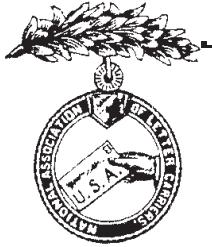


National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



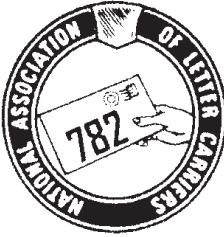
ARVIN
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McFARLAND
TAFT

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DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

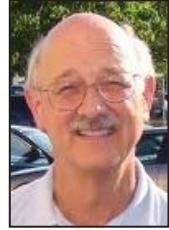
CHARTERED FEBRUARY 25, 1901



NUMBER 6

JUNE 2017

at the



Mike: 103,945 Pounds!

The Postal Service has recently mandated that all uniform companies STOP requesting or using your uniform allowance anniversary date.

In plain English...the Postal Service is trying to stick it to us and is hoping that people forget to use the entire yearly uniform allowance which is allotted to us.

Luckily, a uniform supplier — Postal Uniforms Direct — has mailed out a notification of this "sneaky tactic".

Our Advice: Use **ALL** of the contractually agreed to money that the USPS allocates for purchase of your uniform items! **USE IT OR LOSE IT...**

Please note: Your allowance balance can be checked 24/7 by calling Citibank at **800-287-5003**.



| | 2017 | 2016 |
|---------------------------|-------------|-------------|
| Arvin (93203) | 536 | 255 |
| Avenal (93204) | 1190 | 800 |
| Delano (93215) | 4834 | 3756 |
| Lamont (93241) | 413 | 300 |
| McFarland (93250) | 1087 | 536 |
| Shafter (93263) | 4726 | 4631 |
| Taft (93268) | 6474 | 4500 |
| Wasco (93280) | 2694 | 3216 |
| Downtown Station (93301) | 2279 | 2664 |
| South Station (93304) | 7772 | 9743 |
| East Brundage (93305/07) | 9212 | 10276 |
| Hillcrest Station (93306) | 9394 | 11068 |
| Dole Court (93308/12/14) | 18125 | 24520 |
| Stockdale Station (93309) | 11631 | 13620 |
| Camino Media (93311/13) | 5640 | 6638 |
| Mojave (93501) | 700 | 347 |
| California City (93504) | 1100 | 825 |
| Boron (93516) | 422 | 391 |
| Edwards AF Base (93523) | 536 | 403 |
| Tehachapi (93561) | 2480 | 2465 |
| Ridgecrest (93555) | 11825 | 13760 |
| Trona (93562) | 425 | --- |

I Wish I Could Say, "All is Well". But...



I think a lot of us are feeling relieved that Letter Carriers have a Tentative Agreement with the Postal Service. For many of us we haven't seen a lot of negotiated agreements. For some Carriers this is their first negotiated agreement.

While the merits of this agreement are many, but I will leave this to the other scribes to discuss.

I wish I could say all is well. But, we may have our biggest challenge coming from actions and attacks coming from Congress.

LET ME BE CLEAR: The NALC cannot and does not negotiate our retirement benefits.

Congress controls all retirement benefits and controls our Health Benefit System. Both Active and Retired Carriers should be concerned right now because both Speaker of the House Ryan, and President Trump have proposed drastic cuts to federal and postal employees and retirees.

Active Carriers beware! Leadership in the House of Representatives, and the President are proposing the following changes to your retirement:

- Raise the age to collect your Social Security and reduce benefits
- Eliminate the Social Security Supplement if you need to retire before age 62

by Pam Kraft, Trustee
NALC Branch 4374

- Change the High Three earning years to a High Five. That would reduce your retirement.
- Increase the amount you pay into retirement. Prior to 2013, Carriers paid 0.8 %. Carriers converted after 2013 pay either 3.1% or 4.4% based on hire date

This is ridiculous! Now the current leadership proposes more hits on all of us?

Just when you think it can't get worse, the proposed budget would eliminate "Cost of Living" for both Active and Retired Letter Carriers, and all federal employees.

THINK IT CAN'T HAPPEN?

Congress raised the Social Security age in 1983 from 65 to 67 for those born after 1960. Now the proposal is to raise it again.

If you still think it can't happen — during the same year — Congress and the President required all federal employees to pay into Social Security. This was supposed to "save" the system.

That's why we have two retirement programs, Civil Service Retirement System (for those hired before January 1, 1987) and the Federal Employees Retirement System which is for all of us hired after 1984.

These hits on federal employees, and other huge cuts are in President Trump's budget.

Some of you may say reports are his budget is "dead on arrival." Well they're *not* dead in the House of Representatives.

Speaker of the House Paul Ryan supports these cuts, and his party has the majority.

The budget cuts don't just hurt us and other federal employees. Social Security cuts hurt everyone — your family, your friends, and neighbors.

Additional cuts to Medicare and Medicaid will have drastic effects. These cuts, if enacted, hurt our military veterans. And Veterans make up a big part of our workforce.

Congress is in session until July 31 and will return September 4. We'll have to watch carefully as legislative bills are introduced, some of these proposals are in committee.

If you don't know who your Representative is, you can contact me, or the Branch office and we will give you direct phone numbers to their office.

The union leadership can't stop this by themselves, we all need to make phone calls, email, or write. Phone calls DO persuade Congress.

You can start calling now, just use the bullet points listed: No cuts to Social Security! Don't raise the retirement age. Don't take away COLA from federal employees and retirees. Keep the Social Security Supplement. Don't change the High Three to High Five; and, add whatever else you are comfortable with.

Be polite, but let them know you are a proud federal employee and that you vote! Make a phone call! Make another phone call. Call often. Make them aware of your concerns.

Your local and national union will keep you apprised. Equally important, please give \$5.00 a payday or whatever you can afford to our Letter Carrier Political Fund! The union cannot use dues money for any political activity, and any money you invest goes in the LCPF to help us get our Letter Carrier message to Congress

If we sit back and do nothing, we could lose so much. Information on this is available at the NALC web page; on your smart phone app; or, you can ask a Branch officer or Shop Steward to assist you.

This threat isn't going away... Protect Yourself. **IT'S YOUR FUTURE!**

Article courtesy of the Center Line, MI
NALC Branch 4374 *FRONT LINES*
published in June 2017

A new contract and a fresh appreciation for collective bargaining



**Fredric V.
Rolando**

This is the magic of collective bargaining—as individuals, we are powerless to negotiate with a \$70 billion-per-year enterprise. But together, the NALC, backed with the power of a 93 percent membership rate, had a real say in the setting of our wages. We played a significant role in determining the terms and conditions of our employment.

We said we would remain at the bargaining table as long as progress was possible and a path to success remained—and that is exactly what we did. In an age of universal and instantaneous communications, negotiations are not easy. Negotiators are forced to keep a lot of details close to their vests, particularly when there are so many moving parts to the negotiations. If bargaining in the traditional media is unwise and difficult, then bargaining in the social media is pretty much impossible. So I very much appreciate the patience, trust and support of our members over the past year or so.

For the eighth time in 14 rounds of collective bargaining since 1970, active letter carrier members of NALC will soon have the chance to vote for or against the terms of a new contract. That means you have the power to determine your own destiny. Although I am proud to join my colleagues on the Executive Council in recommending ratification of this tentative agreement, I want you to fully appreciate the value and importance of our right to bargain collectively, no matter how you vote on this 40-month contract. This right should not be taken for granted.

One of the best ways for you to show your appreciation for your union rights is to exercise your democratic right to vote on this contract. Please urge carriers in your workplace to do the

This month we're focused on the very heart of NALC's organizational purpose: the recent conclusion of a tentative national labor contract through free and fair collective bargaining. The proposed deal outlined in the pages of this issue of *The Postal Record* is the result of 15 months of sustained effort by the union's officers and staff. I have already thanked them all for their efforts, but the real thanks must be extended to the members of our great union.

Thanks to the patience, solidarity and unity of America's letter carriers, the leaders of this union were able to negotiate as equals with the U.S. Postal Service.

This is the magic of collective bargaining—as individuals, we are powerless to negotiate with a \$70 billion-per-year enterprise. But together, the NALC, backed with the power of a 93 percent membership rate, had a real say in the setting of our wages. We played a significant role in determining the terms and conditions of our employment.

same.

After more than a year of painstaking negotiations, I am freshly reminded how special collective bargaining can be. It levels the playing field for workers in a setting that would otherwise give managers and owners all the power and advantages. At the same time, collective bargaining, at its best, is the art of problem-solving that benefits all parties. When it works, it reconciles competing interests in a just and sensible fashion. It makes equality and fairness in the workplace possible. And it makes possible a decent standard of living for all the workers in a company, not just the folks in the executive suites.

We should all feel grateful for the hundreds of thousands of letter carriers who came before us to build the NALC—and especially for those who battled to win collective-bargaining rights for us. At the next branch meetings when the tentative contract is being discussed, I hope every branch leader takes the time to give a shout-out to the retired members in attendance. Their solidarity made this contract possible. I also hope every branch will renew its commitment to defend these rights and to pass them on to the brothers and sisters who follow us.

Thinking more broadly, it is a shame that so few Americans benefit from union rights these days. The importance to freedom of unions and collective bargaining was once a common belief among Americans of all political stripes. President John F. Kennedy perhaps said it best: "Free collective bargaining is good for the entire nation. In my view, it is the only alternative to state regulation of wages and prices." That is a message that even pro-business conservatives used to embrace. In fact, long before he destroyed the air traffic controllers union PATCO in 1981, President Ronald Reagan, himself a former union president, noted that "where free unions and collective bargaining are forbidden, freedom is lost." While unions and bargaining are not prohibited in America, our laws and our corporate-dominated politics in recent years have severely discouraged them. And the resulting loss of economic freedom and justice for American workers has been enormous.

So as we consider ratification of a new national agreement, let's not just be thankful. Let us recognize that those of us who benefit from collective bargaining have an obligation to help our friends and families win the rights to organize and bargain collectively as well. I can't think of a better way to strengthen our country and our democracy than by strengthening our labor movement in the years to come. Solidarity truly is forever.

June 2017 **The Postal Record**

Minutes of the May 2017 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 24th day of May, 2017 at the branch office, Bakersfield. The flag salute was led by Sergeant-at-Arms Paul Salazar. All members of the Executive Board were present except Financial Secretary Anita Holderman and Trustee Darryl Holderman. The Stewards were present from Avenal, Brundage, Camino Media, Delano, Downtown, East Bakersfield, Edwards, McFarland, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was Newsletter Editor Basil Zuniga; Assistant Treasurer Debbie Guillet; Assistant Recording Secretary Norma Hamer; OWCP Representative Rick Gerdes; and Frank Martinez and Paul Greenfield of the Social and Recreation Committee. The Minutes of the April 26, 2017 meeting were read and accepted with no additions or corrections. The communications were read.

REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega reported that the picnic committee is great. Basil Zuniga reported that last month should have been Camino Media Station's turn. No one came possibly due to the fact that Steward Mike Meza was gone to the Convention. He thought that he and Rick Gerdes would be the only ones at the folding. But Juan Rodriguez, Maria Valenzuela and the Holderman showed up. Anita Holderman did the "cooking" along with Joseph's. The newsletter was larger than usual, it kept growing. The final numbers for the Food Drive are still coming in. He thanked Kim for the Minutes each month. Basil discussed the tentative agreement; the Rap Session in June will provide more details. He discussed the article about Bill Quinlin and the guest article about the proper delivery of parcels. Basil apologized for all the typo's in the newsletter. His son has been in the hospital since May 1st. He urged everyone to check out the web version, it is virtually typo free and there is more information. Mike Towery thanked Basil for the exceptional job he does on the newsletter, even with personal "stuff" going on he still gets it done. Other Branches comment on how great the newsletter is. Paul Greenfield reported that the Social and Recreation Committee will have a BBQ in the fall at Stramler Park. Kim Gerdes reported that four more books were sold, 659 books remain.

NEW BUSINESS: Molly Biggar discussed the adjustment needed to cover all overages in the Budget. She made a motion to move monies in the 2016 - 2017 Budget to cover the adjustment. Seconded by Blanca Ibarra and the motion passed. Molly reported that the proposed 2017 - 2018 Budget total is about the same it's just allocated a little differently. Anyone interested in a copy of the proposed budget can get a copy from her.

GOOD OF THE ASSOCIATION: Mike Towery reported that the updated total for the Food Drive is 103,585 pounds of food collected. Down 14,638 pounds which could be explained because there was a lot more boxed staples donated and fewer canned items. Norma Hamer reported that the lower totals could also be explained in that there were a limited number of bags this year and that the cards were not delivered at some of the stations. Mike Towery reported that the fact that the cards were

not all delivered was brought to the Postmaster's attention at the Labor Management Meeting. The AO's saw an improvement in their totals because they had the bags. Mike thanked Norma Hamer and Shari Sharpe for all their hard work. Shari buys food and gift cards for the Carriers at her office. Mike reported that he and John will be going to Ridgecrest to do route counts. Mike discussed the effects the President's new budget will have on Carriers (proposed 1% increase per year for 6 years to FERS employee contribution with no increase in benefit; the average high 5 instead of high 3; eliminate COLA for current and future FERS retirees; eliminate COLA for CSRS and eliminate FERS supplemental check). He encouraged everyone to contribute to the "Letter Carriers Political Fund", it takes money to lobby Congress. Mike thanked the delegates who attended the convention. They use their own Annual Leave to attend. Debbie Guillet discussed a class she attended on the "Joint Statement on Violence and Behavior." She informed members that the Form 1767 can also be used to report management behavior and how the Carriers are being treated. Basil Zuniga asked that each delegates write an article to share and educated the members on what they learned at the Convention. Evelyn Gauthier discussed the new equipment that is being tested. Tami Foshee shared the new options for the scanners. John Ortega discussed that the M41 required that employees display "a willing attitude." Don't argue with supervisor; call in at required time if you will not make their time frames. Mike Towery informed members that if they call the office and can't get an answer they should call the Postmaster's secretary at 392-6100. Debbie Guillet also discussed the "windows of operations" and Article 8. She shared that the Branch received an award for having 96% members. Mike Towery discussed items from the Labor Management meeting, retirement classes and benefit classes. CCA Representative Gilroy Manglicmot will be setting up a CCA class. Some of the items he would like to cover are; attendance, scheduling CCA's at 10 a.m., AWOL, posted vs. supervisors schedule, sick leave, annual leave, negotiating delivery time and the new contract. Mike discussed the proposed contract. The Election Committee will meet in June and ballots will be finalized and mail out in mid July. Mike also reported that 47,000 CCA's have been converted since the last contract, 40% of all regulars were once a CCA.

FINANCIAL SECRETARY'S REPORT: Anita Holderman will report next month.

TREASURERS REPORT: Molly Biggar reported:

| | MARCH | APRIL |
|-------------------|--------------|--------------|
| Beginning Balance | \$62,525.04 | \$68,197.82 |
| Dues and Income | \$13,090.26 | \$13,047.44 |
| Total Balance | \$75,615.30 | \$81,245.26 |
| Total Expenses | \$ 7,417.48 | \$ 1,672.01 |
| Ending Balance | \$68,197.82 | \$79,573.25 |

The MDA 50/50 Drawing was won by Tami Foshee, who donated her winnings to MDA.

The Drawing for \$100.00 would have been won by Israel Cebilos if he had been present.

There were 34 members present.

The meeting adjourned at 8:28 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

Non-Members — May 2017*

Downtown Station

Sarah Kirby
Javier Cruz

South Station

100% UNION!!!

Brundage/East Bakersfield

Vicky Guerrero

Hillcrest

100% UNION!!!

Dole Court

100% UNION!!!

Stockdale

James Oh
Marty Martinez
Daniel Zuniga

Camino Media

100% UNION!!!

Arvin

100% UNION!!!

Avenal

100% UNION!!!

California City

100% UNION!!!

Delano

Cynthia V. Quebral
Daniela Barreto

Lamont

100% UNION!!!

Mojave

Alexander Keller

Ridgecrest

G. D Schatz

Shafter

M. D. Voights
L. M. New

Taft

K. J. Hughes

Tehachapi

B. C. Den Beeman

Trona

100% UNION!!!

Wasco

D. Jones

*CCA names are in italics

**There are only 15 non-members
in all of the cities we serve...
Only 2 of them are CCAs.**

BRANCH 782 MEMBER ROY RODRIGUEZ RETIRES!

After twenty years of delivering mail, Roy Rodriguez retired on May 25, 2017 from the Hillcrest Station.

He worked in construction for twenty years before he hired on at the Postal Service. He told me that when he was doing construction all the Union jobs were going

away, so he decided to look for a more permanent union job.

He was hired on at the Post Office in April of 1998. Roy knew the importance of the Union and often attended meetings.

His immediate plans are to help with his four grandchildren until they reach school age; to spend time with his wife, Sarah;

and to spend time golfing with his two sons. Carlos and Steven are



The moment Roy joined the Last Punch Bunch



After a long haul — this was his very, last morning punch...

looking forward to spending time with their dad, too!

Among some of the things he shared that are in his plans: Roy wants to travel to Washington D.C. and to visit the National Parks around the country.

Everyone at Hillcrest wished him a long and happy retirement — and since he lives down the street from the Station we should see him often!

PAM SMITH
93306 Shop Steward.

Chuck Morris Retired *May 26, 2017!*

In Bakersfield, at 4:00 p.m. on May 26, 2017, Chuck Morris and his wife, Jill, met with Branch 782 President Mike Towery to go over Chuck's retirement paperwork.

At about 4:30, Chuck phoned the Ridgecrest office and informed the supervisor that he'd retired — "**TODAY!!!**" From across the room Mike and Jill could hear the supervisor exclaim, "**TODAY!!!!!!**"

***Yup. That's the Truth.
The Whole Truth.
And? Nothin' but the Truth!!!***

Chuck began his Postal career on October 14, 1995 at the age of 39 as a PTF Carrier.

In his younger years he served four years in the U.S. Navy on the *USS RANGER* where he did bomb assembly.



USS RANGER at sea underway in 1978.

He also had a few jobs such as working at a cement factory as well as at a cemetery working backhoe and digging graves. When Chuck moved to Ridgecrest in 1988 he was working at Stater Brothers Grocery Store where he met his wife, Jill. He got to know many local people.

One in particular was a clerk from the Post Office who shopped at the store and talked about working at the Post Office. Chuck thought that he would give it a try.

Chuck said that he is going miss his fellow Carriers and Clerks as well as his customers. Ridgecrest can be such a small town. Many of the customers on his route he knew from his time working at the store.

They know his wife as well as his two daughters, Carly and Riley. His customers have watched his kids grow up and, while he will miss seeing them on a daily basis, he will keep in touch with many of them.

But, he is not going to miss working in the heat or the hectic Christmas season!

His advice to the rest of us who haven't retired yet: "**TAKE CARE OF THE CUSTOMERS! THEY ARE THE REASON THAT WE ARE HERE AND THEY PAY OUR WAGES!**"

Chuck *always* has a funny story! And he can really tell stories about the Post Office.

One of his favorites was when he had a Postmaster from Palmdale ride in his truck do a 3999. Chuck spotted a yard sale on his line of travel. There was a metal detector for sale... Chuck stopped. He said he told the Postmaster, "This is my 10 minute break". Chuck bought the metal detector and went by after work and picked it up.

Chuck could not believe that the inspector did not want to get out and shop, too!

Chuck recalls the worst day at work was "9-11".



He said that they were at work and knew something was going on but had no information. He said everyone was just hungry to hear what was going on because our county was under attack but they still had to case the mail and get it delivered.



In his retirement, he is looking forward to fishing and metal detecting with his grandson. He has another grandbaby on the way and is hoping for a girl!

He is also looking forward to just spending time with his family. Jill is hoping to retire soon from Stater Brothers and they can just relax and enjoy.

That's "The Plan".

OUT THERE



Originally published March 2007



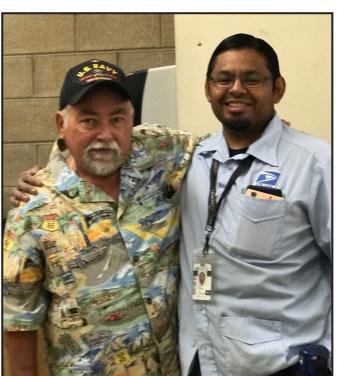
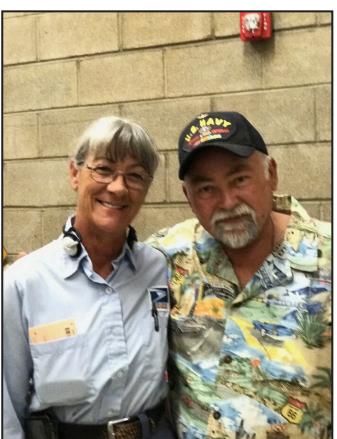
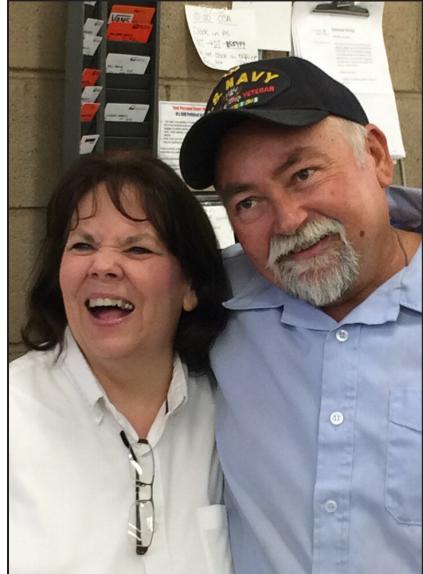
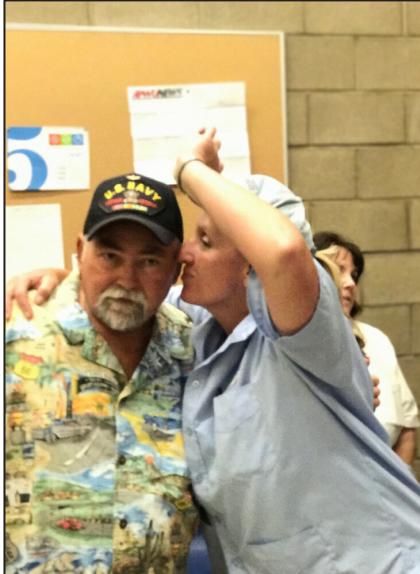
Chuck and Jill have always fostered pets and performed pet rescue in our community. They are very committed to the care of animals in need!

