florida NALC Branch 2008 *Suncoast Letter Carriers' Update* published in April 2012 .

IT'S HURTFUL AND IT'S HUGE

-Nancy Seffernick-

I can't believe I will be removed from the Postal Service like this. I received the notice of intent for removal on Friday Jan. 13th. My infraction was I left the vehicle running while I jumped out to open the gate at a gated community on my route. The postmaster was behind me (although I did not know it) and pulled up next to me as I was getting back in the LLV (postal vehicle).

This is the only safety issue I have had in 23 years as a letter carrier. The thing that gets me is that removing me, the Postal Service is losing a carrier who has been diligent in her duties. I have delivered mail in many neighborhoods as a regular carrier on three different routes, in a responsible, caring and safe manner. I have forwarded mail

to customers who have moved, and collected forgotten mail from boxes when people were on vacation. I have rescued many dogs and cats and even children from potentially dangerous situations. I alerted a mobile home manager when a smoke alarm was blaring and a pot was burning on a stove.

I consider my job important, even when technology is moving people toward more paperless communication. People still look forward to their mail. Which envelope do you open first; the bulk or business type, or the personal hand addressed type? Yet each one was delivered with the same care by your carrier. We deliver to every physical address in the U.S. six days a week. For 45 cents you can get a letter to Hawaii, Florida or Alaska. Your

mail will still get to you a year after you move if you fill out the proper form.

If the Postal Service succeeds in removing me, I will maintain that I did my job well. I delivered mail in a conscientious and responsible manner and made many good friends. I know some carriers are younger and faster than I, but I have always been careful and thorough in my duties and hope that counts for something.

I will continue to play in the Letter Carriers Band and attend conventions. I will advocate for carriers any way I can, and proudly tell my grandchildren that "Yes, I did deliver mail door to door, back when people got paper mail to each and every address, and it was important and necessary!"

The article courtesy of the 79'er published by Seattle, Washington NALC Branch 79 in April 2012 .



Are your park points safe?

April 28 is recognized as **Workers Memorial Day**. In the very recent past, letter carriers have experienced two tragic vehicle accidents. In putting my thoughts together for this month's article, I reached out to the NALC's national business agents, asking that they provide me with information, some of which appears below.

On Feb. 28, 2012, letter carrier **Anthony Dunn** of Los Angeles was struck by a commercial vehicle while he stood at the back of his vehicle working the mail. Anthony had served as a letter carrier since 2007. Anthony lost both legs at the time of the accident and passed away the next morning.

On Jan. 14, 2012, 18-year letter carrier **Doug Poole** of Columbus, OH, was struck by an SUV while he stood at the rear of his vehicle working the mail. He was pinned between the vehicles and his legs were crushed. He continues his treatment to this day.

On Sep. 26, 2009, 37-year letter carrier **Roy Rondeno** of New Orleans was struck by a vehicle while working mail at the rear of his vehicle. He lost both legs and passed away a few days later.

On July 24, 2006, letter carrier **Maureen Prince** of Ventor, NJ, was struck by a drunk driver while she stood at the rear of her vehicle working the mail. She lost both legs and went into a coma. Additionally, she suffered a stroke, lost her sight and the baby she was carrying.

On Oct. 18, 2005, North Hollywood, CA, letter carrier **Wiwatchai (William) Pinjanthuk** was struck by a vehicle while working the mail standing at the rear of his vehicle. William lost both legs.

On Feb. 27, 2003, letter carrier **Luke Naduparambil** of Wayne, NJ, was struck while standing at the rear of his vehicle working the mail. Luke had carried mail for about two years. He passed away following the accident.

On March 9, 1999, St. Clair Shores, MI, letter carrier **John Jones** was struck by a snow plow blade while standing at the rear of his vehicle. Both legs were crushed. He works limited hours.

Very little need be added to conclude that we need to do something.

President Rolando and I, along with all of the officers of the NALC, ask you to set aside a moment of reflection for Anthony, Doug, Roy, Maureen, William, Luke and John and their families.

When you have finished, ask yourself about all of the park points on your route.

Are you parking your vehicle with your back exposed to traffic while working the mail when there is a safer location? If so, approach your managers to request a review of all your park points to find a safer spot to park.

