

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
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CHARTERED FEBRUARY 25, 1891

WEB VERSION @ WWW.782NALCCOM

MAY 2011

If you're "here", you've gotten to the latest web version of the *NALC BRANCH 782 E.A. BAKER UNION UPDATE*. Thank you for taking a look!

For context, our web version augments material published in our regular monthly newsletter. And, we build on that to let you explore some additional insights provided by other Letter Carriers around the country.

It is prohibitively expensive to publish our newsletter with so many pages. However, *there is just so much relevant information out there that is available in NALC newsletters from around all over this great country of ours!!* So, this format provides us a great opportunity for sharing.

So...what kinds of things can you find as you electronically "flip" through the pages???

Pages 6 and 7 have additional information about how to deal with people who feel that you are paid too much and you therefore "deserve" to have less pay, less benefits and less of a future than you do...

You think *YOU* have it bad????? Hmmm.... **CHECK OUT PAGES 18 AND PAGE 28!**

And...if you *REALLY* want to **PROTECT YOURSELF**, read the information on pages 30 and 31. It may seem boring. It may seem like something you don't really want to read. But... This information is something called a "flow chart". Although these are specifically directed at the flow charts in two cities in Michigan (one of which is a FSS impacted unit), you should make sure that you understand how you are *supposed* to do your jobs as Letter Carriers. This is *really* a crucial topic for all of us...

Electronically Yours,

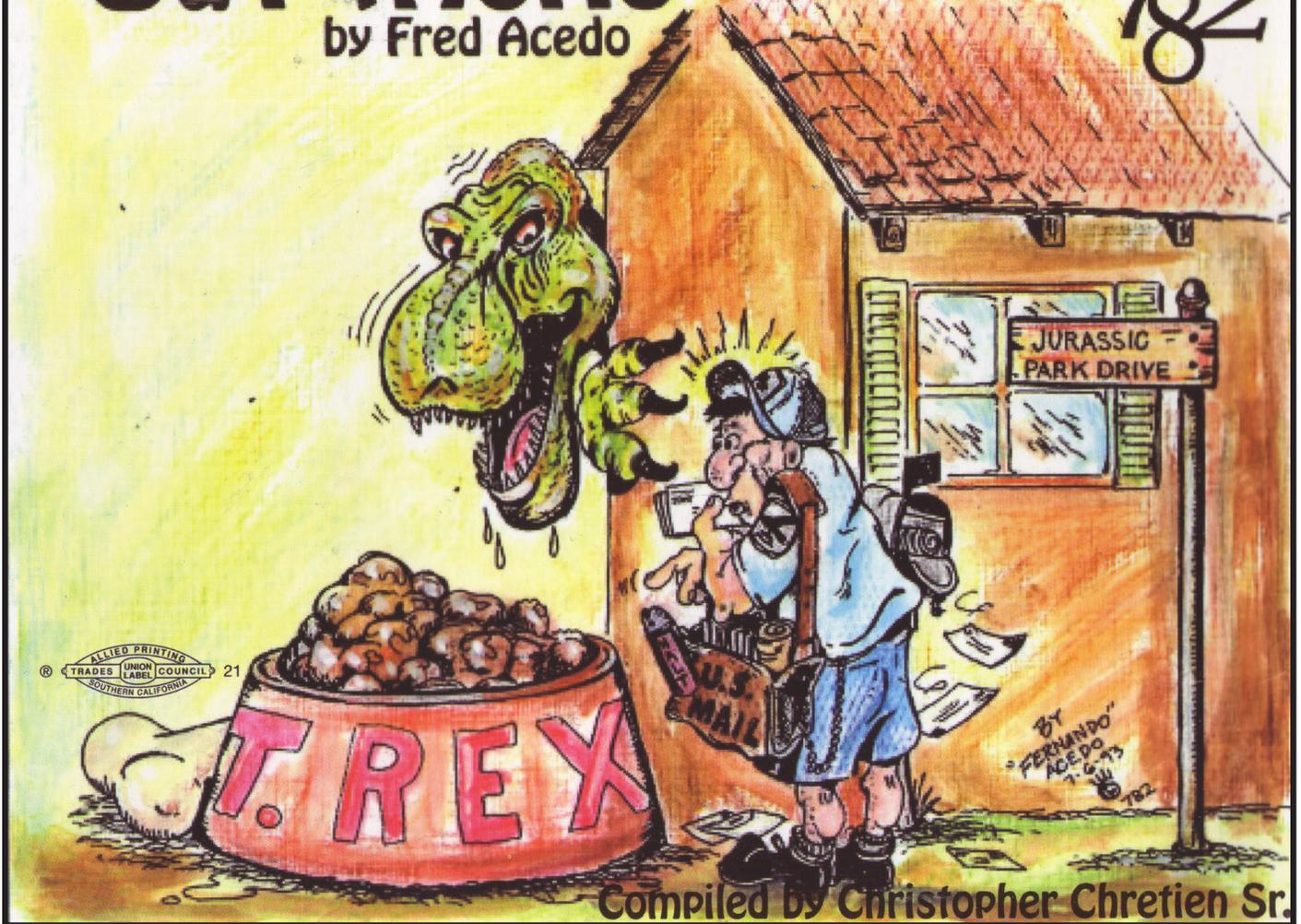
Basil Zuniga
Branch 782 Editor-guy

But First! An Adversisement for a great, great, GREAT book that you can buy...

"Out there"

by Fred Acedo

BRANCH
782



Compiled by Christopher Chretien Sr.

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

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

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

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

Contact Kim Gerdes at (661) 301-9676; or, try her at the following e-mail address: "kgerdes91@hotmail.com". Please help us out. We'd appreciate it!!



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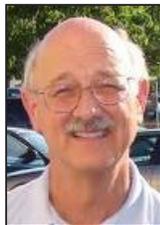


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MAY 2011

at the



Mike:

**Will you help to
support H.R. 1351?**

**The “United States
Postal Service’s
Pension Obligation
Recalculation and
Restoration**

**Act of 2011” is an
important piece of
legislation...**

Let me “set the stage” by presenting information published by the NALC Department of Legislative Affairs on April 7, 2011.

On April 5, 2011, Rep. Stephen Lynch (D-MA) introduced H.R. 1351, “The United States Postal Service’s Pension Obligation Recalculation and Restoration Act of 2011”.

Lynch—the ranking member of the House Subcommittee on the Federal Workforce, Postal Service, and the District of Columbia—was the first member of Congress to author legislation last Congress to address a *decades-old accounting error* that led the Office of Personnel Management (OPM) to overcharge the Postal Service by *billions of dollars* for payments into the Civil Service Retirement System (CSRS).

Lynch’s bill once again takes a big step toward making sure the Postal Service is treated in a fair and equitable manner, allowing it to overcome the very difficult financial challenges it currently faces. In addition to addressing the CSRS overcharge, H.R. 1351 also deals with the more recent finding regarding another overcharge to the USPS related to the Federal Employees Retirement System (FERS).

Even so, H.R. 1351 only addresses the CSRS and FERS overcharges and does not repeal the onerous, legally mandated, annual pre-funding payments into the Postal Service Retiree Health Benefit Fund (PSRH-BF).

H.R. 1351 takes the necessary first steps toward ensuring a financially sound future for the United States Postal Service. The bill was drafted with three major components, taking into consideration the recent Segal Company Report issued by the Postal Regulatory Commission:

Continued on next page...

1. It calls on the OPM to recalculate the USPS surplus in the Civil Service Retirement System within six months of enactment, using a methodology that fairly allocates the cost of pensions between the Post Office Department and the U.S. Postal Service as proposed by the Segal Report.

2. Then (once the accurate “postal surplus” is determined by the OPM) the agency would have 15 days to transfer the surplus to the PSRHBE.

3. Direct the OPM to permit the USPS to use most of its \$6.9 billion surplus in the FERS system to satisfy two obligations in FY 2011: a \$5.5 billion payment due to the PSRHBF, and a \$1.2 billion estimated payment to the Department of Labor for Federal Employees Compensation Act (workers comp.) expenses. Any remaining funds would be used to reduce the Postal Service’s normal cost percentage for FERS in future years.

H.R. 1351 does not address the legally mandated pre-funding payments into the PSRHBF beyond the FY2011 payment, which costs the USPS \$5.5 billion annually. Rather, it simply fixes the massive over-funding to the postal CSRS and FERS accounts. Additional legislation would be necessary to repeal the future scheduled pre-funding payments to the PSRHBE

Additionally, the date of the transfer for the overcharge is less important than the acknowledgment by Congress and the OPM that the USPS has sufficient assets to cover all its retirement obligations—for both pensions and health benefits.

Since the PSRHBF already has more than \$42 billion in it, and since the surplus transfer from the CSRS pension fund would likely leave the PSRHBF fully funded, passage of H.R. 1351 makes an irrefutable case for the repeal of the pre-funding payments called for by current law.

The Lynch bill would transfer surplus CSRS and FERS assets paid for by ratepayer and employee contributions—***not taxpayer funds***—to the Postal Service’s retirement health fund, and it would have

absolutely no effect on any current or future federal retiree’s annuity.

The NALC supports swift passage of H.R. 1351.

And now, let me share some more thoughts about the importance of becoming involved in all of our Branch activities...

It seems that every day there is a story in the media on how the Postal Service is losing billions of dollars and needs to change. It is remarkable how much misinformation is in the stories.

I am so proud that our national NALC President Fredric Rolando has been writing articles to set the record straight about the real reason the Postal Service is losing money. *It is because of the 5.5 billion dollar pre-funding requirement that Congress has mandated the Postal Service pay each year even though we have overpaid by 75 billion dollars.*

However, President Rolando cannot do it alone! It is more important now than ever before that all Letter Carriers and all Postal management stand together and write and lobby Congress to quit treating the Postal Service as a cash cow.

The budget passed by the House includes provisions to make all FERS and CSRS employees pay an additional 5 percent of their pay into the retirement (even though we are over funded right now). And we would receive no additional benefits.

This plan would take a significant bite out of federal and Postal employees’ paychecks. To put it simply: Some in Congress want to cut your pay and benefits.

It is time for all Letter Carriers—whether Democrat or Republican to fight back to protect our jobs and pay.

A lot of members in Congress want the public and you to believe that unions are the cause of all the monetary problems. This is absolutely not true.

The NALC has worked closely with the Postal Service the last few years to reduce routes and reduce expenses

even though there has been a record decline in mail volume. The Postal Service has done a remarkable job reducing expenses to match the decline in volume without laying off anyone. There is no other company that can even match what the Postal Service has accomplished.

However, having said that, I believe the Postal Service could still do a much better job of reducing costs by stopping the Flat Sorting Machine deployment across the nation. The U.S. Postal Service ended the second quarter of this fiscal year (Jan. 1 – March 31, 2011) with a net loss of \$2.2 billion. I wonder. How much of the loss was caused by the implementation of the Flat Sorting Machine and all the associated costs of route adjustments without the union involvement, the thousands of scheme changes, and the increase in overtime as a result?

All across the nation there are reports that Carriers are delivering mail after 8:00, 9:00 and sometimes after 10:00 P.M.

It is time upper management in the Postal Service realizes that they are destroying the mail service by their “looks good on paper” schemes and time. Stop the insanity. It is time to stop changing routes every six months; stop all the new programs that do nothing but make it more difficult for the Carriers and clerks to do their jobs; stop purchasing billion dollar machines that never work as planned; stop micro-managing; and, let Carriers get back to doing what we have always done best—delivering the mail and providing the service so the customers will *want* to use the Postal Service.

Don't just sit back and let your pay and benefits be taken away from you by the anti-union and anti-postal congressmen. Get involved and voice your concerns to your Congressman, Senators and President.

I want to take this opportunity to thank Teresa Garcia (our face of the Food Drive and Branch 782 Food Drive Coordinator), Shari Sharpe, Norma Hamer, Lynnel Howell and all the station and associate offices Food Drive Coordinators for the work they have done this year. Also, I want to thank Sabrina Bonilla for graciously volunteering to have the television news crew follow her on the route and interview her about the Food Drive. Not many people I know could handle a camera being pointed one foot from your face and still be able to work, smile and answer their questions.

Thanks also to Teresa Garcia and John Ortega who were at the Food bank at four in the morning to do the live remotes for the Food Drive.

Finally, I want to share a copy of a letter that was sent to Branch 782 Steward Jerry Patterson. The author of that letter was NALC President Fred Rolando. It should make all of you proud of Jerry. It should also make you proud that Letter Carriers all over the country—just like you—contribute so much to making our world a better place to live. The letter appears on electronic page 9.

Hope to see you at the meeting on May 24th.

MIKE TOWERY



PUBLIC vs. PRIVATE – THE DEBATE CONTINUES . . .

Editor's note: as several journalists throughout the country have written, despite the fact that USPS is technically “off-budget,” we are often lumped together with other public employees in the public’s mind. USPS attempts to retrieve its own money from over-funded accounts is quickly labeled a “taxpayer bailout” by attention-seeking politicians who are perfectly happy to target us along with other public workers. That being the case, postal employees should be prepared to defend our sisters and brothers who work for various government agencies. The following information, condensed from some recent issues of *Labor Notes*, will hopefully help us in that endeavor.

The Claim: Government employees are overpaid. **Fact:** The Economic Policy Institute measured state and local public workers against their private sector counterparts, and found that public workers earn about 11% less. Public workers generally had better benefits, but even when health care and pensions were included, public workers were still 4% behind. And claims that state and local government workers are overpaid often fail to account for education. 54% have at least a four-year college degree, compared to 35% in the private sector.

The Claim: The federal deficit is out of control. **Fact:** It is true that this year’s budget deficit (projected to be 10.3% of U.S. economic activity) is the highest since WWII. Whether it’s a serious problem depends on your time frame and how we address it. Short-term federal spending was the only thing that kept the economy from cratering in 2008, staving off a second Great Depression. With no private-sector investment in sight, public spending will be the only engine for job creation in the foreseeable future. No jobs would mean no recovery for tax collections and therefore a widening deficit. Yes, the deficit is a long-term problem if we do nothing, but we first need to look at spending and revenues. The bulk of federal spending is on the military (22%) and healthcare, including Medicare (21%). Many feel the obvious place to start trimming is today’s military budget which is now 2½ times what it was just a decade ago. And healthcare costs are also skyrocketing, mostly because they are driven by our “for-profit” healthcare culture. A single-payer system like “Medicare for all” is designed to correct that.

The Claim: Taxes are too high. **Fact:** It depends on whose taxes you are talking about. According to Citizens for Tax Justice, overall taxes in the U.S. are the 3rd lowest among industrialized countries (only Mexico and Turkey are lower.) At the end of WWII, corporations paid more than a third of all taxes collected by the federal government. Today they pay only about 10%. This burden has now shifted to individuals, and as taxes on the wealthy were cut over the last 30 years, the liability has been transferred to those who are not as wealthy.

The Claim: The private sector is more efficient than government. **Fact:** Advocates claim outsourcing will save money, but after more than two decades of experience, reality isn’t so clear-cut. Cost over-runs combined with cost of contract monitoring and administration often makes privatization more expensive than in-house services. According to a 2007 survey, more than one in five local governments had brought previously outsourced services back in-house. In most cases, insufficient cost savings were cited as the primary reason. And where contracting out does produce savings, they typically just come from lower wages and benefits for workers – not some inherent superiority of private business.

The Claim: Government waste, fraud, and abuse are rampant. **Fact:** Government-bashers love to talk about overpaid, do-nothing bureaucrats, but if you’re looking for misused tax dollars, your best bet is to scour the Chamber of Commerce’s membership list. According to the Project on Government Oversight’s database of federal contractor misconduct, the top five defense contractors alone have racked up 156 instances of misconduct just since 1995, totaling nearly \$3.6 billion in “waste, fraud, and abuse.”

Article courtesy of the South Bend, IN 330 *Digest* published by NALC Branch 1100 in their March 2011 issue.

Role models, not scapegoats



Everywhere you look, there is a sea of red ink. Budget deficits reign at the local, state and federal levels. On top of the \$1.2 trillion federal budget deficit, 46 of the nation's 50 state governments must eliminate a total deficit of at least \$130 billion this year. Massive unfunded liabilities for pensions for state and local government employees—perhaps exceeding \$900 billion—add to the sense of crisis. And no matter where you look, politicians and their allies in the media seek to find scapegoats for the fiscal mess. Unions, and in particular, public employee unions, are being invited to play the part. We must respectfully decline the role.

The governors of New York and New Jersey, a Democrat and a Republican, respectively, are leading the charge against public employees, vowing to slash their pay and pensions. And the nation's major media—from the editorial pages of the liberal *Washington Post* to those of the conservative *Wall Street Journal*—are eagerly playing along. Together they resort to misleading statistics and false claims about public sector compensation levels while conveniently forgetting recent history. As union members, we have an obligation to stick up for our fellow public employees when they are unfairly attacked—not only because it's the right thing to do, but also because if we let the politicians and pundits get away with these unsavory attacks, we surely will be next in line for this shabby treatment.

So let's set the record straight. We have just been through the worst recession in nearly 80 years. That recession was man-made on Wall Street by reckless bankers who created the biggest financial bubble in American history, aided and abetted by asleep-at-the-switch regulators who deemed it a good idea to let the financial services industry run wild. The resulting recession caused tax revenues to plummet—by 12 percent at the state level and by 20 percent at the national level—and the nation's budget deficits to soar. Yes, the temporary stimulus bill and spending on unemployment

and other automatic stabilizers like food stamps added to the deficits (while preventing a depression), but the main driver of our deficits has been the loss of tax revenue. Not public sector employment, which has actually declined during the recession, and certainly not spending on public employee pay and benefits.

Similarly, the huge public pension shortfalls are mainly due to the recession as well—along with the refusal of some governments to fund their pensions when times were good. The value of public pension fund assets, like those of private pension fund assets, plummeted as a result of the Great Recession. The pension shortfalls are not due to skyrocketing pension benefits for public employees. They are a direct result of the 2008-2009 economic meltdown.

What makes it all the more galling is that the political interests most responsible for the global economic crisis (Wall Street traders, deregulating politicians and the right-wing media that cheered them on) now suggest that public employees pay for the crisis, even after those politicians enacted yet another round of unaffordable tax cuts for the wealthiest in our society. These shameless interests seek to turn private-sector workers who don't have pensions or health care against teachers and other public employees who do, when the real reason so many private-sector workers lack pension and health protection is that the very same interests have ruthlessly campaigned to stop unions from organizing workers.

Public employees must not be the targets when it comes to solving our country's budget woes. This is especially true for postal employees at the federal level. We have massively over-funded both our pension plans (the postal portions of FERS and CSRS) and have more than enough assets to cover all our future retiree health costs as well—if Congress will give us access to our own funds. The Postal Service and its employees have been highly responsible on retirement finances. We are role models, not scapegoats. ☒

Johnny on the Spot



Branch 782 was well represented at the most recent California State Association of Letter Carriers Convention in San Diego. The convention was held from April 28, 2011 - April 30, 2011.

The Branch was able to send 17 delegates. Day 1 offered various training classes which included JARAP, NRP, Excessing, OWCP, Congressional District Liaison, MDA and Arbitration Advocacy. All of your delegates attended at least three classes during the day. Days 2 and 3 were the actual convention.

Our National NALC President Fred Rolando was in attendance—along with former Region 1 NBA and current National Director of Safety and Health, “Manny” Peralta.

President Rolando spoke to the convention about the many issues our Union is working on in our behalf at headquarters, including JARAP, NRP and the upcoming contract talks.

“Manny” presented a power point on the financial condition of the Postal Service and how critical the 2012 elections will be to our jobs as we now know them.

There also was a very special guest in attendance from NALC Branch 52: Former NALC President William “Bill” Young.

President Emeritus Young gave us an uplifting speech as only he can

and asked that we continue to give President Rolando all the support that we gave him during his term as President.

CSALC elections were also conducted during the convention. I would like to congratulate California State President John Beaumont, California District 4 State Officer Eric Ellis and the rest of the State officers on their re-election by acclamation. Our State Officers work tirelessly on our behalf and I would like to take this opportunity to thank them.

Eric Ellis is out of Branch 231 in Fresno. I also would like to thank Eric for giving our **Out There** book a plug. Eric is the lead person on our lobby trips and is always well prepared to represent our craft when we meet with our elected officials.

Speaking of elected officials...

On May 9th we were finally able to get a meeting with Congressman McCarthy’s aide here in Bakersfield, Mr. Ben McFarland. Unfortunately, due to a scheduling conflict I was unable to attend, but we were very well represented by Congressional District Liaison Diana Herrera and Branch 782 COLCPE Coordinator Pam Smith.

They spoke to Mr. McFarland about HR-1351. It is critical for the Postal Service to get back the funds it overpaid to remain solvent and dispell this “5 day” nonsense. I want to thank Diana and Pam for not taking no for an answer and for continually knocking on that door, making repeated phone calls and whatever else it took so the Letter Carriers of Branch 782 could be heard!!

May 12th we kicked off the 19th Annual NALC Food Drive at the Downtown Station.



Retired NALC President Bill Young doesn't leave any doubt about his message to those who would attack Letter Carriers Rights and Benefits...

Branch 782 Food Drive Coordinator Teresa Garcia, Postmaster Jim Brouillard, Shari Sharpe and myself attended. Later in the afternoon from 5pm til about 6:30 a group of close to 50 gathered in front of the Stockdale Station to do a march/rally in support of the Food Drive.

Shari Sharpe and Norma Hamer did an awesome job of making signs for us to hold, advertising the event. Many cars honked in support of what we were doing. We even did a few “waves” for some of the lucky motorists. I thank each and every person for their time and support.

I am writing this Article on the eve of the Food Drive and our goal is 100,000 pounds of food this year! Many thanks to each and every Letter Carrier out there for making this happen. Yes we work harder on Food Drive day, but it sure is rewarding to know we are helping others.

In Solidarity,

JOHN ORTEGA
Branch 782 Vice-President



National Association of Letter Carriers

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President

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Ernest S. Kirkland
Director, Retired Members

Board of Trustees:

Larry Brown Jr.
Chairman

Randall L. Keller
Michael J. Gill

May 4, 2011

Mr. Jerry Patterson
P.O. Box 456
Wasco, CA 93280-0456

Dear Brother Patterson:

I read with pleasure the cover story of Branch 782's monthly newsletter for April 2011. Your article regarding your super-human effort to raise funds through the "Relay for Life" walk left me speechless with pride for the kind of people I have the privilege of representing as President of the National Association of Letter Carriers. Your incredible commitment to helping others and your amazing stamina to keep walking for 10 hours are truly awe-inspiring. Thank you for helping your fellow Americans and thank you for setting such a good example for all us.

I travel all over the country and tell anyone who will listen that letter carriers are the greatest public servants on earth. We do much more than deliver mail to 150 million businesses and households six days a week. We serve the public in countless ways. Whether it is raising funds for our official charity MDA or working to fill food bank pantries across America in our annual Stamp Out Hunger food drive, our union and its members are dedicated to doing all we can to make America a better place. Your "Great Walk" in February is a perfect example of this.

I guess I should not be surprised by your service. As a shop steward, you serve your fellow letter carriers every day. It is an incredibly important job that is often thankless. I really appreciate what you do for the union and thank you for sharing your story with your branch and with your fellow letter carriers - like me. God Bless you for what you do.

In Solidarity,

Fredric V. Rolando
President

cc: Mike Towery, President, Branch 782

Affiliated with the AFL-CIO & Union
Network International



Minutes of the April 2011 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 26th day of April 2011 at the Branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Darryl Holderman. All members of the Executive Board were present. The Stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Lamont, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was Newsletter Editor Basil Zuniga, Webmaster Rick Plummer, Photographer Anita Holderman, OWCP Representative Rick Gerdes, Legislative Representative Diana Herrera, and Emma Gonzalez of the Social and Recreation Committee. The minutes of the March 22nd meeting were accepted as read. The communications were read.

APPLICATION FOR MEMBERSHIP: Applications were received from Soledad Arcila, Kelsie Goff, Eleutrio Zamora and Alfred Avila

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega reported that the picnic will be **OUT THERE**



time in October. Emma Gonzalez reported that there have not been any meetings of the Social and Recreation Committee. Retiree Ralphyie Ochoa sold raffle tickets for two baskets of homemade cookies. The proceeds will benefit Relay for Life. Norma Hamer shared the shadow box that she created to honor Clay Farr. President Mike Towery thanked Norma and Shari Sharpe for the \$586.00 raised. Molly Biggar reported that \$8,872.00 needs to be moved in the budget. Jerry Patterson made a motion to make the necessary changes to the budget. Seconded by Deven Patterson and passed.

UNFINISHED BUSINESS: Vice-President John Ortega reported that the Executive Board met to set regulations for mileage reimbursement. The change reads: "In accordance with Article VII, Section 2E, the following mileage regulation is established effective May 1, 2011. There will be no mileage reimbursement for Branch officers, Shop stewards or designated representatives for the use of their own automobile for travel to and from the Steward meetings and to and from the general meeting unless prior approval by the Branch President."

GOOD OF THE ASSOCIATION: Teresa Garcia, Food Drive Coordinator, reported that she is working with Channel 17 to get a Carrier's perspective of the Food Drive. There will be a march to "Stomp out Hunger" at the corner of Stockdale and California on May 12th from 5:00 – 6:30. Carriers who wish to participate should show up in their uniforms or Food Drive T-Shirts. T-shirts from last year are available after the meeting, see Mabel Bullis to purchase one. Food Drive shirts can be worn beginning May 2nd.

The Food Drive kick-off will be Thursday, May 12th, at 10:00 a.m. on the steps of the Downtown Station. Carriers are welcome to attend. Wear your uniform! Mike Towery thanked Teresa Garcia for taking on the Food Drive project and Shari Sharpe for helping. Mabel Bullis reported that one book was sold last month; the total of remaining books is 1562. Mabel will be in charge of the book sales at the convention. Mike Towery reported that the NALC was notified that the USPS will be reviewing data collection. Four hundred routes will be reviewed. Selected routes will be filmed and mail counted. The data collected will be used for the upcoming contract negotiations. Mike told the delegates that they will be expected to attend the convention and classes. Any delegate who does not attend or leaves early will be expected to return their per diem. Vice-President John Ortega will be in charge at the convention.

IMPROVEMENT OF THE ASSOCIATION: Diana Herrera talked about HR-1351. All members should contact Congressman Kevin McCarthy and ask him to co-sponsor the bill.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$12,202.44 was collected for the month.

TREASURER'S REPORT: Molly Biggar reported that

Beginning Balance	\$78,520.28
Dues and Income	\$11,484.64
Interest Income	\$ 9.73
Total Balance	\$90,014.65
Total Expenses	\$12,107.28
Ending Balance	\$77,907.37

The MDA 50/50 Drawing was won by Mike Meza. The General Meeting Drawing for \$150.00 would have been won by Robert Cruz if he had been present.

There were 39 members present.

The meeting adjourned at 7:45 p.m.

Respectfully submitted,

KIM GERDES
Branch 782 Recording Secretary

Basil Zuniga thanked Webmaster, Rick Plummer for working his "mojo" on the computer. He asked that articles be sent in the body of an e-mail, not as an attachment.

NON-MEMBER LIST MARCH 2011

DOWNTOWN STATION

D. Pearce
J. Cruz

SOUTH STATION

100% Union!!!

EAST BAKERSFIELD

100% Union!!!

HILLCREST

100% Union!!!

BRUNDAGE

D. Kinglee

DOLE COURT

S. Hancock

STOCKDALE

A. White
J. Oh
G. S. Saran
P.M. Russel

CAMINO MEDIA

100% Union!!!

ARVIN

C. J. Brown

AVENAL

100% Union!!!

BORON

100% Union!!!

CALIFORNIA CITY

100% Union!!!

DELANO

C.V. Quebral
L.A. Campos

EDWARDS

100% Union!!!

LAMONT

100% Union!!!

McFARLAND

100% Union!!!

MOJAVE

100% Union!!!

RIDGECREST

S. R. Pierce
H.G. Blanco
L.M. Montano

SHAFTER

I. M. New
M. D. Voights

TAFT

B. W. Krier
K.J. Hughes

TEHACHAPI

100% Union!!!

TRONA

100% Union!!!

WASCO

100% Union!!!



Basil: We have 394 total Carriers in the complement assigned to all of the cities represented by our Branch—and, of those, *only 18 are non-members*—that means that we are 95% organized!

KIM GERDES, Branch 782 Recording Secretary

Membership Meeting Drawing

\$200.00!!!*

**Fine Print: As a Branch 782 member, YOU have a chance to win \$200 this month!! But, you HAVE to be present at the meeting when names are drawn...*

It Was a Great Food Drive!

Today our Carriers not only proved they can deliver with love, They made sure to help "Stamp Out Hunger". Taft City Carriers collected an *amazing* four truckloads full of food for the local food bank, "Labors of the Harvest".

The Volunteers from the food bank were very excited to receive so much food! One Gentleman said he was afraid we would not have such a good turn out considering the tough times we're facing, But it just goes to show Taft is all Heart!!! Way to go 93268! We did it!!

Viviana M. Ramirez,
A/Supervisor, Customer Services

LETTER CARRIERS'

**FOOD
DRIVE**

SATURDAY,
MAY 14, 2011

JOIN US
IN HELPING
TO STAMP OUT
HUNGER!



Thank You, Taft Carriers!



Basil: Mike Long (the person in charge of Labors of the Harvest) said a total of about 5 to 6,000 lbs. of food was donated. His assistant was so cute. She said, "We are plum full!"

VIVIANA M. RAMIREZ



Thank You, Shafter Carriers!

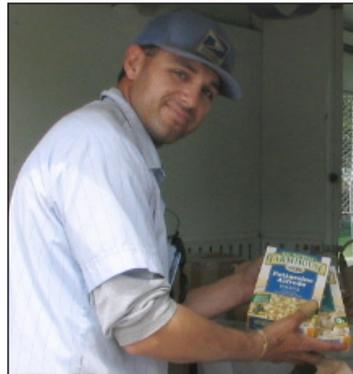


Thank you to the Shafter community for your donation of 870 lbs of food!!!

Our local food bank is actually a church out on Orange Ave, called Christian Fellowship, better known as Companerismo Cristiano. Pastor Roy says that there are—on average— six families that he helps out every month. They also give out more than just food; they give clothes, appliances, and furniture if the need arises and they have it available. They are affiliated with the Mennonite Brethren Church.

Thank you to the Carriers for all of your help!

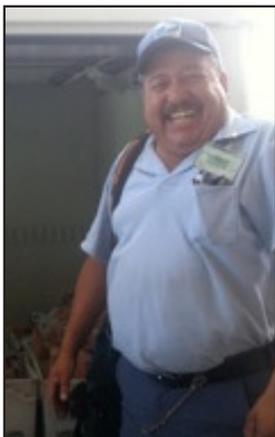
NORMA HAMER
Shafter Shop Steward



Hi Basil, I sent you some pics. Hope that you can do something with these crazy Ridgecrest Carriers! They did a great job as they always do. We always start out slow and ended big!

Thank You, Ridgecrest Carriers!

We were much like the rest of the nation maybe a little lighter than last year but we were very close. Last year we collected about 6150 and this year we collected about 5500 pounds. All in all, it was a good year. It is a lot of work and a bit of a pain in the butt but it is so worth it!!!



One of our food banks that we donate to shared with me that they have been



running low for two weeks...just waiting for our Food Drive.

WE
PACKED
THEIR
ROOM!

*Continued
on next
page...*



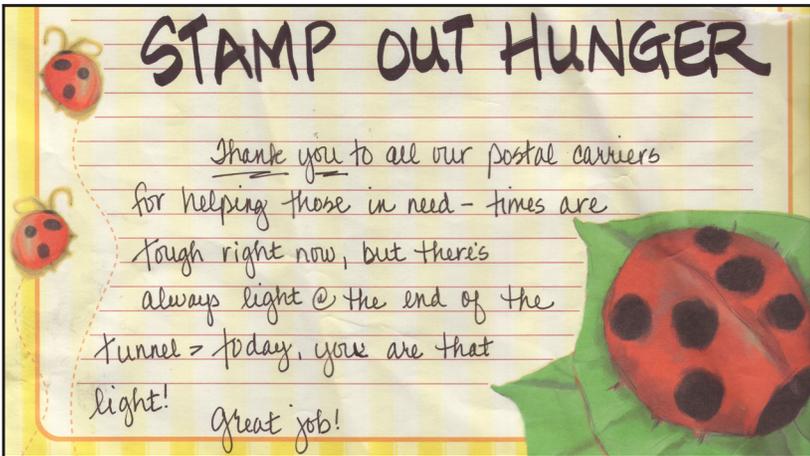
They will have food for a while now.

And, as I close, I want to tell you that I am **REALLY PROUD** of the Ridgecrest Carriers they *always* come together in one way or another and kick Food Drive butt!

We have the best Carriers here!

LYNNEL HOWELL
Ridgecrest Shop Steward

Thank You, Bakersfield!



The Elder family left a note on a food package on Anita Holderman's Route for us...



It Was a Great Food Drive!





A big Thank You to all the Carriers and Clerks that participated in the "2011 Stamp out Hunger" campaign!

It was a great experience for me—a true blessing to see how much everyone gives of themselves during our time to shine for the community.

Thanks again!

MAGGIE PIMIENTA-LONG

It Was a Great Food Drive!

OUTSTANDING BRUNDAGE!

I don't know what the total numbers were raised for Kern County, but I do know that Brundage Station did another outstanding job this year. Four years in a row Brundage Station has continued to amaze me!



\$20 for a ticket. We ended up raising \$160 total for both drawings. Inderdeep Gill one the girls raffle and Rosie Padilla won the "usable" raffle. Rosie had another idea for raffling \$25 gift cards at \$5 a ticket. I went and got various gift cards and made \$325. Judy Roberson announced that she will donate \$100 and challenged our carriers to match her. Several carriers ended up matching her. The kicker of all was the Bake Sale! Joe Dangler and Rosie Padilla went all out. Joe is infamous at Brundage for his baked goods. I will NEVER win the Biggest Loser with Joe around. He made Raspberry Brownies, Brunch Berry Pizza, a Blueberry French Toast thing a ma-giger that was to die for - DELICIOUS! Rosie made her awesome Broccoli casserole, Zucchini bread, Quiches and Enchiladas and David Kinglee brought home baked cookies. The auction and bake sale was on! Before anyone can go further, Juanita Sullivan bought Joe's brownies for \$20. On the day of the food drive, we raised \$189 just from that one day bake sale.

The GRAND TOTAL of monetary donations that was raised at Brundage was \$2,746.



Let's re-cap to 2008: Emma Gonzales gave the idea to try and have Management give a little in return for when our station contributes "x" dollar amount. We reached that "x" dollar amount of \$2100. Simply crazy! Mike Bettes and Crystal Southwood graciously agreed to DELIVER MAIL for the day on a route that was drawn out of a bucket. We all had a hoot.



In 2009: To continue with a win/win scenario, I believe, Rosie Padilla came up with the notion of a CAR WASH this time. Again, Management graciously agreed if we raised \$1000. We ended up reaching "x" dollar amount of \$2400. Mike Bettes, Crystal Southwood, and Carrie Kendrick washed a total of 15 cars (5 each) while we were enjoying hot dogs and hamburgers as we sat watching them work hard in the sun. They did an outstanding job!



In 2010: This year, our new station Manager, Robert Nichols, wanted to continue our "win/win scenario"

but knew that we had raised over \$2000 the past 2 years so he wanted no less than \$2000. I told him that we had an anonymous donator in the past and not sure if we would again. I knew for sure we wouldn't raise nearly that much in less than 2 weeks, then Karen Mills came up with the idea of raffles. So, that gave me an idea and went shopping. I came back with a girls theme containing 19 pieces of "girly" stuff, ie: nail polish, cosmetic bags, nail clippers, etc. and a boys theme containing 5 items of "usable" stuff, ie: water container, duffle bag, swivel flash light, 7 in 1 tool, and a Stanley mug. The raffle started at



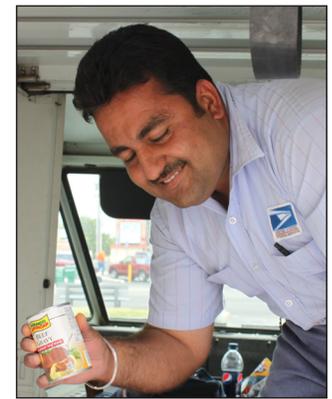
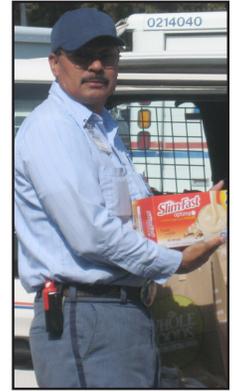
Now 2011: We told ourselves that we were going to start earlier this year to raise money but we procrastinated. It was looking a little sketchy when we started only 2 weeks before the Food Drive. We didn't do the cooking sales everyday like we did but..... WE overcame! Joe Dangler brought in his delicious baking and the Rural Routes sold cupcakes. We had our Raffles. Our event that turned out the biggest fun this year was our AUCTION! John Ortega was the auctioneer and we all had a blast. Judy Roberson was pure entertainment, which by the way, I have it on video. We auctioned off the baked goods and 2 people, Dhaliwant Dhaliwal and John Ortega, who won the raffles donated back their prize for the auction and raised another \$100. John who originally won the prize ended up donating his \$50 to win the prize. What a sport!!! We all laughed and came together at the end reaching an amount of over \$2200.

With that said, our Management team (Kris Zaragoza, Crystal Southwood, Dawn Rimmer) will be doing their part and giving a BBQ for the outstanding job we did...car wash, delivering mail.....that's still on the table. :)

I'm involved in activities such as being a Steward, a Food Drive Coordinator, and the Biggest Loser organizer. I do all the things that I do because, not only is Brundage my second family, the Post Office is my second family.

Bring on next year!
MABEL BULLIS





I want to say thanks to the Rural Carriers who helped (the 3 ladies in red t-shirts); Mike Towery (who worked his butt off); Adam, our custodian, Teresa and her family; and, Barbara Wiles and Hermie. If it wasn't for them, Teresa and I would have been there all night! We were filling our tubs faster than they could bring us new ones. I think we filled 23 or 24 tubs. and some orange bins. It was great but we were all exhausted.

SHARI SHARPE
Dole Court Shop Steward



It Was a Great Food Drive!

The Bluebonnet Plague

A few days ago I wandered reluctantly into work at Bluebonnet station. I went to the locker room to stow my coat and get ready to clock on. There were a handful of other carriers milling about. From the silence one guy said, "Man, do y'all get a sick stomach right before ya come in here everyday"? To a man, everyone in the room started telling their own tale of feeling sick to their stomach, just like they did going to first grade. Everyone kind of laughed and expressed how they had thought it was just them feeling that way. Everyone somehow seemed relieved in an odd way.

I'm a 26 year veteran carrier. I've never been in any trouble. I'd never had a letter of warning until recently. Yet now somehow, I and most of my brothers and sisters at Bluebonnet are extremely inadequate at our jobs. Weird, huh? This all seemed to start when the station came down with a bad case of the Bluebonnet Plague. Patient zero was a new station manager with a long and storied postal history of abuse. He has been picketed, written up in articles, and hemorrhaged grievance pay like few others. Yet, here he was in all his condescending and rude glory: Station Manager of the biggest station in town.

His tactics are base and cruel. He struts the floor daily, browbeating carriers at his whim, deserved or not. Which, I have to ask; in the year 2011 given the history of the Post Office is that an accepted style of leadership? I guess it is here in Austin. I have never written an article for the newsletter. I have always just wanted to do my job in a professional manner and go home. I bet that sounds like most of you. Those days are gone for now.

Almost daily, like some sort of medieval lord, this guy chooses a time when the floor is full of workers casing mail. He then seats himself at his throne, er, I mean desk, in the middle of the floor. He pecks away manically on the magic computer for a while. Then it begins. In the most cloyingly condescending voice he can

muster he starts the "walk of shame". He calls out needlessly over the PA so that the entire station can hear; "carrier John Doe to the desk". The carrier called then lowers his head and slowly walks toward the lord and master. All the while the rest of the carriers turn and watch the poor soul complete their walk of humiliation. The Lord asks again in a totally accusatory and condescending tone, "why did you go over yesterday?" Most of the time the carrier is cut off halfway through their answer and told to go back to their case. It's really quite astonishing to behold.

In the few months this guy has levied his reign of terror over the good people of Bluebonnet nearly every carrier and clerk has at one time or another cried, screamed, or been walked to the office, and even off the floor. I've seen people melt down that I had hardly ever heard talk before. He seems to get some type of perverted pleasure out of goading people into fights. I have seen him on more than one occasion stop in his personal car, roll down the window and berate carriers for being late as he was leaving work for the evening. One last shot to get him through the night.

Now, with these absurd "Minor Route Adjustments" in full swing, the opportunity for abuse is unlimited. "Minor Route Adjustments"? Really?! The carrier next to me lost 100% of his route. A 28-year carrier! I lost over half of mine. I think that's close to the norm. And for what? Some mystical computer rearranged the proverbial deck chairs on the Postal Ship Titanic. All we got was poorer service, and more overtime, and angry customers. The phone by the supervisor's desk rings nonstop all morning with angry customers waiting for answers. Mind you, this is the same mystical computer that daily spits out bizarre sets of numbers that show how much time our routes should take us, and how much "undertime" we have. Huh? Of course these numbers are handled with a furrowed brow reverence that is normally reserved for gospel. We are told with a straight face that after finishing our route the numbers say we will have another 45 minutes or whatever to do. Oh, yes, in eight hours. Nine times out of ten it's laughable. In one sentence they preach how important safety is. Then they threaten to

ride along if you don't agree to the mythical undertime. And yes, I am quite certain I will be targeted in the near future after the Lord gets wind of my ranting. Hey, at this point I figure what more can they do. I welcome the ride along that has been threatened and not done so many times. So, I will continue to do my route as I have all these years. Professionally and safely.

It's really very sad at the end of the day, as I see all these long time carriers that have given their blood seat and tears to serving the customers on their routes, being treated so rudely. For the first time in my 26 years we were not allowed to take a little time to have a Thanksgiving dinner. I know that's not why we are all there. It's just sad though. And it's been made clear to all of us that the Post Office is losing money big time. It is usually intimated that it is mainly the carriers' fault. We need to be more efficient. I guess with that in mind the lord has came up with a few new ideas. One is the rearranging of the cases once again. We all know that pretty much every new station manager has to rearrange the furniture. They have to show the world that

this is indeed now their lair. So, the lord got an engineer involved, and after lord only knows, no pun intended, how many thousands of dollars were spent, viola', a new furniture arrangement! Funny thing is the cases have cycled around the room three hundred and sixty degrees back to almost exactly the way they were when I first set foot in Bluebonnet in 1998. That there is funny, I don't care who ya are. Oh, and the crown jewel, again with the whole no-pun thing, the Lord has now decided that the two floor supervisors were not capable of running their half of the station. No, he now deems each row must have its own supervisor. That makes four for those of you in the computer room. So I figure everything should be A, OK now. Right?

So, I say to my downtrodden and mentally and physically beaten-down brothers and sisters at Bluebonnet, hang in there. Remember Johnny C.! This too shall pass.

Mark Yates

Article courtesy of the *Capital City Carrier* published by NALC Branch 181 in Austin, TX in their March 2011 issue.

What to do in case of active carrier's death

1. Notify employee's immediate supervisor.
2. Notify postmaster.
3. Notify personnel section (if any).
4. Contact the following for accounts or benefits:
 - a. The local NALC union office;
 - b. If veteran, the veterans' Administration local office;
 - c. Local bank or postal credit union;
 - d. Social Security Administration local office;
 - e. Insurance companies for policies on life (if NALC Mutual Benefit Association, write 100 Indiana Ave., N.W., Room 510, Washington, DC 20001-2144 or call 202-638-4318; if Federal Employees Group Life Insurance, contact local personnel office); hospitalization (if NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 22093 or call 703-729-4677); house; and automobile;
 - f. Internal Revenue Service local office;
 - g. U.S. Office of Personnel Management (OPM), Employee Service and Records Center, Boyers, PA 16017 or the NALC retirement office, 100 Indiana Ave., N.W., Washington, DC 20001-2144. You can phone the NALC retirement office toll-free at 800-424-5186 on Monday, Wednesday, or Thursday, 10 a.m.-12 noon and 2-4 p.m. (Eastern time).
5. Change name on all important papers to survivor's name.
6. Notify station superintendent (or supervisor) or postmaster of the time and place of memorial services.
7. Have mortuary officials obtain enough certified death certificates for your needs. They can advise how many.
8. Give immediate supervisor locker keys and badge.
9. Fill out these forms (available in some post offices from personnel section or postmaster): SF 2800—application for death benefit; SF 1153—claim of designated beneficiary for unpaid compensation; SF 1155—claim for unpaid compensation, no designated beneficiary; FE 6—claim for benefits, Federal Employees Group Life Insurance.
10. Check with USFS personnel section or postmaster for annuity for yourself and any minor children.
11. If previous marriage, have divorce papers. If present marriage, have marriage license.
12. Contact the station's personnel office about your potential eligibility for Annuity Protection Plan payments.

Convention Delegate Reports



These Branch 782 delegates to the 2011 CSALC Convention (l-r) Danny Blair, Mabel Bullis, Basil Zuniga, Darryl Holderman, Judy Kyoshi, Deven Patterson, Diana Herrera, Pam Smith, Shari Sharp, Norma Hamer, Randy Courson, Rick Gerdes, John Ortega, Frank Martinez, and Anita Holderman were joined for this group picture by NALC Director of Safety and Health Manny Peralta. Not pictured: Mike Meza who was in a meeting.

DIANA'S UPDATE

I, and 15 other delegates, attended the fifty-third CSALC State Convention in San Diego on April 28th -30th. Classes attended by all delegates were held all day on Thursday. The Convention began at 8:30 on Friday and carried over to Saturday. Approximately 900 delegates from across the state were in attendance. There were even guests from Nevada and Hawaii. Some of the key courses that were given were Excessing, JARAP, MDA, NRP, COLCPE and Legislative classes. They were well instructed and were the ones I attended.

Excessing classes seem to be one of the most attended because of the FSS being implemented down south and other areas of the State. Legislative classes were also popular because of the financial crisis of the Postal Service today.



So with that in mind it is now ever so important to call or write your Congressman on H.R. 1351— Recalculating the Postal Service Pension Obligation and Restoration act of 2011. Ask your member of Congress to step on board and co-sponsor this Bill and let them know that Office of Personnel (OPM) has overcharged the Postal Service by billions of dollars for payments into the

Civil Service Retirement System (CSRS).

Congressman Stephen Lynch introduced this bill to stop this mistreatment and unfairness to the Postal Service and address the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS) being overfunded.

Once OPM is directed to acknowledge there is a postal surplus, funds can be transferred to the Postal Service Retiree Health Benefit Fund (PSRHBF).

It needs to be stressed that these funds are **NOT** taxpayer funds.

So, in closing, please do your part to educate those in Congress. It seems unfair for the Postal Service to continue paying into a system that is funded for the next 75 years.

In Solidarity,

DIANA HERRERA
NALC Branch 782 Congressional District Liaison



Branch 782 Delegates Danny Blair and Diana Herrera share a fun moment on the convention floor.

Pam Says...

Hello to everyone. Your delegates are back from the State Convention, where we had a day of training classes that included all the things we are now facing. Classes were offered on JARAP (Joint Route Adjustment Process), Excessing, NRP (National Reassessment Program), OWCP, and some Legislative classes.

The biggest thing I came away with was how important these 2012 elections are going to be to us. We are going to have to do a lot of work to get the people we need elected to office.

I would like to impress on you that Congress effects everything the Post Office does, and if we don't have the friends we need our jobs are in jeopardy. When we have an unfriendly Congress, 5-day delivery could be a possibility. This is something the post office is still pushing for. If that were to happen, and 5-day didn't save them the money they think it will, there would be nothing to stop them going to 4-day delivery. We would then not have a full-time work force and therefore not have guaranteed hours.

We will probably be calling for volunteers to work on campaigns, which would probably be either making calls or knocking on doors for candidates.

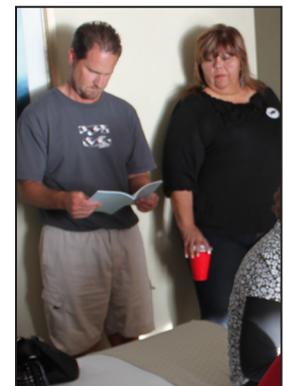
I am sure your job is important to you, and called upon I urge you to step up and say "YES". There will be quite a few key races. Also, I urge you to contribute to COLCPE. It is vital that we have these funds to get these friends elected. Please consider giving \$5 a paycheck. The easiest way is to use an allotment, and it will come right out of your paycheck. You can sign up by going to the NALC web site, click on the Gimme 5 campaign and follow the instructions, or you can ask your Steward. They are knowledgeable, and can get any information to me. If you have any questions—or if I can be assistance—please feel free to call me @ 661-979-5854!

PAM SMITH
NALC Branch 782 COLCPE Coordinator



Pam Smith, Branch 782 Vice-President John Ortega and Manny Peralta pause for a quick picture.

We Reviewed Proposed Amendments and Changes



It was a lot of work!

This year's California State Association of Letter Carriers convention was held in San Diego where about 900 delegates descended on the sunny beach town from Thursday April 28 thru Saturday April 30th.

Branch 782 sent seventeen members with South Station leading the way (as usual). South sent six members. Of those seventeen, many were "first timers". That is always great to see. New people represent the future of our union.

Our day started early Thursday morning with a 5:30 wake up call. Then we were off to the many classes that were offered. This time around the classes ranged from Excessing, OWCP, CDL, NRP, Food Drive/MDA, and the all important JARAP II. With this many delegates, all the classes were well attended and much information was received.

At the end of the day, all the Branch 782 delegates gathered together to go over the next days resolutions and by-laws. Seventeen people jammed into one room...it was quite a sight! Our day then ended about 7:00 pm. As you can see, these are not easy "do nothing" days. We put in a lot of hours for the union; and, all the delegates use there own annual leave to attend these conventions.

The next two days were all general session time where all 900 delegates come together and the business of the state union is conducted. This year, we were honored with four national officers in attendance. NALC President Fred Rolando; "Manny" Peralta (who is Director of Health and Safety), former NALC President Bill Young; and, our former National Business Agent and then Director of City Delivery Dale Hart.



NALC President Fred Rolando and "Manny" Peralta enjoying the CSALC convention.

President Young and "Manny" Peralta all honored us by addressing the convention with speeches and power point presentations. We should all be honored to have a national president as informed and humorous as President Rolando. He will do a great job at our contract negotiations this fall.



We were also honored with many Congressional representatives who all gave their versions of motivational speeches in support of our union Brothers and Sisters.



Congresswoman Maxine Waters

All the current CSALC Officers were nominated, ran unopposed, and won by acclamation. NALC President Rolando then installed all the CSALC officers to another term. Our Saturday session ended around 3:00 pm and we all started home with that beautiful San Diego drive. I would like to thank Branch 782 for sending me as one of your delegates. It was time well spent to learn the things

everybody needs to know to help keep this union strong and the USPS alive and running for years to come.

DARRYL HOLDERMAN



CSALC Officers seem to be enjoying taking their oaths of office as administered by NALC President Fred Rolando.

At the Convention, we attended a lot of classes, and we learned a lot about Unionism, too!



Branch 782 Delegate Judy Kyoshi shows off something learned...



Branch 782 delegates Deven Patterson, Judy Kyoshi, and Randy Courson didn't know they were sitting next to former Branch 193 President Danny Laffin.



Rick Gerdes enjoys a funny comment during the OWCP training class at the State Convention.

OWCP Info

Injured at Work???

What should I do? Contact your supervisor IMMEDIATELY!!! Protect yourself from discipline by reporting the injury when it happens, not at the end of your shift or the next day. Management should ask if you need medical attention. If you feel you don't, fill out a form 13 stating you do not need medical assistance at this time, date and sign upon returning to the station. Make a copy and give the original to your supervisor.

You have the right to choose your own doctor. Today, not all doctors accept work injuries. Ask before you begin treatment unless its an emergency. It is IMPORTANT to remember when you see the same doctor a 2ND time he/she becomes the doctor of record. You may not change doctors without the permission of OWCP.

Management should issue you the proper forms and explain the process when you are injured. Unfortunately today we have 204 B's and other management personnel who have not been properly trained in dealing with work injuries. Contact your union OWCP Rep or your shop steward for assistance.

Most physicians don't know the duties a Letter Carrier performs daily. Tell them what you do and how this caused or aggravated your injury. Branch 782 has a form that explains Carrier duties in the office, mounted, hop & stop and park & loop delivery. Contact your OWCP Rep if you would like one.

Next month "Medical restrictions, C.O.P., and Compensation". Be Safe!

RICK GERDES
Branch 782 OWP Representative
(661) 301-9675 or
e-mail: kgerdes91@hotmail.com

Frustration

to many

with OWCP

claims can be

summed up

by not

knowing

what is

happening.

This is a

source of

information:

Claimant Query System (CQS)

OWCP Makes CQS Information Available via ACS-DOL Web Bill Processing Portal (June 2009)

Federal employees now have access through the Office of Workers' Compensation Programs' (OWCP) Web Bill Processing Portal to case specific information regarding their own federal workers' compensation claim(s).

The Claimant Query System (CQS) is designed to provide injured workers with 24-hour access to their case file status; accepted conditions; address of record; compensation claim status; and compensation payments, dates, and periods covered. The CQS also provides specific information on medical billings, reimbursement requests, eligibility and authorization inquiries.

To access CQS, employees can go through the ACS-DOL web portal at <http://owcp.dol.acs-inc.com>. After selecting the user type "Claimant," they will be directed to the log-in page where they must enter their case file number, date of birth, and date of injury. A "Bill Status Inquiry" screen will then appear for queries concerning bills—either re-solved or in process. Eligibility & accepted conditions as well as medical authorizations can also be checked at this point.

Claimants can then click on "CQS" under "Inquiries" which will direct them to the CQS main page. Users may query one case at a time by entering the 9-digit case file number. Only cases belonging to the user may be accessed.

The first CQS query screen provides the user's identifying information and address of record, case status, accepted conditions, continuation of pay election, and dates of coverage for Form CA-16. Links at the bottom of the page allow the user to view specific information concerning "Compensation Payments" (comprehensive payment history) and "Compensation Tracking" (status of Forms CA-7 received). A new case file can be queried by selecting the "New Case" link.

Source: Handout from OWCP training program at the 2011 California State Association Of Letter Carriers' Convention in San Diego, CA

Getting Involved...



Thank you, union members, for allowing me to attend the 53rd California State Association of Letter Carriers Convention in San Diego.

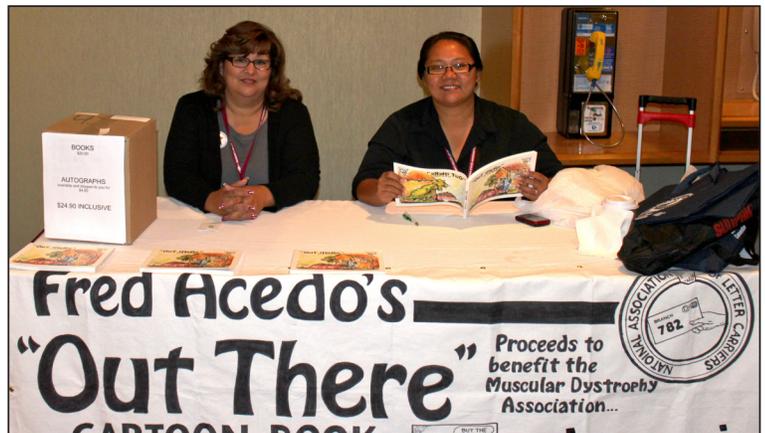


There are a lot of issues out there that we all need to get involved in! I encourage you to become an active member of COLCPE. Even if it is 5 bucks, you will be helping the politicians that support us. Some out there may be thinking, I'm going to retire soon, or it won't effect me, or I have more seniority over anyone in my office, I'm not going anywhere (you get the picture); ***IT DOES INVOLVE YOU!***

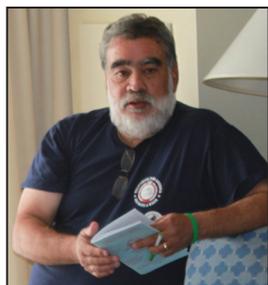


We all need to get involved; we all need to band together! Excessing...for large offices, would effect several carriers; for small offices, it would maybe effect one. Either way, it stinks. Who wants to drive about 100 miles roundtrip everyday to another installation when gas prices are so high? Don't we have more to do out there than to sit in traffic? Who wants to pack up their family and lives and move to another town? Congresses actions can change our lives. Don't you want a say in yours? Get involved.

NORMA HAMER
Shafter Shop Steward



CSALC
Convention
San Diego, CA



My first State Convention reminded me of a mini-National Convention...

I believe the total was about 900 delegates from all over California getting together. NALC National President Fred Rolando was there for Shari Sharpe and I to take a picture with him like he was a celebrity. The whole event is something you have to experience yourself.



One of the things that makes it worthwhile for me is that it amazes me how good our State officers memories are. Our State President, John Beaumont, addressed *me* by name. Of all the people he comes across, day to day, he knows *my* name! We were at the National convention last year and as I was passing him, he said, “Hi Mabel”. I had to stop and ask him, “Did you look at my name tag?” His response was, “I don’t have my glasses and without them I can’t see that good.” He did the same thing at the State convention, he addresses you by name. He doesn’t just take his job as “another day at the office”, he takes time to get to know you and remember your name!

I have years to go to—one day—get close to his ranks. I am still wet behind the ears and I am trying to absorb all the knowledge our current and past officers have. It will be a long journey for me.

There are always classes to take during the conventions. Of all the classes, the delegates chose which one would be best for them. I would like to take all the classes but it doesn’t happen that way. This year, one of the class that I felt would benefit me the most was about the JARAP coming up. I have not participated in any of the previous route adjustments and felt I should take the initiative to learn more.

The main thing that our carriers need to know is to communicate with their Local Office Contact (LOC). I have heard in previous adjustments from Carriers like, “Why should I say anything? They are going to do whatever they are going to do”. Just saying, “My route is already too long” is not going to cut it. You need to give as much feedback as possible. One thing that has to be remembered (and *is* looked at) is that **you**, the Regular Carrier, is the one that the “numbers” go by. If you consistently do your route like management is right there in your vehicle everyday, your route will reflect accordingly. Mail volume is mail volume, which varies day to day, and that means your day at work will also vary. You may get back later or even earlier, but when you have the same mail volume from day to day and that one day you come back earlier because you “rushed” to attend to an engagement, that will show up on your report. That will hurt you!

Be involved and GET INVOLVED! This is *YOUR* route. Do not rush back to clock in the office by 5 pm when you haven’t even unloaded; do not load your DPS before you swipe to Street Time; and, take your breaks! If change does happen, make sure that you just don’t take the “numbers/times” that are laid out to you. Take a closer look at the little things. Make sure your travel time from and to your first and last stop is correct.

If changes happen or don’t happen, still be consistent!

The other class I attended was the Advocacy class. I am the Steward at Brundage Station. I am also one of your Trustees. I am trying to get and stay involved in keeping our local Union strong and work up the ladder. Just as our local Union

needs “New Blood” to stay sharp and continue to thrive, the State and National is the same way. We need more members to step up and to get involved with their Union. We need strong, vocal members to represent their fellow Brothers and Sisters. For all the people who say the Union doesn’t do this and that, well, simply get involved!! Don’t just sit on the sidelines and gripe about issues. Don’t just let your fellow members/Carriers do all the work and you reap the benefits from it. Take a step forward.

For those of you who have Stewards or higher officers fighting for you on grievances, help out! Get the information that is needed to help YOU. One of the cartoons that Fred Acedo drew was of a husky, huge man who was a steward and he was pointing to a sign to another carrier that stated, “I am your Steward, not your Mother!”. You are the one that needs to help yourself.

One of our local Stewards here in Bakersfield has caught my eye for years now. To me, I look at him and he is sharp! He is ready to voice his opinion, he knows the contract, he is not afraid to deal with Management head on. And the part that amazes me is that he is a Part Time Flex (PTF). Mike Meza is Camino Media’s Shop Steward. Most PTF’s are not involved. They have joined the Union, which is the way to go, but they stay on the sidelines and are timid. I was one of those Carriers. I became a Steward not only to represent my fellow Carriers, but I also became one to help myself and got involved. Every Carrier out there has the potential to step up to the plate.

Come to the general meetings. I’ll see you there!

MABEL BULLIS
Brundage Steward/Branch 782 Trustee



Convention Delegate Reports

Maybe next month, we’ll have reports from more of your delegates to the CSALC convention...

Carol, You Can Still Be a Part of the Breakfast Club!

On April 30, 2011 Carol Newton retired from the Hillcrest Station with 24 years of service. She was currently carrying Route 634. We will surely miss her.

She was always there with a smile, and at break time she could say something so innocent and everyone would take it the wrong way. She would then try to explain which made it worse and she would end up turning beat red. We already miss her at break time!

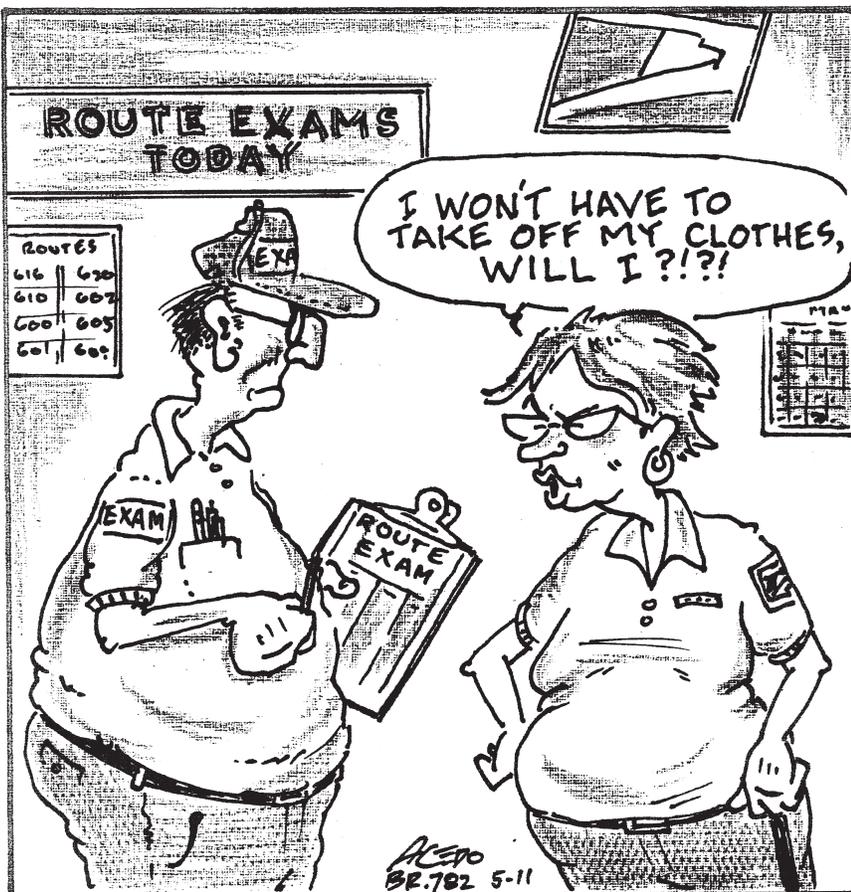
She was a friend to all of her coworkers, and enjoyed how we all seemed to get along like family even with all the different personalities.

Before she came to work for the P.O. she was a bookkeeper for over 15 years, but the office was going too close, and she was going to have to look for a new job. She then saw an ad that P.O. was giving the test, and the rest is history. In the 24 years she was working she thought the biggest change to our jobs was when DPS came, and getting used to delivering it.

She also remembers when we had to move from the Retail Unit cross the parking lot to the old Mayfair building because of the removal of asbestos, and it was pretty primitive.



Out tHeRe



Carol's advice to the newer generation of Carriers: "Do your job right way and take care of your customers!"

She will miss Saturday breakfast with the "Breakfast Club" (a group of Carriers who get together every Saturday morning before work for breakfast and good conversation). She also enjoyed the big picnics we use to have.

After spending some time catching up on the things that got neglected around the house, she is planning on spending time with her husband, daughter, son, and son-in-law.

She will be spending the whole summer with her two grandchildren. The whole family is planning a big vacation to Lake Tahoe in June—with activities that include Zip Lining. You go, Girl!!

We all at the station wish you a long and happy retirement!

We hope you will pop in from time to time. ENJOY!!

PAM SMITH
93306 Shop Steward



The Mom of the Hillcrest Station Retires!

“Quit Your Crying and Stand Up Straight!”

On April 28, 2011 Celia (Sally) Herrera retired from the Hillcrest Station with 20 years of service. She was currently carrying Route 609. I spent a lot of time with Sally on and off the clock, she is a great friend. She was like the Mom of the station, and was always there for anybody who needed her. She will be missed by the Carriers, Clerks, and yes, even Management. Sally subbed at Stockdale Station for a little while, but her career was spent at Hillcrest. She jumped around on routes 628,615,603 before she found a home on 609. By her own words she loved her job, her route, her coworkers, and her customers. On any given day you could hear her saying, “I’m working” and my favorite “quit your crying, stand up straight”.

She thought the biggest change that she saw in her time with the P.O. was DPS and getting use to delivering it. Sally’s advice to the newer generation of Carriers is enjoy what you do, and do your best. She was always there with good advice.

She will miss Saturday breakfast with the “Breakfast Club” a group of carriers who get together every Saturday morning before work for breakfast and good conversation. She is also going to miss lunches with Pam Smith, Rolando Trevino, and Alyce Nelson. She plans on dropping in on them once in a while for lunch.

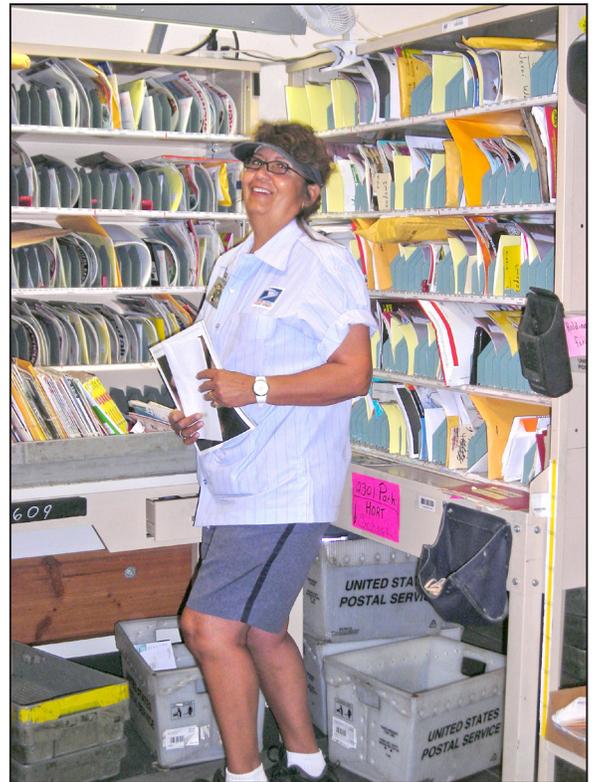
Before she came to work for the P.O. she was a Teacher’s Aide for 16 years with the City Schools.

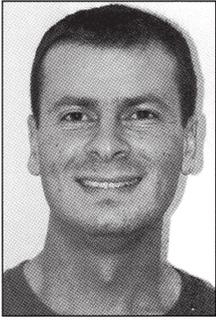
After spending some time catching up on the things that got neglected around the house, (watch out garage here she comes), she is planning on spending time with her husband Frank, her sons, and daughter-in laws, and her grandchildren. Sally plans on traveling, wants to see the United States.

She enjoys camping and fishing. She loves to go to the coast for strawberries. Well, actually, *I* loved her going to the coast for those strawberries...

We all at the station wish you a long and happy retirement, and we hope you will drop by from time to time!!

PAM SMITH
93306 Shop Steward





Superficial Climate Assessment

By Robbie Elsaleh, Moorpark Alternate Shop Steward

For about 5 years now, since the installation of our present Postmaster, the family atmosphere in Moorpark has deteriorated to the point where Carriers dread going in to work every day. We used to have Holiday office parties all the time, and now, we haven't had one in 3 years. One Carrier wants to transfer out, and another looks to be detailed out. The incivility treatment and arrogant disregard for our contractual rights have harmed and scarred many. Although attention is finally being focused on the climate in Moorpark, which is long overdue, the recently conducted and well meaning Climate Assessment Survey was shallow. It appears to me that it only dealt with, or attempted to comprehend what was on the surface, and this made the conclusion insubstantial and insignificant. I will attempt to point out some of my concerns with the Assessment Report and explain why.

Issue One

Given the past 4 or 5 years of conflicts between craft and Management in Moorpark, a 2-person team comprised of Management personnel was assembled to conduct a "Climate Assessment Survey" on Moorpark Management. Did I just say what I think I said? Management was put in charge of investigating Management. Yah, I guess I did. How could a fair and balanced investigation be done by Management investigating one of their own?

Issue Two

The report reads: *"Before beginning the survey, a discussion with Richard Sigman, Postmaster was held to gain some insight into the nature of the conflict in the office. One of the main issues he identified was a high volume of grievances being filed in the office by the alternate shop steward and the tension that it creates."* Well, the PM forgot to mention that there is also a high volume of unprofessionalism, disrespect, and repeated intentional contractual violations being committed by him and the tension that that creates. The Survey Team did not find it necessary to hold a pre-survey discussion with me to gain that insight.

Issue Three

The report reads: *"Twenty-three out of a total complement of 31 employees were interviewed in person (74%), who included 22 craft members and one management."* **One** employee reported that the alternate Shop Steward creates problems in the office by getting everyone riled up." The Survey was to include 100% of the craft employees whether they were on a detail assignment or on vacation that week. I know for a fact that 2 employees (myself included) who were away from the office took it upon ourselves to contact and inform a member of the Survey Team of our whereabouts so we could be interviewed, but the interviews did not occur. I was even working in the same building as one of the members of the Survey Team but on a different floor. Maybe if they thought we had something positive to say about the PM they would have found time to survey us?

Issue Four

The report reads in part: *"Typically, in assessing the overall climate of a facility we look at grievance, EEO and VOE (Voice of the Employee) data..."* *"The VOE Index Score for FY2010 was 59.9..."* *"A VOE action plan was requested but not available..."* *"The Postmaster states that there were five EEO complaints filed within the last year; three from the alternate shop steward for insufficient union time..."* *"The number of grievances filed in the last 12 months, with brief descriptions of each complaint was requested but not provided to include in this report."* OMG... Where do I start? First of all, a VOE score of 59.9% is a "Failing" grade in any institution, yet there was no action plan created by Moorpark Management to improve on this? What does that tell you? Second, I have never filed a single EEO complaint in my life, let alone three. I once filed an Unfair Labor Practice against the PM for repeated denials of Union time. And third, if I was the PM whose Office Climate is being investigated, why would I want to give the Survey Team copies of all the warranted and upheld grievances against myself? It would be like acting as my own prosecution. On the other hand, if I was the PM making allegations that the alternate Shop Steward is filing too many unnecessary frivolous grievances, I would gladly provide copies to prove my case. Yet, the Survey Team says that grievances were *"requested but not provided."* No one asked me, Chief Steward Lori, or President Frank Salazar to provide copies of any grievances, I wonder why?

Issue Five

The report reads: *"While 39% of the employees were generally satisfied with their workplace environment and their relationship with management, a significant majority believed it could be improved."* In other words, **61% of the employees are dissatisfied with their workplace environment and their relationship with management.** Once again, OMG... A "Failing" grade, 39% is an "F" minus minus. In addition, if the Survey Team found the time to do a deeper investigation rather than just a superficial one, they would have insisted on getting copies of all grievances, and also reached out to interview the other 9 employees that were absent during their 3 day visit to Moorpark. This would have revealed an even higher employee dissatisfaction percentage.

Issue Six

The report reads: 1) *"When the lack of respect was discussed with Mr. Sigman, he said, it goes both ways."* 2) *"Mr. Sigman confirmed that at times he does raise his voice but he did not perceive it as yelling."* So there you have it. The PM has just admitted and confirmed that he indeed disrespects his employees. So from now on, every time an employee files a grievance of unprofessionalism against the PM, a copy of this report will be included in the file to substantiate the charge along with all other past grievances. By the way, since the completion of this Climate Assessment Survey, there has been 2 more unpro-

Continued on next page...

fessional grievances appealed to the Dispute Resolution Team (DRT), and a 3rd grievance is in the works as of today. And as far as for the PM's response about his perceived yelling at employees, think about it this way: A cop pulls you over for speeding and you tell him; well officer, at times I do drive over the speed limit, but I do not perceive it as speeding. Come on, Give me a break... Speeding is speeding, and YELLING IS YELLING!

There are a few more issues of inaccuracies in the Survey report, but as Frank would say, I digress. I just want to get to the findings of the Survey. The report concludes that the PM's behavioral interactions with employees create, "*animosities, resentments, and antagonistic reactions can arise. Instead of a team, an office can become an atmosphere of tension between craft and management. While we did not find any patterns of behavior that would violate our Zero Tolerance policy...*"

I have news for the Survey Team; the atmosphere of tension is already there and has been for some time. That is why you were brought in. How can you find that an office climate has been cultivated to sprout animosities, resentment, antagonistic reactions and an atmosphere of tension, yet find no pattern of behavior that would violate the Zero Tolerance Policy? Let's take this word by word. Animosity is a feeling of strong dislike; resentment is a feeling of displeasure at something or someone considered unjust, offensive and insulting; antagonistic means combative, hostile and unfriendly; and tension in this case refers to mental or emotional strain. Putting all this together means that the PM has directed and infected at least 61% of the employees interviewed to have a strong dislike of coming to work because of the unjust, offensive and insulting treatment that they are subject to, which can spark hostile and combative reactions due to the mental or emotional state of the ill-treated. But yet, that behavior is not inappropriate or unacceptable enough to violate the Zero Tolerance Policy or the Joint Statement on Violence and Behavior in the Workplace? Astonishing.

The Zero Tolerance Policy states: "*Violence is not limited to fatalities or physical injuries. Intentional words, acts, or action(s) meant to provoke another can escalate into confrontation and physical violence.*" The Joint Statement on Violence and Behavior in the Workplace reads in parts: "Those who do not treat others with dignity and respect will not be rewarded or promoted. **Those whose unacceptable behavior continues will be removed from their positions.**" "*Let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.*" "*Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace.*"

What more can I say. The behavior by the PM continues even after corrective action was instituted by the MPOO prior to the Climate Assessment Survey. As I stated earlier, 2 more unprofessional grievances have been appealed to the DRT and a 3rd one is in the works. The PM continues to harm employees by his refusal to stop doing craft work after numerous DRT decisions. His most recent blatant craft work violation was committed right under the noses of the Survey Team while they conducted Carrier interviews in his office.

Nothing has and nothing will change. As long as the PM's offices productivity numbers are high, it's business as usual in Moorpark. But let it be known that the Carriers in Moorpark are amongst the best I have ever worked with and it's not because of the bully style Management tactics, it's because we care.

Article courtesy of the *Mail Bag News* published Chatsworth, CA NALC Branch 2902 in their January-February 2011 issue.

PS FORM 1767

BY YVONNE RODRIGUEZ
Shop Steward



PS Form 1767's are forms used to Report A Hazard, Unsafe Condition/Practice.

If you have a safety a safety concern or hazard in your office, the proper way to address the issue is by filling out a PS Form 1767. Every office should have PS Form 1767's in a location that is easily accessible for employees. The form

provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices.

Section 824 of the ELM states:

Any employee, or the representative of any employee, who believes that an unsafe or unhealthful condition exists in the workplace may do any or all of the following:

- a. File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the alleged condition.
- b. If the employee desires anonymity, file PS Form 1767 directly with the installation's safety personnel, who will immediately give the report to the employee's supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual making the report.)
- c. Report alleged unsafe conditions to a steward, if one is available, who may then discuss the condition with the employee's supervisor. Discrimination against an employee for reporting a safety and health hazard is unlawful.

The immediate supervisor must promptly (within the tour of duty):

- a. Investigate the alleged condition.
- b. Initiate immediate corrective action or make appropriate recommendations.
- c. Record actions or recommendations on PS Form 1767.
- d. Forward the original PS Form 1767 and one copy to the next appropriate level of management (approving official).
- e. Give the employee a copy signed by the supervisor as a receipt.
- f. Immediately forward the third copy to the safety office.

It is the supervisor's responsibility to monitor the status of the report at all times until the hazard is abated. If the hazard remains unabated longer than 7 calendar days, the supervisor must verbally inform the employee as to abatement status at the end of each 7-day interval.

Make sure to get a receipt of your 1767. If management does not provide you with Section II by the end of your tour, inform your shop steward or contact the Branch office.

Article courtesy of the *Branch 1100 Union Carrier* published Garden Grove, CA NALC Branch 1100 in their January-February-March 2011 issue.

MT. CLEMENS UNDER A MICROSCOPE

Mt. Clemens is about to have another "COR" route adjustment forced upon us due to FSS implementation. We will be under a microscope during the 60 days after these adjustments! Our times must give a true picture of our daily functions. It is imperative that we pay close attention to completing our daily functions in the office properly. The minimum base office time allowance that has been included in our route adjustment is 33 minutes, plus a 10 minute office break, totaling 43 minutes. Some routes may require more office time. During an inspection unaccounted for times must be itemized on form 1838 line 21 (if they are approved and necessary and of a continuing nature.)

IMPORTANT: *During an inspection, make sure you tell the examiner what line you should be on. Don't expect them to know. We must ensure that we are receiving proper credit for our office time. For each item listed on line 21, you will receive 1 minute **minimum** if performed. The following is a guide to our daily office functions.*

THIS WILL AFFECT YOUR STREET TIME AND THE SIZE OF YOUR ROUTE. SO PLEASE READ AND NOTE THE DETAILED LISTINGS—

IT MATTERS!

(Order of tasks depends on office policies)

- Office break (if your office takes one) Management is required to ensure that employees stop work during a break (line 18)
 - Withdrawal of mail from tubs or coffin, including cutting straps & removing plastic. If management is doing an 1838-C, do not let the examiner cut your straps or remove the plastic to count the mail. If they have already done so when you get to your case, you should request your union steward. (line 15)
 - Check DPS, FSS – make sure it all goes to the assignment you are on & determine your workload for the day (line 21)
 - Pick up accountable items – keys, certified, registered or postage due – fill out customer address or accountable number on form 3849 (line 14 – minimum time 6 minutes)
 - Retrieve caseable SPRs from hamper (line 15)
 - Obtain forms for pouch – COA, 3849, vacation hold cards, stamp order forms, etc. (line 21)
 - Do carrier mark ups
 - Enter change of addresses on 3849, including yellow/white stickers. fill out S999 hold out form when necessary (line 21)
 - Make trip to throwback case – mark up mail/forward mail/Box mail (line 21)
 - Any official communication with your supervisor should be on line 21
 - Maintain your edit books for the route
 - Verify vacation hold mail at your case – check each piece daily (line 21)
 - Retrieve equipment needed to pull down route – trays, rubber bands, etc. (line 21)
 - At last receipt of mail, if you won't be back in eight hours, fill out a 3996 (line 21)
 - Take all mail for your assignment unless instructed to curtail mail. In the event you are instructed to curtail mail, fill out a 1571 and get it signed by supervisor, place with curtailed mail until it's cased (line 21)
- Begin tour
 - Retrieve vehicle keys (line 21)
 - Do a complete vehicle inspection (minimum time is 3 minutes. It may take you longer. (line 19)
 - Retrieve scanner (line 21)
 - Turn on case lights (line 21)
 - Cut straps on bundles (line 15 minimum time allotted 5 minutes including withdrawal of mail)
 - Verify count of mail during an 1838-C. You can count each piece or have it counted.
 - Case mail unless performing one of these other functions.
 - Safety/service talk – stop everything and pay attention (line 21)

DO'S AND DON'TS IN THE FIELD

- Do not sort non-caseable parcels on office time
- Check hot case
- Strap out mail and pull down (1 minute/70 pieces)
- Put first loop of mail in satchel as you pull down
- Check your case for sleepers (line 21)
- Turn off case light (line 21)
- Personal time – restroom, locker room. (5 min.)
- Check hot case again and scan it. ***Punch to field***
- Get DPS, FSS, parcels, residual & load vehicle
- Return hamper to designated area
- Scan to the field
- Complete assignment in field

PM - Return to the post office

- Park vehicle in designated load zone, get hamper, unload, park vehicle, or park vehicle in designated parking spot, go get hamper, unload vehicle. Do not attempt to carry too much at one time. It is unsafe, use your hamper or a steel.
- Check your vehicle, take all personal items and trash with you.
- Put your outgoing mail in designated area
- Punch back into the office
- Retro swipe if you carried auxiliary overtime pivoting on undertime (line 21)
- Scan back into the office (line 21)
- Take your hamper to the route (line 21)
- Clear accountables at cage (line 14)
- Return scanner (line 21)
- If you carried auxiliary assistance give your completed 3996 to supervisor
- Drop mail from the day in the designated area – DPS errors, FWDS, UBBM (line 21)
- Return equipment – trays, hamper to designated area (line 21)
- Wash up time – restroom, locker room (5 min.)

Punch out!

DO always wear your seatbelt

DO always check your mirrors before driving. Use the mirror adjustment station and have someone help you adjust your mirrors

DO drive the speed limit

DON'T let your gas gauge fall below 1/2 full

DO turn your wheels, set the parking brake, roll windows up

DON'T talk on the phone while driving or delivering mail

Walking routes—don't finger mail while crossing streets, parking lots, lawns or where a safety hazard may exist

DO carry your satchel or have your cart

DO have dog spray readily available (check your expiration date on the spray)

DON'T walk through flower beds or bushes

DO ask to see ID when approached by someone claiming to be an official. Call and inform your supervisor of the situation

DO separate your mail in the field - UBBM, FWDS, DPS errors

DON'T cross lawns where the customer have no lawn crossing signs or when lawn companies have just sprayed

DO maintain a safe distance when approached by people asking for directions

DO lock your truck when you will be out of sight

DO take your lunch and breaks

DON'T extend your lunch or breaks

DO remain aware of your surroundings

DON'T back your vehicle unless absolutely necessary

DON'T pull into customer driveways unless there's no other way to make delivery. If you have to enter a driveway, back in so you can pull forward to exit.

DON'T back the vehicle if you miss a delivery on a mounted route. Park the vehicle and walk back or drive around the block

DON'T approach a loose dog. If there is a loose dog, curtail delivery and phone your supervisor

DON'T wear headphones while driving or delivering mail

In winter, wear anti-slip footwear provided by the USPS. Take the time to put them on and take them off when necessary

DO take necessary comfort stops

DO take the time to be safe every day

Article courtesy of the *The Branch Snitch* published Mt. Clemens, MI NALC Branch 654 in their January 2011 issue.

OUT THERE



Out there

*S.A.N.E.



*SPECIAL ASSISTANT NEWSLETTER EDITOR

Out there



OUT THERE



OUT THERE



from the editor-guy

At the convention, I heard this “joke”: A Tea Party Member, a Union Member and a CEO were sitting at a table with twelve cookies on a plate. The CEO grabbed ten of the cookies and left the other two to figure out how to work out the tough issues of “shared sacrifice”.

For years, it’s felt like the Union was like the kid who kept yelling out that there was a wolf waiting to attack. We repeatedly heard, “This will be our roughest contract negotiations ever.” We’ve been warned—and warned again—about how crucial it is for us to understand how important the business of politics is when we vote for representatives who will support us.

And now? The wolf may, indeed, be at the gate...

You’ve probably heard that Union teachers, cops, nurses, and others are being portrayed as the underlying cause for all of the financial problems in our country. If you pay attention to the news, you may understand the ramifications of what is going on in Wisconsin.

Next month, (like many other Branch 782 delegates) I will make my “official convention report”. I’ve been percolating some other thoughts/observations that I will probably share. Sorry.



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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.

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

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

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Rick Plummer, Webmaster



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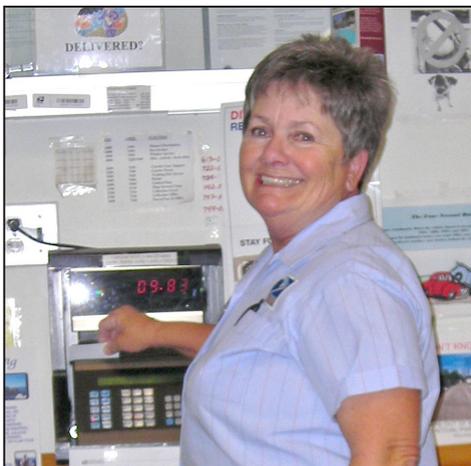
FORWARDING SERVICE REQUESTED

General Meeting

Tuesday
 May 24, 2011
 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

*Carol Newton & Sally
 Herrera join Last
 Punch Bunch!!!*



Details on pages 20 & 21...

Out tHeRe



*It Was Another Great
 Food Drive!! Pictures
 featured on Pages 8 - 13*

Don't forget to check out all of the pictures in color! They really do "pop"!!! Go to out WWW.782NALC.COM