We will miss Chuck and his sense of humor. *What we will miss most of all are the cookies and bananas.*

Every morning before work Chuck stopped in at Stater Brothers to say hi to his wife and friends and to buy cookies and bananas for the office.

All of us will surely miss Chuck!! But, we all wish him the very best in his retirement years and hope they will last even longer than the years that he worked!!

We all hope that he finds a pot of gold when he is out metal detecting... He deserves it!



Congratulations, Chuck!

LYNNEL HOWELL
Ridgecrest Shop Steward

Planning to retire?

Information for NALC members (*) who want to plan...

While the Office of Personnel Management (OPM) makes all decisions regarding retirement entitlement, current employees are required to apply for retirement through the USPS Human Resources Shared Services (HRSSC). HRSSC can be reached by calling 877-477-3273, option 5.

When calling HRSSC, be prepared to provide your Employee ID and PIN. Upon request, HRSSC will:

- ✉ Mail an individualized annuity estimate based on a projected retirement date provided by the employee; Schedule and provide telephonic individual pre-retirement counseling;

- ✉ Mail a packet of information (usually called the ‘blue book’) of forms and guidance.

HRSSC retirement services can alternately be accessed by employees close to retirement eligibility on-line using the LiteBlue eRetire application. Employees must know their Employee ID and USPS Pin numbers to access eRetire. The LiteBlue eRetire application allows the following:

- ⌚ View and print individualized annuity estimates;
- ⌚ Request and obtain a retirement application packet in one of two ways:

- 🖨 Download and print a retirement application packet;

- ➡ Order a retirement application packet and receive it in the mail

- ☎ Schedule a retirement counseling session.

In addition to information available from the USPS HRSSC, retirement information is available from OPM; and retirement information and advice is available to NALC members from the NALC Retirement Department.

The NALC Retirement Department publishes a leaflet titled “Preparing for Retirement,” and Question & Answer booklets on retirement matters for CSRS and FERS.

(*) Text is bigger for older folks...)

Article courtesy of *The Snitch* published in August-September 2016 by Mt. Clemens, Michigan NALC Branch 654.

Retirement Counseling

Letter Carriers approaching retirement eligibility have a contractual right to individual pre-retirement counseling from the Postal Service, upon request. The purpose of the counseling is to promote fully informed retirement decisions by employees.

The Postal Service individual counseling is provided telephonically by a retirement specialist at the USPS Human Resources Shared Services Center (HRSSC). Letter Carriers initiate and schedule the counseling session by calling HRSSC at 877-477-3273 option 5, or online at the Liteblue eRetire application.

Letter Carriers have a right to this individual counseling on the clock, if desired. When a Letter Carrier wishes to receive the counseling on the clock, local management must arrange reasonably private space. The Letter Carrier has the right to have his or her spouse and/or an advisor present during the counseling. The counseling will include (but not be limited to) assistance with completing forms (e.g., StandSF2801 and any other forms related to FEGLI, FEHB, and TSP) and military and civilian service deposit issues.

If a Letter Carrier is unable to begin or complete a scheduled individual retirement counseling session, that issue will be addressed at the local level jointly by the union and management.

The Postal Service is required to provide individual and group retirement counseling. That obligation flows from law (the Civil Service Retirement Act and Federal Employees Retirement Act), Office of Personnel Management guidance (OPM is the federal agency that has authority to administer the CSRS and FERS), USPS Employee and Labor Relations Manual provisions, and national level settlements with the NALC.

Should you encounter any difficulties obtaining individual retirement counseling, contact the NALC Retirement Department for assistance.

“PAPA FRANK” RETIRES!!!

After a long career in the post office which began on July 24, 1978, Brundage Station Letter Carrier Frank Martinez (and Branch 782 Sergeant-at-Arms) has decided to call it a career!!

I'd like to think that he had such a great time at the California State Association of Letter Carriers State Convention down in Anaheim last month that he just couldn't bear dragging himself back to Brundage.

Because Frank never did actually come back to his route, Tuesday May 16th, 2017 is the last day he (or “Papa Frank” as many of us in the 05's have come to call him) ever stood in line to swipe his timecard. (He retired effective May 26, 2017.)

“Papa Frank” and I have had our cases right next to each other the past five years, and I was his T6 for the previous five years or so. I've grown fond of my neighbor and friend over these years. We did the buddy system, checking our LLV's many a morning.



We had countless conversations about his beloved Dodgers and Raiders, always making sure we took some kind of crack

at the expense of our other neighbor and Kansas City Chiefs fan, Steve Luebrecht.



Frank loves to talk about his family, especially when he would give us the replay of his grandsons' baseball games and granddaughters' softball games. He also loves wrestling and attends the CIF state wrestling championships religiously.

Frank used to share many tales from his USPS career.



Just shy of thirty-nine years of service, Frank was #2 on the Bakersfield Seniority List. And, if it weren't for the immortal Lee Collaso (seniority date August 22, 1967), he would have made it to that #1 seniority spot!

“Papa Frank” was one of the most interesting Carriers I've ever represented as a Shop Steward.

He had a knack for kind of just saying the right thing at the right time, and I swear I don't think I'll ever know another Carrier who managed to get himself out of trouble like Frank did. I don't know how many times I would think to myself as we walked into the office, “Ok. This is the time it sticks.” —only to see the man walk out clean as a whistle. **So for that, “Papa Frank” is a legend in my book!**



“Papa Frank”, I miss all of our conversations. I miss having you as my neighbor and friend. And, I'm almost certain that Chiefs' fan misses you too...but he still has the Chiefs over the Raiders this year.

And, Frank, when you're at church on Sundays, don't forget to say a little prayer for all of us still stuck at the post office. (Also, I believe that you could've out-lasted Collaso.)



“Papa Frank”, my friend, I wish you a long and Happy Retirement!!!

**PAUL SALAZAR
93305 Shop Steward**

P.S. Sorry, Frank. You're so old I couldn't find any pictures of you in your young days.



I guess I could have gone to a museum to look for some. Cave paintings, maybe?

CCA Corner

"What are they talking about?"

by Mike Leishman, Editor
NALC Branch 2008

HERE'S THE SCENARIO: You're a CCA. You report to work and the supervisor tells you you'll be carrying route X and that it has 1346 pieces of **DPS** today and **DOIS** says you should be done by 3:45. You then find the route you'll be carrying and the Regular that is getting it ready for you tells you that this route is part curbside and part **NDCBU**'s. He/She then tells you that they cased in the **SPRS** and to make sure you separate your **CFS** and **UBBM** mail on the street so you can put them in the appropriate holdout when you return from the street...

You roll your cart out and head off to load your truck. You think to yourself — "*What Are They Talking About?*" Why do I need to know that I have 1346 pieces of DPS today? Who is this DOIS guy that says what time I should be done? What are NDCBU's or spurs? Since I don't know what these things are, maybe I'll figure it out when I see them?



Originally published November 2006

route. If it's over the base number it will add to your street time. **DOIS** is a computer program where management counts all the mail for the route then enters the numbers and it calculates how long management might anticipate that the route will take to finish that day. This really only applies to the Regular Carrier on the route because they were the one inspected on the route to collect this data.

NDCBUs are centralized mailboxes (usually for delivery of mail to apartments). **SPRs** ("Spurs") are small parcels and rolls; they

are cased in because it makes it one more thing you don't have to keep track of.

CFS mail and **UBBM** mail are types of mail that are either forwardable or not forwardable. CFS mail is forwardable and is sent to the Computerized Forwarding System unit. UBBM mail is Undeliverable

Bulk Business Mail. It cannot be forwarded and is put in the UBBM tub.

I hope this has made things a little less confusing. Soon you'll be talking this way too and somebody else will be the newbie and they will be wondering,



Originally published August 2015

"What Are They Talking About?"

Below are fuller definitions of these phases:

DOIS - Delivery Operations Information System

Management has taken the street times from the last route inspection and added in some minimum times for the stuff you do when you are not casing, like vehicle inspection and going to the accountable cage. It then gives you one minute for every 70 pieces of mail you get and adds that in for the time you should need to pull down.

DPS - Delivery Point Sequence

The arrangement of mail into delivery order by using barcode sorting equipment.

NDCBU - Neighborhood Delivery and Collection Box Unit

This is a centralized unit of more than eight individually locked compartments. In addition, collection mail may be deposited in a designated compartment.

SPRs (pronounced "spurs") - Small Parcels and Rolls

CFS - A Computerized Forwarding System unit where all undeliverable-as addressed mail is labeled with the new forwarding address or the reason the mail cannot be forwarded

UBBM - Undeliverable Bulk Business Mail

Article courtesy of the June 2017 Tarpon Springs, FL NALC Branch 2008 *Suncoast Letter Carrier's Update*

No Carrier Left Behind?

by Frank Salazar, Now Retired President
NALC Branch 2902

November 2, 2016, game 7 of the World Series Chicago Cubs vs. Cleveland Indians going into extra innings, Branch 2902 Executive Vice President Ray Hill and I had been texting back and forth about the game. My last text to Ray was at about 9:52 p.m.

I received a text at 10:13 p.m. and thought, "Why would Ray be texting me this late? The game has been over for about 20 minutes." When I looked at my phone, it wasn't Ray, it was Shop Steward Sal Lopez from Simi Valley. He texted me the following at 10:13 p.m.:

"Sorry to bother you so late, got a call now from a Carrier at Main. He's locked out with his LLV, outgoing, etc. He wants to know what to do."