If your manager is not enlightened as to the pain that the above brothers and sister have suffered, share this column with them. If you feel that any of your park points are unsafe and unnecessarily expose you to the hazard of traffic at your back, turn in a Form 1767. If the hazard report is not responded to favorably, take this issue to your union steward or branch officers.

In closing, take an extra few minutes on April 28 to think of all the workers across the United States who are killed in the performance of their duties—16 on average each and every day. ☒

MOURN
FOR THE DEAD
FIGHT
FOR THE LIVING
WORKERS MEMORIAL DAY • APRIL 28 • AFL-CIO

"Manny" Peralta's eye-opening article originally appeared in the April 2012 NALC magazine *The Postal Record*.

KEEP WITH YOUR IMPORTANT PAPERS

WHAT TO DO WHEN AN ACTIVE DUTY CARRIER DIES...

- ◆ Notify employee's immediate supervisor, postmaster and personnel section (if any). Give supervisor locker keys and badge as well as information on time and place of memorial services. Check with USPS personnel or postmaster for benefits for spouse and any dependent children.
- ◆ Fill out forms (obtain from USPS personnel section or postmaster): application for death benefits under the retirement system; claim for unpaid compensation; claim for FEGLI death benefits.
- ◆ Notify the Thrift Savings Plan Service Center, National Finance Center, P.O. Box 61500, New Orleans, LA 70161-1500 or call 504-255-6000 if the carrier had a TSP account.
- ◆ Notify the carrier's branch.
- ◆ If veteran, notify the Veterans' Administration local office and the commanding officer of local military installation.
- ◆ Notify banks and other financial institutions.
- ◆ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ◆ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 703-729-4677. Note: Health benefit coverage for a surviving spouse and dependent children continues automatically if carrier had family coverage at time of death and if a monthly survivor annuity is payable.
- ◆ Have mortuary officials obtain enough certified death certificates for your needs.

WHAT TO DO WHEN A RETIRED CARRIER DIES...

- ◆ Notify U.S. Office of Personnel Management (OPM), Retirement Operations Center, Boyers, PA 16017, or call toll-free 888-767-6738 and provide: full name of deceased; date of birth; date of death; Social Security number; CSA claim number; and survivor's name, address and relationship to the deceased.
- ◆ For quicker action, provide the above information to NALC's Director of Retired Members, 100 Indiana Ave., NW, Washington, DC 20001-2144, 202-393-4695, or call toll-free 800-424-5186 only on Monday, Wednesday, or Thursday, from 10 a.m.-noon and 2-4 p.m. (Eastern). NALC will alert OPM so that survivor benefits will commence as quickly as possible, and will send you the application for death benefits under the retirement system, and the claim for death benefits under FEGLI.
- ◆ Return any un-cashed annuity checks to the address on the accompanying Treasury Department envelope. If payments are being deposited directly to a bank or other financial institution, contact them with the retiree's date of death and advise them to return any future payments to the Treasury Department.
- ◆ If the retiree had a TSP account, notify the Thrift Savings Plan Service Center, National Finance Center, Box 61500, New Orleans, LA 70161-1500, or call 504-255-6000.
- ◆ Notify the carrier's branch.
- ◆ If veteran, notify the Veterans' Administration local office and the commanding officer of local military installation.
- ◆ Notify banks and other financial institutions.
- ◆ Call the local office of the Social Security Administration or toll-free 800-772-1213.
- ◆ Notify insurance companies (life, health, home, automobile, etc.). If the carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318. If the carrier belonged to the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call 702-729-4677. Note: Health benefit coverage for a surviving spouse and dependent children continues automatically if retiree had family coverage at time of death and if a monthly survivor annuity is payable.
- ◆ To request a duplicate 1099R, Statement of Annuity Paid, call 888-767-6738. Callers will need the former carrier's CSA number and the last four digits of Social Security number.
- ◆ Have mortuary officials obtain enough certified death certificates for your needs.

