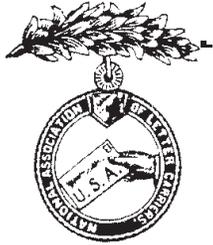


National Association of Letter Carriers

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 4

WEB VERSION

APRIL 2019

The 27th Annual

National Association of Letter Carriers

Stamp Out Hunger® Food Drive
Saturday, May 11, 2019

YEA!! FOOD DRIVE!!!



I encourage any and all retired members to volunteer at your favorite station any time between 2:00 and 5:00 to help your fellow Carriers by unloading and separating the food that is gathered on the routes!

Continued on next page...

In Memorium

Ronnie Mireles

February 11, 1958 - April 7, 2019

Continued on page 22 - 23...

UCFW (United Food and Commercial Workers International Union) Local 8 paid for and sponsored all the bags and cards this year. **Thank you to them!**

The Branch thanks everyone for all their hard work and for volunteering their time to make this Food Drive such a success.

SHARI SHARPE
Branch 782
Food Drive Coordinator

Branch 782 Food Drive Totals Last Four Years

| | 2018 | 2017 | 2016 | 2015 |
|---------------------------|----------------|----------------|----------------|----------------|
| Arvin (93203) | 450 | 536 | 255 | 275 |
| Avenal (93204) | 1,272 | 1,190 | 800 | 2,100 |
| Delano (93215) | 4,500 | 4,928 | 3,756 | 2,594 |
| Lamont (93241) | 550 | 413 | 300 | 510 |
| McFarland (93250) | 1,286 | 1,073 | 536 | 325 |
| Shafter (93263) | 2,359 | 4,651 | 4,631 | 5,146 |
| Taft (93268) | 8,308 | 6,474 | 4,500 | 1,600 |
| Wasco (93280) | 570 | 2,694 | 3,216 | 3,614 |
| Downtown Station (93301) | 1,963 | 2,651 | 2,694 | 2,381 |
| South Station (93304) | 7,815 | 7,772 | 9,743 | 9,417 |
| East Brundage (93305/07) | 9,101 | 9,212 | 10,276 | 10,955 |
| Hillcrest Station (93306) | 11,010 | 9,394 | 11,068 | 11,106 |
| Dole Court (93308/12/14) | 18,955 | 17,143 | 24,520 | 24,107 |
| Stockdale Station (93309) | 11,653 | 11,431 | 13,620 | 13,943 |
| Camino Media (93311/13) | 6,762 | 5,614 | 6,638 | 6,194 |
| Mojave (93501) | 550 | 700 | 347 | 1,395 |
| California City (93504) | 2,200 | 1,100 | 825 | 2,600 |
| Boron (93516) | 334 | 422 | 391 | 850 |
| Edwards AF Base (93523) | 402 | 536 | 403 | 1,072 |
| Tehachapi (93561) | 3,800 | 2,465 | 2,465 | 1,200 |
| Ridgecrest (93555) | 24,200 | 11,500 | 13,760 | 12,600 |
| Trona (93562) | 175 | 450 | --- | 1,550 |
| Totals: | 118,215 | 102,354 | 114,714 | 115,534 |

Yes. Without a doubt, the Food Drive adds a more difficult twist to your Letter Carrier day. YOU are a part of the absolute largest single day event like this in the entire world!!! Yes!



Our Success is: *Because of YOU...*

WE achieved a total of 118,215 pounds in 2018. How much can WE collect in 2019??

WE ARE PART OF A MUCH LARGER TAPESTRY...

The Food Drive is held each year on the second Saturday in May, and this year's event "couldn't have come at a better time," Arizona's Apache Junction Food Bank's Sharon Brown told *The Independent*. "With kids out of school and the departure of our winter guests, our food needs increase greatly during the summer months. Without school-supported programs, our clients' food budgets are stretched to the breaking point."

When the national NALC Food Drive started in 1993, food banks suggested that it be held in the spring, when the stocks of food donated during the winter holidays were starting to run low.

"Without the Letter Carriers' Food Drive, it would be very difficult for the food pantry to have enough food throughout the year," Jason Schaff of Santa Clarita, CA's Valley Food Pantry told *The Signal*.

"It is truly amazing how the efforts of our community can impact our continued role to supply food to hundreds of partners throughout New Mexico for the benefit of our hungry neighbors," Roadrunner Food Bank's Melody Wattenbarger told *The Albuquerque [NM] Journal*. "[Customers'] generosity will help us prepare for the busy summer months when hunger is at its highest."

Of course, the second Saturday in May frequently falls before another special day. "[The Food Drive] always happens around Mother's Day, and it's like we are mothering the community by helping provide food," Tulsa, Oklahoma Branch 1358 Letter Carrier Teri Light told *Tulsa World*. "It's so neat to see people give, and sometimes the people that don't have very much give the most."

Blackfoot, Idaho Branch 1411 President Robert Morgan credited customers for his local drive's accomplishments. "Our community has made it the amazing success that it is," he told *The Morning News*. "We are as humbled as we are proud to be a part of it."

That all of the donated food stays in the local community was a key fact noted by Alpena, MI Postmaster Rob Gross. "Maybe those people who were not sure if they wanted to do it, they will do it next year knowing that," he told *The Alpena News*, reminding the newspaper's readers that the entire effort is voluntary. "Even the Carriers, they go out and stay after work on their own time," he said.

"It really helps us get through the year," Store House Community Food Pantry's Charles Calhoun told *The Vicksburg [MS] Post*. "This is one of the best-organized things you will ever see. It is a real good thing they do for us here."

"I think the importance of holding a one-day drive like this is, not only is it helping the community, it is bringing the community together," Eau Claire, Wisconsin Branch 728 President Corey Grotte told *WQOW-TV*. "We have volunteers from United Way, schools, churches and everybody is coming together."

Across the Badger State—as well as across the county—volunteers of all ages could be counted on for help and support on Food Drive Day. "It was fun," third-grader and Brownie Girl Scout Sarah Demar told Waukesha, WI *Lake Country Now*. "And it felt good to help out, because I could really imagine how people who don't have enough food must feel."

For 76-year-old Killeen, Texas Food Drive volunteer Newman Bryant, this annual event helps demonstrate how critical the Postal Service's universal delivery network remains in the digital age. "The Letter Carriers are the real heroes," Bryant told *The Killeen Daily Herald*, "and if we do away with post offices, then this wouldn't happen anymore."

Chattanooga, Tennessee Branch 62 Letter Carrier Martin Miller stressed to *WRCB-TV* that Letter Carriers "are just the picker-uppers. It's the community that's doing it, and they help each other out here in the community."

Rural letter carrier Patty Borkland told Dover, New Hampshire's Foster's *Daily Democrat* that "it was really cool to see many new faces" showing up to volunteer for this year's Food Drive. "Let's not forget those faces who work so hard breaking down all the food as it is brought in to the pantry," she added.

Of course, a lot of factors can influence collection totals from one branch to the next and from one year to the next—the weather, competing major local events and so on. But now, with 25 national food drives serving as guides, many of the most experienced Food Drive coordinators have learned to roll with whatever else might be happening in their communities on Food Drive Day and to focus not so much on achieving some arbitrary collection goal; but, rather, on doing the best job possible to raise awareness about the on-going problem of hunger in America.

"Even if we don't hit our goal, it's food that wasn't there yesterday that will be there tomorrow," Minneapolis Branch 9 Food Drive Coordinator Samantha Hartwig told *The Star Tribune*.

There is a common misconception, though, that the only people who need food are homeless, Ventura County, California's FOOD Share's Mark Lowry told *The Tri-County Sentry*. "Clearly homeless people need food," he said. "But the largest population we serve are actually seniors on fixed incomes and people that work full time, but are in jobs that simply don't pay enough."

In *Enid News*, Oklahoma City Branch 458's Steve Riggs (who served as his state's food drive coordinator) described hunger as "a silent epidemic that is closer than you think."

"Just put yourself in someone else's shoes," advised Lexington, Kentucky Branch 361 Food Drive Coordinator Randy Wiles in a story in *The Richmond Register*.

"You never know when you might lose your job and be down on your luck and need help, too..."

Source: NALC Website. More specifically, modified and abridged from the following — <https://www.nalc.org/community-service/food-drive>

Minutes of the February 2019 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 February, 2019 at the Branch office, Bakersfield . The flag salute was led by Sgt. at Arms David Treto. All members of the Executive Board were present except Recording Secretary Kim Gerdes. The Stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale , McFarland, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/ Social and Recreation Committee Rep. Paul Greenfield; Webmaster Rick Plummer; Photographer Anita Holderman; Assistant Treasurer Debbie Guillet; Assistant Financial Secretary Lucinda Martinez; Assistant Recording Secretary Norma Hamer and OWCP Rep. Rick Gerdes. The Minutes of the January 23, 2019 meeting were read by Asst. Recording Secretary Norma Hamer and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from Gabriel Chacon, Elisa Hutton, Stockdale; Brian Warmerdam, Dole Ct.; and Rosa Elias De Raygoza, Hillcrest.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega did not have “a darn thing” to report on the Picnic. Basil Zuniga discussed “old timers.” He had a photo reprinted and they went through and put names to the faces in the phone. He discussed the Million Mile Award article in the February newsletter. He would like to do an article on Everett Jennings and the American Disabilities Act. He thanked Mike Meza for helping Everett get the help he needs to do his job. Basil then discussed safety and cutting corners. Carriers should be concerned about park points on their routes and the use of PS Form 1767. He encouraged members to check out the web version of the newsletter. Finally, he discussed the Carriers that he didn’t know retired. He asked the Stewards to let him know when members retire so he could do something for them. Paul Greenfield, of the Social and Recreation Committee, thanked Norma for reading his report while he was gone last month. They had a bowling tournament, with a good turnout. There will be a picnic on June 2, Stramler Park . The cost will be \$5.00 per person. Mary Hart, Stockdale will be management representative on the committee. Norma Hamer reported that there were no book sales for the month. Six hundred copies remain.

NEW BUSINESS: Mark Ramirez discussed his article in the newsletter.

OLD BUSINESS: Basil Zuniga inquired about the roof leak in the rental.

GOOD OF THE ASSOCIATION: Mike Towery reported that 8 CCA’s will be converted on March 16, 2019. Basil talked about Rosie and Danny Lujan. Rosie passed away. Retiree Mario Muniz was able to visit with her before she passed. Shari Sharp reported that 100,000 bags were donated by the Grocery Union. There will be a Deep Pit lunch at Dole Ct on Food Drive day. The T-shirts will be dark gray this year. A discussion was held about the bags not being delivered last year. There should not have been any bags left from last year. The Food Drive meeting will be in Santa Clarita on March 29th. Anita Holderman thanked Lucinda Martinez for covering for her last month. Retiree Art Mooney was on the news in support of the Teacher Union.

FINANCIAL SECRETARY’S REPORT: Financial Secretary Anita Holderman reported that \$14,803.22 was collected for January 2019.

TREASURERS REPORT: Molly Biggar reported:

| | |
|-------------------|-------------|
| Beginning Balance | \$80,148.89 |
| Dues and Income | \$13,929.65 |
| Total Balance | \$94,078.54 |
| Total Expenses | \$15,765.90 |
| Ending Balance | \$78,312.64 |

The MDA 50/50 Drawing was won by Mike Towery, who donated it back following the meeting. (\$13.50/\$13.50)

The Drawing for \$500.00 would have been won by Roman Chavez if he had been present.

There were 46 members present. Three guests

The meeting adjourned at 7:40 p.m.

Respectfully Submitted,

NORMA HAMER
Assistant Recording Secretary



Minutes of the March 2019 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, 2019 at the branch office, Bakersfield . The flag salute was led by Sgt. at Arms David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale , Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/ Social and Recreation Committee Rep. Paul Greenfield; Photographer, Anita Holderman; Assistant Treasurer Debbie Guillet; Assistant Recording Secretary Norma Hamer and OWCP Rep. Rick Gerdes. The Minutes of the February 27, 2019 meeting were read by Asst. Recording Secretary Norma Hamer and accepted with no additions or corrections. Kim

Gerdes thanked Norma Hamer for covering for her so much the last month. "She did a great job!"

APPLICATION FOR MEMBERSHIP: An application was received from Miguel Paredes, Dole Ct.

REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega reported "nothing." Basil Zuniga discussed the newsletter. In the printed version there were 16 photos from the Bowling Tournament, about 90 photos appeared in the web version. He thanked Photographer Anita Holderman for all the photos. Joe Lavoie, Stockdale, helped Basil fill in the missing names in the station photo that was in the newsletter. He apologized to Joe for not having an article about his retirement in the newsletter. He discussed the article about Michele Seela from Ridgecrest who retired after 28 1/2 years. Basil then read an article that is in the web version about "That First Day." He then read a portion of the article by Dave Skowronek, Br. 2 about how Carriers are a special part of the community. Finally, he shared an article from postalnews.com that Joe Lavoie shared regarding the changes proposed to Postal Retirement. Paul Greenfield reported that the Social and Recreation Committee met on Wednesday, March 20. There will be a picnic sponsored by the Committee on June 2 at Stramler Park. They will serve taco from "Los Primos." They will get posters made for each station. He also reported receiving a letter from the Postmaster in which she says she would support him using a ProMaster van while on the clock to transport recycling for the Committee. They are also working on getting tickets to both the Dodgers and Angels this year. Kim Gerdes reported that 10 books were sold this month, 590 remaining.

NEW BUSINESS: John Ortega reported that the By Laws Committee will meet this month to review the seven new proposed changes to the By Laws. The changes will be printed in the April Newsletter and a vote on the changes will be taken at the May General Meeting. Mike Towery appointed Paul Salazar and Ryan Woommavovah to the committee.