I texted Sal back to see if he or the Grievant had any phone numbers for any of the supervisors. While waiting for a response, I called both offices. There was no response. Sal had the number for one of the supervisors, but she wasn't responding.

At 10:19 p.m., Sal texts me back and states that the Carrier knows where the Postmaster, Pete Boughan, lives and says that the Carrier wants to go to Pete's house. I called Sal back (because I got tired of texting) and replied, "**Why not? The gate is locked. He can't get in and we don't want to leave the LLV out in front of the Post Office with outgoing mail and accountables. The only other alternative would be to drive it home.**"

I told Sal to tell the Carrier to "**...go to Pete's house and pound hard on the door until someone answers.**"

The Carrier arrives at the Postmaster's house, he knocks on the door and the Postmaster's wife answers. Postmaster Boughan was already in bed for the night, but his wife let him know a Carrier was at the door. Boughan relayed to his wife to tell the Carrier to return to the office and someone will be there to let him in. The Postmaster called Supervisor Kelsey Vela,

and after a few expletives, Vela called Supervisor Rodney Einarson who lives blocks away. Einarson was told to get his behind over there and let the Carrier in.

And, guess who the closing supervisor was who locked the Carrier out? You guessed it: Einarson. Guess he wanted to see Game 7 too.

IF THIS WASN'T BAD ENOUGH, TWO DAYS LATER THE SAME THING HAPPENS AGAIN AT THE THOUSAND OAKS MAIN POST OFFICE!

On November 4th, 2016, a CCA was given a two-hour swing at about 3:30 p.m., and he leaves for the street about 4 p.m. He also has additional parcels for other routes to deliver and it's also getting dark earlier.

Oh...it's the CCA's forth or fifth day delivering mail on his own.

The CCA stated that Supervisor Neal Bouchet knew he was leaving late and this was confirmed by another supervisor. The CCA thought that help would be sent, but help never came. The two-hour swing took the Carrier about four hours, because he is new and it's dark, plus he had parcels for other routes to deliver and he is not from the area.

The CCA gets back to the office about 9:45 p.m. All the gates are locked. The building is dark. The CCA attempted to make contact with all the supervisory numbers he had, but no luck. He called his Union Steward Alex Lopez, but unfortunately Lopez didn't answer because he was at the movies with his cell phone on silent.

The CCA finally made contact with another CCA who supervises on Sundays. That CCA called Postmaster Linda Catagno, who in turn called Supervisor Neal Bouchet who had forgotten about the Carrier and finally went back to the office and let the CCA in. The CCA clocked out

at 10:50 p.m., but was written out 9:30 p.m. (The Union had to fix that too.)

It was plain dumb/stupid to send a new CCA out that late without help and/or checking up on him. The supervisor claims to have sent out a text message, but there was no reply. A new Carrier probably doesn't even know how to access a text message.

In both instances, the supervisors failed miserably to do their jobs.

I'm told that the supervisors are to physically count all the vehicles to make sure they're all accounted for; they are to do the same with the arrow keys. In addition, supervision is to account for all the scanners and make sure the scanners are properly docked; and, finally, supervisors are to review RIMS/DMS to make sure all the dots are back in the barn. Evidently, both supervisors failed miserably and should have been made accountable. One supervisor claims he counted all vehicles. He probably didn't take his shoes off when he was counting, because he missed one. The same supervisor stated that he checked RMS/DMS and didn't see anyone out there, probably had his eyes closed or was not wearing his glasses, because he missed a Carrier.

Why am I writing about this? To expose this incompetence and utter failure of policy. **What if a Carrier got injured out late at night? What if there was a vehicle accident or robbery? There's no one at the office to call, because no one is there.**

Got an emergency number? If not, get one. You should have all your office numbers and maybe one or two supervisory numbers just in case. You can also input your Steward's numbers or Branch officer's numbers in your phone. You never know. It's already embarrassing enough to be delivering in the dark late at night only to come back to the office and find out you are forgotten and left out in the cold and dark.

At least Motel 6 will leave the light on for you. That's more than I can say about our employer in these two situations. Be prepared and get some emergency numbers — just in case...

This is an abridged article courtesy of the January - February 2017 Chatsworth, CA NALC Branch 2902 Mail Bag News

A past feature from our November 2016 newsletter revisited....

In an Instant...DISASTER!

An Account of Dangerous Park Points

David Betts, a transitional employee started his carrying career in Concord, New Hampshire. Then — as a CCA — he was transferred to Branch 44 in our Exeter Office.

In my interview David said he loved carrying mail. He told me that he was not even supposed to be delivering that route on the day in question. You see it was his birthday two days before tragedy struck, and he was supposed to meet up with some college friends. No one can tell the story better than David so I am going to turn the article over to him.

My accident was on Friday the 21st of March two years ago. I was on the City route 2 in Exeter. I was at a parking point getting a loop ready.

The next thing I remember I was waking up on the ground. I didn't know where I was or why I was on the ground, I tried to get up and start running — just run and get out of there.

I couldn't get off the ground, I tried. My leg was stuck. Then I heard someone say, "Stay still. Don't get up." That's when I knew, I was in an accident.

I was in and out of consciousness. I needed to call my wife. Was anyone else hurt? Where this parking loop is, a bus stop for a school is right there on the same corner where you park. No kids were there at the time. Then, I passed out. Woke up on the stretcher. Then, passed out again. Woke up in the ambulance. Passed out and woke up in the CAT Scan at the hospital. Never really lost conciseness again.

My wife showed up in the ER. They let her in to see me. She was eight and half months pregnant at the time. When I saw her I knew this was going to be a long haul.

I was transferred down to Boston. Down there they started to work on my injuries. I had x rays done and more screening done. The surgeons put 70-80 stitches and a gravity drain in my scalp for the eight inch laceration.

They said my scalp was "degloved" from my head. (Google it. You will get more perspective.)

I also had an AC joint separation in my left shoulder. And lots of cuts and scrapes and bumps and bruises. My hospital stay was horrible. After two nights of being there I had enough and was brought home.

My wife was waiting for me at home. My daughter (who was a 3 year old at the time), was at my in-laws till I got settled.

**by David Betts and
Editor Pete Prunier,
NALC Branch 44**

After about a week I developed blood clots in my left leg. Another trip to the local hospital.

OWCP is not fun.

My AC joint claim was denied, because of terminology. Blood clots also denied. Both of those have been fought and been accepted to my case.

I have also had issues with my right shoulder, neck, upper back, left eye, and a concussion. All of those have not been accepted. and are still being fought through the union. I am glad I had Workers Comp, but dealing with them is more stressful than the accident itself.

I am back to work and I am in pain all day. Some days are better than others; but, still, so much pain. The worst part of the whole episode, was my personal life.

My wife was eight and a half months pregnant at the time of the accident. She not only had to take care of herself, but had to take care of me, our 3 year old daughter, our dog, and house.

The last few days of her pregnancy I should have been rubbing her back and feet, taking care of her. Instead she was shoveling the walk way, walking the dog, taking care of our daughter, and working at her job as well as me.

I couldn't help her when she went into labor. She needed me and I feel like I wasn't even there for her in the labor



room. I could not help her physically like I did when our daughter was born.

Our son was finally born, and I couldn't hold him as long as I wanted to. My son was too much for me. I couldn't really hold him for two months.

My daughter, I wish I could swing her around in the air like the Irish princess she is and should be treated like. But, I can't because of the pain.

She likes to wrestle her Papa too when she gets a chance...when I'm feeling a little better.

All I wanted to do was hold my son, and help my wife, but I couldn't.

Another low point for me that I will never forget, is my daughter telling me that she was scared of me. "Papa your head is scary." That tore me apart. I never want my little girl to feel that way. It kills me that she had to see me this way. It's been over two years and I still get upset from time to time when I think of what was taken from us. I can't play on the ground with my son for very long because I get uncomfortable from the pain. All he wants to do is play in his sand box or wrestle on the ground with his Papa.

All of this happened because of poor parking points. and a person not paying attention while driving. He was trying to pick up a sandwich that fell on the passenger floor board.

I never heard him coming. He never saw me and never hit the brakes. Just ran right into me.

Accidents can happen any where at anytime. We can try to protect ourselves by parking in safer parking points.

If you feel unsafe for any reason, get your parking points moved!

Try to give yourself a better chance to survive unscathed!

Please take the time to think of how to protect yourself!

You never want to put your family and yourself, through an ordeal like this.

This article courtesy of the Manchester, NH 44 *Magnum* published in October 2016. My thanks to both Pete Prunier and David Betts. I sincerely hope that every single one of you take it to heart!



David Betts and other Carriers who have been injured at dangerous park points were greeted by NALC Convention Delegates in Philadelphia.***

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

"Manny" Peralta, NALC Director of Safety and Health — April 2012 *Postal Record*

to the editor-guy

Basil ~ I was just speaking with Dave Betts of Branch 44, who was showcased in your November 2016 Newsletter (page 4 & 5) and noted that the caption on his picture at the convention makes reference

to the Los Angeles Convention, when we in fact brought our injured carriers together at the Philadelphia Convention in 2014***. You could correct the web version for anyone that reviews it in the future. With that said, how are you and retirement getting along?

Manuel L. Peralta, Jr., Director of Safety and Health (6/21/16)

Dave Betts Update

Dave is still dealing with health issues. The NALC is assisting him in battles with OWCP. Despite initial denials of his claims, things have improved greatly.

As reported by Branch 44's Pete Prunier, Dave is now a very active, involved member of the Branch!

On the Job Injury and Occupational Disease

-Vice President Chriss Daniels-

Due to the amount of calls the Branch has received lately related to on the job injuries or occupational diseases, I want to educate you with the basic instructions on what to do when either occurs.

The basics of OWCP (Office of Workers' Compensation) is not an easy one, but one that needs to be taught over and over. It is so important that our members and stewards know what to do when an on the job injury occurs or when a member develops an occupational disease. If you are injured on the job, follow these basic instructions to get you started in the right direction. Also, inform your steward of the injury so he or she will be able to represent you if management fails in their obligations where injuries are concerned. One important thing to remember is your claims do not fall under L&I (Labor & Industries, which is an agency of the State of Washington). The physician you see will think Postal employees are covered under L&I and file your forms as an L&I claim. Make sure they are informed your claim should be filed under Office of Workers' Compensation for Federal Employees.

For traumatic injuries (e.g., broken arm from fall) report your injury to management immediately and request a CA-1. Check the box for COP (Continuation of Pay) (ELM 543.4) and submit the completed Form CA-1 to the employing agency as soon as possible, but no later than 30 days from the date the traumatic injury occurs (ELM 545.724), otherwise you will not be eligible for COP. (ELM 545.732) Make sure management provides you with the

signed receipt of the CA-1. (ELM 544.111)

Management is then required to provide you with a completed CA-16 within four hours of the claimed injury for traumatic injuries to include the address where the physician should send your information. (ELM 545.21) Make your appointment as soon as possible and let management know the name and address of your doctor which management needs to add to the CA-16 (Authorization for Examination and/or Treatment). Management is also obligated to inform you of the right to select a physician of your choice. (ELM 544.112) Be aware that if you go to management's chosen doctor twice they **will** then become your doctor of record, which may not always be in your best interest. Management should provide you with a completed CA-17 (Duty Status Report) to provide to your physician. (ELM 545.52) This form provides management of any restrictions you might need due to your injuries. Management completes the left side of the CA-17 and your physician completes the right side. Both the CA-16 & CA-17 are to be provided to your physician.

Request a copy of your completed CA-1 from management and inform your steward or other union representative of your injury. Management must submit the CA-1 to the appropriate OWCP district office within 10 working days after it is received from the employee. (ELM 544.212)

If you have developed an occupational disease, (e.g., carpal tunnel syndrome) again, inform your steward of the

disease so he or she will be able to represent you if management fails in their obligations. Follow these basic instructions to get you started:

Write a detailed description of your job duties that contributed to the injury and take it to your doctor. Take the job description to your physician and ask your physician to write a medical narrative causally (that it happened because of your work) linking job duties to injury.

Once you have the above documentation, request a CA-2 from your Supervisor. Complete the CA-2 and submit it and the description of your job duties to your Supervisor. Make sure management gives you the CA-2 receipt and request the completed copy of the CA-2. Once you receive your claim number, submit the physician's narrative to OWCP.

Some of you might think it is too much trouble or you're worried about retaliation from management. Management looks at on the job injuries or occupational diseases as an accident, something we do on purpose, which we all know is not true. Please don't let that deter you from filing a claim. You are the only one who cares about YOU. Take care of yourself now, and for possible future episodes of your injury or disease. Every letter carrier has these benefits available to them when needed. Any union MEMBER needing help filing a claim can receive help upon request from a union representative. OWCP decisions cannot be grieved, but management's failings can.

Courtesy of Branch 79 in Seattle, WA and their June 2017 *Seventy-Niner*

A Fool and His Rights are Soon Parted...

Subtitled: "If You Don't Know Your Rights, You have None

KNOW YOUR WEINGARTEN RIGHTS

Management is not going to tell you that you have rights. Management will hope that you will believe what they are saying, and they have your best interest at heart. They may tell you that if you request a steward than the situation changes and they will make it more difficult for you. Supervisors may use their previously being a letter carrier (and maybe a friend) to carefully intimidate you into thinking their way is; in your best interest. If you are called to a meeting with management, postal inspectors, or an OIG agent, Without Union Representation read the following before the meeting starts:

WEINGARTEN
RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion."

Managers will sometimes inform employees the Employee Labor Relations Manual (ELM) Section 665.3 requires all postal employees to cooperate with postal investigations. ELM 665.3 does require employees to cooperate; **however, the carrier still has the right under Weingarten to have a steward present before answering questions in this situation.**

The 1975 U.S. Supreme Court decision in National Labor Relations Board (NLRB) vs. J. Weingarten gives each employee the right to representation during any "**investigatory interview which he or she reasonable believes may lead to discipline**". The Steward cannot exercise Weingarten rights on the employee's behalf. So you must be knowledgeable in the difference between an "investigative interview" and an "official discussion."

An "Official discussion" is when the supervisor informs you of their findings i.e. Attendance. An official discussion will consist of the supervisor reviewing your P.S. Form 3972 with you and letting you know that you've had said amount of absences, possibly before a weekend or after a day off, and that they are giving you an Official Discussion on your Attendance. THAT'S IT.... don't begin a conversation with them.

An "investigative interview" is when the same scenario happens but now they are beginning to ask you questions on who, what, when, where, why; this is considered an "Investigative Interview". This must throw up a red flag! This may now lead to disciplinary action, and your Weingarten Rights take effect.

In Weingarten interviews the employee *has the right to a steward's assistance*, not just a silent presence. The employer would violate the employee's Weingarten rights if it refused to allow a steward to speak, or tried to restrict the steward to the role of a passive observer.

Article courtesy of the Hayward, California NALC Branch 1707 ZIPPER published in March 2017

Have a Plan

HAPPY SPRING, EVERYONE! I hope it's a good one and better than the last. I hope that by the time you are reading this we will have the full text of our new contract. With my birthday coming in a week, I know for sure that by the time you read this I'll be 40 years old. I'm not one to make a huge deal about birthdays, nor does the reality of growing older bother me. The reasons that I mention it are pertinent. This is the first birthday past the half-way point of my career.

With over 18 years in and my minimum retirement age of 57, I'm over the hump. The second reason is that I've reached a very important, if admittedly arbitrary goal when it comes to my retirement. For well over a decade it's been my goal to have over \$300,000.00 in retirement savings when I hit 40. I made it.

Why I had this number as my goal we'll get to later but first let me address the thought some of you may be having. "He has over \$300,000 dollars in his TSP? We must be paying him way too much money!" Sadly, this is not the case. As any member can review in our bylaws, my salary is based upon a regular letter carrier hourly rate at the appropriate step without any grievance settlements. I know people with more in their TSPs.

I believe that when it comes to retirement readiness, it doesn't pay to compare yourself to other people. It can lead to unnecessary disappointment or unwarranted joy. I should also say that I'm not bragging. I generally don't discuss my personal finances in public, and I try to never compare them with other people. In life, sometimes you're ahead, and sometimes you're behind. The marathon of life is long and, in the end, it's only with yourself. The reason that I mention it now is to let all of our new career members, the almost 500 of them, that have gained access to the TSP in just the last 3 years know how I did it

and that it's possible. It seemed to me insurmountable when I started.

I started putting in 5% of my base salary when I started to get the matching and I tried to increase my contributions by half of every raise I got - step increases, COLAs and contractual raises. I figured I was still getting a raise and contributing more money that I hadn't got used to spending yet. I'll admit that I wasn't always perfect and I didn't always do it at the exact right time but I tried to keep up with it. The only other thing I did was that I only changed accounts once. That was into the Lifecycle 2040 fund when it became available. That's it. Kind of boring, I know, but also something I wish I could get every new career carrier to consider doing.

The ups and downs of the market are inevitable. How people react during a bull or bear market seems to be a key to financial success. If anyone tells you that they know what the market is going to do they are

sadly mistaken. People who got out of the C, S and I funds during the Great Recession "saved" in the sense that they put their money in the super-safe Treasury securities G fund. But by moving into the safe harbor of the G fund, and no longer investing in the on-sale stock funds, they greatly lost long-term value in their accounts.

The long-term TSP account value data is pretty overwhelming and consistent. The best way to save for retirement is to have a plan, or use the TSP's Lifecycle L

Funds and stick with it. Reacting to moves of the market never works out long-term as you sell low and buy high, the exact opposite of what anyone is trying to do. I know it's hard not to panic, the media pounds the stock market results hard, 24/7, and it's hard to tune out, or not listen to the carrier telling you that he made a ton of money constantly moving his money in and out of the I fund etc... I've known people who have made a ton of money playing slot machines in a casino but I still don't think it's a solid financial plan.

The
best way
to save for
retirement is
to have a plan
and stick
with
it

I would also be remiss if I didn't mention luck. The market run up since the Great Recession has been almost unprecedented. So I'll admit that obtaining my goal was mostly out of my control. But back to why I had this goal in the first place. The answer is that I calculated that I'd need about a million dollars to maintain my lifestyle in retirement and based my goals on the power of compound interest.

Fair warning. There's going to be math ahead! I know that I lose some people as soon as I get to the math. None of the math is very complicated and understanding it could be the most important financial decision you make in your entire life.

At \$300,000-ish compound interest takes over. The maximum that someone under 50 can contribute including matching funds to their TSP every year is \$18,500. The average real rate of return on the S&P 500, a broad stock market index, over the last 90 years is about 6.5% after inflation. So for those of you who haven't done the math, if I have \$300,000 and in an "average" year my retirement fund is invested in this index fund it would grow by \$19,500. So my additional contributions to my retirement are no longer the most important thing adding to its long-term value. Staying healthy, sitting by and waiting for it to grow is.

The second reason I had this as a goal is that I really think that I may need to have a million bucks when I get ready to retire. When I started in the Post Office at 21 years old in 1999, I was making \$13.85 an hour. This was \$3 an hour more than I was making at my previous job and more than twice minimum wage at the time. I never thought I'd need more money than that. But as time went on, I made more money and I spent more money. I see no reason for that to change. I don't really want to have to become a spendthrift in my golden years. I made the mistake of taking up boating and saltwater fishing. As hobbies go this one is slightly less expensive than collecting Fabergé eggs.

The only way to know how much I'll need to replace my "current" lifestyle when I get ready to retire is to guess at how much a Step O letter carrier will be making in 2034. So we'll let history be our guide. In November of 1995 top regular Letter Carrier pay was \$36,561 per year. In November of 2005 it was \$47,950. In November of 2015 it was \$59,859. Our Union really has done a great job. Our yearly average salary increase, from COLAs, contractual, and regular

pay raises is 2.4% per year for this 20 year period. That's pretty darn good. As a comparison the average household income in the Portland area over the last decade increased by 0.7% per year. It really does pay to have a good union.

If we project that forward at a conservative 2% average increase year to year until I can retire, a Step O regular carrier would be making approximately \$85,000 per year. There are various online calculators available to help you figure these things out. One of them is at tsplanning.com/calculatetsp/. I don't endorse this one specifically, but there are many useful ones to help you get an idea of what your individual goals should be. If at 57 my lifestyle costs about \$65,000 a year before taxes, since I won't be saving for retirement anymore, my income short fall that my TSP will have to cover is about \$31,000 a year. To make sure it lasts me a full and happy retirement, all the calculators tell me that I need about a cool million.

So I'm on target and half way there. To all of the retired sisters and brothers that made it, you have my admiration and respect. To all of my new brothers and sisters I hope you can take away a little hope that what seems impossible and unattainable can be achieved with a little work, a little math, a fair amount of luck and a great union. I hope to see you all at my retirement party in 2034.

Until next time, I remain your secretary-treasurer in solidarity. Matt

Article courtesy of the June 2017
Portland, Oregon NALC Branch 82 B-Mike



This TSP Out There cartoon originally published in 2002

2017 NALC HBP Info

At a glance...



NALC Health Benefit Plan

*Hospital Pre-Certification
Mental & Substance Precertification
Prescription Drug Program
CVS/Caremark Specialty Pharmacy
Durable Medical Equipment
"24/7 Nurse Hotline"
CVS/CareMark Pharmacist
Solutions for Caregivers (24/7)
CIGNA PPO Locator Line
CIGNA Organ Transplant Approval
Quit for Life (Tobacco Cessation)
CIGNA Health Rewards (Discounts)
CIGNA Plus (Dental Discount)
Disease Management Program
OPM Retirement Info Center
Federal Information Center
Social Security Administration Info
PostalEase Human Resources USPS
Quest Lab Services (Bakersfield)
LabCorp Lab Services Bakersfield
Shared Services Option 5 live person

1-888-636-6252
1-877-220-6252
1-877-468-1016
1-800-933-6252
1-800-237-2767
1-855-511-1893
1-877-220-6252
1-888-636-6252
1-877-468-1016
1-877-220-6252
1-800-668-9682
1-866-784-8454
1-800-558-9443
1-877-521-0244
1-800-227-3728
1-888-767-6738
1-800-333-4636
1-800-772-1213
1-877-477-3273
(661) 631-8520
(661) 631-9258
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

NALC Health Benefit Plan Members:

The NALC Health Benefit Plan does not cover "Dental" except in cases of accidental injury to teeth.
See plan brochure for coverage.

But we do have a Dental Discount Program!

Members covered under the NALC HIGH OPTION PLAN must enroll BY PHONE ONLY! The member must call 1-877-521-0244. The cost is \$3.75 per month for "Self Only" \$5.50 per month for "self and family". The savings/discount is around 25%.

Once you have enrolled in Dental Discount Program, you will log on to www.CignaPlusSavings.com. On this site (in the right corner), it will show "FIND A DENTIST". Type in your city and zip code, and select a dentist. Or print the page/pages and call the dentist you have selected to make sure they are accepting new patients and that they are STILL ENROLLED in the CignaPlus savings dental program.

Preventive Care Children/Adults Available (See Brochure) Prevents Serious Illnesses, Flu, Tetanus, Pneumonia, and Shingles. Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

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.

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



Health Prescription: Humor from Mark Ramirez!!

Congress is now appointing a debt committee to deal with debt. I thought Congress was the debt committee. Aren't they the ones who put us in debt?

JAY LENO

Congress is pledging to work around the clock — until they're absolutely certain they will get nothing done.

DAVID LETTERMAN

Never argue with a doctor, he has inside information.

BOB ELLIOTT & RAY GOULDRY

Never keep up with the Jones's. Drag them down to your level.

QUINTIN CRISPY

Stop repeat offenders..... Don't re-elect them!

I went to a seafood diner last night. I pulled a mussel.

Politics is just show business for ugly people.

He knows nothing and thinks he knows everything.
That points clearly to a political career.

GEORGE BERNARD SHAW

Political speeches are like steer horns, a point here, a point there, and lots of BULL in between!

ALFRED E. NEUMAN

Politics: Where people work hard to get the job, and do nothing, after they get it!

I gave dirty politics a bad name.

BOB HOPE

When buying and selling are controlled by legislation, the first things to be bought and sold are the Legislators!

P. J. O'ROURKE

"In life, it's not who you know. What's important is how your wife found out."

JOEY ADAMS

OUT THERE



The future is shaped by your dreams, so stop wasting time, and go to sleep.

Life isn't measured by the number of breaths you take, but by the number of moments that take your breath away.

We all have baggage. Find someone who loves you enough to help you unpack.

I stretch my arms, I bend my knees, I straighten my neck, and they are all crunching. Conclusion: I am not getting older, I am getting more crunchy.

MARK RAMIREZ

("POST-MARK")

Retired Letter Carrier

NALC HBP Representative

The Golden Empire Branch 782

Is Your Financial Future Worth \$5 Per Pay Period?

by Eric Ellis, District 4 Officer
California State Association of Letter Carriers

If you ask most bank robbers why they rob banks, you'll probably get the answer famously attributed to Willie Sutton, "I rob banks because that's where the money is."

Well, bank robbers aren't the only ones who like taking and using money not belonging to them.

President Donald Trump released his fiscal 2018 budget and he wants to raid your *Letter Carrier retirement piggybank*, which is fully funded, and then some.

Before we get to how "The Donald" wishes to invade your wallet, let's talk about the Trump Budget as it relates to your employer, the United States Postal Service.

The proposal would eliminate six-day regular mail delivery and all door delivery. Sounds like a broken record, doesn't it?

House Resolution 15 (expressing the sense of the House that six-day mail delivery continue) has 210 co-sponsors and H Resolution 28 (expressing the sense of the House that business and residential door delivery continue) has 231 co-sponsors. If your Congress person has not signed on to one or both resolutions, please contact him or her immediately.

You need to take these issues seriously.

If our former postmaster general had managed to cut Saturday delivery in 2013, present-day and former City Carrier Assistants (CCAs) would not have jobs with the USPS. These are your co-workers, folks.

Active employees under the Federal Employees Retirement System would be forced to pay 1% more per year toward retirement for the next six years—and get less in the bargain! (We will get to the last part of that sentence in a little bit.)

PAY ATTENTION NOW...

Grade 1 Step O Letter Carriers pay \$18.42 per pay period toward FERS retirement. Multiply that by eight and a half times

(you would now pay 6.8 percent as opposed to 0.8%). What's that mean? You would then pay roughly \$140 more per pay period.

Multiply that by 26 per periods in a year, and what do you have? A \$3600 a year pay cut! Now if you think Congress can't do this, I have news for you. They already have!

Ask career employees hired in 2013 or after. Most of them have to pay 4.4 percent toward their pensions — **more than five times more than older FERS employees, and without any benefit in return**. The wealthy got a benefit, through-a huge tax cut!

What's another part of Donald's Plan?

Federal pensions would be based on your High-Five as opposed to your highest three years of salary. Let's say you retired in 2015. An average of a Grade 1 Step O salary base for the preceding three years would be \$57,437. Now if you add in the figures for 2010 and 2011, your pension would be based on a percentage (depending how many years you worked) of the lower five year average of \$56,491. If you're retired and living on a fixed income, every dollar counts.

What else is in Donald's Plan for YOU?

The FERS special retirement supplement would be eliminated for those retiring after December 31, 2017.

Currently, if you retire at age 57 with 33 years of postal career service (only years in the USPS count toward the supplement), your benefit would be roughly \$1000 a month until you turn 62, when you would start drawing Social Security. (The rule of thumb here is multiply your years of career postal service by 33, and that is your monthly retirement supplement.)

If The Donald gets his greedy little hands...I'm sorry, his "big" hands on your hard-earned benefit, that's \$1000 times 60 months or \$60,000 less in your pocket.

Whether his hands are big or small, that kind of a financial grab hurts.

There's more!

Cost-of-living adjustments for FERS retirees would be eliminated.

Let's call COLAs what they are: inflation insurance. The federal government bases COLAs on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). From 1997 to the present, FERS COLAs year by year add up to 21 percent. Could you imagine living on 21 percent less money coming in every month?

COLAs for retirees under the Civil Service Retirement System would be reduced by .5% each year from what it would have been otherwise. From 1997 to the present, CSRS COLAs year by year add up to 25%. Under the Trump Budget, that figure would be 19.2% had it been enacted twenty years ago. In theory, that's a 5.8% yearly pension hit.

The National Active and Retired Federal Employees Association or NARFE estimates that under the Trump Plan, the average FERS retiree would lose \$99,471 over 20 years and \$246,185 over 30 years. The average CSRS retiree would lose \$60,576 over 20 years and \$169,874 over 30 years.

Now for those not contributing to the Letter Carrier Political Fund, does \$5 per pay period seem like a hardship now?

As the National Association of Letter Carriers cannot use union dues to influence our elected representatives to do the right thing, we need the LCPF more than ever to elect Letter Carrier-friendly candidates in 2018 to stop such things from becoming law. The LCPF helps get Letter Carrier activists into the field early enough in the election cycle to make a difference in close elections. It also gives donations to politicians of both political parties who support our issues.

So please consider donating a few bucks every two weeks into the Letter Carrier Political Fund. Or, you can let federal employee haters like Donald Trump empty your wallet to the point where you have to work the rest of your life for less. The choice is yours.

What is the “Letter Carrier Political Fund”? Hint: It was formerly known as COLCPE



Delivering *OUR* message to Washington

As a federal employee, your career and livelihood are stringently controlled by government policies and legislation.

Members of Congress wield absolute power when it comes to collective bargaining rights, worker protections, job security, retirement benefits, and a strong Postal Service that provides quality, universal service to all Americans. There are many ways to be a part of the NALC's network of legislative and political activists.

The CSALC Convention emphasized that the Letter Carrier Political Fund is our platform to take our message to Congress.

Giving to the Letter Carrier Political Fund is one of the simplest things that you can do to protect your current and future benefits.

Just as your Shop Steward guides you on the workroom floor, NALC must navigate the political process, working to elect candidates who will protect us and promote our issues.

Why give to the NALC Political Fund?

Under federal law, labor unions are strictly prohibited from spending dues money on contributions or expenditures in connection with federal elections. So in 1975, the NALC established a PAC to become proactive in the electoral process.

Support for Letter Carriers and the Postal Service comes from all political parties, so the fund is committed to supporting pro-Letter Carrier candidates — regardless of their political affiliation. Every year, our PAC grows and NALC's voice in Washington gets stronger.

How can you contribute?

As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund! Check out the information in the bottom right hand corner of this page to see what you can do! Choose which method works best for you, fill out the pledge card

in the NALC magazine (*The Postal Record*), return it to your local PAC coordinator or mail it to NALC Headquarters at The Letter Carrier Political Fund, 100 Indiana Ave NW, Washington, DC 20001

Contact your Shop Steward and they will help you. You can also go on the NALC app and go to Government Affairs, then go to Letter Carrier Political fund Sign up, fill out the required fields. Submit it and you will be contacted.

PAM SMITH
NALC Branch 782 LCPF Coordinator



As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

Payroll deduction: Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

Direct bank withdrawal: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account

Annuity deduction: Retired Letter Carriers can elect to give monthly via an automatic deduction from your monthly annuity.



55th State Convention May 19th – 20th, 2017 Hosted by NALC Branch 1100

I was a Branch 782 Bakersfield delegate to the NALC California State Association convention in Anaheim Ca. May 18th through May 20th which was hosted by Garden Grove Branch 1100.

There were no Amendments presented at this convention, but the convention provided classes for the delegates. Congress members who are our friends also spoke to the delegates.

I attended Retirement and Legislative classes. The main theme: We — as NALC union members — **MUST** assist our leadership with legislative issues. The Letter Carrier Political Fund is where we can assist our national officers and our political department to continue applying pressure on Congress as it relates to Postal issues that affect our active and retired members.

YES, the political battle is a never ending activity, WE MUST continue to be diligent in the political arena and this takes MONEY, MONEY, AND MORE MONEY!

Money is what allows our legislative department to get in the door of the Congress members. This is the way our voices are heard. **This** is the reality in Congress. EVERY union member must donate to the NALC Letter Carrier Political Fund, whether it is through payroll deduction, monthly check or yearly donation!!!! If you are a retiree, this Political Fund is just as important, as Congress can pass legislation that will affect *your* retirement.

Don't think this is a battle for just our National Officers and our National legislative department. WE AS UNION MEMBERS ARE THE UNION!!!! This process belongs to all of us. We pay monthly union dues or the per capita tax as retirees — but, those dues monies *CANNOT* be used for political activity.

WE all must donate what ever amount we can to our NALC Political Fund. The percentage of

union members who donate to this NALC Political Fund is extremely low. You can't sit back and not get involved. You must join the fight! It is *your* Union! It is *your* Job! And, it is *your* Retirement that can be affected.

UNION MEMBERSHIP WILL BE STRONGER WHEN WE ALL DONATE TO THE LETTER CARRIER POLITICAL FUND !!!!!!

MARK RAMIREZ

("POST-MARK")

Retired Letter Carrier and HBP Rep.



Conventions mean Education!

Out of the nine classes that were offered at the 55th CSALC Convention, I attended three. Those three classes covered "Community Services-Food Drive/MDA", "CCA's — Start to Finish", and "Article 8 Overview".

This past Food Drive collection was a great one for some units. But, I know — that with more bags for our Branch — **NEXT YEAR WILL BE AN AWESOME ONE!** Shari Sharp and I are going to get sponsorships in our area in order to have bags for full coverage for *EVERY* single delivery on *EVERY* single route in our entire Branch. **YES. WE WILL!!!**



you for ALL of the behind scenes work that you do. I know that you put your heart and soul into this project every year. You are a blessing to our Branch!

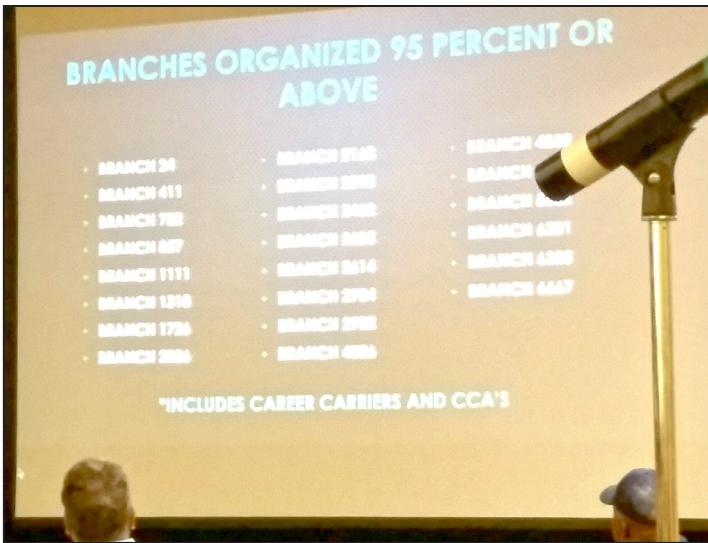
Another area that does not get very much focus in our Branch is the MDA. I realize that there are still books for sale. And that the profits of that are to go to the MDA. We have not yet reached a point to where we're sending any profits yet to the MDA. I've got a few ideas in play to see if we can raise some more money for the MDA. *IT IS SUCH AN INCREDIBLE CAUSE!* There was a story told by Carol who helps with the MDA camp every year. She would always look for the kids that had attended in the past. One particular summer, she was looking for Dominic.

But, he was not there. He had passed away due to his illness...

Pretty much everyone in that room was teary-eyed. Some of these camps around the nation have been shut down due to a lack of funds. I know that everything takes money. Everything. And I know that everybody wants money. Everybody.

I also know that there are areas that each one of us have that we hold near and dear to our hearts. I'm just asking that when the need arises for raffling or donating or whatever comes up, that

I would like to extend a huge thank you to Shari Sharp for all that you do for all of the Letter Carriers in our Branch! You have been an awesome Food Drive Branch 782 Coordinator and I thank



we open up our hearts and our minds and crack that pocketbook a little bit so that we can help a child in need! Most of these kids look forward to camp every year. It's a time for them to make new friends; it's a time for their parents and family to have a little bit of a break from the normalcy of their lives; and, it's a time for volunteers to come back to reality. Not everyone has a healthy child.

The CCA class was informative. I have been an OJI in my station for several years now. Through this class, I found out that I need to get a refresher course and need to be recertified.

You *CAN* Get Rid of the Monsters!!!

I recently had the privilege of being a delegate at our NALC State Convention. On the first day, there were several classes I chose to attend.

There was one class in particular that I wasn't familiar with: "JSOV". And? I wanted to find out more.

"JOSV" or "JOSVB" means "Joint Statement on Violence and Behavior" in the workplace. Although it's a little difficult to condense a three-hour class into a short article, the most useful thing I learned more about was the USPS Form 1767. (This form is used to report hazardous and unsafe conditions.)

I assumed (incorrectly) that this form can *only* be used to report hazards that may cause slips, trips and falls. That is, in fact, one of its uses. But — what I found particularly useful — it may *ALSO* be used for what a Carrier perceives to be harassment from a supervisor.

Supervisors have the right to manage and give instructions; but, they do NOT have the right to belittle, demean, or bully us!

Due to the new training that's being given to the CCA's, **everyone** who is an instructor needs to be informed on what's being taught. As with any members in our Branch (or any Branch for that matter), people need to read and educate themselves on what should be and can be done. WE NEED TO INFORM OURSELVES.

The best way to do that is to read. I know that some of the information can get tiresome, but you may happen to read something that triggers the remembrance when something isn't done correctly. There are very few people in this world that have a photographic memory. But one just might remember what they read and if something comes up they can know that they have heard before or have read and it will help them to remember, "Hey! That's wrong! They can't do that."



Mark Ramirez knows that Conventions can also be a lot of fun!

NORMA HAMER
Shafter Shop Steward

I have found that the best response to anything a supervisor asks of me is: "OK", or "I'll try." That means I don't break the rules or stress myself trying to meet their sometimes unreasonable demands.

UNFORTUNATELY IT TOOK ME OVER TWENTY YEARS AND ACTUALLY BEING FIRED TO LEARN THIS TECHNIQUE.

I've heard WAY too many stories of Carriers being mistreated by management. If you are constantly being made to feel bullied, fill out that 1767! Don't be one of them!

Everyone has a bad day occasionally, so don't file a 1767 frivolously. However, I want you to know that you DO have a weapon you can use IF you feel that you are being harassed.

In President Rolando's own words: "We need to get rid of these monsters." Believe me, I KNOW there are monsters among us! Don't let them continue to thrive. Learn your Rights! If you don't know your Rights, ask someone who does.

Why? If you don't know your Rights, you don't have any Rights...

Respectfully submitted,
DEBBIE GUILLET

ARE YOU PROPERLY PAID?



Are you properly paid? More pay issues are surfacing than ever before. The issues range from new CCAs that aren't paid because management failed to enter their hours from Form 1260, COP not being paid to an injured employee, and management giving a letter carrier LWOP when they requested annual or sick leave. First, every employee needs to track his or her hours. Grab a notebook, calendar, or your phone and write down your start time and ending time every day. Check your paycheck every pay period. Actually, you can go on liteblue and see your paycheck several days before payday. You can confirm all your work hours and leave used have been entered. If you have not been properly paid, let management know. Also, *always*, inform the union. Too many managers don't know how to fix your pay or *choose* not to fix it. Unfortunately, the employee normally waits to take action after several pay periods have elapsed. *Do not wait* – notify the union as soon as you see your hours are not correct.

We do our best to get the pay issues fixed within days of notification. We are not always successful. We still need a manager to help us fix the issues. The district personnel generally are responsive. However, frankly, there are finance managers at the district level that don't seem to care if you are paid properly or timely.

If you are requesting leave always complete Form 3971. Have management sign the box that indicates he or she **received** your request and keep a copy. If management does not enter the appropriate leave type, the union needs to know. We need to determine if the manager doesn't know how to do their job or if they intentionally failed to pay the employee. In the past, managers would teach a letter carrier who called in sick a "lesson" by choosing not to pay them. This is unacceptable. Depending on why the error occurred will determine the penalty we request in the grievance process for the "mistake".

COP is continuation of pay. If you have a traumatic injury at work, you are entitled to COP for 45 days. Management mistakenly believes that if they are contesting your claim they do not have to pay COP. Additionally, your manager has to enter the code for COP into the computer and then the injury comp department of the USPS gets in the middle. Your manager and injury comp point the finger blaming each other for your not receiving pay. There are several reasons COP is not properly processed. They all

by Barbara Stickler, President
NALC Branch 1100

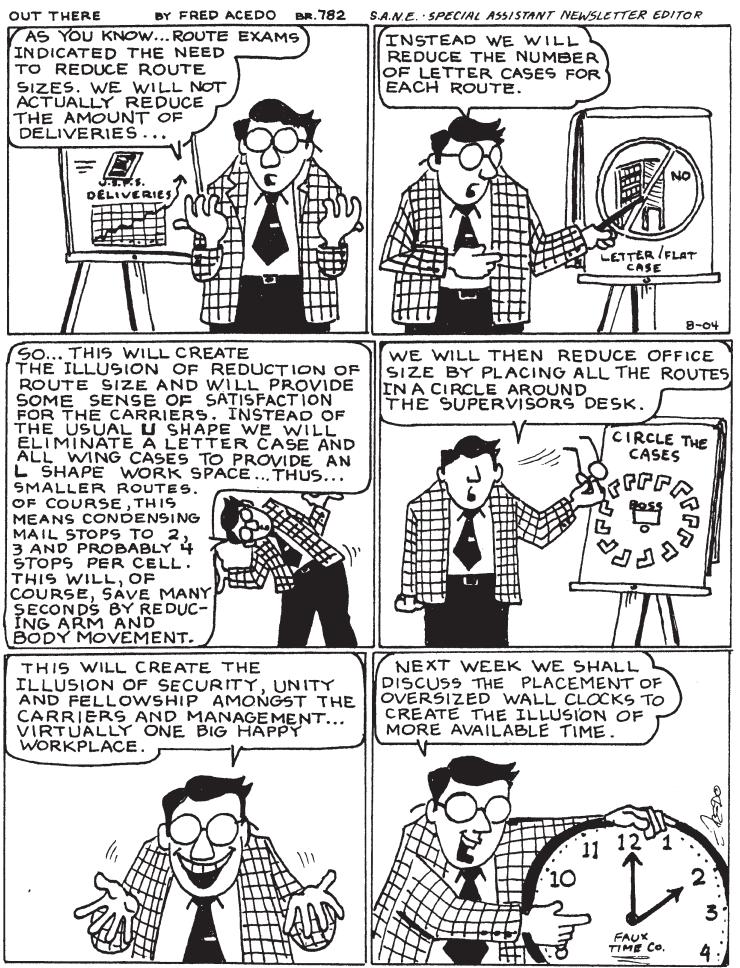
hinge on your local manager not processing your paperwork reporting the injury. Once again, notify management and the union.

We have newly hired employees that are not properly paid their first pay period. They don't have a time card and management fails to enter their hours. Senior carriers please look out for our new employees. They only know the manager and the trainer at the district. They tell managers they didn't receive any pay and management doesn't even have the decency to get them a pay advance. We need to help the new employees understand that we, the letter carriers and the union, can help them. Talk to them, make sure they are tracking their hours, make sure they were paid, and make sure they know how to reach the union steward or the union office for help.

On a separate note, there is still a big issue with uniform allowances for CCAs and new career employees. You are entitled to a uniform allotment within two weeks of passing your review period as a CCA. We have tried working with management on this issue. However, it's hopeless. It has been 4 years since the Arbitrator created the CCA category and the entitlement to a uniform allotment and they still don't know how to process the paperwork. If you have not received your uniform allotment timely, contact your union steward. We need to grieve the delay and the fact that you are wearing out your personal clothing. For the newly converted career employees, your uniform allotment will be due the same time it was due as a CCA. As a career employee, you will receive a Citibank credit card that will be loaded with your uniform allotment. You should receive this credit card a month or two before your uniform allotment is due. Sadly, management needs to order your credit card for you; it does not automatically come from Shared Services. This is just another opportunity for management to not process the appropriate paperwork to give you your uniform allotment.

These pay and benefit issues are unacceptable. We have been continuously addressing these issues thru the grievance process. Maybe, just maybe, the managers will finally be trained on how handle these issues and care enough about their employees to handle them properly.

This article courtesy of the Garden Grove,
California May - June 2017 NALC
Branch 1100 Union Courier



Originally published October 2003

Check Your Pay Stub!

by Patrick Mullen, Vice President
NALC Branch 2008

Here are some interesting numbers that I want to share with you.

As of the end of April 2017, 46,509 CCAs have been converted to Regular nationwide. Considering there are 280,000 active Letter Carriers that is quite a large percentage of our regular workforce that were former CCAs.

That's great news! Hopefully that percentage will continue to grow at a rapid pace as we get more conversions.

Here is another number that I found quite startling: 64.

I'm sure you are asking, "What is so darn interesting about the number 64?"

And while there are many victims of this, guess who is affected the most? The Carriers whose clock rings were changed! Because not only were they moving the Carriers back to the office earlier, they were giving them an earlier end tour time or deleting overtime and/or penalty time.

Wage theft!

This was all been done so their numbers would look good and their bonus would be in the mail. The Postal Service seems to know about this — and we sure hope that they do know that it's not just in Virginia. It is a nationwide issue and indeed a system-wide problem.

We hope that those 64, if they did change the clockrings and steal money from the Carriers, get what they deserve. If any of

them were not involved, hopefully that will show after the investigation and they can get on with their lives and get back to work. While there *are* many good and honest supervisors and managers, there is no smoke without fire though, and the Postal Service needs to put out this fire.

64 of them.

Unfortunately the Postal Service has set up a bonus system for managers that rewards them for things like, "How many Carriers did you get on the street by nine" or "How many Carriers did you have on the street after 5 or after 6?"

When you base performance bonuses on issues like that, you are asking for fraud. Clock rings being changed to show Carriers returning to the office at two minutes to five, or three minutes to six. It's not just falsifying clock rings. *It's fraud and it's theft.*

The majority of the victims are CCAs, who are our most vulnerable members. Many times it is because they have no set schedule. However, it is not limited to CCAs as Regular Carriers have also been the victims of the practice.

EVERY day you should be keeping a log of your start time; what route you did; if you did a piece of another route; what time you went into an overtime status; what time you got back to the office and what time you ended tour.

What else? Develop a new habit. You should total up your hours at the end of each week and pay period. And, then you should do something else.

When you get your pay check/stub, take a few minutes to sit down and compare what you logged as your hours worked and what your pay stub is saying you worked.

Genuine mistakes can be made, but if you don't keep track of your hours worked, how are you going to see errors or something much bigger than an error?

A Regular Carrier recently came to me stating that he didn't think that he had been paid for all the hours that he had worked. I asked him if he kept a log, explaining that if he did, I would request the clock rings and we could compare the hours.

Alas, he did not keep track of his hours.

I gave him a calendar book provided by our Health Benefit Plan so going forward; he can keep track of his hours. This Carrier was a T-6 who is on the ODL. He has many reasons to keep track of his hours.

Don't let this happen to you! If you find some irregularities in your pay stub, contact your steward.

Article courtesy of the
June 2017 Tarpon Springs, FL
NALC Branch 2008 Suncoast
Letter Carrier's Update



Have You Noticed It's Hot?

With the summer and warmer weather approaching us quickly, it's important to keep in mind that we need to keep ourselves hydrated. Did you know the human body is made up of approximately 70% of water? Fluids are vital for the majority of our bodily functions~ protecting our joints, maintaining organ function, transporting oxygen to cells, and sustaining body temperature. It makes sense that the body can become dehydrated quickly due to excess perspiration, sun exposure, hot weather and lack of fluids throughout the day. If your water intake is less than your water loss, you will quickly become dehydrated. Once you start feeling thirsty, you've probably lost about 1% of your body water and are dehydrated.

- ~ Hydrate before, during and after work. Prevention is important in maintaining good hydration.
- ~ Dress appropriately for the weather. Make sure you wear light colored, loose fitting, breathable clothing to help keep your body temperature down.
- ~ Utilize shade to stay cool. When and if possible use shaded areas to stay out of direct sunlight.
- ~ Know the signs of heat stress and how it can affect your health and safety. Some symptoms are:

Muscle cramps nausea/vomiting weakness fatigue sweating extensively dizziness/lightheadedness confusion headache irritability low blood pressure increased heart rate visual problems decreased urination dry mouth thirst wrinkled skin

Infuse your water with lemon or fruit slices. Drink sports drink that contain electrolytes and a carbohydrate solution. Example Gatorade or Lyte Bodyarmor both come in several flavors. There are also several foods that can help with staying hydrated. Examples are apples, cucumber, baby carrots, oranges, jell-O and frozen popsicles. Make sure you eat enough food containing salt, in moderation, to replace the salt lost through sweating. There are also cooling towels that you can purchase.

Be self-aware of your own condition, you know your body better than anyone and how it reacts in the elements. Notify your supervisor or call 911 if you're experiencing signs of heat related illnesses. This ensures your safety but can also save your life.

Article courtesy of the Reading, Pennsylvania NALC Branch 258 *NALCASTER* published in June 2017

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Kaline Lam, Esq.

1455 Monterey Pass Rd., Ste. 202
Monterey Park, CA 91754
Tel: (323) 796-0231
www.LamLawyers.com

**Free Consultation for
NALC Members and Families**

Kaline is the daughter of an NALC member who retired in 2010 after twenty years of service. She graduated from high school in 1993, was a recipient of an NALC Branch 24 scholarship, graduated from Cal Poly Pomona, attended Law School and passed the Bar. She has been in practice since 2002. 90% of Kaline's clients are Letter Carriers and an area of expertise for her is dog bites.

“Many of our City Carriers do not even know their Rights or are too afraid to file claims when it comes to dog bit injuries. I have been doing dog bite cases for over 15 years even before I was an attorney — as a law clerk — in fact. I deal with the Department of Labor and their attorneys in DC on a regular basis.”



You continue to serve your country—
THANK YOU!

NALC Veterans Group

Complete this form and mail it to:
**NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144**

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: **782** BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. These veterans traded their military uniforms for Letter Carrier uniforms, and they continue to serve their communities and this great nation!!!

NALC Veterans Group

Often, gratitude is expressed in words such as “thank you,” but it’s rarely followed up with any tangible expressions. **The creation of the NALC Veterans Group is intended to be something tangible and useful.**

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans’ rights and benefits within the U.S Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time Letter Carriers, as well as retired Letter Carriers—resources, rights information and a sense of camaraderie.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to Letter Carrier veterans. Members receive a pin as a symbol of gratitude for your military service and membership in the NALC. NALC is in the planning stages of developing the full concept of the NALC Veterans Group. We hope you are interested in joining.

Most veterans can benefit financially from provisions in the federal retirement laws that permit inclusion of military service time in the total years of federal civilian service which would be credited. This could significantly increase retirement income.

There are two federal retirement systems that cover career postal employees. The Civil Service Retirement System (CSRS) and the Federal Employees’ Retirement System (FERS). Both retirement systems use “years of service” to determine in large part when you become eligible to retire, and how much you get when you retire.

The time you served in the U. S. Armed Forces can be added to your “years-of-service” for the purpose of determining when you become eligible to retire, and how much you receive once you do retire. Most veterans (but not all) must make a payment in order to obtain retirement credit for military service. This is called “making deposit for” or “buying back” your military time. The amount you pay, the amount of increased retirement benefits, and the rules regarding “making deposit for” military time are very different, depending on which retirement system you are in—FERS or CSRS.

For answers, the NALC Retirement Department can be reached by calling the NALC Headquarters switchboard at 202-393-4695.

VETERANS' CORNER

KNOWING AND UNDERSTANDING WHAT YOUR VETERANS' PREFERENCE MEANS

OK Veterans...I cannot express the importance of knowing what your dedication for your service to this nation has entitled you to! Time after time, I hear from Veterans stating, "I didn't think it mattered or I didn't know." So let me remind you – **IT'S IMPORTANT!**

Now for the record many of us (Vets) who are employed by the United States Postal Service (establishment of the executive branch of the Government of the United States)ⁱ have been led to believe that Veteran Preference can only be used once, and in most cases this is in the hiring process. And I am telling you that is not true!

What is true your Veteran Preference has a multitude of benefits/entitlements that both your employer and your nation are *not* required to tell you, and this encumbrance falls upon you! In short, veterans must realize that these benefits/entitlements are not going to simply show up at your door just because you served. In these cases, veterans must realize that it's all up to you, and only you can claim this status by providing the proper documents when required (*documents usually consist of a DD Form 214, DD Form 256, or DD Form 257.*)ⁱⁱ

*Over the past few years I've received many inquiries regarding Veteran(s) entitlements/benefits more than you can imagine. Most in part because of the published articles entitled **Veterans Corner**ⁱⁱⁱ which appears in our union publication **The Buzz.**^{iv} