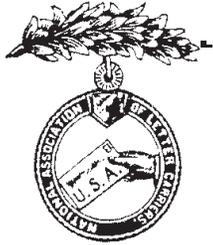


National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 5

WEB VERSION

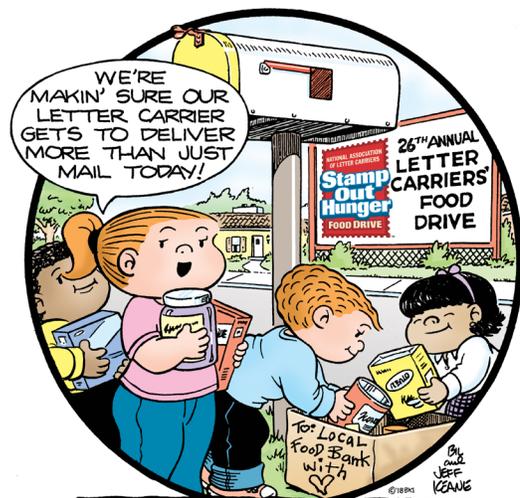
MAY 2018

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

"At least six days a week, Letter Carriers see firsthand the needs of the communities they work in," NALC President Fredric Rolando said,



"and we're privileged to be able to help those in need while leading an effort that brings out the best in so many Americans."



SAT., MAY 12, 2018

	2018	2017	2016	2015
Arvin (93203)	450	536	255	275
Avenal (93204)	1,272	1,190	800	2,100
Delano (93215)	4,500	4,928	3,756	2,594
Lamont (93241)	550	413	300	510
McFarland (93250)	1,286	1,073	536	325
Shafter (93263)	2,359	4,651	4,631	5,146
Taft (93268)	8,308	6,474	4,500	1,600
Wasco (93280)	570	2,694	3,216	3,614
Downtown Station (93301)	1,963	2,651	2,694	2,381
South Station (93304)	8,667*	7,772	9,743	9,417
East Brundage (93305/07)	8666*	9,212	10,276	10,955
Hillcrest Station (93306)	8666*	9,394	11,068	11,106
Dole Court (93308/12/14)	18,955	17,143	24,520	24,107
Stockdale Station (93309)	11,653	11,431	13,620	13,943
Camino Media (93311/13)	6,762	5,614	6,638	6,194
Mojave (93501)	550	700	347	1,395
California City (93504)	2,200	1,100	825	2,600
Boron (93516)	334	422	391	850
Edwards AF Base (93523)	402	536	403	1,072
Tehachapi (93561)	3,800	2,465	2,465	1,200
Ridgecrest (93555)	24,200	11,500	13,760	12,600
Trona (93562)	175	450	---	1,550

Totals: 116,750 102,354 114,714 115,534

* Station amount is an average. Food bank organization co-mingled food collected from three units. Combined report totaled 25,999 pounds.

Minutes of the April 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 25th day of April, 2018 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale, Shafter, South, Stockdale and Taft. Also present was the Newsletter Editor, Basil Zuniga; Photographer, Anita Holderman; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer; OWCP Rep., Rick Gerdes and Paul Greenfield of the Social and Recreation Committee. The Minutes of the March 28, 2018 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections. Kim Gerdes read a letter from Citizens Security and Sport regarding renting a portion of 2626 F St. A discussion was held.

APPLICATION FOR MEMBERSHIP: Applications were received from Amanda Garcia, Ridgecrest; Robert Knight, Boron; Ana Smith, Tehachapi; Michael Alvarez, Delano; and, Antonio Arriaga, Stockdale.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that everything is great and the date of the picnic is set for October 8. Basil Zuniga reported last month Hillcrest did the folding and stapling, next month will be combined East Bakersfield and Brundage. He discussed three photos, taken by Bill Curtis, in the newsletter of Mark, Molly and Kim; he estimates that they were taken in the early 90's. He thanked Paul Greenfield, Jessie Subia and Elroy Miller for the articles they contributed about Frank Martinez. He shared that there are more pages in the Web version. He is working on a keepsake edition for Frank's family and the branch. Paul Greenfield reported that

the Social and Recreation Committee met on Thursday. Manuel Davis has been put in charge of conducting the audit. He thanked John Ortega for the information he provided from the ELM regarding the committee. He reported that Frank's son, Frank Jr., wants to keep the Dodger trip his father has arranged for the committee going. They are looking for dates, July 29, August 4 or 11, for a picnic and having water slides. If any member has suggestions or input, please contact him. Kim Gerdes reported that there have not been any book sales this month, total remaining 613.

UNFINISHED BUSINESS: Paul Greenfield reported on the bid for the plaques. The Motion tabled from last month was "A Motion was made by Paul Greenfield to purchase 3 plaques, one for the office, one for the GMF and one for Brundage Station to commemorate Frank's service on the Social and Recreation Committee. Seconded by Jerry Patterson. A friendly amendment was made by Basil Zuniga that the branch spend up to \$200. The amendment was accepted by Paul." Paul recommended the plaque with the 3 1/2 x 5 photo for a cost of \$106.18. A discussion was held. Ralfie Ochoa feels that the branch should only buy one plaque for the office. Mike Meza made a friendly amendment to the Motion that Paul contact the Social and Recreation Committee and ask that they pay for one plaque and the branch purchase one for the office. Paul accepted the amendment. The amended Motion passed.

NEW BUSINESS: Mike Towery reported that David Treto will be the new Sgt. at Arms.

GOOD OF THE ASSOCIATION: Shari Sharp reported that Dicie Wilder and Stephanie MacLaughlin will be volunteering at Dole Ct. for the Food Drive. The Commercial Food Workers Local 8, who donated the bags for the drive, will be hosting a BBQ at Dole Ct. Shari has driven to Tehachapi and California City to make sure they received their bags and cards. Shari and Norma will be going to Delano, Wasco, Shafter and McFarland on Friday. Basil asked for photos from the Food Drive for the newsletter. Mike Towery reported that he and John Ortega met with Crystal Southwood, Ridgecrest Postmaster. They also had an area meeting. Members present discussed the safety of the APC's and cages that Carriers have to use.



Welcome New Members

Amanda Garcia — Ridgecrest
Ryan Woommavovah — Brundage
Eva Coe — Dole Court

Non-Members April 2018*

**CCA names are in italics*

Downtown Station Sarah Kirby Javier Cruz	Dole Court 100% UNION!!!	California City 100% UNION!!!	Taft K. J. Kaczmarek
South Station Daniel Zuniga Marty Martinez	Stockdale James Oh	Delano Cynthia V. Quebral Daniela Barreto	Tehachapi B. C. Den Beeman
Brundage/East Bakersfield 100% UNION!!!	Camino Media 100% UNION!!!	Lamont 100% UNION!!!	Trona 100% UNION!!!
Hillcrest 100% UNION!!!	Arvin 100% UNION!!!	Edwards AFB Varline Reeder	Wasco 100% UNION!!!
	Avenal 100% UNION!!!	Mojave Alexander Keller	
		Ridgecrest 100% UNION!!!	
		Ridgecrest M. D. Voights L. M. New	

*There are only 13
non-members in all
of the cities we serve...
Two of them are CCAs.*

FINANCIAL SECRETARY'S REPORT: Anita Holderman thanked Molly Biggar for reading her financial report last month. For the month of April, \$13,647.62 was collected.

The MDA 50/50 Drawing was won by Shari Sharp.

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

TREASURERS REPORT: Molly Biggar reported:

There were 41 members present.

The meeting adjourned at 7:53 p.m.

Beginning Balance	\$60,902.24
Dues and Income	\$13,109.07
Total Balance	\$74,011.31
Total Expenses	\$7,004.70
Ending Balance	\$67,006.61

KIM GERDES

NALC Branch 782 Recording Secretary



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



116,750 pounds!!
And, more may trickle in...

Continued on next page...







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

More pix in next four pages. Even MORE on the web version at WWW.782NALC.COM so check them out!!!





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





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





National Partners



"A fool is very dangerous when in power."

"The government has a defect. it's potentially democratic. Corporations have a defect; they're pure tyrannies."

Noam Chomsky

"Since a politician never believes what he says, he is surprised when others believe him."

Charles DeGaulle

"Bad officials are elected by good citizens who do not vote".

George Jean Nathan

"The most common way people give up their power is by thinking they don't have any."

Alice Walker

"A fool is very dangerous when in power."

Denis Fonvizin

"Under democracy, one party always devotes it's chief energies to trying to prove that the other party is unfit to rule. And, both commonly succeed and are right."

H.L. Mencken

"If you believe in democracy, why shouldn't you know what the government is doing?"

Noam Chomsky

"Our constitutional liberties "Shall Not" be sacrificed in our search for greater security. For it is what our enemies and all enemies of freedom and democracy hope to achieve."

Tammy Baldwin

"Reading builds the educated and informed electorate so vital to our democracy."

Brad Henry



"But democracy isn't a state of perfection. It has to be improved, and that means constant vigilance."

Antonio Tabucchi

"It has been said democracy is the worst form of government — EXCEPT — all others that have been tried."

Winston Churchill

"I am tired of hearing it said that democracy doesn't work. Of course it doesn't work. We are supposed to work it."

Alexander Woolcott

"Dishonesty in government is the business of every citizen. It is not enough to do your own job. There's no particular virtue in that. Democracy isn't a gift, it is a Responsibility!!!!

Dalton Trumbo

"Few businessmen are capable of being in politics. They don't understand the democratic process. They have neither the tolerance or the depth it takes. Democracy isn't a Business."

Malcom Forbes

"We can have democracy in this country or we can have great wealth concentrated in the hands of a few. But, we can't have both."

Louis D. Brandeis

"The idea of democracy has been stripped of it's moral imperatives and come to denote hollowness and hypocrisy."

Paul Wellstone

"Democracy substitutes election by the incompetent many for appointment by the CORRUPT FEW."

George Bernard Shaw

"People in so many countries look up to the United States as a model of democracy, but I doubt if that can continue. It leaves me with a great sense of loss."

Bianca Jagger

"In this possibly terminal phase of human existence, Democracy and freedom are more than just ideals to be valued... They may be essential to survival."

Noam Chomsky

"A great leader *MUST* serve the best interests of the people first. *NOT* those of multinational corporations. Human life should *NEVER* be sacrificed for monetary profit. There Are No Exceptions!!

Suzy Kassem

"Plainly, 'elites' in America don't want democracy. And why should they? Democracy is always harmful to 'elites' interests. Almost by definition."

Noam Chomsky

"The job facing American voters in the days and years to come is to determine which hearts, minds and souls command those qualities best suited to unify a country rather than further divide it; to heal the wounds of a nation as opposed to aggravate its injuries; and, to secure for the next generation a legacy of choices based on informed awareness rather than one of reactions based on unknown fear."

Aberjhani

These are a few things to think about...

MARK RAMIREZ
NALC Health Benefits and MBA Rep.
Retired Letter Carrier
Golden Empire Branch 782

Our Citizens — and our Nation — Deserve Better. We Have Earned It!!!!

2018 NALC HBP Info

At a glance...



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
Prescription Drug Program	1-800-933-6252
CVS/Caremark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-855-511-1893
"24/7 Nurse Hotline"	1-877-220-6252
CVS/CareMark Pharmacist	1-888-636-6252
Solutions for Caregivers (24/7)	1-877-468-1016
CIGNA PPO Locator Line	1-877-220-6252
CIGNA Organ Transplant Approval	1-800-668-9682
Quit for Life (Tobacco Cessation)	1-866-784-8454
CIGNA Health Rewards (Discounts)	1-800-558-9443
CIGNA Plus (Dental Discount)	1-877-521-0244
Disease Management Program	1-800-227-3728
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-333-4636
Social Security Administration Info	1-800-772-1213
PostalEase Human Resources USPS	1-877-477-3273
Quest Lab Services (Bakersfield)	(661) 631-8520
LabCorp Lab Services Bakersfield	(661) 631-9258
Shared Services Option 5 live person	1-877-477-3273

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

** Call for approvals Organ Transplants, DME Surgeries InPatient*

How do you find NALC/CIGNA (PPO) (OAP) Providers and Pharmacies?

Go to NALC.ORG.

Under "Member Benefits"
 NALC Health Benefit Plan,

Click on HBP Website (Center of Page)

Under Quick links,

Click on "Locate Network Retail Pharmacy" -
 or CIGNA.

Click on Healthcare (OAP) Online Provider Directory

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

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

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

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

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

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

URGENT CARE

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

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

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

MARK RAMIREZ
 NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

HOW TO HARASS YOUR STEWARD

By Judith Eadson
NALC Branch 3825

1. Go to the supervisor and make deals, but don't tell your Steward anything about it. When the deal doesn't go your way, ask the shop Steward to fix it.

2. Go to your Steward with a problem. Call the supervisor all sorts of names and

know without being told when the contract is being violated and when you're dissatisfied. If you do tell them, make sure it's too late to file a grievance.

5. You can talk to the Steward on the clock, but don't do this. Call them at home

accuse him of insanity. Then when the Steward takes the problem to the supervisor and the supervisor gets angry, pretend you don't know anything about it. Tell the supervisor that he's a fine person, and that the Shop Steward is the crazy one.

3. Don't read newsletters or bulletin boards and don't go to union meetings. Expect your Steward to tell you everything that can affect you. Lose information you've been given and ask for second copies. Never vote in elections, just complain about the outcomes.

4. Don't tell the Steward anything. Expect him/her to

or on their day off. That way, you won't be a "troublemaker" for management,

6. Don't obtain requested copies of doctor's notes, signed statements or anything else needed to process your grievance. When the grievance loses, then you can blame the Steward.

7. Don't worry about your Steward's feelings. If you're in a bad mood, say whatever you want. Indulge yourself. If the Steward gets angry, threaten to quit the union. After all — Stewards are paid to take abuse.



Seriously! Variations on the above have happened to most Stewards, and they are more discouraging than any abuse from management.

Your Steward is your main connections with the union. Even if your relationship is difficult, protect the position.

If you enable your Steward to do a good job for everyone, you'll be helping yourself. Tear him or her down, and you tear down the Contract and your own defense.

Steward's aren't perfect. They don't claim to be. But, there's only a handful of people in this world trying to make a difference — and your Steward is one of them.

This page originally appeared in the Volume 32 #2 Summer 2013 NALC Branch 3825 *Unity* published in Rockville, Maryland

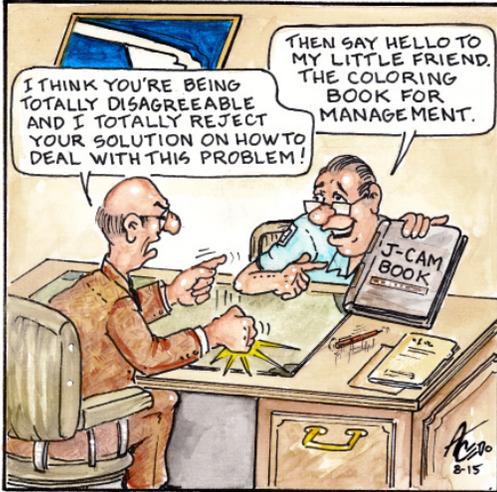
The Unsung Hero

By Jerry Andersen, President
NALC Branch 183

Do Carriers really know what a Shop Steward does?

Your Steward wears many hats: Letter Carrier, active listener, sympathizer, activist, adjuster, confidant, representative, office leader.

Out there



are defending the Contract. The vast majority of the time they are defending one of you.

The National Agreement gives the Steward the right to investigate and to even adjudicate issues that may or may not become grievances. There's a broad range of activities connected to this right, including interviewing a potential grievant as well as any supervisors and witnesses. They almost always have to collect information — often information that only management has.

Stewards have the contractual right to paid time (i.e. on the clock) to conduct those activities. They will also meet with management to avoid grievances if at all possible.

What you think you may know about a certain labor-management issue is often wrong or only a piece of the story.

Most importantly, the Steward enforces the National Agreement.

When someone has to carry the Steward's route, it is not because the Steward wants to hang out in the office. It is because they

The steward doesn't broadcast what they're doing. They are not in a position to talk about their work except in a general way, "It's an overtime issue", "It's a vehicle accident.", etc.

It should be understood that there are some things that are nobody's business other than the grievant, local management and the Steward.

Some cases are simple. Others are complex and may often even involve many hours of research. The Steward needs time to write the grievance, to meet on it, and then to write the appeal to the next step if it's not settled at Informal Step A.

Stewards have to copy all files related to appealing a grievance which are sometimes huge. There was a case in another branch in which *over 237,000 documents* were in a file related to Carriers having their wages shorted due to clock ring fraud. The Steward often couldn't carry the route, but the Carriers got their money. (I am not aware of clock ring fraud ever happening in our branch. *But, it is always a good idea to write down the hours you work daily in case you are not paid correctly.*)

When it comes to what you've heard, the bottom line is this:

What you may have heard may not be what really happened.

The Postal Service is in the communication business and often does a great job on the rumor mill as well. The Steward is the person who has to tell you that we won (or lost) your grievance; that you don't have a grievance; or (due to the evidence) we had to settle for something less.

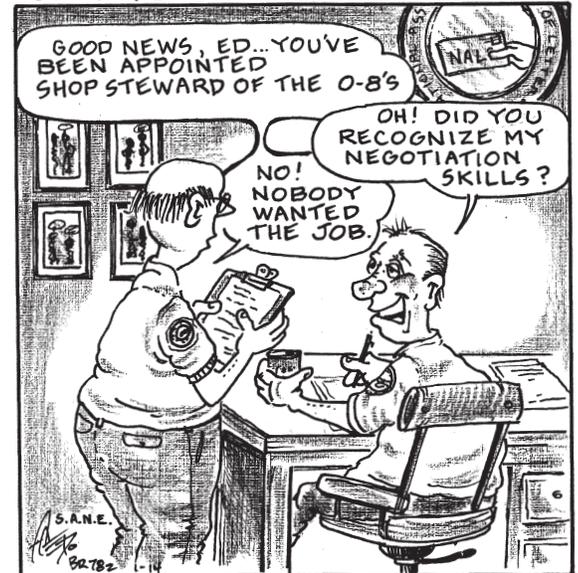
Your Shop Steward is the unsung hero of your office. So, when you see them, please thank them for the work they do for you.

Article courtesy of the Santa Rosa, California NorthCoast Branch 183
UPDATE published in Vol. XIII No. 1 | January - February 2018

"Out there"



OUT THERE



Is There Anything In Your Life That Isn't Affected By Politics?

One thing I've never quite understood is voter apathy.

In the United States, if over half of registered voters exercise their right to vote, that's considered acceptable. Amazing! Also consider that there are many citizens who are not even registered.



By Eric Ellis
CSALC District 4 Officer

Consider marriage. The absolute right to marry someone of another race didn't exist until the late 1960s. Supreme Court justices — appointed by various presidents and confirmed by the Senate — changed marriage law.

And who elected those who appointed the justices? American voters.

LAWS AND REGULATIONS GOVERNING EVERY LITTLE THING.

Everyday you probably drive to work. You stop at every stop sign or red light. You drive on one side of the road divider. You drive close to the speed limit (sometimes anyway...). Regulations govern your drinking water, oil drilling, the price you pay for everything under the sun, the amount of ethanol in your gasoline, whether you can burn wood in your chimney, etc.

The right to form a union, have workers join, and bargain for salaries, benefits, and working conditions can be altered by your elected representatives and the courts. Do you realize that Article 43 of our National Agreement says so?

THE UPCOMING LETTER

CARRIER FOOD DRIVE. Since the early 1990s, we've held the Food Drive on the second Saturday of each May.

IS THE FOOD DRIVE A POLITICAL ISSUE?

As someone who's participated in every food drive since 1993, it pains me to write this. But, the answer is an emphatic YES!

Remember our former postmaster general who called a press conference in early 2013 and

said he would eliminate regular Saturday mail delivery by the end of the year? If he had succeeded, would we still have the Food Drive?

NO! AND WHO STOPPED HIM? CONGRESS!

Now I know some may say we could have the Food Drive another day of the week, but guess what?

If the PMG had succeeded in eliminating Saturday delivery, we wouldn't have a postal service!

Studies showed that first-class volume and revenue would have tanked with such a move. Our brother and sister transitional and City Carrier Assistants (CCAs) would have been laid off. FedEx and UPS would have had rights to the mailbox, meaning that any Tom, Dick or Harry could stick their hand in *your* patron's mail receptacles. Why? Because, there would be no "sanctity of the mail".

(If you think of any additional items please feel free to ponder them.)

So, politics DO determine all of the above and more. Is your well-being as a Letter Carrier enough of a reason to exercise your right to vote and to be more active politically?

If any of the above matters to you, I hope the answer is yes.

Donate to the Letter Carrier Political Fund. Take action to protect your future!

OUR RIGHTS AND FREEDOMS.

We take many things for granted.

The Constitution guarantees many things, such as freedom of assembly, speech, the press, religion, etc. In most cases, if you want to move from one place to another within the U.S., the authorities don't stand in your way. Although there are certain restrictions, Americans have the right to own a firearm. Americans have the right to marry.

In our history, Congress and the courts have altered these things to some degree.



Protect Your Future.
\$5 a pay day will help do that!

Some people don't believe that our NALC is important.

Read for yourself what Carriers were paid before "The Strike" took us to the Postal Reorganization Act. of April 12, 1970.

Yes. You will be looking at "fine print".

Check out some of the numbers for yourself.

This is what Carriers were paid in 1966!!

In 1970, Congress authorized collective bargaining and the NALC has worked hard to improve our wages and our

working conditions ever since. It is important to realize that what has been fought for and earned can ultimately be taken away by Congress and the Administration. This is a fact!!!!

FLIP THE PAGE... KEEP READING!

 POSTAL BULLETIN <small>INSTRUCTIONS AND INFORMATION FOR POSTAL EMPLOYEES</small> SPECIAL ISSUE 													
LXXXVII			Washington, D.C. 20260, Friday, July 22, 1966—Eight Pages							20543			
<i>All Postal Installations</i>													
<h1>Federal Employees Act of 1966—</h1> <h2>P.L. 89-504</h2>													
I. General Information													
<p>A. Increases in basic compensation, averaging about 2.9 percent for postal employees under the new act, enacted on July 18, 1966, are effective as of July 2, 1966. The schedules containing these increases are printed in section II, below.</p> <p>B. Paychecks, dated July 22, 1966, for the pay period ending July 15, reflected the new increase. No separate retroactive payment will be made.</p> <p>C. Section III, below, outlines rules under which employees were converted to the new pay rates. Section IV contains the new rules relating to pay, enacted by the new act. Section V contains information on other related subjects covered by the new act. Section VI contains instructions for timekeepers.</p>													
II. Salary Schedules													
A. PPS Schedule													
1. Schedule for Annual Rate Employees													
PPS	Per month rates and steps												
	1	2	3	4	5	6	7	8	9	10	11	12	
1	\$4,284	\$4,340	\$4,402	\$4,471	\$4,546	\$4,626	\$4,711	\$4,801	\$4,896	\$4,996	\$5,101	\$5,211	\$5,326
2	4,507	4,573	4,645	4,724	4,809	4,899	4,994	5,094	5,199	5,309	5,424	5,544	5,669
3	4,749	4,827	4,911	5,001	5,096	5,196	5,301	5,411	5,526	5,646	5,771	5,901	6,036
4	5,001	5,091	5,191	5,296	5,406	5,521	5,641	5,766	5,896	6,031	6,171	6,316	6,466
5	5,264	5,364	5,474	5,589	5,709	5,834	5,964	6,104	6,249	6,399	6,554	6,714	6,879
6	5,539	5,649	5,769	5,894	6,024	6,159	6,304	6,454	6,609	6,769	6,934	7,104	7,279
7	5,824	5,944	6,074	6,209	6,349	6,494	6,644	6,799	6,959	7,124	7,294	7,469	7,649
8	6,119	6,249	6,389	6,534	6,684	6,839	6,999	7,164	7,334	7,504	7,679	7,859	8,044
9	6,424	6,564	6,714	6,869	7,029	7,194	7,364	7,539	7,719	7,904	8,094	8,289	8,489
10	6,739	6,889	7,049	7,214	7,384	7,559	7,739	7,924	8,114	8,309	8,509	8,714	8,924
11	7,064	7,224	7,394	7,569	7,749	7,934	8,124	8,319	8,519	8,724	8,934	9,149	9,369
12	7,409	7,579	7,759	7,944	8,134	8,329	8,529	8,734	8,944	9,159	9,379	9,604	9,834
13	7,764	7,944	8,134	8,329	8,529	8,734	8,944	9,159	9,379	9,604	9,834	10,069	10,309
14	8,129	8,319	8,519	8,724	8,934	9,149	9,369	9,594	9,824	10,059	10,299	10,549	10,804
15	8,504	8,704	8,914	9,129	9,349	9,574	9,804	10,039	10,279	10,524	10,774	11,029	11,289
16	8,889	9,099	9,319	9,544	9,774	10,009	10,249	10,494	10,744	10,999	11,259	11,524	11,789
17	9,284	9,504	9,734	9,969	10,209	10,454	10,704	10,959	11,219	11,479	11,744	12,014	12,289
18	9,689	9,919	10,159	10,409	10,664	10,924	11,189	11,459	11,729	12,004	12,284	12,569	12,859
19	10,104	10,344	10,594	10,849	11,109	11,374	11,644	11,919	12,199	12,479	12,764	13,059	13,359
20	10,529	10,779	11,039	11,304	11,574	11,849	12,129	12,414	12,704	12,999	13,299	13,604	13,914
21	10,964	11,224	11,494	11,769	12,049	12,334	12,624	12,919	13,219	13,524	13,834	14,149	14,469
22	11,409	11,679	11,959	12,244	12,534	12,829	13,129	13,434	13,744	14,059	14,379	14,699	15,024
23	11,864	12,144	12,434	12,729	13,029	13,334	13,644	13,959	14,279	14,599	14,924	15,249	15,579
24	12,329	12,619	12,919	13,224	13,534	13,849	14,169	14,489	14,814	15,139	15,469	15,799	16,134
25	12,804	13,104	13,414	13,729	14,049	14,374	14,704	15,039	15,374	15,714	16,059	16,409	16,759
26	13,289	13,604	13,924	14,249	14,579	14,914	15,254	15,599	15,949	16,299	16,654	17,009	17,369
27	13,784	14,114	14,449	14,789	15,134	15,484	15,839	16,194	16,549	16,909	17,269	17,634	17,999
28	14,289	14,629	14,974	15,324	15,679	16,034	16,394	16,759	17,119	17,484	17,849	18,214	18,579
29	14,804	15,154	15,509	15,869	16,229	16,594	16,959	17,324	17,694	18,064	18,434	18,809	19,184
30	15,329	15,689	16,054	16,424	16,794	17,169	17,544	17,919	18,299	18,679	19,059	19,439	19,819
31	15,864	16,234	16,609	16,989	17,369	17,754	18,139	18,524	18,914	19,304	19,699	20,094	20,489
32	16,409	16,789	17,174	17,564	17,959	18,354	18,749	19,149	19,549	19,954	20,359	20,769	21,174
33	16,964	17,354	17,749	18,149	18,549	18,954	19,359	19,769	20,179	20,589	20,999	21,409	21,819
34	17,529	17,929	18,334	18,739	19,149	19,559	19,969	20,379	20,789	21,199	21,609	22,019	22,429
35	18,104	18,514	18,924	19,339	19,749	20,159	20,569	20,979	21,389	21,799	22,209	22,619	23,029
36	18,689	19,104	19,519	19,934	20,349	20,759	21,169	21,579	21,989	22,399	22,809	23,219	23,629
37	19,284	19,704	20,119	20,534	20,949	21,359	21,769	22,179	22,589	22,999	23,409	23,819	24,229
38	19,889	20,314	20,729	21,149	21,559	21,969	22,379	22,789	23,199	23,609	24,019	24,429	24,839
39	20,504	20,934	21,359	21,779	22,189	22,599	23,009	23,419	23,829	24,239	24,649	25,059	25,469
40	21,129	21,564	21,989	22,409	22,819	23,229	23,639	24,049	24,459	24,869	25,279	25,689	26,099
41	21,764	22,204	22,629	23,049	23,459	23,869	24,279	24,689	25,099	25,509	25,919	26,329	26,739
42	22,409	22,859	23,279	23,689	24,099	24,509	24,919	25,329	25,739	26,149	26,559	26,969	27,379
43	23,064	23,524	23,934	24,344	24,749	25,159	25,569	25,979	26,389	26,799	27,209	27,619	28,029
44	23,729	24,199	24,609	25,019	25,429	25,839	26,249	26,659	27,069	27,479	27,889	28,299	28,709
45	24,404	24,884	25,284	25,689	26,089	26,489	26,889	27,289	27,689	28,089	28,489	28,889	29,289
46	25,089	25,579	25,979	26,379	26,779	27,179	27,579	27,979	28,379	28,779	29,179	29,579	29,979
47	25,784	26,284	26,679	27,079	27,479	27,879	28,279	28,679	29,079	29,479	29,879	30,279	30,679
48	26,489	26,999	27,389	27,789	28,189	28,589	28,989	29,389	29,789	30,189	30,589	30,989	31,389
49	27,204	27,724	28,119	28,519	28,919	29,319	29,719	30,119	30,519	30,919	31,319	31,719	32,119
50	27,929	28,459	28,849	29,249	29,649	30,049	30,449	30,849	31,249	31,649	32,049	32,449	32,849
51	28,664	29,204	29,589	29,989	30,389	30,789	31,189	31,589	31,989	32,389	32,789	33,189	33,589
52	29,409	29,959	30,349	30,749	31,149	31,549	31,949	32,349	32,749	33,149	33,549	33,949	34,349
53	30,164	30,724	31,109	31,499	31,889	32,279	32,669	33,059	33,449	33,839	34,229	34,619	35,009
54	30,929	31,499	31,879	32,259	32,639	33,019	33,399	33,779	34,159	34,539	34,919	35,299	35,679
55	31,704	32,284	32,659	33,039	33,419	33,799	34,179	34,559	34,939	35,319	35,699	36,079	36,459
56	32,489	33,079	33,449	33,819	34,189	34,559	34,929	35,299	35,669	36,039	36,409	36,779	37,149
57	33,284	33,884	34,249	34,619	34,989	35,359	35,729	36,099	36,469	36,839	37,209	37,579	37,949
58	34,089	34,699	35,059	35,419	35,779	36,139	36,499	36,859	37,219	37,579	37,939	38,299	38,659
59	34,904	35,524	35,879	36,239	36,599	36,959	37,319	37,679	38,039	38,399	38,759	39,119	39,479
60	35,729	36,359	36,709	37,059	37,409	37,759	38,109	38,459	38,809	39,159	39,509	39,859	40,209
61	36,564	37,204	37,549	37,889	38,229	38,569	38,909	39,249	39,589	39,929	40,269	40,609	40,949
62	37,409	38,059	38,399	38,739	39,079	39,419	39,759	40,099	40,439	40,779	41,119	41,459	41,799
63	38,264	38,924	39,259	39,589	39,919	40,249	40,579	40,909	41,239	41,569	41,899	42,229	42,559
64	39,129	39,799	40,119	40,439	40,759	41,079	41,399	41,719	42,039	42,359	42,679	42,999	43,319
65	39,994	40,674	40,989	41,309	41,619	41,929	42,239	42,549	42,859	43,169	43,479	43,789	44,099
66	40,869	41,559	41,869	42,179	42,479	42,779	43,079	43,379	43,679	43,979	44,279	44,579	44,879
67	41,754	42,454	42,759	43,059	43,359	43,659	43,959	44,259	44,559	44,859			

Letter Carriers need to donate to the LCPF to save our Retirement Benefits!

By Richard Drolet, Second Vice President,
NALC Southeast Massachusetts Merged Branch 18

Several years ago, our union started the “Gimme \$5” program to encourage people to donate \$5 per pay period to help support our political work necessary to save our benefits! The examples below show that the need to do so has even gotten greater. It’s time for Letter Carriers to step up and voluntarily donate to the Letter Carrier Political Fund (LCPF) so we can better protect our rights and benefits!! This money is used to help candidates and elected officials who help Letter Carriers — regardless of political party. The money generated by the LCPF is also used to help pay those Letter Carriers released to work on political campaigns while they are not in uniform and not on the clock.

With that said, ALL Letter Carriers need to be aware of what has happened in the past and what might be coming at us in the future... Let me develop some context for answers to this next question:

“What cuts to our benefits have already been made or are being proposed by President Trump and the Republican Party leadership currently in control of Congress??”

Letter Carriers **hired prior to December 31, 2012 currently pay 0.8% (\$19.23 per pay period at the top of our pay scale)** toward our basic pension benefits.

Carriers hired after that date now have to pay 3.1% of their pay as part of the “Middle Class Tax Relief and Job Creation Act”. So at the top pay rate in today’s dollars, each of these Carriers would have to pay **\$74.51 per pay period**.

Then in 2014, the “Bipartisan Budget Act of 2013” raised the rate for newly hired **federal employees hired after Jan. 1, 2014 pay 4.4%!** So those **NEWER CARRIERS PAY \$105.76** in today’s dollars!

THOSE TWO HITS THAT NEWLY HIRED LETTER CARRIERS HAVE ALREADY BEEN SUBJECTED TO WILL NOT RAISE THEIR PENSIONS AT ALL!

We need more contributions to the Letter Carriers Political Fund to make us more effective in stopping these attacks on our benefits! But it doesn’t end there. Think about the question I raised earlier...

“What cuts to our benefits have already been made or are being proposed by President Trump and the Republican Party leadership currently in control of Congress??”

President Trump’s budget proposals would raise the rate that ALL postal and federal employees have to pay to 6.45% of their base pay over the next 6 years toward their pensions. This will cost active Letter Carriers up to \$3,600 per year while not increasing our pensions by one dime!

That change would effectively eliminate the 5% match by the USPS if Letter Carriers agree to set aside 5% per year toward their retirement.

AND, THERE IS MORE...KEEP READING!

President Trump's budget proposal ELIMINATES COST-OF-LIVING ADJUSTMENTS (COLAA) FOR CURRENT AND FUTURE RETIREES UNDER THE FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS).

If this proposal became law, the average FERS annuitant – which means most of us -- would lose: \$23,400 over 10 years; \$99,471 over 20 years; and \$246,185 over 30 years once retired!

Trump also proposed reducing COLAs for Civil Service Retirement System (CSRS) annuitants by one-half of 1 percent (0.5 percent) EACH YEAR, which would cost each of them: \$12,598 over 10 years; \$60,576 over 20 years; and \$169.874 over 30 years!

But that's not all that is at stake! *President Trump's budget proposes \$46 Billion in cuts and revenue changes to the Postal Service — most likely reducing the frequency of delivery by eliminating Saturday delivery and scaling back other delivery.*

THIS IS YOUR JOB AND YOUR ROUTE THEY ARE ATTACKING!

His budget also slashes the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund), costing active and retired Letter Carriers alike \$32 Billion over 10 years! Once again, that's YOUR money!

Trump's budget also reduces CSRS and FERS pension benefits for new retirees by basing annuities on employees' highest average pay over five years (High 5) instead of over three years (High 3).

He also wants to eliminate the FERS Special Annuity Supplement for FERS employees who need to retire before the age of 62. *If the supplement is eliminated through Legislation, here is what you would lose if you retired at age 56 with 30 years of career federal/postal service: approximately \$12,000 per year, over a 6 year period, which would cost those employees upwards of \$72,000 over that period. In many instances, that would prevent employees from retiring because they couldn't afford to lose that \$12,000+ FERS Special Annuity Supplement per year!*

So what is the NALC asking each of us to contribute to try to prevent these drastic cuts in our benefits? \$5 per pay period, which is \$130/year. Over a 30 year career, that comes to \$3,900! As someone who has been donating \$6.00 per pay period, I consider this a bargain for us – given how much we have to lose if we can't prevent these cuts in our retirement benefits!

When the NALC asks you to step up and help protect our benefits, I know most of you will realize what a bargain we are getting by doing what our Association asks us to do!

PLEASE DONATE TO THE LETTER CARRIERS POLITICAL FUND TODAY!

I thank the NALC for providing us with this information during a slide show presentation made at the March NALC New England Regional RAP Session held in Providence, Rhode Island in the spring of 2018!

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

How long is it going to take to do my job today, boss?

Does anyone really ask this question? Are you laughing? I have heard it asked many times over the years — perhaps not exactly as stated above — but, yes, I've certainly heard many variations of that question!

Have you ever heard: "How much time does the computer show for me today?" "What is my leave time?" "What time does it show I will be back today?"

Every time I hear it I shudder with unease.

Hopefully everyone knows that management has a tool called DOIS and a new program that does the same thing called PET. However, I haven't heard about it being used in any office we represent. Both of these programs are nothing but a tool, filled with skewed numbers that management has the right to use (and can change), but these tools **DO NOT** dictate your time.

You — as the professional Letter Carrier on your assignment — **estimate** the time that you are going to need for the day! *So, don't go ask management what their numbers say for you on any given day.*

FIRST, LET ME ADDRESS OFFICE TIME.

As you should know, there is an 18/8 casing standard. 18 letters or 8 flats a minute is the standard in the postal handbooks and manuals. While this may be the standard, no Carrier shall be disciplined for failure to meet standards, **except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the Carrier's failure to meet office standards.**

By Chris Snyder, President
NALC Branch 1227

As long as you are doing your job (e.g. not wandering around the office talking), you should be fine.

With that being said, let's throw DOIS into the mix for management. Did management count your mail that morning piece by piece? Did management count your chunks and spurs piece by piece?

No they didn't. They took a linear measurement (with a ruler) or just used a guess average as to how many pieces are in a flat bucket. So do you think that this gives you an accurate reflection of your route for the day? NO.

So...when management walks around the office and announces "Your leave time today is 0843", for instance — they are giving you that based on DOIS alone.

There are arbitrations that have stated that DOIS is just a tool and doesn't dictate a Carrier's leave and/or return time. There are also arbitrations dealing with management creating a hostile work environment by walking around the office to tell you what time you have to leave for the day.

If these are happening in your office let me know and we can pursue a grievance on that. On occasion, I know at my station management does walk around the office and states what Carrier's leave times are. (I use it as a "pick your battle moment" knowing my office.) Management doesn't issue discipline based on not making leave times nor do they hold anyone accountable for their leave times.

Generally, we all just laugh about the leave time they give us. And, if management is going to walk around to all 40 routes in the office then it

takes away from the time that they have to maybe try and do something productive.

But if this is happening especially in the smaller offices let me know so that we can address it.

NOW, FOR STREET TIME.

YOU are the professional Letter Carrier on your route. **YOU** and *ONLY* you know how long it is going to take you on any given day based on thousands of possible circumstances.

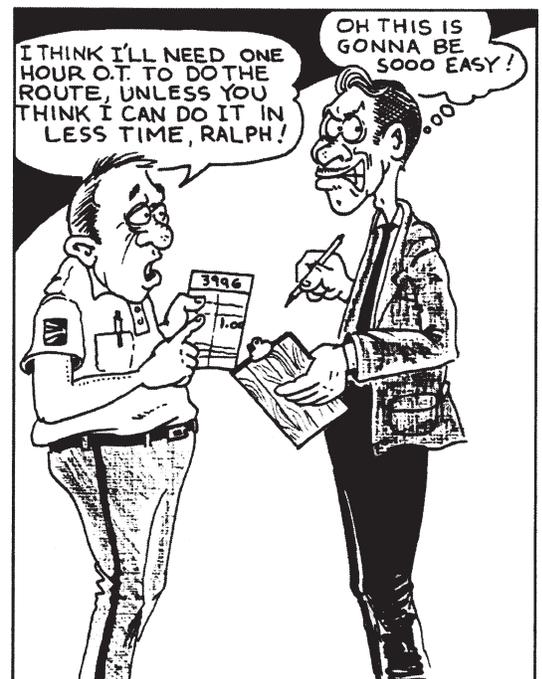
So, *your* requirement in the morning is to assess your route. If you feel that you are going to need overtime for the day, you need to submit a PS Form 3996 as soon as it is reasonably known that you will need overtime.

Remember, the time you request (as stated in block K "Estimated Work" is based on the word "ESTIMATED".

Once you turn in your PS Form 3996, management is supposed to address it with you personally, not yelling across the work room floor, that you are approved or disapproved.

With the advent of DOIS, management looks at their printout and approves or

OUT THERE



Originally published in Branch 782 newsletter in 1997.

disapproves based on what their computer system tells them.

This system is flawed in so many ways.

OUT THERE



Did management count each one of your parcels, did they personally count each piece of mail that you have, do you have coverage in the DPS, do you have EDDM/circulars, certified letters for all residential deliveries or businesses that you normally have, registered or signature confirmation parcels in your hamper, a deviation because of a hazard or road construction, weather, etc? The list goes on and on with what DOIS cannot calculate.

So what should happen is management should come to you and say. "I see you asked for 1 hour today. According to what I have in PET, you should be only 30 minutes over." Your reply should be "I submitted a request asking for 1 hour and that's what I think I will need today" or "After casing a little bit more it's not going to be as bad as I thought. I think I can take that down to 45 minutes."

After this discussion management has to either approve or deny your time.

If they deny it, your response should be "I asked for an hour and that is what I think I need. What do you want me to do with the rest of what you disapproved?"

Management should respond with either, "Carry it." Or, "Leave me a pivot for that time."

You shouldn't be given conflicting instructions like, "I want you to carry it and be back in the 30 minutes that I approved you."

Don't get into an argument with management just inform them that you cannot do both.

The proper response is, "I would like to request to talk to my Shop Steward." (You may not be able to talk to the Steward immediately. However, it is now on the record that you made the request and that will also be taken into consideration as any grievance is developed.)

I always remember a line that I heard the old-timers say: "It takes what it takes..."

THERE IS NO SET STREET STANDARD.

Management cannot tell you how fast you have to walk, there is no set pace you have to walk, there are no set times for how many boxes you have to do in a certain amount of time.

As long as you are doing your job safely, efficiently and properly there is nothing that management can do to you.

No matter what management calls it (DOIS, PET or whatever new program they think up), it's all the same — just a tool. Their projections are not an absolute as to how much time it's going to take you for the day. Don't let management rush you into working unsafely just to make their time.

Article courtesy of the Burkburnett, Texas NALC Branch 1227 Red River Carrier published in February 2017

Management's PET Project...

By Tom Cleer, President
NALC Branch 3520

The Performance Evaluation Tool (PET) gives Management four options to determine the projected street time. These options are: Average street time for the same day of the week for the previous six weeks; Average street time for all delivery days during the previous six week period; The most recent PS Form 3999 time for the route; and, The base street time for the route.

Although this newest attempt at projecting Letter Carrier daily workload uses a different-formula than DOIS or any previous projection tools, the provisions outlined in the M-39 and M-41 Handbooks have not changed. Carriers are still responsible for estimating the amount of time it will take to complete their assigned duties on a daily basis, and management still has an obligation to manage that workload based on the M-39 and M41 as well as previous National Level settlements regarding the use of time projection tools.

It is *still* a Letter Carrier's responsibility to inform management when they believe that they will be unable to complete their as-

signed duties in the allotted time. It is **YOUR** responsibility to request and complete a PS Form 3996 to document the need for overtime or auxiliary assistance. Request a copy of the 3996 for your records. It doesn't matter if the supervisor disapproves the request or partially approves the request, it is imperative that the Carrier submit the form when needed. In the event the 3996 is disapproved, *don't argue or get upset*. Simply do the best you can and follow the SOP and call back from the street for further instructions. At the end of the day, management will have to make a decision for you to either continue delivering and use the time you need or to bring the mail back. If/when you call back and you can't reach a supervisor, or are told to follow your original instructions, don't self-supervise.

DO NOT exceed the time authorized by management. Go back to the station at the time instructed and request further instructions. Management will not show gratitude for you completing all your duties, but they *will* discipline you for the use of unauthorized time. It is important to remember that any workload projection tool cannot be used as the sole basis for disciplinary action. The MOU requires that management must have other evidence in addition to the projections in order to properly form the basis for corrective action. Unauthorized overtime would be considered "other evidence".

Article courtesy of the Annandale, Virginia NALC Branch 3520 NOVA CARRIER published in August 2017

An Open Letter to my Union Sisters and Brothers

By Brian Drumm, Steward
Birmingham, Michigan
NALC Branch 3126

Some may know that I am a person of faith. It is a foundation on which I build, and it guides me through life. I am also a person of the Contract. It is our foundation, and it guides me as a union NALC Shop Steward.

While perusing a thesaurus, I find there are many definitions of steward: “custodian, curator (Like at a zoo...), and park ranger.”

Friends, family, and even Craig questioned my sanity when I chose to get back involved and represent our interests. What was I thinking, indeed?

Nonetheless, I am a person who does not take having rights, for granted.

Our wages, hours, and conditions of employment are hard won. Many brave and truly selfless people before us believed that these things *do* matter.

Years ago, I was a Steward after we moved into 1221 Bowers Street. As is often true, the more things change, the more they stay the same. There are lots of newer Carriers now, but many of the same old issues: overtime, work-room climate, and — oh yeah — the mail. However, there *are* new issues...

Life before scanners and FSS, now those were the days!

When first approached about taking on the role of union Steward, I was fed up how things were in B’ham. I hated coming to work. It was easy to stand around and bitch. It’s quite another thing, to get involved.

I am not thrilled with what this office has become in recent years. Where it goes, remains up to us. And the bottom line is, our collective rights still matter!

I truly miss the times when I am not on my route. I must remind myself that I opted to do this work. For me, it’s not about power, control, or manufactured drama. I’ve said it to our branch leadership, local management, and to fellow Carriers. With less than two years left, I don’t care about any of that stuff.

But, I do care about OUR common interests!

I have a framed print at home, which I bought at the Holocaust Memorial in Bloomfield Hills. (It quotes a Lutheran Pastor who, after a rocky start, spoke out against the Nazi party. Rev. Martin Niemoller was imprisoned for seven years, including time at Dachau.) “First, they came for the Socialists, and I did not speak out because I was not a Socialist. Then they came for the Trade Unionists, and I did not speak out because I was not a Trade Unionist. Then they came for the Jews, and I did not speak out, because I was not a Jew.

Then they came for me, and there was no one left to speak for me.”

It’s a daunting task to represent fifty, awfully unique Carriers, especially under impossible circumstances. I can only do it with the knowledge and support of

our Branch 3126 Officers, along with my fellow Stewards and Carriers. As the song goes: “I’m only human, after all.”

One of my favorite bible readings is from Isaiah 58: 9-12, which talks about the foundation of faith.

Isaiah 58:9-12

9 Then you will call, and the Lord will answer; you will cry for help, and he will say: Here am I.

If you do away with the yoke of oppression, with the pointing finger and malicious talk,

10 and if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday.

11 The Lord will guide you always; he will satisfy your needs in a sun-scorched land and will strengthen your frame.

You will be like a well-watered garden, like a spring whose waters never fail.

12 Your people will rebuild the ancient ruins and will raise up the age-old foundations; you will be called Repairer of Broken Walls, Restorer of Streets with Dwellings.

I aim to make Contract based decisions. I will make mistakes. But at the end of the day, at least I can say that I tried. And maybe when I walk through those squeaky, swinging doors for a last time, I won’t hate it as much as when this latest journey as Birmingham Steward began.

The following piece was written by Chad Thistle, a Santa Rosa Annex Carrier whose home was destroyed in the October fires.

In October 2017, a firestorm of unimaginable fury swept through parts of the city of Santa Rosa and reduced entire neighborhoods to smoking ruins. The fire burned so hot that glass melted and aluminum automobile engine blocks pooled like water.

I was awakened by my son who led me out to the living room where we could see the hills of Fountaingrove (a neighborhood). There was an orange glow, and the wind, full of smoke, was blowing extremely hard from the northeast to the southwest.

My wife and son decided to leave right away [smart!] for her parent's house across town. They grabbed a few things and remembered to take our family photo albums, which was lucky. I decided to wait a little while and see what would happen. I cat-napped on the couch and sprayed some water on my house and on my neighbor's.

At around 4:00 in the morning, embers started to come down. I decided to evacuate. Six hours later, around 10 am, my wife and I returned to the site and there was nothing left except foundation walls, chimneys and some small flames. There were also firefighters putting out my neighbor's burning house.

As it turned out, it was not just our house that was destroyed, but 155 houses in our immediate area. Also destroyed was the rural Mark West Springs / Riebli Valley area, the entire upscale neighborhood of Fountaingrove, and the Coffey Park neighborhood. Different fires had also sprung up — due to high winds and dry forests — and burned many homes elsewhere in Sonoma county and neighboring Napa and Mendocino counties. Since then, we have been trying to reconstruct our lives; accumulating new stuff to make life comfortable; obtaining an apartment; dealing with insurance companies; networking with neighbors; hiring an architect; and, planning our new home.

SOME ADVICE REGARDING INSURANCE:

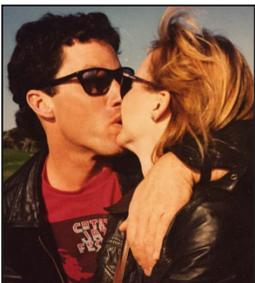
Make sure that you go through an insurance broker. They are supposed to know how much insurance you need. **MAKE SURE THAT YOU HAVE REPLACEMENT COST, NOT CASH VALUE!** Keep in mind that construction costs can be very high to rebuild. (In our area, those costs can run around \$330 per square foot.) **DON'T BE UNDER-INSURED!** Shop around for a good insurance company.



I just want to thank everyone for donating to the Branch 183 Fire Relief Fund as well as the Labor Council fund. That donation really helped us out, being able to pick up some basics, giving us security and getting us back on our feet. We also appreciated the many gifts of items we needed right away, such as clothing, towels, blankets, toothbrushes, etc.

Article courtesy of the January/February 2018 Santa Rosa, California NALC Branch 183 UPDATE

My wife Linda is retiring today after working 39 years for the USPS as a Letter Carrier and executive board member of her local union! I first met her at my mailbox in 1990. I never expected that the love of my life would arrive with my daily mail! I know that her customers and colleagues will miss her dearly... She brought more than letters to everyone she met... She brought love and smiles! She became good friends to many of them over the years, and she still takes time to visit and check on some of these elderly folks who look forward to all of her visits. In addition to all the work she did on a daily basis and being a great mom, she worked (and still works) tirelessly to help her community by being the coordinator of the Letter Carriers Food Drive for the North Bay Region. (Please donate food on Saturday, May 12th!). I know she is uncomfortable with all this public praise; but, sometimes, ya just have to take a bow, Linda... Well done, honey! And now? On to the next chapter and more adventures! ✉ **WILL JAMES, May 3 at 6:55am**



Wow! Lucky for me, Will, that you happened to live on my mail route in Sebastopol! Good thing we had that testy exchange of notes about your mail service in the mailbox, so that you felt compelled to approach me to apologize — and then ask for my phone number...and leave roses for me in your mailbox after that! Like I said, lucky me!!! ✉ **LINDA JAMES**

This info is courtesy of a Facebook post which was found by Marcelle Zuniga (Basil's wife). Pretty cool, huh!

Editor-guy note: Congratulations to “La Bomba” Linda James!!! Enjoy this event! Also, enjoy the rest of your retirement and continued success as the Executive Vice-President of NALC Branch 183!!!

SOBERING STATISTICS FOR THE VIETNAM WAR

“Of the 2,709,918 Americans who served in Vietnam, Less than 850,000 are estimated to be alive today, with the youngest American Vietnam veteran’s age approximated to be 60 years old.”

So, if you’re alive and reading this, how does it feel to be among the last 1/3rd of all the U.S. Vets who served in Vietnam? I don’t know about you guys, but it kinda gives me the chills. (Considering this is the kind of information I’m used to reading about WWII and Korean War vets...)

So, the last 14 years we are dying too fast; and only the few will survive by 2025 — if any. Consider this: 390 Vietnam Vets die every day. I will be lucky to be a still living Vietnam veteran in some 6-10 years. 2430 days from now???

These statistics were taken from a variety of sources that include: The VFW Magazine, the Public Information Office, and the HQ CP Forward Observer - 1st Recon April 12, 1997.

Agent Orange is taking a huge toll on Vietnam Veterans with most deaths somehow related to Agent Orange exposure. No one officially dies of Agent Orange, they die from the exposure which causes ischemic Heart Disease and failure, Lung Cancer, Kidney failure or COPD related disorders.

CASUALTIES:

The first man to die in Vietnam was James Davis, in 1958. He was with the 509th Radio Research Station. Davis Station in Saigon was named for him.

Hostile deaths: **47,378**

Non-hostile deaths: **10,800**

Total: **58,202** (Includes men formerly classified as MIA and Mayaguez casualties). Men who have subsequently died of wounds account for the changing total.

8 nurses died -- 1 was KIA.

61% of the men killed were 21 or younger.

11,465 of those killed were younger than 20 years old.

Of those killed, **17,539** were married.

Average age of men killed: **23.1** years

Total Deaths: **23.11** years

Enlisted: **50,274; 22.37** years

Officers: **6,598; 28.43** years

Warrants: **1,276; 24.73** years

E1: **525; 20.34** years

5 men killed in Vietnam were only 16 years old.

The oldest man killed was 62 years old.

Highest state death rate: West Virginia - 84.1% (national average 58.9% for every 100,000 males in 1970).

Wounded: **303,704 -- 153,329 hospitalized** + 150,375 injured requiring no hospital care.

Severely disabled: **75,000, -- 23,214: 100% disabled; 5,283** lost limbs; **1,081** sustained multiple amputations.

Branch 782 member Mario Muniz is a 1967 - 1968 USMC Vietnam War combat veteran.* He honors all who have served our country and mourns those who died in the course of doing their duty. He has shared these statistics as a way of providing some context. Not only do they paint a larger picture, they highlight the notion that wars are fought one person at a time. While Memorial Day was established to commemorate those who died in America’s wars, it should be noted that — eventually — we all die.

ALL VETERANS DESERVE TO BE HONORED ON THIS DAY..

STATISTICS FOR INDIVIDUALS IN UNIFORM AND IN COUNTRY VIETNAM VETERANS:

9,087,000 military personnel served on active duty during the Vietnam Era (August 5, 1964 - May 7, 1975).

8,744,000 GIs were on active duty during the war (Aug 5, 1964-March 28, 1973).

2,709,918 Americans served in Vietnam, this number represents 9.7% of their generation.

3,403,100 (Including 514,300 offshore) personnel served in the broader Southeast Asia Theater (This includes Vietnam, Laos, Cambodia, flight crews based

in Thailand, and sailors in adjacent South China Sea waters).

2,594,000 personnel served within the borders of South Vietnam (Jan. 1, 1965 - March 28, 1973). Another 50,000 men served in Vietnam between 1960 and 1964.

Of the **2.6 million**, between **1-1.6 million** (40-60%) either fought in combat, provided close support or were at least fairly regularly exposed to enemy attack.

7,484 women (6,250 or 83.5% were nurses) served in Vietnam.

Peak troop strength in Vietnam: **543,482** (April 30, 1968).

Amputation or crippling wounds to the lower extremities were 300% higher than in WWII and 70% higher than Korea.

Multiple amputations occurred at the rate of 18.4% compared to 5.7% in WWII.

Missing in Action: **2,338**

POWs: **766** (114 DIED IN CAPTIVITY)

As of January 15, 2014, there are 1,875 Americans still unaccounted for, from the Vietnam War.

DRAFTEES VS. VOLUNTEERS:

25% (648,500) of total forces in country were draftees. (66% of U.S. armed forces members were drafted during WWII).

Draftees accounted for 30.4% (17,725) of combat deaths in Vietnam.

Reservists killed: **5,977**

National Guard: **6,140 served: 101** died.

Total draftees (1965 - 73): **1,728,344.**

Actually served in Vietnam:
38% Marine Corps Draft: 42,633.

Last man drafted: June 30, 1973.

RACE AND ETHNIC BACKGROUND:

88.4% of the men who actually served in Vietnam were Caucasian; 10.6% (275,000) were black; 1% belonged to other races.

86.3% of the men who died in Vietnam were Caucasian (includes Hispanics);

12.5% (7,241) were black;

1.2% belonged to other races.

170,000 Hispanics served in Vietnam; 3,070 (5.2% of total) died there. 70% of enlisted men killed were of North-west European descent.

86.8% of the men who were killed as a result of hostile action were Caucasian; 12.1% (5,711) were black; 1.1% belonged to other races.

14.6% (1,530) of non-combat deaths were among blacks.

34% of blacks who enlisted volunteered for the combat arms.

Overall, blacks suffered 12.5% of the deaths in Vietnam at a time when the percentage of blacks of military age was 13.5% of the total population.

Religion of Dead: Protestant -- 64.4%; Catholic -- 28.9% other/none -- 6.7%

SOCIO-ECONOMIC STATUS:

Vietnam veterans have a lower unemployment rate than the same non-vet age groups.

Vietnam veterans' personal income exceeds that of our non-veteran age group by more than 18 percent.

76% of the men sent to Vietnam were from lower middle/working class backgrounds.

Three-fourths had family incomes above the poverty level; 50% were from middle income backgrounds.

Some 23% of Vietnam vets had fathers with professional, managerial or technical occupations.

79% of the men who served in Vietnam had a high school education or better when they entered the military service.

63% of Korean War vets and only 45% of WWII vets had completed high school upon separation.

Deaths by region per 100,000 of population: South -- 31%, West --29.9%; Midwest -- 28.4%; Northeast -- 23.5%.

DRUG USAGE & CRIME

There is no difference in drug usage between Vietnam Veterans and non-Vietnam Veterans of the same age group.
(Source: Veterans Administration Study)
Vietnam Veterans are less likely to be in prison -

Only one-half of one percent of Vietnam Veterans have been jailed for crimes.

85% of Vietnam Veterans made successful transitions to civilian life.

WINNING & LOSING:

82% of veterans who saw heavy combat strongly believe the war was lost because of lack of political will.

Nearly 75% of the public agrees it was a failure of political will, not of arms.

HONORABLE SERVICE:

97% of Vietnam-era veterans were honorably discharged.

91% of actual Vietnam War veterans and 90% of those who saw heavy combat are proud to have served their country.

74% say they would serve again, even knowing the outcome.

87% of the public now holds Vietnam veterans in high esteem.

**Mario Muniz is also the recipient of three Purple Heart medals. He "was there"...*

SOME GAVE ALL.

MEMORIAL DAY

MAY 28, 2018

THE VIEW: from the VEEP...

I look into her eyes. Beautiful blue eyes, a soft azure hue surrounded by perfect long curly eyelashes. Her eyes are perfect, as is the rest of her face. She looks back at me, looks into my old, bloodstained orbs. I am in love, and I wonder if she is thinking, “What are you? Who are you old man?”

I give her a kiss on the cheek then whisper —

“Hello my angel; Grandpa is here”.

I held my granddaughter for the first time on December 31st. She was almost six months old by then. My son, his wife, and now their daughter live in Geneva, Switzerland. My son moved to Geneva seven years ago and has never looked back.



It has been an adjustment for his American family. And now, with the addition of a new baby, there is more emotional hand wringing for us on this side of the pond.

But I understand why he has made the decision to keep his family there. Quite simply, living in Switzerland has ruined him for America and our lousy work culture.

My son didn't move to Geneva because of a job opportunity. He moved there because of a woman. He fell in love and pursued his heart. He carried with him across the Atlantic a part time job, a luggage bag, and just a few thousand dollars. Seven years later he now has a great full time

job, a wife and daughter, and a new home just outside of Geneva.

The longer he lived there, the more entrenched he became in the Swiss work culture and the Swiss social fabric. Over the years I have had many conversations with him about the differences between American Reality and what he has now living in Geneva.

Here are some of my observations:

1) Work-life balance: The Swiss work hard, but they have a strong work-life balance. The average Swiss worker earned the equivalent of \$91,574 a year in 2013,

By John “Cementhead” Dick
NALC Branch 3126 Vice President

...and an amazed and proud Grandpa!

while the average American worker earned only \$55,708. But the real story is that the average American had to work 219 hours more per year for this lesser salary.

I joke with my son that I make just as much money as he does; but, he is quick to remind me that while I work between 55-60 hours most weeks, he works the normal 40 hours. Working overtime for the Swiss is considered unhealthy and unsocial.

Options concerning time and money:

The Swiss have a culture of professional part-time work, and as a result, part-time jobs include every benefit of a full-time job, including vacation time and payment into two Swiss pension systems. Salaries for part-time work are set as a percentage of a professional full-time salary because — unlike the U.S. — part-time jobs are not viewed as necessarily unskilled jobs with lower pay.

81 percent of women in Switzerland are in the workforce, versus 69 percent in the States. Attitudes toward professional part-time work-for both men and women-have a lot to do with this.

3) Access to an amazing unemployment system:

In Switzerland, being on unemployment means you receive 70 to 80 percent of your prior salary for 18 months. Tuition costs for classes to help gain employment are also included in unemployment benefits. In the U.S., unemployment benefits generally pay workers between 40-50 percent of previous salaries for an average of six months.



7) Excellent health care and maternity leave benefits:

Swiss law mandates a 14-week maternity leave at a minimum of 80 percent pay. Many jobs pay the full 100 percent pay for maternity leave. Compare that with the U.S., where new mothers aren't guaranteed any paid time off after giving birth.

In Switzerland, it's also common to choose how much work to return to after having a child. You can decide the balance you

need between career and home life. And here's a real kicker: The Swiss government pays a monthly child stipend to help with child rearing expenses whether you need it or not!



4) Wealth-based tax system: Compared with the U.S., Swiss taxes are easy on the average worker. For example, a worker earning the average wage of \$91,574 would only pay about 5 percent of that in Swiss federal income tax. Instead of taxing salaries at high percentages (a practice that puts most of the tax burden on the middle class) Switzerland immediately taxes dividends at a maximum of 35 percent and also has a wealth-based tax.

The Swiss taxation method leaves money in the pocket of the average worker. The average adult in Switzerland has a net worth of \$513,000. Average net worth of adults in the U.S. is half that.

5) Lots of paid vacation time and never made to feel guilty for taking it: The legal minimum in Switzerland for paid vacation time is four weeks. My son gets five weeks with his job. Vacation time is sacred and the boss expects and hopes that you take your holiday time seriously.

6) Owning a car is optional: In Switzerland, 21 percent of households do not own a car, versus 9.2 percent in the U.S. The public transportation system is phenomenal. The buses run right on schedule, and are very clean and inexpensive. Walking is a way of life as well. Owning a car is a luxury, not a necessity.

8) Almost free public higher education:

Going to college in Switzerland costs very little. The public universities are considered better than the private schools, and the annual tuition costs for these public institutions are just a few thousand dollars per year.

The Swiss don't go into debt to go to college. The private high cost universities are there for those who can't "pass the muster" to get into the public colleges. The Swiss have prioritized education and they have one of the world's most highly skilled workforces to show for it.

Swiss Reality versus American Reality:

My son and his wife have made a very good decision to stay in Geneva and start a family there. They both have taken the time to educate me on the Swiss system and culture, and it gives me hope for the future. America is a great country. But, when it comes to how we treat our workers and their families, we need to do better. We have the resources; we just need to find the will.

Article courtesy of the Madison Heights, MI
NALC Branch 3126 *NEW VISION*
published in February 2018

Thank you, Editor and Branch President
Paul Roznowski for wearing both hats!!!

On our last day in Geneva, with packed luggage waiting by the door, I look one last time into those beautiful blue eyes of my granddaughter. I know I won't see her as often as I would like. I know her first words will most likely be French. I know I will miss her and cry when I see her picture. I kiss her and say goodbye. She puts her fist in my mouth. I blow spit all over her little hand. I am happy and sad.

Safety Happenings

By Paul Purcell
NALC Branch 258

There has been a lot going on in regards to safety in the Reading installation. It's gotten the attention at the district level — and some not in a good way.

At a recent monthly CPA NALC/USPS SafetyTaskforce meeting, one of the major topics discussed during the meeting was the increase in accidents in Reading over the past few weeks.

The major reason for these accidents were from inattentiveness and rushing around. I explained that most of the root causes from these accidents are from the working of long hours and the unrealistic expectations by management with the work load being given to the Carriers.

I was told other areas are going through the same thing yet they don't have the accidents we are encountering. I told them I can't speak for the other areas just what is or what is not happening in Reading. I let the committee know that usually myself and the rest of the safety captains talk about the accidents and see what can be done to improve safety in Reading, but ***its hard to improve safety when there is no commitment from local management.***

To make an improvement in safety there has to be some elements in place such as:

A hazard abatement program; a peer-to-peer observation program; regular safety captain meetings; and, a commitment from management.

Currently, we have none of these elements in place, and management seems to care little about safety in Reading.

Let me share a perfect example of their lack of concern.

At the GMF, we received a stand up talk about deviating from our routes for safety reasons. Management told us we need the supervisor's permission before we can curtail a delivery due to safety....

When I tried to address this with the supervisor, she was unwilling to discuss the issue. She said the Carriers had been given their instructions and they were to follow them.

The Carriers were directed to get the supervisor's permission before curtailing a delivery due to safety....

I filled out a PS form 1767 where I stated that safety is our call and per our stand-up talk, we do not need permission from management to not make a delivery due to safety.

Well, I got an answer back from our Postmaster stating that we are to follow the instructions in the standup talk *and that our supervisor WILL determine what is*

safe or unsafe as Carriers are not properly trained to assess what is safe.

I did not settle for this answer and took the 1767 to the Safety Task Force meeting. There everyone in attendance, including our POOM, said the Carrier is most certainly qualified to determine if a safety issue at a house or on a loop should be skipped!

It was also agreed that the Carrier — when away from the hazard — should call management right away. Then, both management and the Carrier should work together to determine if delivery should be curtailed totally or if delivery will be attempted again later in day.

Just be mindful that if you say that you must skip a portion of the route — for whatever reason — management may come out and check on the situation to further assess the hazard.

We Carriers need to stay committed to safety whether management is on board with us or not! We need to go home to our families the way we came to work!

When you feel something is unsafe, report hazards by filling out PS Form 1767s. You should fill out a 1767 for ANY hazard or condition you see whether in the office or on your route.

Article courtesy of the Reading, PA
NALC Branch 258 NALCASTER
published in April 2018

USPS Safety Ambassador Program in Dispute

By Brian Bump, NALC Branch 133 President

In a letter dated October 12, 2017, the Postal Service notified the NALC at the National Level, in accordance with Article 19 of the National Agreement that they planned to establish national guidelines for the existing Safety Captain Program and rebrand it as the Safety Ambassador Program.

This notification letter stated in part, "Safety Captains, renamed, Safety Ambassadors will partner with the Facility Safety Coordinator (FSC) and/or Installation Head using existing programs to promote a culture that encourages employee participation to improve the safety climate in the workplace."

The NALC replied to this notification with a number of questions aimed at determining if these proposed changes were in the best interest of Letter Carriers, and if they would adversely affect Carrier's wages, hours or working conditions.

The questions and the Postal Service answers are as follow:

1. *Is participation as a Safety Ambassador voluntary?*

RESPONSE: Yes.

2. *Will the Safety Ambassador Program change any current NALC rights under the National Agreement?*

RESPONSE: No.

3. *Will observations made and/or recorded by Safety Ambassadors be used for disciplinary purposes?*

RESPONSE: Not directly.

However, the Postal Service retains the right to conduct its own investigation into the observations made and/or recorded by Safety Ambassadors.

4. Will any other activities performed by Safety Ambassadors be used for disciplinary purposes?

RESPONSE: We understand this question concerns activities that the Safety Ambassador is assigned to by management. Based on that understanding our response is the same as provided in number 3, above.

5. Will current NALC Safety Captains who volunteer to serve as a NALC Safety Ambassador be permitted to continue embracing safety values by being appointed to this position?

RESPONSE: Safety Captains who volunteer to serve as Safety Ambassadors will be subject to the selection method for Safety Ambassadors.

6. In those delivery units where a Safety Captain Program has been established, will the current selection process be continued?

RESPONSE: The Postal Service intends to select Safety Ambassadors for each craft from a pool of volunteers and recommended candidates provided by the unions, with the installation head making the final selection. Further, the Postal Service intends to replace the Safety Captain

Program with the Safety Ambassador Program; however, an employee who is currently serving as a Safety Captain will have the opportunity to become a Safety Ambassador.

7. Will delivery



Originally published May 2012
units that are not part of a Postal Service Plant have a Facility Safety Coordinator as part of the Safety Ambassador Program?

RESPONSE: No.



Originally published November 2005

8. Will the NALC Safety Ambassadors be given computer access so they can use the electronic Safety Toolkit referenced in this correspondence?

RESPONSE: Yes.

In March 2018, the NALC notified the Postal Service that, based on the answers they provided, it was clear that the proposed Safety Ambassador Program principles are not based on the existing and locally developed Safety Captain Program as stated in the October 12, 2017 letter.

The NALC letter went on to state "For instance, observations made and/or recorded by Safety Captains could not be used for disciplinary purposes under any circumstances. Based on your answer to this concern, this will no longer be true for Safety Ambassadors. This destroys the integrity of the 'peer on peer' safety awareness approach that is at the heart of the Safety Captain Program.

Additionally, the Safety Captain Program is a joint program where the NALC chooses our representatives that serve as Safety Captains. The proposed Safety Ambassador Program is a unilateral program. According to your answers, current Safety Captains will only be permitted to serve as Safety Ambassadors if the installation head appoints them to serve in this capacity. The installation head will also choose the NALC Safety Ambassadors in offices that do not currently have the Safety Captain Program.

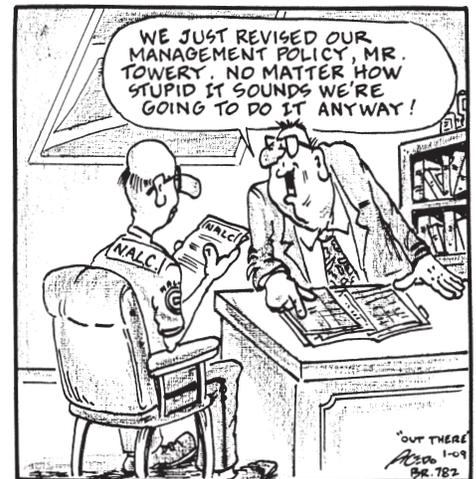
It is for these reasons the NALC is not in a position to participate in the proposed Safety Ambassador Program in its current form."

In a letter dated March 8, 2018, the NALC notified the Postal Service that we have

filed a national grievance on this issue because we believe the creation of the unilateral Safety Ambassador Program to replace the joint Safety Captain Program creates changes in working conditions that are not fair, reasonable or equitable.

I ask that our members not volunteer to serve as safety ambassadors for the Safety Ambassador Program in its current form. Just say no when the opportunity to become a safety ambassador presents itself.

This is not to say that we will not continue to promote safety and work with management to ensure safe working conditions. We will continue to promote safety values and cooperate with management as bargained in our National Agreement.



Originally published January 2009

Article courtesy of the Sacramento, California NALC Branch 133 Swing Room Gazette published in April 2018

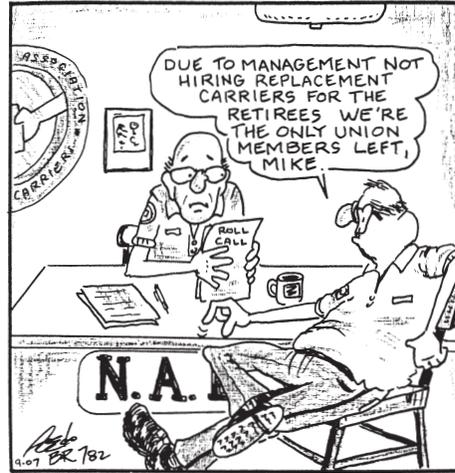
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...

OUT THERE



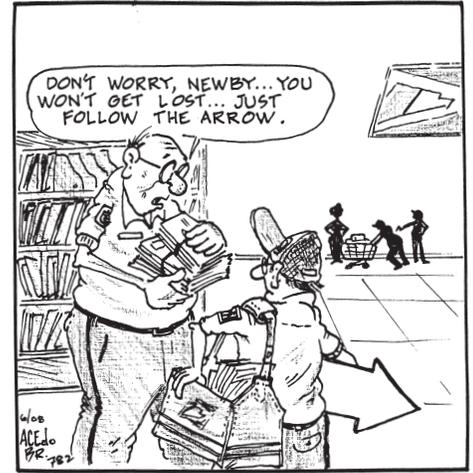
Originally published April 2009

OUT THERE



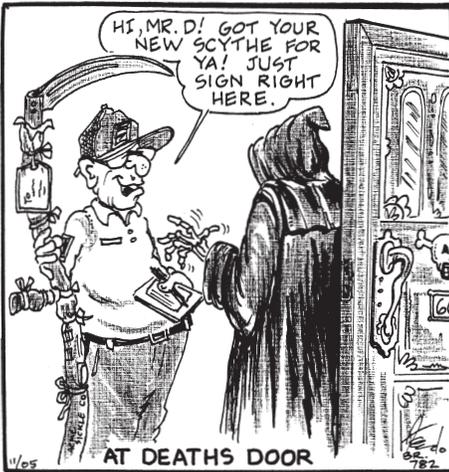
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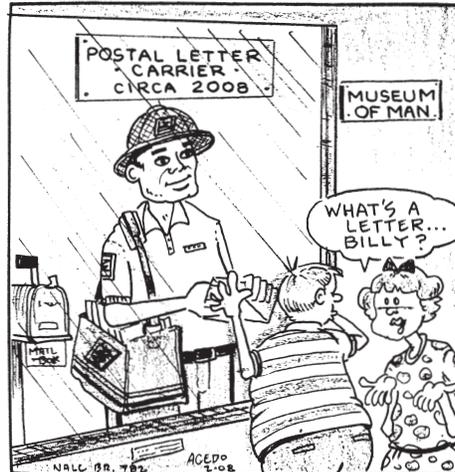
Originally published May 2009

OUT THERE



Originally published May 2009

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Originally published May 2009

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Originally published May 2009

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Originally published May 2009

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Originally published May 2009



from the editor-guy

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

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

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

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

BASIL ZUNIGA

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

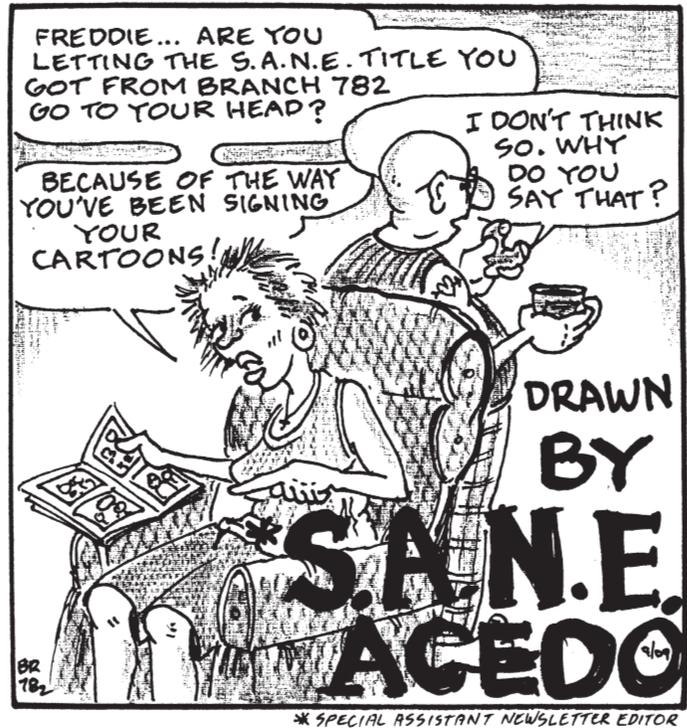
Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.)

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

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

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

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



from the editor-guy

In the April newsletter, I published three vintage pictures taken by Retiree Bill Curtis. They featured Molly Biggar, Kim Gerdes and Mark Ramirez.

After I made my Editor report at the last General Meeting, Branch 782 President Mike Towery said something to me that sounded like, "I really enjoyed the pictures. You should do more. Flashback. You could call it A Flashback."

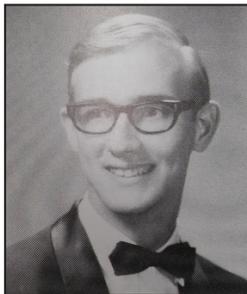
Hmmmm... "A Flashback"... I can do that...

Well, I guess Mike had no inkling of where that kind of an invitation might move me. I certainly didn't know that it would take me to

Foothill High School where I met school Librarian Shelly Stevenson. She was kind enough to share with me four of the yearbooks



1969 ASB President

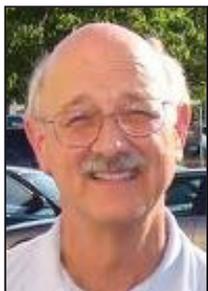


Senior Year picture

that featured some pictures of the young Michael Towery.

Branch 782 member Mark Ramirez informed me that Mike had been the high school Student Body President although he had no desire to hold that position. Some of the friends he knew orchestrated a write-in campaign on his behalf. He won. (Mike even told Mark that he'd voted for the other candidate who, he felt, was more qualified.)

Mark Ramirez also pointed out that one-time National Business Agent and current NALC Director of Safety and Health Manny



Peralta had had to personally convince Mike that he should seriously consider being the Branch 782 President. As Mark will tell anyone who will listen, "I really don't know where the Branch would be without him! He is so sharp and so organized!"

For years, as an involved NALC member, Mike Towery was active as the 93308 Shop Steward, Chief Steward and Vice-President. Eventually, he took on all of the the many

responsibilities that go with his current job as the President of our local association.

If past is prologue, Mike certainly used his four years of high school to hone leadership skills. Furthermore, the record shows that he was active in a variety of challenging pursuits and earned many honors which rewarded those efforts.

While in the U.S. Army, he was trained to persevere and overcome obstacles. And, through the years, he has done this repeatedly for Letter Carriers.

"OuT tHeRe"



Just one instance which illustrates how Mike Towery deals with adversity was addressed in this excerpt from his *At the Mike* article in the May 2015 newsletter. "We started this year's Food Drive with a few obstacles that we had to overcome. Campbell's soup was unable to sponsor the cost of printing the Food Drive postcards and the sponsor who took over cancelled at practically the last minute. And? We were still able to collect almost 116,000 pounds!"

The Branch 782 membership stepped up and approved covering the cost of printing the 330,000 cards that we would deliver to promote this project. We were very fortunate to have the Branch reimbursed for a large portion of the cost by donations from Carriers, family members and even some Postal managers."

Mike Towery demonstrates integrity, honesty and dedication in the way he approaches everything that he does.

If he did not, he would not have been able to write the following passage from the above referenced article. That passage underscores the fact that he is able to inspire others to work as a team: "We were very fortunate to have the Branch reimbursed for a large portion of the cost by donations from Carriers, family members **and even some Postal managers.**"

All that brings me back to "A Flashback"...

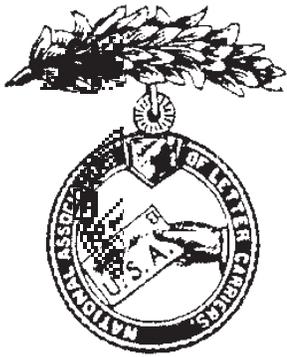
In last month's article I noted that, "Everybody has family pictures. And, it is always so much fun to look back and see how much the kids have grown. It can be disheartening to see how much we've changed as we age; but, age we do. Old pictures can be a real treasure trove. They capture slices of life we once inhabited. They chronicle and grab moments along the road that we've travelled."

Mike Towery occasionally faces a certain amount of good natured ribbing about the shine emanating from the top of his head. He takes it all in stride and gives that big smile of his. Those high school pictures presented a time when hair did indeed spring from that noggin of his. I know he's probably already heard this saying: "God made a lot of heads but only put head on the ones that he wasn't too proud of."

However, there is one more thing that he needs to hear.

The Letter Carriers of NALC Branch 782 are so very thankful for the way that he uses his head on our behalf. His knowledge and negotiation skills are weapons he uses daily. And, we are also grateful for his compassionate heart and patience!

BASIL ZUNIGA



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

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

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

General Meeting
Wednesday
May 23, 2018
7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

**SOME
 GAVE
 ALL.
 MEMORIAL
 DAY**

MAY 28, 2018

There is a tribute on pp. 12-13

**Thank you Branch 782
 Retiree Mario Muniz!!!**

"OuT tHeRe"



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

This month YOU could win \$500!

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

Web Version can be found at WWW.782.NALC. Link located at "Jump to Current Month's Newsletter"