OUT THERE



Non-Members April 2019

- | | | |
|---|--|---|
| Downtown Station Sarah Kirby Javier Cruz Jason Nmacknicki | Arvin <i>100% UNION!!!</i> | Ridgecrest Kelly Treat |
| South Station Chanthorn Ped | Avenal <i>100% UNION!!!</i> | Shafter Mae D. Voights Laura M. New |
| Brundage/East Bakersfield <i>100% UNION!!!</i> | California City <i>100% UNION!!!</i> | Taft K. J. Kaczmarek |
| Hillcrest <i>100% UNION!!!</i> | Delano Cynthia V. Quebral Daniela Barreto | Tehachapi B. C. Den Beeman <i>Christina Cronauer</i> |
| Dole Court Emilio Garcia | Edwards AFB <i>100% UNION!!!</i> | Trona <i>100% UNION!!!</i> |
| Stockdale James Oh Daniel Zuniga | Lamont <i>100% UNION!!!</i> | Wasco <i>Eun Chong</i> <i>Ramon Martinez</i> |
| Camino Media <i>100% UNION!!!</i> | Mojave <i>100% UNION!!!</i> | |

CCA names are in italics

There are only 17 non-members in all of the cities we serve!

GOOD OF THE ASSOCIATION: Videos were shown to the members from postalnews.com. One was about an accident involving a postal vehicle. The other showed a Carrier saving parcels from her burning LLV. Shari Sharp reported that the NALC Food Drive will be May 11. She and Norma will attend the Food Drive meeting in Santa Clarita on March 29. She will have a meeting for the station coordinators in April. T-shirts will be \$18.00. Mike Towery reported that Savannah Alvarez and Adrianna Chavez have been promoted to career.

FINANCIAL SECRETARY'S REPORT: Financial Secretary, Anita Holderman reported that \$14,533.38 was collected for March 2019.

TREASURERS REPORT: Molly Biggar reported:

| | |
|-------------------|-------------|
| Beginning Balance | \$78,312.64 |
| Dues and Income | \$14,072.82 |
| Total Balance | \$92,385.46 |
| Total Expenses | \$11,922.44 |
| Ending Balance | \$80,463.02 |

The MDA 50/50 Drawing was won by Norma Hamer, who donated it back to MDA. (\$21.50/\$21.50)

The Drawing for \$500.00 would have been won by Tony Zaragoza if had been present.

There were 46 members present. Two guests.

The meeting adjourned at 7:38 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

Pssst!! If you don't know your Rights, you have none...

PROPOSED NALC BRANCH 782 BY-LAWS CHANGES

Article IV Section 1

Current Language

SECTION 1. There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two hours base pay for a NALC Grade 1, Step D letter carrier employed by the United States Postal Service. One third of such dues shall be allocated to the National Union and shall be designated the “National per capita tax”. The remaining two thirds of such dues shall be allocated to the member’s branch and shall be designated “minimum branch dues”. Members with fifty (50) years of membership are exempt from the paying of dues, fines and assessments.

Proposed New Language

SECTION 1. There shall be a minimum dues structure which shall consist of the following: After November 24, 2018, each member shall pay monthly dues equal to two hours base pay for a NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date. One third of such dues shall be allocated to the National Union and shall be designated the “National per capita tax”. The remaining two thirds of such dues shall be allocated to the member’s branch and shall be designated “minimum branch dues”. Members with fifty (50) years of membership are exempt from the paying of dues, fines and assessments.

Article VI Section 5

Current Language

TREASURER

SECTION 5. The Treasurer shall receive, receipt for and disburse all moneys of the Branch, and keep a regular account thereof. He/she shall pay all warrants drawn on him/her by the Recording Secretary voted by the Branch and signed by the President and have all accounts receipt upon payment of the same. The Treasurer shall be responsible for all tax filings of the Branch, deposits of Branch funds, and proper filing and recording of all financial transactions.

He/she shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand and deliver his/her books, papers and money to his/her successor, when qualified. The Treasurer shall perform any other duties assigned by the Branch President.

Required meetings for this office are: Executive Board and the Branch General Meeting.

Proposed New Language

TREASURER

SECTION 5. The Treasurer shall receive, receipt for and disburse all moneys of the Branch, and keep a regular account thereof. He/she shall pay all warrants drawn on him/her by the Recording Secretary voted by the Branch and signed by the President and have all accounts receipt upon payment of the same. The Treasurer shall be responsible for all tax filings of the Branch, deposits of Branch funds, and proper filing and recording of all financial transactions.

He/she shall, whenever requested by the President, and at the end of his/her term, make a report showing his/her receipts, disbursements and amount of money on hand and deliver his/her books, papers and

money to his/her successor, when qualified. The Treasurer shall perform any other duties assigned by the Branch President.

Required meetings for this office are: Executive Board, Shop Steward and the Branch General Meeting.

Article VI Section 7

Current Language

HEALTH BENEFITS AND MBA REPRESENTATIVE SECTION 7.

In accordance with the provisions of Article 4 Section 3 of the Constitution for the Government of Subordinate and Federal Branches, the offices of Health Benefits and MBA Representatives have been combined and his/her duties and responsibilities will be those outlined in Article 6 Sections 7 and 8 of the Constitution for the Government of Subordinate and Federal Branches. In addition, the Health Benefits and MBA Representative will provide information to the Shop Stewards of each station in order that they will be familiar with the coverage's provided. The Health Benefits and MBA Representative shall perform any other duties assigned by the Branch President.

The required meetings of this Office are: Executive Board, Shop Steward, 935 Area Meeting and Branch General Meeting.

Proposed New Language

HEALTH BENEFITS AND MBA REPRESENTATIVE SECTION 7.

In accordance with the provisions of Article 4 Section 3 of the Constitution for the Government of Subordinate and Federal Branches, the offices of Health Benefits and MBA Representatives have been combined and his/her duties and responsibilities will be those outlined in Article 6 Sections 7 and 8 of the Constitution for the Government of Subordinate and Federal Branches. In addition, the Health Benefits and MBA Representative will provide information to the Shop Stewards of each station in order that they will be familiar with the coverage's provided. The Health Benefits and MBA Representative shall perform any other duties assigned by the Branch President.

The required meetings of this Office are: Executive Board, 935 Area Meeting and Branch General Meeting.

Article VII Section 1.B

Current Language

B. Shop Stewards and alternate shop stewards will be compensated the equivalent of the number of hours listed at NALC Grade 2 Step "O" letter carrier hourly wage in effect April 1st and October 1st rounded to the nearest whole dollar.

- Shop Steward 1 - 1 hour (New steward, needs help to file Informal "A" grievances)
- Shop Steward 2 - 3 hours (Proficient in processing Informal "A" grievances)
- Shop Steward 3 - 4 hours (Proficient in processing Informal and Formal "A" grievances)
- Shop Steward 4 - 5 hours Proficient in processing Informal and Formal "A" grievances, Step "B" grievance appeals and assists other units in the handling of grievances).

In addition, each Shop Steward will be compensated \$20.00 for each of the required meetings as stipu-

Continued on next page...

lated in Article VI. Any Shop Steward representing an office in excess of 40 miles from the Branch office will be compensated an additional \$20.00 in his/her monthly stipend and \$50.00 for each quarterly area meeting attended in his/her area. Shop Stewards shall only be eligible for one form of meeting compensation

Any shop steward or officer designated to fill a vacant steward position will be compensated an additional \$35.00 per month.

Proposed New Language

B. 1. Shop Stewards and alternate shop stewards will be compensated the equivalent of the number of hours listed at NALC Grade 2 Step "O" letter carrier hourly wage in effect April 1st and October 1st rounded to the nearest whole dollar.

- Shop Steward 1 - 0 hours (Trainee, potential new steward in training and attending meetings)
- Shop Steward 2 - 1 hour (New steward, needs help to file Informal "A" grievances)
- Shop Steward 3 - 3 hours (Proficient in processing Informal "A" grievances)
- Shop Steward 4 - 4 hours (Proficient in processing Informal and Formal "A" grievances)
- Shop Steward 5 - 6 hours (Proficient in processing Informal and Formal "A" grievances, Step "B" grievance appeals and assists in other units in the handling of grievances)

2. In addition, each Shop Steward will be compensated \$20.00 for each of the required meetings as stipulated in Article VI. Any Shop Steward representing an office in excess of 40 miles from the Branch office will be compensated an additional \$20.00 in his/her monthly stipend and \$50.00 for each quarterly area meeting attended in his/her area. Shop Stewards shall only be eligible for one form of meeting compensation

3. Any shop steward who is also an elected officer will receive the higher pay of the two and compensated an additional \$35 for the second role of shop steward or officer. Additionally, any shop steward or officer designated to fill an additional vacant steward position will be compensated an additional \$35 per month

Article VII Section 1.D

Current Language

No language

Proposed New Language

D. Any reference to NALC Grade 2 Step "O" letter carrier hourly will be the listed hourly basic rates from Table 1 City Carrier Schedule Full-Time/Part-Time Regular Employees of the consolidated career City Carrier pay schedule.

Article X Section 8

Current Language

SECTION 8. A yearly branch budget beginning on July 1st will be submitted by the executive board no later than the May general membership meeting and will be voted upon at the June general membership meeting. The branch officers and executive board will have the authority to allocate funds to cover

expenditures up to the budgeted amounts. Any adjustments to the budgeted amounts will be brought to the membership to be voted upon.

Proposed New Language

SECTION 8. A yearly branch budget beginning on July 1st will be submitted by the Executive Board no later than the May general membership meeting and will be voted upon at the June general membership meeting. The Executive Board will have the authority to allocate funds to cover expenditures up to the budgeted amounts. The branch Executive Board will also have the authority to transfer money between budget categories to cover expenditures with the membership being notified at the General membership meeting of any adjustments, whether increase or decrease, to the budgeted amounts.

Article X Section 11

Current Language

No current language

Proposed New Language

SECTION 11. The Executive Board is authorized to spend up to \$3500 per year from the Rental Saving Account to make necessary repairs or modifications to the rental building with the membership being notified of the expenditure at the General membership meeting. This is in addition to the budgeted amount listed in the Building Fund category of the yearly budget.

ARTICLE 15, NALC CONSTITUTION By-laws of Branches and State Associations

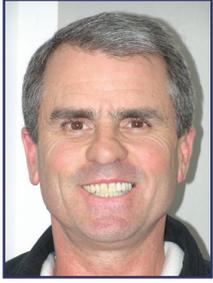
“Each Branch or State Association may make, alter, or rescind such by-laws, rules, and regulations from time to time as may be deemed most expedient, providing they do not in any way conflict with this Constitution. By-laws of branches may be amended at any regular meeting of the branch, provided the amendment has been submitted in writing at the last previous regular branch meeting, and suitable notification to members shall be made at least ten (10) days before the regular meeting at which the vote is to be taken. By-laws and amendments thereto, fixing the amount of initiation fees, dues, and reinstatement fees, or the time and place of meetings, shall become effective at the time determined by the Branch or State Association. All other by-laws must be submitted in duplicate to the Chairperson of the Committee of Laws and shall not become effective until approved by the Committee of Laws as provided in Article 11, Sec. 3, of this Constitution.”

“After the proposed by-laws have been approved by the branch or state association, the proposed changes must be submitted to the Committee of Laws for approval. The NALC has a form to make it convenient for branches and state associations when submitting... All parts of the form must be completed, including the date of the first reading, notification, the date of the vote, and the signature of a branch officer... The exact wording of the prior language must be included, along with exact wording of the new language. If the prior language has been deleted, write “deleted” in the new language box. If the proposed language is new, write “new” in the current language box. Submit the form along with two copies of your current by-laws. Then mail the forms and two copies of the current by-laws to: Assistant Secretary-Treasurer, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Once received, the by-laws are date-stamped, and previous correspondence from the Committee of Laws to the branch or state association is attached for review by the assistant secretary-treasurer, who makes a recommendation to the Committee of Laws. The Committee of Laws has three outcomes to assign when reviewing proposed changes. They are: “Approved,” “Approved with exception(s)” and “In conflict with the National Constitution.” Approved with exception means the items listed as exceptions are in conflict and not approved. In order to remedy the exceptions and amend by-laws, the entire process contained in Article 15 of the NALC Constitution must be completed again. (This means submitting, notification, voting and mailing to the Committee of Laws.)

Provisions in by-laws may not be implemented without the approval of the Committee of Laws, pursuant to Article 15. Exceptions are by-laws fixing the time and place of meetings and dues. They become effective at the time determined by the branch or state. However, it is recommended that you send a copy to the Committee so that we have a record of the change or can notify you of any problems that may exist with the language.”

Abridged article courtesy of a report by then-NALC Assistant Secretary-Treasurer Judy Willoughby. Originally published in the June 2015 *Postal Record*.



Death of Woodland Hill Carrier Prompts Investigation Finding

by Ray Hill, President
NALC Branch 2902

As you all know, NALC suffered a tragic loss on July 6, 2018 when Woodland Hills' Letter Carrier and 28-year Branch 2902 member Peggy Frank died while delivering a mounted route in blistering, 117 degree heat. Peggy had been off work since March 22, 2018 due to an on-the-job ankle injury and it was her *first day* back to work when she died.

After Peggy's death, The U.S. Department of Labor's Occupational Safety and Health Administration, better known as **OSHA**, conducted an investigation in the Woodland Hills Post Office and OSHA's investigation is now complete. As a result of their investigation, on 01/02/2019, OSHA issued the USPS a "**Citation and Notification of Penalty**" (hereinafter referred to as "**Citation**").

OSHA's citation describes violations of the Occupational Safety and Health Act of 1970 that were found in Peggy's case and the penalties listed in the citation are based on these violations.