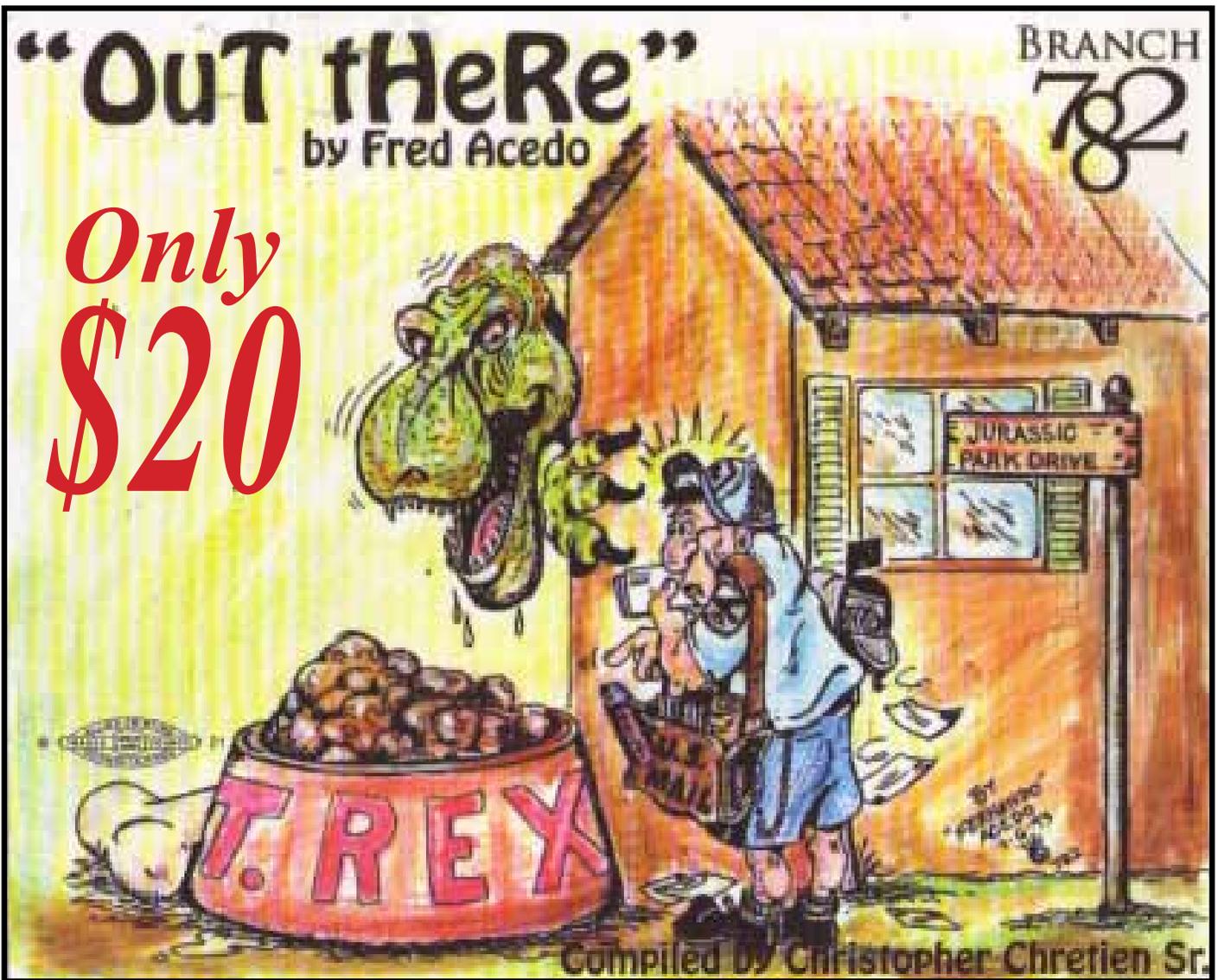
If the spouse of a retired Letter Carrier dies, call the NALC Retirement Department (1-800-424-5186) for instructions on how to: restore annuity to full amount; switch health coverage from Family to Self (unless there are dependent children, change beneficiaries, and any other issues.

“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!

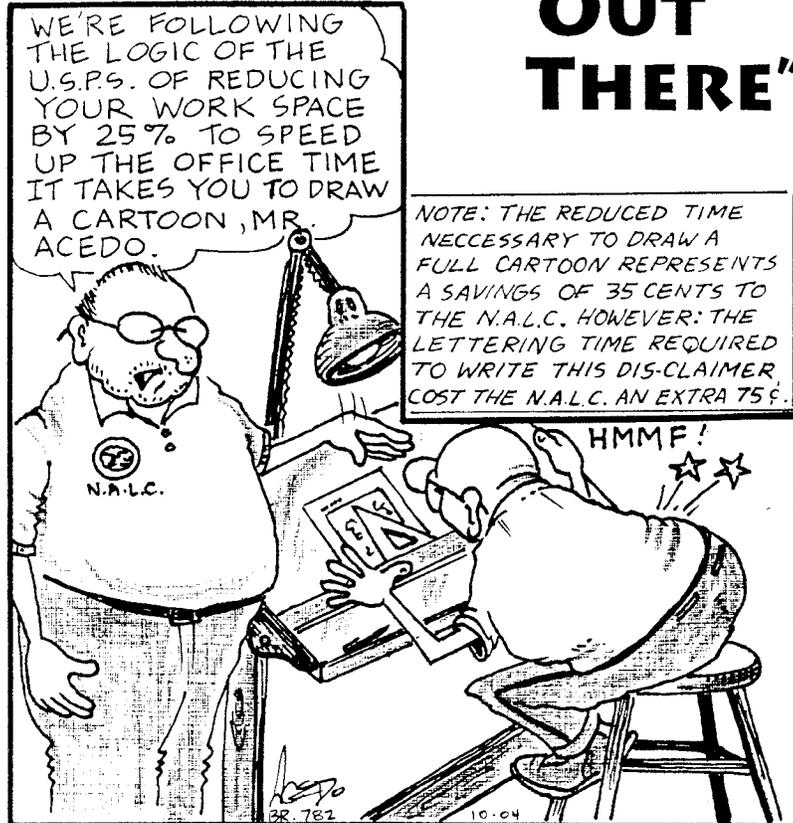


We took our own survey of what goes on in the minds of Letter Carriers. Ultimately, we also got around to asking Fred Acedo.

...VOICE OF THE EMPLOYEE

"OUT THERE"

OUT THERE



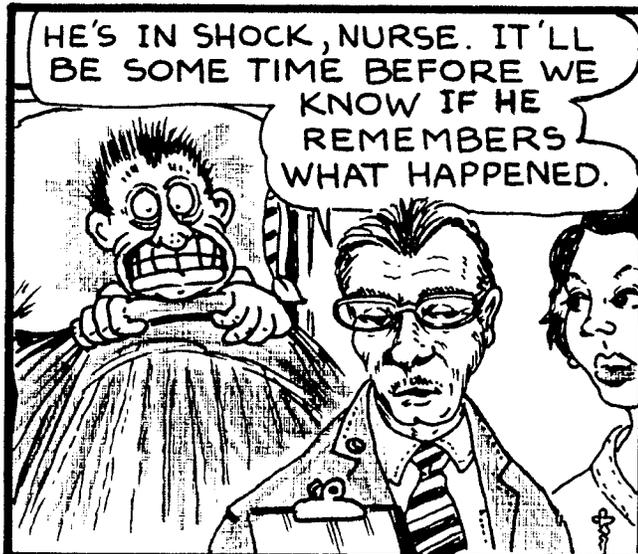
OUT THERE



OUT THERE



OUT THERE



BY FRED ACEDO



This page of cartoons originally appeared in the September 2006 NALC BRANCH 782 E.A. BAKER UNION UPDATE

Back by Popular Demand.....

Brundage Biggest Loser

Starting May 1, 2012 – Ending August 1, 2012

Weigh in dates are: Tuesday, May 1, 2012; Friday, June 1, 2012;
Monday, July 2, 2012

Final Weigh-In - Wednesday, August 1, 2012

\$20 BUY IN FEE

Rules: You must weigh in at the above dates each month to be qualified to win \$20 each month.

OUT THERE



Then, 1st place gets 75% and 2nd place gets 25% of the remaining pot as the Final Top Biggest Losers.

Remember...the honest, hard working way...
DIET AND EXERCISE!!!

Call Mabel to sign up
661-496-5679.
And, we need Team Leaders for different Stations.



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

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

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

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

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

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General Meeting

Tuesday
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 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

"OUT THERE"

OUT THERE



OUT THERE



FRED ACEDO
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 P.O. BOX 6532
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*...YOU NEVER KNOW WHAT YOU MIGHT GET...

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