The following quoted information (printed in italics) is taken directly from the Citation:

...Citation 1 Item 1 Type of Violation: Repeat

OSH ACT of 1970 Section (5) (a) (1): :The employer did not furnish employment and a place of employment which were free from recognized hazards that were causing or likely to cause death or serious physical harm to employees in that employees were exposed to excessive heat hazards:

Mail routes within Woodland Hills, California: On July 6, 2018 a letter carrier was delivering mail with a heat index in excess of 108 degrees F, which is categorized as "DANGER" by the National Oceanic and Atmospheric Administration. The employee was exposed to heat-related hazards and died as a result of hyperthermia. The U.S. Postal service was previously cited for a violation of this occupational safety and health standard or its equivalent standard [OSH ACT of 1970 Section (5) (a)

(1)], which was contained in OSHA inspection number 538158, citation number 1, item number 1 and was affirmed as a final order on October 24, 2014, with respect to a workplace located at 14200 E 32nd Street South, Independence, Missouri 64055.

Among other methods, feasible and acceptable means of hazard abatement include the following:

1) Develop and implement a heat acclimatization program for employees starting a new job or returning to work after an extended absence

2) Develop and implement control measures to include, but not limited to, engineering, administrative, and personal protective equipment

3) Provide heat stress training to all levels of supervisors/management and employees that includes the following:

a.) The principles of acclimatization and implementation of the program

b.) The importance of employees immediately reporting to their supervisors/management any signs of heat related illness in themselves or their coworkers

c.) The employers procedures for responding to symptoms of possible heat-related illness and for contacting emergency medical services, if needed.

d.) Prevention methods and first aid of heat-related illness before employees begin working in a hot environment

e.) Having supervisors/management conduct in-person evaluations of employees complaining of heat-related symptoms and arranging for medical attention, when necessary

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

*Date By Which Violation Must Be Abated 01/22/2019
Proposed Penalty \$129,336.00*

"Citation 1 Item 2 Type of Violation: Repeat

29 CFR 1904.29 (b) (3): The employer did not enter each recordable injury or illness on the OSHA 300 Log and 301 Incident Report within seven (7) calendar days

of receiving information that a recordable injury or illness has occurred:

Woodland Hills Station:

a) On July 7, 2018, a letter carrier was on route and suffered heat exhaustion. The work-related illness was not recorded on the OSHA 300 Log.

b) On September 28, 2018, a letter carrier was on route and suffered heat exhaustion. The work-related illness was not recorded on the OSHA 300 Log.

The U.S. Postal service was previously cited for a violation of this occupational safety and health standard or its equivalent standard [29 CFR 1904.29 (b) (3)], which was contained in OSHA inspection number 1122884, citation number 1, item number 1A and was affirmed as a final order on June 19, 2017, with respect to a workplace located at 8827 Monard Drive, Silver Spring, Maryland 20910.

The U.S. Postal service was previously cited for a violation of this occupational safety and health standard or its equivalent standard [29 CFR 1904.29 (b) (3)], which was contained in OSHA inspection number 955929, citation number 1, item number 1 and was affirmed as a final order on March 21, 2014, with respect to a workplace located at 1606 Huron Street, Ypsilanti, Michigan 48197.

The U.S. Postal service was previously cited for a violation of this occupational safety and health standard or its equivalent standard [29 CFR 1904.29 (b) (3)], which was contained in OSHA inspection number 974326, citation number 2, item number 1 and was affirmed as a final order on July 24, 2014, with respect to a workplace located at 7451 Tempelhof Drive, Indianapolis, Indiana 46241.

ABATEMENT DOCUMENTATION REQUIRED FOR THIS ITEM

Date By Which Violation Must Be Abated 01/22/2019
Proposed Penalty \$20,328.00

TOTAL PROPOSED PENALTIES \$149,664.00

As you have just read, OSHA has cited USPS for **repeated violations** and has proposed monetary penalties totaling \$149,664.00.

Upon receipt of the Citation from OSHA, USPS had 3 options in which they could respond.

- 1) They could abate the hazards and pay the fines and be done with it, or
- 2) Request an Informal Conference during which there could be potential for reclassification of the violations and reduction of the penalties/fines, or
- 3) Contest any portion of the Inspection findings. If USPS chooses this option the case will go to trial before an administrative judge.

After receipt of the Citation from OSHA, USPS first responded with option #2, requesting an informal conference, which was conducted telephonically on January 16, 2019. NALC National Director of Safety and Health, Manny Peralta, participated during the informal teleconference and I did as well. It was *extremely* important that Manny was involved in the conference because he has more knowledge than any other NALC Representative on the topic of heat related safety.

During the conference the attorney representing the USPS wanted OSHA's Regional Director (RD) to specify **exactly** how USPS should, "Develop and implement a heat acclimatization program for employees starting a new job or returning to work after an extended absence." The OSHA RD made it clear, in no uncertain terms, that OSHA would not tell USPS exactly how they should develop a heat acclimatization program. OSHA's RD strongly suggested that USPS should actually do some research and look into programs that might already be in place. The OSHA RD also suggested that USPS seek guidance from NALC.

Manny Peralta's participation in the conference was important because he was able to respond to, and rebut, a few of the comments that were made by the USPS attorney. After the first informal conference, USPS requested a second informal conference that was conducted telephonically on January 28, 2019. Much like the first informal conference, the main thrust of the second informal conference was the USPS attorney's futile attempt to get OSHA to describe *exactly* what USPS should do to "develop and implement a heat acclimatization program." Once again the participants from OSHA made it clear that OSHA would not tell USPS exactly how to develop and implement a heat acclimatization program and that they needed to do some research and figure out how in the hell to get this done on their own, without OSHA spoon-feeding them.

As Manny Peralta pointed out during both informal teleconferences, far too many Letter Carriers have suffered heat related illnesses in various parts of the country over the past several years and a few of these illnesses proved to be fatal, including Peggy Frank's. Although Manny didn't use these exact words, he basically made his point that it is *way past time* for USPS to *finally* pull their collective head(s) out of the sand and get their act(s) together with regards to protecting Letter Carriers from heat related illness and the tragic consequences of such.

After the two informal conferences with OSHA, USPS then exercised option #3 and have contested OSHA's Citation and the nearly \$150, 000 in penalties proposed. The case will now go before the Occupational Safety and Health Review Commission, which settles workplace safety and health disputes between the U.S. Department of Labor and employers such as USPS.

Continued on next page...

Investigation Finding

...Continued from page 11

Manny Peralta has requested party status so that NALC is involved in the proceedings to protect the interests of all Letter Carriers as it pertains to this Citation. It will probably take 1 to 2 years before the case is actually heard before a judge. I want to thank Manny Peralta for his invaluable assistance in this matter and I will keep you all posted on any new information I receive pertaining to this OSHA Citation.

Do Not Sign on the Dotted Line

Lately I have been hearing complaints from Stewards and Carriers about Management telling Carriers to sign their names or write their initials on various "locally developed forms" that are not approved USPS Forms. For example, management has asked Carriers to sign or initial on a locally developed form (or forms) indicating that they have been present at a stand up talk, that they have viewed a "training" video, that they have had their attendance reviewed or discussed with them, that they have been given an official discussion, etc. NALC has always challenged management's attempt to require Letter Carriers to sign locally developed forms through the grievance procedure and we have always been successful in our challenges.

Printed below (in italics) are two Step 4 Decisions and one Pre-Arbitration decision that were resolved with the agreement that Letter Carriers are not required to sign or initial locally developed forms.

M-00544 Step 4

July 5, 1985, H1N-1J-C 40875

This grievance was resolved at Step 4 of the grievance procedure with the following language:

*Management may document the fact that specific provisions of handbooks and manuals were reviewed by the carriers and that information regarding vehicle operations was given to the carriers. **However, in as much as there is no national requirement for Carriers to acknowledge that the subject information was received, carriers should not be required to sign a local form** (emphasis added).*

M-00465 Step 4

September 1, 1982, H1N-1N-C 325

This grievance was resolved at Step 4 of the grievance procedure with the following language:

*PS Form 2548-A is completed by the training agent and/or immediate supervisor. **The initialing of this form by an employee is not a condition of employment and employees should not be required to initial the form under the threat of disciplinary action** (emphasis added).*

OSHA Issues P.O. a Citation and Penalty



M-01302 Pre-arbitration Settlement

February 24, 1998, H90N-4H-C 95018608

This grievance was resolved at the Pre-Arbitration "step" of the grievance procedure with the following language:

*The issue in this grievance is whether management violated the National Agreement when a local policy was issued and carriers were required to sign off that they were present when the information was read to them. After reviewing this matter, the parties mutually agreed to the following: **There is no requirement that a carrier sign that the subject information was received** (emphasis added).*

The above Step 4 Decisions and Pre-Arbitration settlement make it clear that Management may not require Carriers to sign or initial any locally developed forms.

I will offer this one bit of advice to you all; do not sign your name or write your initials on any locally developed forms when asked by management to do so.

If Management in your office is asking you to do so, please notify your Steward or call us here at the branch office so that we may investigate and file the appropriate grievances, if necessary.

Until next time, make an effort to attend our branch meetings which are on the third Thursday of every month.

Article and the cartoon are courtesy of the March - April 2019 Chatsworth, California NALC Branch 2902 Mail Bag News

snippets

Here are excerpts from a number of articles from various NALC newsletters from all over the country. Your Letter Carrier world is larger than just your case...

It probably won't surprise you that postal management reps continue to do everything in their power to delay, deflect and manipulate our grievance process rather than acknowledge and resolve its actions. They continue to trot out these feeble tactics despite the fact that these defenses have been thoroughly dismissed by several arbitrators already. ***They can delay, deflect and manipulate, but they can't hide forever.***

In case you may have forgotten: In late 2016, our Stewards at the IMC in Chelsea discovered "irregularities" in employee TACS (timekeeping) reports which — upon further inspection — evolved into one of the longest running criminal enterprises in Boston Post Office history.

As background: Following the discovery of the TACS fraud in Chelsea, multiple I.M.C. Stewards spent much of 2017 poring over **thousands of pages of time records** finding **THOUSANDS** of "manipulations" dating back to at least 2010.

...the grievance was moved along through the system to arbitration where, at the first day of hearing on August 1, 2018, USPS Labor Reps argued that the entire grievance was untimely because our Members and the Union "knew or should have

by Michael Yerkes, President
NALC Branch 34

known that management was taking time from them all along".

We knew those claims were nonsense. Fortunately, on September 12th, Arbitrator Katherine Morgan rejected those arguments finding that **"the clock ring violations, as alleged constitute a continuing violation if proven on the merits back to 2010"**. This was a huge victory and should have paved the way for management to resolve the violation, but again, this is the USPS.

Instead, Boston labor reps continued their attempts to delay and deflect...

...As the Chelsea saga unfolded, in July 2017 I contacted Congressmen Mike Capuano and Stephen Lynch's offices in an effort to get the USPS Office of Inspector General's (OIG) to look into Boston Postal management's actions.

Although the OIG initially declined to intervene, the Congressmen's persistence resulted in the OIG conducting an audit within the Boston Post Office in early February 2018, the result of which was shocking and disturbing.

On August 1, 2018 (that's right, day one of the Chelsea arbitration) the OIG issued its Audit Report which found:

- *From April 1, 2015, through September 30, 2017, 13 facilities in the Greater Boston District accounted for 13,000 unauthorized overtime records involving 639 employees and 10,475.01 unauthorized overtime workhours*
- *... the 13 identified Postal Service facilities in the Greater Boston District accounted for 5,150 records of disallowed time involving 814 employees, 142 supervisors, and 528.58 workhours of disallowed time*
- *... we determined supervisors at one facility deleted 30 employee clock rings and extended 20 employee lunch times without any supporting documentation to justify the adjustment.*

Not only did the OIG Audit Report expose wide-spread systematic 'unauthorized timecard manipulations' by postal management; in our opinion, this report provided us the evidence needed to demonstrate managements deletions of employee work hours extended well beyond the

Abridged article courtesy of the January-February 2019 Boston, Massachusetts NALC Branch 34's *CLAN*

Retirees paid their dues. And, in retirement, they still do.

by Mike Williamson, President
NALC Branch 214 Retiree Association

One of the many difficult questions facing any union is what its relationship with its retired members is going to be. It's one of those good-news/bad-news things.

Retirees no longer have a direct interest in the working conditions and pay-levels; and, of course, it takes some time and money to make sure that the employer provides the Retirees with the retirement benefits that they were promised. Yet, Retirees contribute to a union as well.

They provide an experienced viewpoint. They swell the union's numbers for pickets, political influence, and insurance pools. They show up for meetings, events, and work-sessions that occur when the active members are at work. And (most important), they provide active members with real-life evidence that the promise of a happy retirement is not a myth.

Most, if not all, unions have decided that the numbers, experience, and example of retired members are worth far more than the relatively low costs of keeping them around.

Abridged article courtesy of the March-April 2018 *VOICE* published by San Francisco, California NALC Branch 214

Contract Negotiations? We hope so...

by David Miller, President
NALC Branch 458

Executive Vice-President Ken Mayfield and I attended the semi-annual Committee of Presidents Meeting in Schenectady, NY in March. President Rolando reported on upcoming bargaining with the USPS and I just wanted to share some insight.

Our collective bargaining agreement is scheduled to expire on September 20, 2019. We open negotiations for a new agreement on June 26, 2019. Assuming history will repeat itself, we will not have a negotiated agreement by the time our current contract expires.

Judging by the bargaining progress of the other postal unions (American Postal Workers Union & National Rural Letter Carriers Association) that are currently with expired contracts, I don't anticipate an easily negotiated agreement.

The NRLCA began negotiating in February of 2018 for their contract that expired on May 20, 2018. They've been working without a contract for ten months now.

The APWU began negotiating in June of 2018 for their contract that expired on September 20, 2018. They've been working without a contract for 6 months now.

There is a common thread among those two sets of negotiations - the Postal Service wants give backs from the unions. The NRLCA has not been publicly forthcoming about their negotiations, although it seems that non-career healthcare seems to be a sticking issue.

The APWU on the other hand hasn't really been hiding anything. They exchanged final economic proposals with the USPS on March 7, 2019. Within the USPS final proposal, they offered the following:

- No pay increases - a pay freeze for current employees:
One lump-sum payment in lieu of wage increases;
Lump-sum payments in lieu of COLAs.
- Decreasing the career workforce:
Increasing the percentage of non-career employees to 25% in clerk craft.
Reintroduction of 10% non-career in the maintenance craft and motor vehicle services craft.

- Pay and benefits substantially cut for all future career employees;
- Current career employees with less than six years seniority must work 15 years to gain "no lay-off" protection.
- Elimination of no lay-off protection for all future employees.

The hopes of a negotiated agreement for these two unions does not look promising. If that's a precursor to NALC negotiations, we should expect the same or at least similar proposals for letter carriers.

What does all of this mean, you ask? Recent contract negotiations and arbitration awards have resulted in dramatic changes to the rules we have known for decades as letter carriers. We've seen changes to overtime rules, hold down rules, the introduction of CCAs and a new pay scale that begins lower than the former payscale, just to name a few.

Historically since 1970, letter carriers have averaged about \$1,100 in annual pay increases. In 2018, top-step letter carriers received more than \$2,400 in pay increases. We should expect the USPS to target our pay just as they have the other unions.

Additionally, healthcare costs have continued to rise in excess of inflation. With recent proposals from the White House that would reduce the federal government's contribution from 72% of the average premium to 65%, I expect healthcare costs to be a target as well.

For those that are new, a quick explanation of the process is in order. The goal of bargaining is to gain a negotiated agreement. If that goal fails, the parties eventually end up in arbitration. A neutral arbitrator will decide the pay, benefits and changes in working conditions for letter carriers. An arbitrator introduced us to CCAs in lieu of PTFs.

During any period after a contract expires and we are either still negotiating or are in arbitration, all work rules still continue from the previous contract. However, there are no wage increases or COLAs during that time. Step increases & uniform allotments will continue uninterrupted but the uniform allotments will not increase until an agreement is reached or an award is received.

Stay tuned for more information.

Article courtesy of the April 2019 Oklahoma City, Oklahoma NALC Branch 458 *SOONER SCRIPT*

Do You Realize You've Been Robbed?

Recently, 2nd V.P. of SE Merged NALC Branch 18 Rich Drolet quantified what has been stolen from Letter Carriers in the last several years — *and what the present government proposes to steal moving forward.*

Perhaps being able to see the dollars and cents effects of our enemies in Congress and the White House will motivate some to become more involved by: 1) either contacting their Senators and Representatives, 2) working on the campaign (s) of our friends, or 3) donating to our political action fund, the Letter Carrier Political Fund.

FIRST, HERE ARE FACTS ABOUT WHAT HAS ALREADY OCCURRED:

Letter Carriers hired after December 31, 2012 have already had their contributions to their pension fund raised from 0.8% to 3.1% of their pay as part of the “Middle Class Tax Relief and Job Creation Act”. ***So, instead of having to pay \$19.23/ pay period when they reach the top step of our pay chart, they will have to pay \$74.51!***

Then, in 2014, the “Bipartisan Budget Act of 2013” raised the rate for newly hired federal employees hired after January 1, 2014 to 4.4%, ***which will come out to \$105.76/pay period at the top rate of pay!***

THESE ARE TWO HITS THAT NEWLY HIRED LETTER CARRIERS HAVE BEEN SUBJECTED TO

The Letter Carrier Political Fund (LCPF) will use money that it receives at the national and local levels to contribute and otherwise assist candidates for federal office who favor legislation in the interest of NALC, without regard to their party affiliation, and to undertake other political spending as permitted by law. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the LCPF from soliciting contributions from individuals who are not NALC members, staff, or their immediate families living in the same household. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 per calendar year. Any monetary guideline included with the solicitation amount is merely a suggestion - an individual is free to contribute more or less than the guideline suggests and the NALC will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute. You have a right to refuse to contribute without any reprisal.

THAT WILL NOT RAISE THEIR PENSIONS AT ALL!

The only way to stop these attacks on our benefits is to support those in Congress who support us by donating to the LCPF!

WHAT NEW BENEFIT CUTS HAVE BEEN PROPOSED BY PRESIDENT TRUMP'S BUDGET THAT MIGHT IMPACT CURRENT EMPLOYEES?

He wants to raise the rate that all postal and federal employees have to pay for our pensions to 6.45% of pay over the next six years. ***This will cost active Letter Carriers up to \$3,600 per year.***

THIS IS YOUR MONEY THEY ARE TRYING TO TAKE AWAY FROM YOU AND ALL OF US.

This change alone would effectively eliminate the 5% match by the USPS if Letter Carriers voluntarily set aside 5% per year toward retirement.

☒ His budget proposes \$46 Billion in cuts and revenue changes to the postal service — most likely reducing the frequency of delivery by eliminating Saturday delivery and scaling back other delivery.

☒ His budget also slashes the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund). ***This would cost active and retired Letter Carriers \$32 Billion over 10 years.***

☒ His budget also reduces CSRS and FERS pension benefits for new retirees by basing annuities on our highest 5 years (High 5) rather than the current highest 3 (High 3) of pay.

☒ His budget would eliminate cost-of-living adjustments (COLA's) for current and future retirees under the Federal Employees Retirement Systems (FERS). ***This would cost the average retiree \$23,400 over 10 years, \$99,471 over 20 years and \$246,185 over 30 years once we've retired!***

☒ His budget would reduce COLA's for CSRS annuitants by one-half of 1% each year, which would cost each of them: ***\$12,598 over 10 years, \$60,576 over 20 years and \$169,874 over 30 years!***

☒ His budget also proposes to eliminate the FERS Special Annuity Supplement for FERS employees who choose to retire before the age of 62.

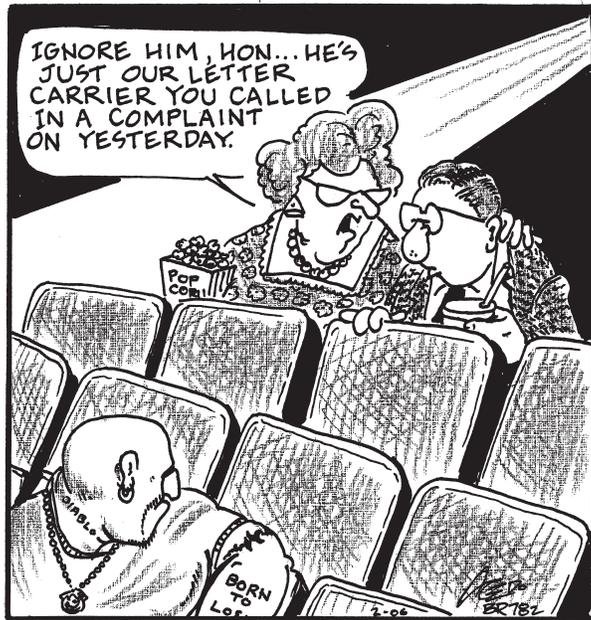
(If that supplement is eliminated through legislation, here is what YOU would lose if you retired at the age of 56 with 30 years of career federal/postal service: ***APPROXIMATELY \$12,000 PER YEAR, OVER A 5 YEAR PERIOD. This would cost those employees upward of \$60,000!! IN MANY INSTANCES, THAT WOULD PREVENT EMPLOYEES FROM RETIRING BECAUSE THEY COULD NOT AFFORD TO LOSE THAT \$12,000 PER YEAR FERS ANNUITY SUPPLEMENT.***)



This re-formatted article is courtesy of the April 2019 Tewksbury, Massachusetts Merged Northeast NALC Branch 25 *WAKE UP!*

LIFE'S LESSONS IN WISDOM AND GOOD FRIENDS

OUT THERE



An old Cherokee shared this with his grandson, "My son, there is a battle between two wolves inside us all. One is Evil. It is Anger, Jealousy, Greed, Resentment, Inferiority, Lies, and Ego. The other is Good. It is Joy, Peace, Love, Hope, Humility, Kindness, and Truth." The boy thought about it and eventually asked, "Grandfather, which wolf wins?" The old man quietly replied, "The one you feed."

"The Seven Ages of Man: Spills, Drills, Thrills, Bills, Ills, Pills, and Wills."

"Fraud is the daughter of Greed."
Jonathan Gash

"Earth provides enough to satisfy every man's needs, but not every man's Greed."
Mahatma Gandhi

"Successful people are always looking for opportunities to help others. Unsuccessful people are always asking, "What's in it for me?"
Brian Tracy

"Don't be greedy, and don't try to take away everyone's fortune for yourself. You won't be able to have it all when you die. *You Can't Take It With You !!!*"
author unknown

"People who receive everything appreciate nothing !!!!"

"Greed is a Fat Demon, with a small mouth; and, whatever you feed it, is NEVER enough!!!"
Janwillem Van De Wetering

"Your finest Scotch please!"
"Yes, sir", the guy at Staples replies, and he hands me a 12 year old roll of tape."

"You have succeeded in Life, when all you really want is only what you really need."
Vernon Howard

"A man can be cured of his lust, but a Fool can never be cured of his Greed."

I want to be rich enough to realize, that I Can't Buy Happiness."

"OuT tHeRe"



"Confidence is Silent. Insecurities are Loud."

"Selfishness and Greed, individual or National, causes most of our Troubles."
Harry S. Truman

"Don't let jealousy fool you. It's just another name for Insecurity."

"When you get little, you want more. When you get more, you desire even more. But when you lose it, you realize little was enough."

"Real family does not come from your blood. It is the person standing beside you when no one else is."

"Friends forever, never apart, maybe by distance, never by Heart."

"Arrogance is a cover up for Insecurities."

"The steps of Insecurity: Comparison, Compensation, Competition, Compulsion, Condemnation, and Control."

"Good friends care for each other. Close friends understand each other, But true friends stay forever....beyond words, beyond distance, beyond time."

"A true friend is one who thinks you are a "Good Egg," Even if you are "Half Cracked."
Bernard Meltzer

MARK RAMIREZ

Retired Letter Carrier
Health Benefit Representative
Mutual Benefits Representative
and Golden Empire Branch 782
Official "Poet Lariat"

2019 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
 Prescription Drug Program 1-800-933-6252
 CVS/Caremark Specialty Pharmacy 1-800-237-2767
 Durable Medical Equipment 1-855-511-1893
"24/7 Nurse Hotline" 1-877-220-6252
 CVS/CareMark Pharmacist 1-888-636-6252
 Solutions for Caregivers (24/7) 1-877-468-1016
 CIGNA PPO Locator Line 1-877-220-6252
 CIGNA Organ Transplant Approval 1-800-668-9682
 Quit for Life (Tobacco Cessation) 1-866-784-8454
 CIGNA Health Rewards (Discounts) 1-800-558-9443
CIGNA Plus (Dental Discount) 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 Bakersfield (661) 631-9258
 Shared Services Option 5 live person 1-877-477-3273

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

NALC Drug Prescription "Claims" Filing
 P.O. Box 521926
 Phoenix, Arizona 85072-2192

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

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

* Call for approvals Organ Transplants, DME Surgeries
 InPatient

"OuT tHeRe"



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

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

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

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

PPO Deductible: Per Calendar Year
 \$300 "Individual"
 \$600 "Self & Family" or "Self Plus One"

Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

URGENT CARE

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

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

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

MARK RAMIREZ

NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

The Bakersfield Californian

\$1

SATURDAY, DECEMBER 22, 2018 • BAKERSFIELD.COM



Park Stockdale residents pay tribute to retiring mailman's work with party

BY JOSEPH LUIZ
jluz@bakersfield.com

Park Stockdale residents may only have known Joe Lavoie as Joe the Mailman, but to many, he's become a neighborhood friend.

Whether it was something small like opening a bottle for a resident or something more

significant such as helping catch identity theft and fraud, residents say Lavoie has gone above and beyond his duties as a mailman.

"He's such a nice person," said Sharyn Coleman. "He's always so helpful because he knows everybody. His memory of names and addresses always amazed me."

He's always been an extra set of eyes on the neighborhood."

With Lavoie officially retiring this week from the United States Postal Office after delivering mail to the community for 35 years, about 50 residents came together



ALEX HORVATH / THE CALIFORNIAN

Joe Lavoie, aka "Joe the Mailman," greets well-wishers at a party in his honor. Residents in Park Stockdale came out to celebrate his more than 35 years of service in their neighborhood.

Please see **LAVOIE** | A3



Editor-guy Note:

Branch 782 member Joe Lavoie retired in December 2018.

*But, like most of us, he didn't start out in central California. Having lived his early life in Maine, he came here after his military service looking to hang out for a while with an old Army buddy. While in Bakersfield, he heard about a job... He then delivered mail on an assignment at Stockdale Station for 35 years***

Joe developed deep friendships

... developed deep relationships with the many customers that he served while a Letter Carrier! As evidenced by the feature about him in the local newspaper, he did pretty well at it for those decades since May 1, 1982.

*As would have been noted on the old Paul Harvey radio show, there **IS** more to the story...*

*Following his retirement, Joe exercises. But, his routine takes him back to friends he has made through the years. **Joe still walks his route!***

Although there are many other activities that fill his retirement, it is important to him that those relationships that he established be a continued part of his life.

Yes. There is life after retirement! And, Joe knows that truly being a Letter Carrier is more than just delivery "schuff"! It is a chance to connect with people. Yup!

Joe points out that he bid his Route when had very little seniority. And, it was a great assignment! He encourages anyone to bid even when you don't think that you have a chance. You never know what might happen... **GO FOR IT!**



ALEX HORVATH / THE CALIFORNIAN

Joe Lavoie, aka "Joe the Mailman," acknowledges the applause after party organizer Roxanne Fackler introduces him to all the well-wishers. Residents in the Park Stockdale neighborhood came out to celebrate his more than 35 years of service in their neighborhood.

LAVOIE

Continued from PAGE A1

to speak with Lavoie, thank him for his work and wish him well in retirement.

"Everybody loves Joe," said Roxanne Fackler, who organized the party at the community park. "Nobody knew his last name. He was just Joe the Mailman, but he was very well-liked and very respected. I just (wanted) Joe to be acknowledged."

Fackler said Lavoie would help her every once in a while with things, such as opening a bottle that she was having trouble with.

"He's very thoughtful, very kind and extremely ethical," she said. "I think the neighborhood is sad to see him go."

Lavoie said he was shocked to hear that members of the neighborhood were putting together a party for him.

"This is amazing. I was stunned by how many people showed up," he said.

For Craig Powers and his wife, Becky, Lavoie played a significant role in their lives. Powers said that in September 2017, Lavoie approached him and asked if they were moving, as he said there was a reported change of address.

That was news to Powers, who said he had never notified the post office about a change of address. Powers said he realized that someone was trying to steal his identity and was able to work with his bank to stop any current activity and report previous unauthorized expenditures as fraud.

"Joe is directly responsible for helping catch and stop the theft," he said.

"I was able to stop the activity quickly because of the fact that I just happened to talk to Joe that day. Joe knew me and knew I was still living there."



Lavoie receives a hug from longtime resident Louise Scurlock at a party in his honor.

Powers said there was well more than \$100,000 in attempted fraud. To his knowledge, no one has been arrested in connection with the crime.

Jim Jennings said he's gotten to know Lavoie over the years, as he said they would often talk briefly as he went on his route.

"He would always take the time to talk to you and say hello. He never seemed like he was in a rush," he said. "I would always look forward to seeing him. He's totally going to be missed. He's a hard act to follow up."

Lavoie said he's enjoyed getting to know the Park Stockdale community over the years.

"After so long on the route, I pretty much know all these people. They're like friends and family to me," he said.

"I'm going to miss all these people."

Lavoie said he is also going to miss other elements of the job, such as being able to get a good physical workout. Lavoie said he's walked 10 miles each day on his route, around 71,000 miles total over the course of his career.

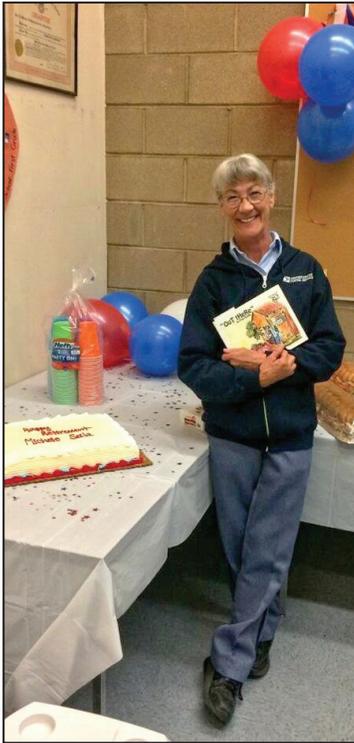
"It's a lot of walking, but it's good for your health," he said. "I just enjoy being outside."

Lavoie said he's looking forward to his retirement, as he hopes to be able to complete some projects at his home, spend some more time with his German shepherd puppy as well as visit family in his native state of Maine.

Joseph Luiz can be reached at 661-395-7368. Follow him on Twitter: @JLuiz_TBC.

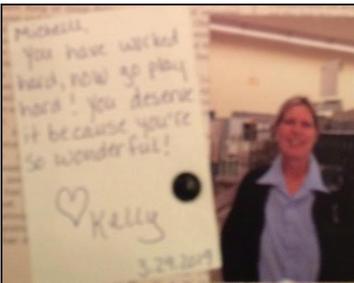
This edition of the *Bakersfield Californian* was published on December 22, 2018

Ridgecrest Carriers wish Michele Seela new adventures in life!!!



Happy Retirement

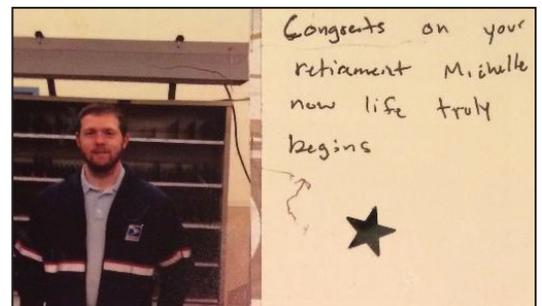
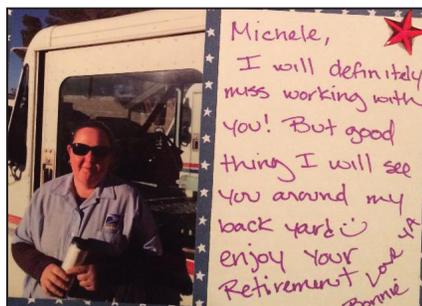
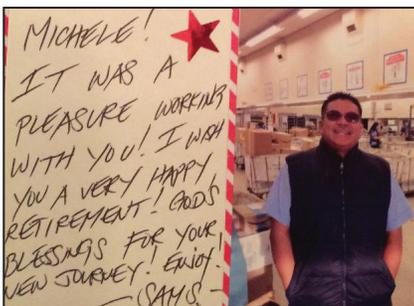
(l-r) Kneeling: Tony Gamboa, Greg Andeson, Taylor Becker, Marilyn LeWellen, Sam Sanchez, Cindy Presley

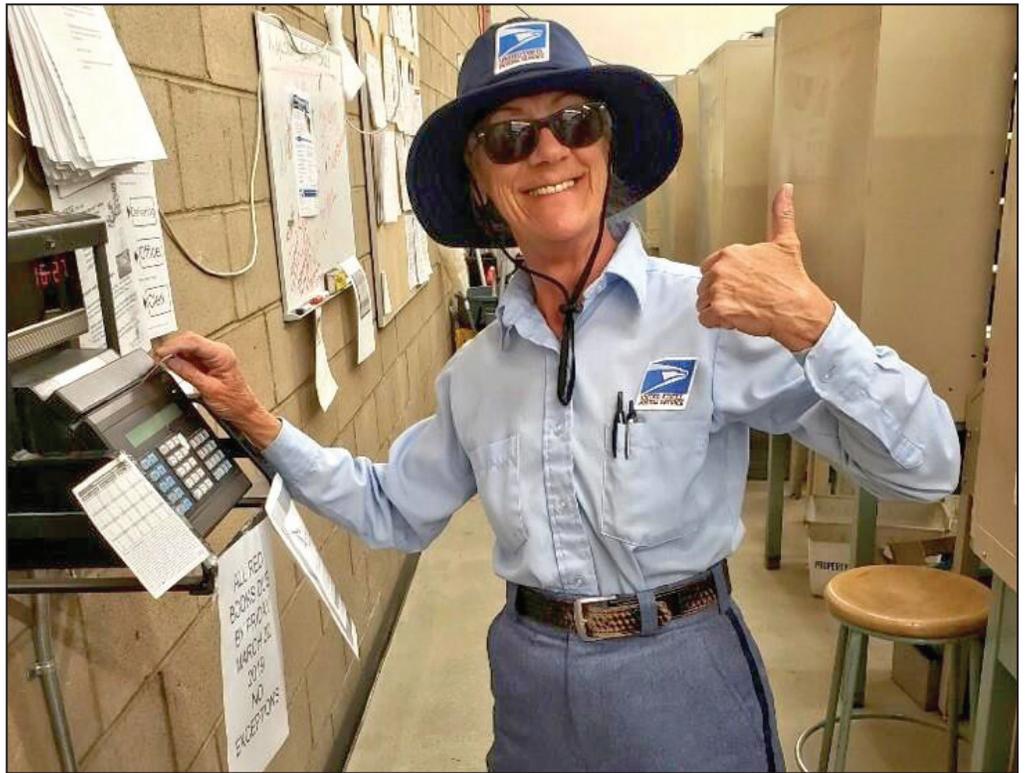
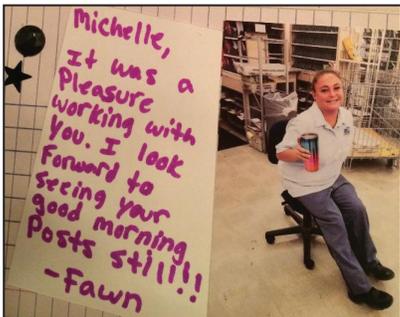
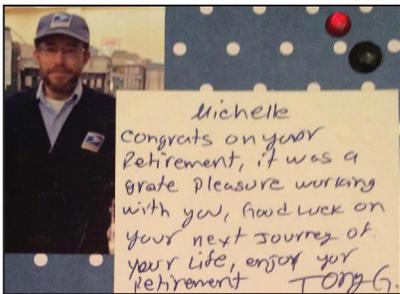
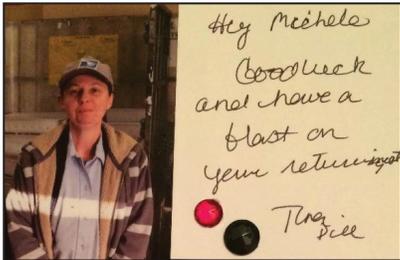
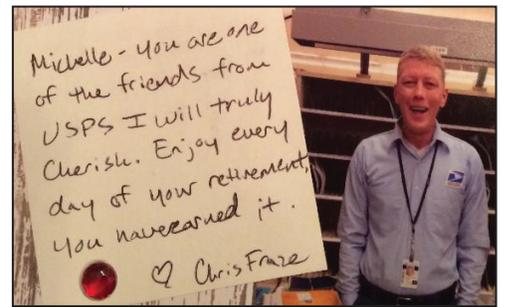
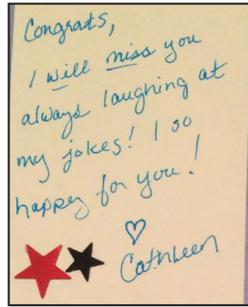
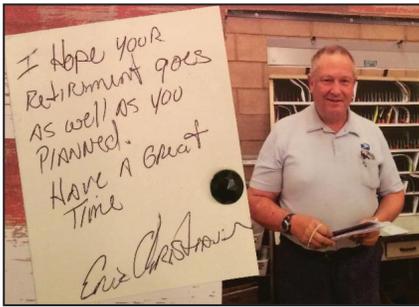
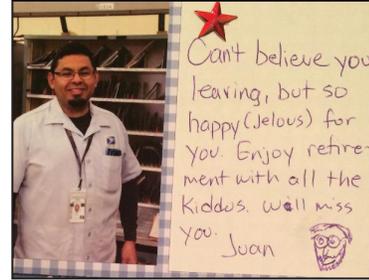
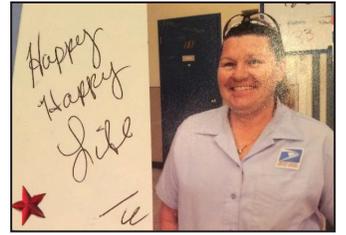
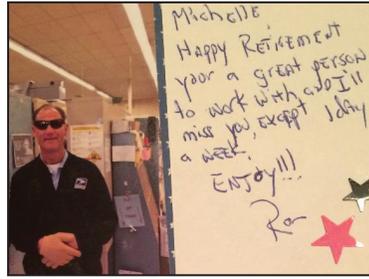
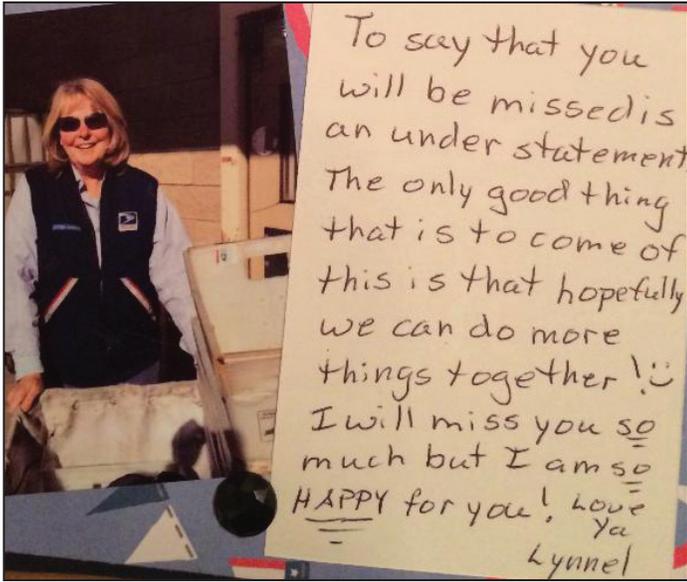


Middle Row: Ron Zurn, Michele Seela, Terry Lyster, Jolene LeRoy, Amanda Garcia, Tina Dill, Postmaster Crystal Southwood

Back Row: Max Escano, Monique Gonzales, Chris Frazee, James Mosman, Mike Nelson, Mike Eberheart, Tony Valdez, Carol Briede, Cindy Brown, Daniel Villapando, Dianne Dawson, Crystal Trasher, Raina Brown

*As pointed out by many previous Retirees:
“You don’t miss the work. You miss the people!”*





Michele Seela joins "The Last Punch Bunch"!!

Pictures, courtesy of Lynnel Howell, were in a scrapbook she put together for Michele. Pretty cool!!!

In Memorium: Ronnie Mireles

February 11, 1958 - April 7, 2019



Ronnie at his case at Hillcrest on Route 602. If you look closely, you will see that he had special family pictures posted that he could glance at as he did his duties each day. It is sad that management tries to always make us take down family pictures like this...



93306 "Partners in Crime" John Vasquez and Ronnie making memories at the old Hillcrest Station on Crestmont. And, you are right! They looked young and they WERE young!!!

Ronnie Gilbert Mireles, 61, passed away April 7, 2019 with family by his side. He was born in Bakersfield to Tomas & Carmen Mireles.

He graduated in 1976 from the only High School that matters: East Bakersfield High School. He lettered in football and baseball. ***He was an EBHS Blade through and through!***

He was employed by the United States Postal Service as a Letter Carrier for over 30 years and had still not retired when he passed. His seniority date was May 14, 1984.

Ronnie had three favorite sports teams: *THE* UCLA Bruins, *THE* San Francisco Giants and *THE* Denver Broncos. Anyone who knew Ronnie knew he had a passion for those teams.

Ronnie is preceded in death by his Mom and Dad; his brothers, Tony and David Mireles; his sister, Rebeca Sanchez; his nephew John Mireles; and his niece, Lisa Mireles. He is survived by his siblings, Reggie Mireles, Mary Ramirez, Roy Mireles, Rachel Mireles, Roberta Rangel and Regina Marquez; several nieces and nephews; and, by many, many friends.

The family would like to thank Sara Adams and Brad and Peggy Smith for helping care for him when needed.

Visitation was held April 14th at Basham Funeral Care (3312 Niles St.) from 5-9 p.m. with a Rosary recited at 7 p.m. Funeral Services were held April 15th at Our Lady of Guadalupe Church (601 E. California Ave) at 10:00 a.m. Burial followed at Union Cemetery.

This was a casual funeral service. It was requested that participants dress in one of Ronnie's favorite team colors and, in lieu of flowers, it was requested that any donations be made to Christ the King Parish.

Modified obituary courtesy of Basham Funeral Care

I walked into Hillcrest Station in 1991 on my first day as a postal employee. Ronnie was the first Carrier to talk to me and we became instant friends on and off the clock! He was a T-6 when I got there then he moved to Route 602. It was an assignment that he was on for probably around 20 years. He was a great Carrier and his customers loved him!



Off the clock we bowled and played softball together throughout the years. He was

the life of the party! He made life fun on the workroom floor — especially in the “old days”. (If you’ve been around less than two or three years, you don’t realize how so very, very much different things used to be...)

Ronnie had a favorite saying at work when the situation was perfect. I remember him saying, “I have a weak back.” Then, someone would ask, “How long have you had it?” He would reply, “About a week back”. Then? He would just laugh! Through all of the years I knew him, it would be very rare if he didn’t have a smile on his face.

I know that his goal was to get better and return to work. I truly wish that he would have been able to...



He has given me so many memories and stories to tell. But, I will just say, “I will forever remember his smile and that laugh.”

PAM SMITH

Memories of Ronnie Mireles

For those of you that don’t know me, I’m married to a Postal Carrier named John Vasquez at Hillcrest Post Office. And I’d like to share a few words about a dear friend who recently lost his brave battle with cancer.

Ronnie Mireles was more than a friend, he was Family!

John and Ronnie worked together for over 30 yrs. You could *always* hear them laughing and cutting up. They had the same sense of humor. They could recite anything related to The Three Stooges at any time. John often came home to share about his day and tell me something funny that happened with him and Ronnie.



Anyone who knew Ronnie knew he loved to sing — Especially the Stylistics songs!! He always hit the high

parts and Belted it out for all to hear! His smile could light up a room and his laugh was so contagious! Just having him near you would change any gloomy mood you might have been in. And, he was especially animated when his beloved Broncos or Giants won!

There was a time in our lives that Ronnie went everywhere with us. So much so that people would joke that he was our son. So...??? ***We called him son!***

Later, when John made his Confirmation before our wedding, Ronnie was his Sponsor. Then, he earned the title of “**NINO-SON**”.

He was in our wedding and later Baptised our first born, Brianna. He was a part of our other daughter Karina’s life also. Our granddaughter, Naevia, WILL hear stories about Nino Ronnie!

I can’t imagine our life without him. This is a hard one. We’ve lost others in our life; but, he was so much more. He was Unique and One of a Kind! He *was* the definition of a True Friend. He will never be forgotten and his Sweet Memory will stay in our hearts forever!

Thank you for allowing me to share,

LORAIN VASQUEZ

Might it be time for a refresher?

Perhaps, it's time for a refresher concerning attendance to possibly end confusion some Carriers have that may end up landing discipline into someone's file? Yup.....

Why now? Attendance is management's key focus point right now. And that's understandable. After all, attendance is the driving point of the shit show at the end of the day and plays a factor in almost all grievances.

SICK LEAVE falls into 2 categories: "Scheduled Sick Leave" and "Unscheduled Sick Leave". (You *can* be disciplined for both under the right circumstances. There is generally no consequence to scheduled sick leave; however — if the attendance is bad enough — it may be possible [if they are smart enough], to cite a scheduled absence in disciplinary action.)

Scheduled Sick Leave is requested and approved in advance. This means that you complete a 3971 requesting that you be absent for a future date, and they approve it. For instance, you have a doctor's appointment a week from Friday. If you request it more than a week out, it's definitely Scheduled Leave. Also, be aware that you are required to notify them as far in advance as possible. This means: If you go to the doctor today and are scheduled a follow up in 2 weeks, you must tell them immediately upon return to work. There is no definitive point of advance notice in which the leave is considered unscheduled. A Steward with a common sense approach, could argue that if management is notified a day in advance the leave should be scheduled. The reasoning's simple. "Advance" notice gives them enough time to adjust their schedule, and schedule someone to cover your absence. If you go to the doctor unexpectedly at noon on Wednesday and he puts you off the rest of the week, the day of the doctor's visit would be unscheduled and Thursday and Friday would be scheduled. *It's your responsibility to monitor your leave, and if they have recorded it wrong, request to see a Steward.*

Unscheduled Leave is the focus of a pretty good amount of investigative interviews recently. The most common excuse I am hearing is, "I have a doctor's slip."

I've said this a hundred times, I will say it again, "**A DOCTORS SLIP IS NOT IMMUNITY FROM DISCIPLINE.**" You can be fired if you have an attendance issue and have doctor's slips for each and every absence. Going to the doctor will not get you anything other than paid leave.

The only protection from discipline is FMLA. If you have a qualifying condition, secure the protection for yourself.

There seems to be some confusion concerning FMLA as well. You *can* be disciplined for using FMLA leave if it is proven that you are abusing it. If you call in for a FMLA condition and you are observed not incapacitated due to the condition, you might be in trouble.

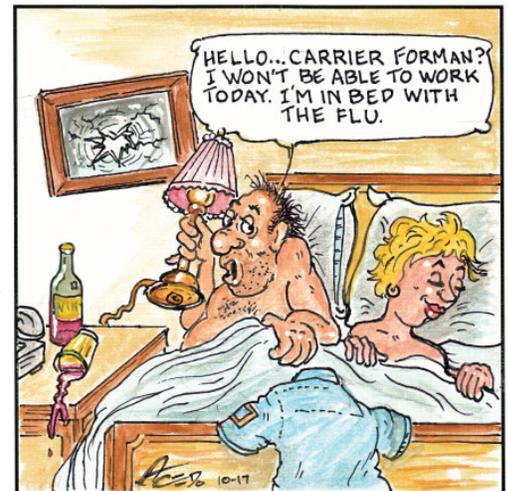
For instance: You have back issues that cause you to miss up to 2 episodes per month and up to 2 days per episode. On December 19th you call in and state that you are unable to work due to your FMLA condition. At noon or so, you are in Target grocery shopping, and you run into someone from management, a coworker with a big mouth, or perhaps the OIG. You might be in some trouble. After all you're supposed to be incapacitated. Someone's going to get caught, I'm just wondering who it's going to be first.

"Merged" article by Bryan Rubner, President and John J. Pfiffner, Vice President Cedar Rapids, Iowa NALC Branch 373

Additionally, you can be required to provide medical documentation for an FMLA absence — even if it's approved and you are within your frequency and duration. If management has a bona fide reason to make the request, you may have to go to the doctor to prove you were indeed incapacitated. From a grievance standpoint, management would have to substantiate the request for documentation. However, if they can show that the FMLA is always used to extend weekends, in conjunction with leave, or SDO, etc., they may not have to argue too much to prove their position.

Any abuse of these absences, even if FMLA, could place you on the Restricted Sick Leave list. This would mean that you would be required to provide medical documentation *for each and every absence.* Sick Leave, is just what it says. **LEAVE TO USE WHEN YOU'RE SICK.** Everyone has most likely abused it to some extent. Just don't get caught.

"OuT tHeRe"



You have the Right to take LWOP (Leave With Out Pay), in lieu of Sick Leave, if you have an FMLA case.

Additionally, if you are a CCA, you do **NOT** have Sick Leave. So, you have the Right to take LWOP when you are sick. The use of Annual Leave is YOUR option. (WATCH YOUR PAY STUBS! I am seeing in the clock rings that they are stealing your Annual Leave balance when you are not requesting it...)

I'm seeing a lot of things going on out in public, when Carriers have reported that they were sick, and weren't. (**Facebook.** Well, DO NOT take the pictures and post them.) One last thing, about Sick Leave. The Leave is for periods of incapacitation. This DOES NOT mean you can take 8 hours of Sick Leave for an appointment. **It may — depending on the circumstances.** However, management may make you report before the appointment and/or come back after the appointment, or both.

MEDICAL RESTRICTIONS I'm not a doctor. But, I will also say this: "For some people's sake, they are lucky that I am not their supervisor." There *are* medical restrictions that are not legit, and there are lazy supervisors. If the supervisor would simply make a quick phone call to the doctor's office — with the employee present during the phone call — "seeking clarification only"... [But, like I said, "I'm not a supervisor, and I'm not making those calls for them." I will simply leave it at that and leave it alone with one very brief example of one of those calls.]

“Good Morning Doctor, this is Supervisor X. I have you on a conference call with Carrier Y. **First of all, I don't want to know anything about the Carrier's condition**, I just want to clarify your restrictions. You state that Carrier can only do their own route. Carrier doesn't have their own route, they have a bid for duty assignment. That assignment consists of reaching to a tray of mail to retrieve some mail then turning to the mail box and placing it out the window into a mail receptacle. Carrier's deliveries include street's 1, 2, 3 and 4. Street 5 consist of the same exact duties. Is there any reason they couldn't perform the same duties on street 5 that they did on street 4?” What do you think the Doctor might say if the issue is framed in this manner?

Last month I wrote that I don't pay attention to who calls in sick and I don't. If you call in sick, I believe that you are sick. However, if you call in sick a lot, you had better get FMLA coverage to protect yourself from adverse action from management. Furthermore, if you call in sick and have an attendance problem and think that a doctor's note will protect you from management disciplining you, then **Happy April Fool's Day**.

If you have restrictions in place that limit you in the things you can do at work, and you are then seen doing those same things at the mall, gym or at your home, etc., and don't think management will discipline you, then **Happy April Fool's Day**.

If you go into the manager's office without a Steward, thinking that management won't discipline you because you're smart, hardworking, nice, etc., then **Happy April Fool's Day**.

If you think that you can extend your breaks or lunch and management will never notice, then **Happy April's Fool Day**.

If you get hurt on the job and think that management will take care of you and get all the correct paperwork done for your Workman's Compensation case, then **Happy April Fools Day**.

If you think that you can leave your route on your break and go where you want or do what you want and not get into trouble, then **Happy April Fool's Day**.

“Perhaps, it's time for a refresher concerning attendance to possibly end confusion some Carriers have that may end up landing discipline into someone's file? Yup.”

If you sign a 'No Lunch' then take one anyway and think management will never know, then **Happy April Fool's Day**.

If you're on the ODL and think that you can refuse to work overtime without repercussions, then **Happy April Fool's Day**.

If you work later than what you put on your 3996 and don't bother calling in to get authorization, thinking you won't get into trouble, then **Happy April Fool's Day**.

I could keep going on and on, but HERE IS THE BOTTOM LINE: **No matter what your opinion of local management's intelligence, there are way more people watching what you do than just our local idiots.**

There **ARE** people at District whose sole job is to watch and analyze scanner GPS data! They **have** computer programs that send out warnings when the scanner is sitting idle for more than 10 minutes if you take a break. They **have** programs that are tied to your 3999 and that track the amount of time you spend at the LLV between loops. They **have** programs that track your 30-minute lunch and send out warnings if you extend the lunch. They **have** programs that send out a warning if you cross your “virtual fence”. (The virtual fence is the boundaries of your route and anytime you cross that fence, a warning is sent to local management.) Management **can** track your rate of speed while driving, how much you back up, etc.

On top of the District, there are also Western Area people doing the same thing! If you talk to Branch President Rubner, he will tell you all the money management wastes on grievance settlements. But, management is also spending just as much or more on technologies to track your **every** movement. **They are testing all kinds of new programs in various areas of the country.**

One of the most stupid ones I have heard of is where they stagger start times in larger offices so that two Carriers can use the same case equipment. The first Carrier comes in and cases his/her route then pulls down and leaves. The second Carrier then comes in, takes off the case labels of the first route and replaces them with their route labels so that the second route can be cased up.

Management wastes so much money it's ridiculous! And to recoup some of this waste, they double up your loops so they can save a couple of minutes not having you go back to the LLV to get more mail. I have seen where management sends some Carriers auxiliary assistance on the street to avoid paying them time and half, while a day-off Carrier is getting double time for working more than 8 hours. And, it doesn't take long for the greenest, most clueless CCA to catch on to the stupidity of management.

The way management manages this company, if it was a privately held entity, it would have folded by now. When I started 30 years ago, there was talk of privatizing the Postal Service. Back then, I was concerned about it when deciding if I wanted to become a Letter Carrier. And there has been continual talk of privatization for the 30 years I have been here.

I have seen so many changes in the way that mail is sorted and delivered in the past thirty years, I can't even imagine what will take place in the next 30 years with the advances in technology! The printed world of newspapers and magazines is struggling. So much is tied to the internet and to the digital world that I must wonder how long before printed material disappears altogether.

Every utility bill, credit card statement I get contains language urging me to 'Go Green' and dispense with paper billing. **ALL OF THIS IS HURTING THE POSTAL SERVICE.**

And it goes way beyond the Postal Service to **all** brick and mortar stores. Montgomery Wards, Younkers, Sears, Payless Shoes, Gap, Penny's, Kohl's are all stores that have either closed or are struggling to stay open. And, its all due to internet shopping.

Internet giants like Amazon are slowly squeezing out the competition which will continue to do harm to our employer on top of the harm our employer is doing to itself.

So, really, I do hate to spread some gloom. But, if you think that Amazon is saving the Post Office and will stay with us, then **Happy April Fool's Day**.

I guess this article went in too many directions. But, oh well...

Article courtesy of the Cedar Rapids, Iowa NALC Branch 373 *Eastern Iowa Reporter* published in April 2019 and through Editor John J. Piffner's gracious assistance!

Editor-guy Note: This is a pretty well-written article. I first read Part 1 in November 2018. Somehow, I missed seeing Part 2 until I saw it reprinted in another NALC newsletter. Thank you, Branch 373 Editor John Pfiffner!! You done good!!!

The View from the Country Club

The Mailman

by Dave Mayou, NALC Branch 114
Mount Royal Shop Steward

I am a mailman — Ok, the correct term is “Letter Carrier”. But, most of the people on my route call me the mailman. I know some female Letter Carriers who get upset being called the “mailman”. Others could care less.

Mailman or Letter Carrier, we all know what we’re talking about. That’s one of the best things about being a mailman: everyone knows what we do. It’s not one of those jobs where, like Chandler on the show *Friends*, no one has even a minor understanding as to what you do. Mailmen don’t sit behind desks manipulating numbers. Mailmen deliver mail!

I (along with most of the people I work with) never planned to be a mailman. When I took the aptitude tests back in high school I don’t ever recall seeing “Postal Worker” as one of my career options.

I came to the post office as many have come before—by accident. I was working as a substitute teacher in the Twin Cities when I saw an ad in the paper that said something to the effect of: Good paying jobs in the USPS. Thousands needed in Duluth, MN. Apply today!

The jobs that the USPS was advertng were for something called a “Remote Encoding Center”, or REC for short. It was 1995 and the USPS was just moving into the phase of automated mail sortation with Optical Character Recognition (OCR) technology.

Basically, the job entailed sitting at a computer screen and typing in the address of a mail piece which was displayed on a computer terminal. Back in those days the technology couldn’t read many of the mail pieces that were sent. To put it even more basic: I was applying for a job where I was helping a computer that couldn’t read grandma’s shaky handwriting. I got the job.

There are a few mailmen who always wanted to be mailmen. They are a special breed. Many of them start with a newspaper route. Then they move up to pizza delivery. The coup de gras is to work for the USPS. That wasn’t me. I planned to work at the USPS until I got a gig as an elementary teacher. I’d spent all that money for a degree and I figured I had better at least use said degree!

So, that was 23 years ago that I took the job at the REC. I’m still here. And now I’m a mailman. Where did I go so wrong? Or did I go wrong?

I didn’t really know what a mailman did. The examples on television weren’t helpful: Cliff just hung out in the Cheer’s bar; Mr. Mcfeely just seemed to hang out in Mr. Roger’s house; Newman spent his time figuring out how not to work and how to get Jerry to do his work for him. TV makes it seem like being a mailman was a pretty easy gig.

It isn’t.

There are over 330,000 Letter Carriers. Every one of us has a different story and yet every one of us has a very similar story. We don’t have the glory of some of the other civil servants with ‘man’ at the end of their titles: policeman, fireman, garbageman. But we do provide a service. Sometimes it comes with heroics, but more often than not, it’s just a day where we deliver mail and parcels to homes and businesses across the country. We’re mailmen. People know what we do. Or do they?

Continued next month...

Originally published in the November 2018 Duluth, Minnesota
NALC Branch114 ZENITH BRANCH NEWS

That First Day!

Letter Carriers aren’t born, they’re made.

Okay! Truth be told, most Letter Carriers *are* born. (We all wonder about “that *one* guy” but that’s a story for another time...)

All jobs have a **First Day**. But, I doubt many compare to that of the first day of a City Letter Carrier.

City Letter Carriers aren’t just thrown onto a route without being trained first. (Okay before all you “long-timers” write me letters,

I *will* say that, in “the old days”, Carriers *WERE* thrown onto routes without any training. But that was then. This is “Now”.)

Carriers go through a lot of training before that **First Day** — orientation, driver training, classroom training and on-the-job training. That being said, there’s still that **First Day** that you’re on your own.

HERE’S HOW IT WENT FOR ME...

I arrived at the post office, put my stuff in my locker and looked for the supervisor. I said: “Hey Judas, (names changed to protect anonymity) what will I be doing today?”

Judas replied: “You’ll be on 12-55, you should know that since you trained on it.” (That’s the equivalent of, “You’ve changed your oil a few times so why don’t you just go ahead and reconstruct your engine.”)

I go over to punch in — which I do as the last person in line as I have to punch in numbers which I don’t really understand, yet. I go to grab my keys for my vehicle and I find an empty cubby.

So, I go back to Judas the supervisor and ask where my keys might be. He gives me a blank stare and turns to the other supervisor, Pandora, who says: “I think that the vehicle is in VMF but I’m not sure.”

I go to the VMF, get the keys and the vehicle. I check it over. It has no gas. It has no gas card.

I go back to the supervisor, who is now staring at a computer screen and using the words you often here after bad golf shots. He says: “No gas card eh? Well here’s my Z card.” I have no idea what a Z card is. He doesn’t explain it. He hands me the Z card and says: “Do you have a PIN?”

I have a PIN for my bank card. Is that what he’s talking about? I figure it must be something different and so I reply: “A PIN? For what?”

“For the gas card,” he says. (Ah, got it!) “No I don’t.” He gets me a PIN and sends me away.

I head to my case for the very first time. I noticed that the other Carriers in the zone are now finishing their casing and getting ready to pull down. I’m thinking this isn’t going to go well...

And it doesn’t.

It takes me two hours to case the route. I have more parcels than Santa. My DPS is easy to find though — as I am the last Carrier to leave the office.

On my way out of the door, Pandora says to me: “It’ll go great on the street. Call at 2:00 and let us know where you are.”

And off I go to the street.

It goes slow. I don’t seem to be near as fast as when I had the trainer with me. I do a swing and forget the flats. I do a swing and forget a parcel. I do a swing and it all goes great. But, it still takes me twice as long as it took during training...

About an hour in and I feel like I’m really starting to get a hang of carrying on my own. I’ve done six swings and it’s 1:30. I take my first break.

At 2:00, I make the call to the post office as Supervisor Pandora had instructed. No answer. I try again at 2:10. No answer. I tried again at 2:30. Line busy...

2:45: I get through. Supervisor Judas asks me where I am. I tell him. His response: “Let me go look at the case to see where you are.” There’s a momentary silence and I hear Judas, under his breath, say, “**Oh, sh**!**” “Keep plugging away,” he says. “We’ll send somebody out to help you.”

He hangs up and my first thought is, “Oh, great! I’m so slow I need help.”

I HAD NO IDEA THAT JUST ABOUT EVERY FIRST DAY CARRIER NEEDS HELP!

As most of us now know, there are days when we *all* need help. It happens. But, on *my First Day*, I had that overwhelming feeling that I may not be right for this job.

That was until “The Cavalry” came to my rescue! Two Carriers came out to me that **First Day** — one a fairly new Carrier called a TE (Transitional Employee) and the other a long-time City Carrier. They both bucked me up, said that I *was* doing a great job. They told me that all the dumb things I had done, they too had done, more times than they cared to admit.

They took some mail off me, and told me, “Be safe and hang in there because it gets better.”

And they were right, it got better.

Not every day is a peach. Nor is every day a dud. Most are just somewhere in-between.

At least I — *and each and every single one of us* — only has that **ONE First Day**. It does get better!

Part 2 reprint courtesy of the February 2019 *EASTERN IOWA REPORTER* published by Cedar Rapids, Iowa NALC Branch 373

Retiree Roundup? Yes.

But...Everyone Should Read This!

by John Bonanno,
NALC Branch 92 Retiree Representative

If you are nearing retirement, and by that I would say if you are within ten years, that is not too soon to prepare for that glorious day. There is a lot to consider and some planning will be required. Realistically, I understand that some people will not really deal with it until they are about one or two years away; but that could be too late. You cannot start planning early enough. When it comes to savings, you should start acting on retirement *as soon as you are hired* with such actions as maximizing the USPS contribution by putting at least 5% of your pay into your TSP account.

Why? A 5% contribution will max out the postal matching funds. The USPS will put 1% of your pay into TSP even if you contribute nothing. The USPS matches dollar for dollar to 3% and 50 cents on the dollar to 5%. If you fail to contribute at least 5% of your pay you are giving *free money* back to the man. When you save at 5% of your pay, USPS maxes out at 5% contribution of your pay going into *your* account. Don't leave money on the table. You will never get it back. Even better, try to make a contribution of at least 10% or more. That would mean 15% of your pay is going into a long term investment. Not only that, 10% of your pay will have deferred income tax. It can grow in the fund of your choice and you will not have to pay tax on it until you withdraw it after you retire when your income will be lower and you will be taxed at a lower rate. You will feel much better about your retirement when you can see how rapidly that money grows. After a while you will not miss that money and when you get to be an old timer like myself you will feel a lot more comfortable about the future when you see six or even seven figures in your TSP balance.

You can find a PDF summarizing how the Thrift Savings Plan (TSP) works here:

<https://www.tsp.gov/PDF/formspubs/tspbk08.pdf>

Article courtesy of the March 2019 Portland, Maine NALC Branch 92 *CARRIER'S CORNER*

News from NALCREST

It seems that only New England is really aware of what is available at NALCREST, and they dominate the number of people taking advantage of what the NALC has built for you here in central Florida.

President Fred Rolando gave a speech here about a month ago outlining how unique NALCREST is in America. And, I agree, "There is nothing else like it!"

I have been here a year now and it was the best move I ever made!! I wore a sweatshirt for 2 - 3 days this winter. I left the ice and snow and have never looked back!

My rent is \$403, and i can cover that with my small Social Security without even touching my CSRS or State of Oklahoma annuities or my Sooner-Save. (I retired from 39th St. in 2005 and then worked for the state as an auditor for another thirteen years.

by Tom Roberts,
NALC Branch 458 Retiree

(I need some more Sooner fans to move here...)

If you have any questions about NALCREST, contact me by email at oktroberts@yahoo.com.



Article courtesy of the April 2019
Oklahoma City, Oklahoma
NALC Branch 458 *SOONER SCRIPT*

You've Got To Be **KIDDING ME**

YOU'VE GOT TO BE KIDDING ME! I got a call from a pal of mine the other day. He said he needed help. He was out on his route with his supervisor. He told me that the supervisor would not let him pick up his customer's parcels. Evidently, this customer didn't send a message to the post office that he had parcels to be pick up. He had sent a text to my pal as he did every day. The supervisor told my pal that he was not to pick up the parcel from his customers unless he notifies the postal service in the correct manner.

I would have called the manager but he was on vacation. So I thought, "Okay I'll contact upper management" after all they have a stake in this company too. I got an email back stating that they were on it. Great no problem, right? Wrong. I got a call from the customer the next day. It's crazy that I would get a complaint from a customer. I have been getting a lot of complaints lately since management has been trying to take away people's door to door delivery. Believe it or not most people are not fond of the idea of giving up their door to door delivery. I even had **one customer who has his mail going to a CBU ask me how to get his mail to the door.**

My pal's customer was quite irate that no one picked up his parcels the day before. You've got to be kidding me, right? The supervisor wants the customer to send notification to the post office for a pickup. Okay, I know that program is a bit hit and miss, but it sorta works. I had customers on my route tell me that they had tried to use it and it just wouldn't work. This customers parcels should have been picked up. The customer explained to me that he spends about \$2000 a month with us in parcel business. The customer told me that his customers were waiting for his products and that they were going to be delayed a day because of the missed pickup. I apologized to the customer and gave him the postmaster's number. Hopefully, the postmaster won't let this type of error happen again.

Parcels are our new business now. We need to do it right. We need to put people before process. This customer trusts us with his business. Basically, he is trusting us with his and his family's livelihood. We must take that trust seriously. We failed this guy. Had I known that upper management was going to fail this customer, I would have

gone out, picked up his business and taken them to the post office myself. This sounds a lot like willful delay of mail to me. If my pal just didn't deliver a bunch of parcels what would have happened. So what's the difference here. I don't see it.

We all have customers like this. After years on the same route you do things for people that make their lives a little better and in many cases their businesses work better. I had a customer that ran a non-profit on my route. Every quarter she would mail out 3 million dollars in grant money. She didn't want to put that mailing in a regular collection box.

She wanted to put her most important mailing directly in my hands. She knew it would be safe. So she would call me (yes she had my cell phone number) when the mailing was ready and I would go back and pick it up. It wasn't just a small thing, but her peace of mind was important.

The post office spends millions of dollars advertising our parcel business. We can't waste those advertising dollars by pushing our good customers to UPS or FEDX. My pal's customer told me that the system they used has worked for thirteen years. So I say, "If it ain't broke don't fix it".

by Jim Baxter,
NALC Branch 82 V.P.

Had I known that upper management was going to fail this customer, I would have gone out, picked up his business and taken them to the post office myself...

I told my wife about this and she told me about how FEDX treated her company. The FEDX driver would deliver their stuff in the morning and then he would have them as the last stop too. He would pick up their out going stuff at the end of his day.

Gone are the days of delivering one first class bill and picking up one first class return payment. We didn't have any competition for that business, but we do for the parcel business. If we want our jobs and our good wages to continue, we need to take care of the new business we have with parcels. People can go to UPS and FEDX sure, but we need to show them that there is value in using our service. Please take the time to show them even when management fails.

My friend put people over process. If we continue to get caught up in process rather than people, we will be on the outside looking in.

Good Luck, Jim

Article courtesy of the April 2019 Portland, Oregon NALC Branch 82 B Mike

The death of anyone can be stressful. There are so many things that need to be addressed and so many different people who need to be informed. The following two pages offer guidance and also provide an opportunity for you to do some advance planning...



**National Association
of Letter Carriers**

When a
retired
letter
carrier
dies...

Step-by-step instructions for survivors to notify appropriate entities and apply for federal benefits such as survivor annuity, health and life insurance.

The NALC Retirement Department provides advice and assistance to retired and active members regarding retirement issues. This support does not end when an NALC member dies. Guidance to spouses and other survivors is also provided.

The steps to be taken when a retired Letter Carrier dies are as follows:

Notify the retired Letter Carrier's NALC branch.

If the retiree was a veteran, notify the Veterans' Administration at 800-827-1000.

Call the Social Security Administration at 800-772-1213.

Notify insurance companies (life, health, home, automobile, etc.).

If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.

If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan.

When a spouse is entitled to survivor benefits, he or she will continue to receive health insurance through the FEHB as long as he or she was covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self only and be switched to the surviving spouse's name.

If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

Save this page with your important papers...

Source: NALC Website <https://www.nalc.org/.../retirement/.../when-a-retired-letter-carrier-dies-2014.pdf>

Save this page with your important papers...

Notify the employee's immediate supervisor, postmaster and personnel section (if any):

Give the supervisor the Letter Carrier's locker keys and badge as well as information on time and place of memorial services.

Check with USPS Human Resources Shared Service Center at 877-477-3273 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. You should notify HRSSC by calling 877-477-3273.

Notify the Thrift Savings Plan for Death Benefits Claims (only):
Fax Number: (703) 592-0170 Mailing Address: TSP Death Benefits Processing Unit, Fairfax Post Office DEDIS, P.O. Box 4450, Fairfax, VA 22038-9998 or call the ThriftLine, Toll-Free 877-968-3778

Notify the Carrier's NALC branch.

If veteran, notify the Veterans' Administration local office or call toll-free 800-827-1000.

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 or toll-free 800-424-5184.

If the Carrier was enrolled in the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call toll-free 888-636-6252.

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 (they can suggest how many).

The days following the death of an active Letter Carrier can prove to be quite traumatic. Many forms and notices must be obtained from the Postal Service and completed at this extremely stressful time. The NALC stands ready to assist our members and their families during these difficult times.

Source: NALC Website https://www.nalc.org/workplace.../50499_NALC_Active_WEB-1.pdf

National Association
of Letter Carriers



When an
active
letter
carrier
dies...

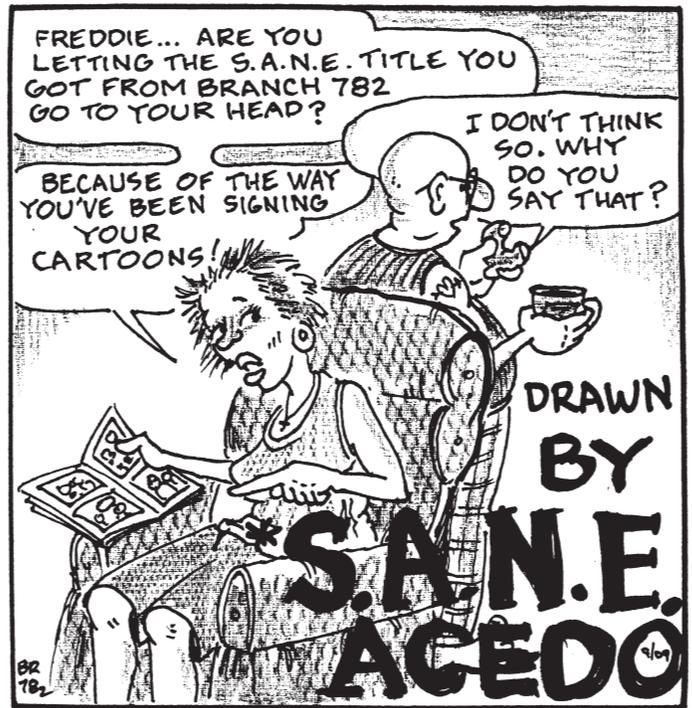
Step-by-step instructions for
survivors to notify appropriate
entities and apply for federal benefits



from the editor-guy

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

You may have questions about how this book can be used or whether or not it will be a good investment. You can call me at the phone number listed below. You can write to me, or you can e-mail me at BRZIII@AOLCOM. I would be glad to answer your questions or give you an idea of how this product can be a creative tool for your current or future NALC editor in presenting information to NALC members. (*Please follow this trail ****)



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

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

BASIL ZUNIGA

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

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

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

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

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

Please include \$7.90 for USPS Priority Mail postage.

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

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

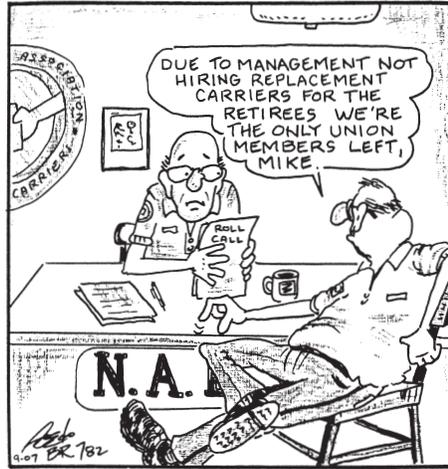
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...

OUT THERE



Originally published April 2009

OUT THERE



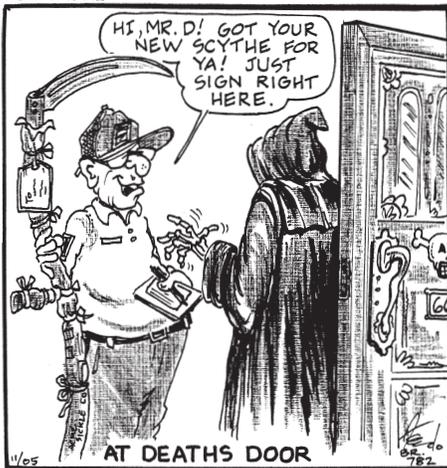
Originally published April 2009

OUT THERE



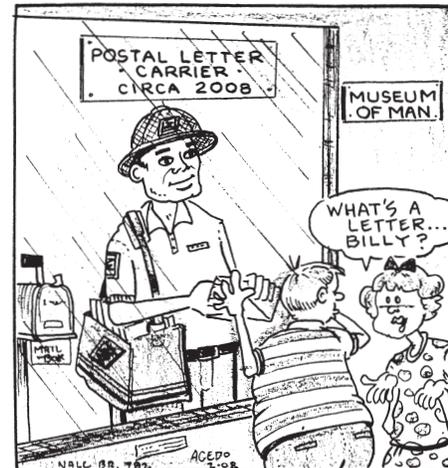
Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

from the editor-guy

Retiree Mike Newton donated a June 23, 1993 picture of Stockdale employees to the Branch. It is a picture which was not on our wall. I set up a meeting with Mike to meet with me to put names to the faces.

While sitting with Mike at my home, we were on the phone with another Stockdale retiree, Alex Dang. There were a few “gaps” as, collectively, we couldn’t remember the names of some. (We’re all old. And, believe me, I *do* understand how memory issues can get to be more and more of an issue. Before you start to chuckle, remember that it will probably happen to you in time, too.)

Where was I? Oh, I remember...

Published the picture as the centerfold in the March newsletter. Got a phone call from another Stockdale retiree who read the newsletter when it got to his mailbox.

Joe LaVoie informed me that he knew the names and he helped me update.

You probably don’t know that I was thinking this: ***“Wow! Somebody actually looks at the newsletter????!!!!!!?”***

1) I found it a extremely gratifying that Joe would take the time in his life to actually read this publication! 2) That he would even contact me to give me input to make the newsletter better was amazing!! Truly. It was.

My conversation with Joe led to the centerfold which is in this month’s pub and I hope that you appreciate it, too! (There is going to be “more to *that* story” in a future issue and I am looking forward to it.)

Last month, I made a **glaring mistake** in the newsletter. I should have caught it; but, I didn’t. I didn’t realize what I’d done until I got a letter from a retired Letter Carrier from Northern California.

He pointed out that I’d forgotten to update the “footer” in the newsletter. The March issue still indicates “FEBRUARY 2019” as when the newsletter was published. This is pretty stupid on my part. Geez! (I could lie and tell you that it was planned to see if anybody would notice. No. It wasn’t. It was just my screwup.)

The point is that no other person told me. And, the presumptive message to me is that no other person took the time to even review what was on the pages. Oh, well.

That said, I do want to share that I ***DO*** get correspondence from some folks once in a while! By extension, you are also recipients of messages I get as your Editor-guy.

Branch 782 Retiree Lois Miller (who now lives in Tennessee) shared the following insights with me that kinda sorta fit into the context of my thoughts this month.

I FIRST STARTED READING THIS E-MAIL AND I WAS READING FAST UNTIL I REACHED THE THIRD SENTENCE. I STOPPED AND STARTED OVER. READING SLOWER AND THINKING ABOUT EVERY WORD, I FOUND THIS EMAIL VERY THOUGHT-PROVOKING. (Makes you stop and think, too?)

READ SLOWLY. THEN? SLOWLY READ IT AGAIN...

“Here it is, the “Back Nine” of my life. And it catches me by surprise! How did I get here so fast? Where did the years go and where did my youth go?

I remember well seeing older people through the years and thinking that those older people were years away from me and that I was only on the first hole and the back nine was so far off that I could not fathom it or imagine fully what it would be like.

But, here **IT** is. My friends are retired and getting gray. They move slower and I see them older. Some are in better shape and some are in worse shape than me. And, I see the great change. They are those that I remember who were young and vibrant. But, like me, their age is beginning to show. And, **WE** are now those older folks that we used to see and never thought we’d become.

Each day now, I find that just taking a shower is a real target for the day! And taking a nap is not a treat anymore...it’s become mandatory. Because – if I don’t on my own free will – I may just fall asleep where I sit.

Now I enter into this new season of my life unprepared for all the aches and pains and the loss of strength and ability to go and do things that I wish I had done and never did. But, at least I know one thing: That though I’m on the back nine and I’m not sure how long it will last [2 or 3, or 15 or 20 years?], this I do know: When it’s over on this earth, it’s over. Does a new adventure begin? I really don’t know. Yes, I have regrets. There are things I wish I hadn’t done, things I should have done and there are many things I’m happy to have done. It’s all in a lifetime.

If you’re not on the back nine yet, let me remind you that it will be here faster than you think! So, whatever you would like to accomplish in your life, please do it quickly. Don’t put things off too long. Life goes by quickly. Do what you can today, as you can never be sure whether you’re on the back nine or not.

You have no promise that you will see all the seasons of your life so live for today and say all the things that you want your loved ones to remember and hope that they appreciate and love you for all the things that you have done for them in all the years past.

“Life” IS a gift. The way you live your life is your gift to those who come after. Make it a fantastic one. **LIVE IT WELL! ENJOY TODAY! DO SOMETHING FUN! BE HAPPY!** Remember “It is health that is real wealth and not those pieces of gold and silver. **LIVE HAPPY IN 2019.**”

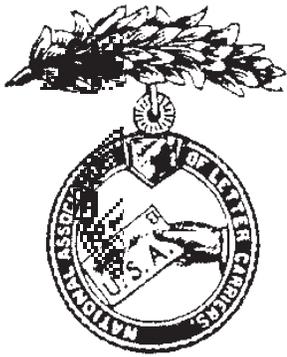
FINALLY, CONSIDER THIS:

- ~ Your kids are becoming you but your grandchildren are perfect so far.
- ~ Going out is good. Coming home is better.
- ~ You forget names; but, it’s OK because some people forgot they even knew you.
- ~ The things you used to care to do are not as interesting anymore.
- ~ You sleep better on a lounge chair with the TV ‘ON’ than in bed. It’s called “pre-sleep”.
- ~ You miss the days when everything worked with just an “ON” and “OFF” switch.
- ~ You tend to use more 4 letter words like “What?” and “When?”
- ~ Everybody whispers. You have come to expect that people will repeat what they said to you.
- ~ You have 3 sizes of clothes in your closet – two of which you will never wear again.

It’s Not What You Gather, But What You Scatter That Tells What Kind Of Life You Have Lived.

TODAY IS THE OLDEST YOU’VE EVER BEEN. TODAY IS THE YOUNGEST YOU CAN BE. SO? ENJOY THIS DAY WHILE IT LASTS.”

BASIL ZUNIGA



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

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

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

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

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

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

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| Delano (93215) | Blanca Ibarra | (661) 725-1526 |
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| | | |
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| CCA Representative | Gilroy Manglicmot | (661) 301-2156 |
| USPS Social Recreation Rep | Paul Greenfield | (661) 203-7802 |

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

Rick Plummer, Webmaster





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 Bakersfield, California 93301
 (661) 331-9171

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

General Meeting

Wednesday

April 24, 2019

7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

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

Last month, Tony Zaragoza could have won \$500!
YOU could win \$500 this month!!!

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

"OuT tHeRe"



LETTER CARRIERS'
FOOD DRIVE
 SAT., MAY 11, 2019

*Congratulations to the most recent
 Branch 782 Retirees!!!*

- Elsie Flores 3/29/2019**
- Steve Lubrecht 3/29/2019**
- Michele Seela 3/29/2019**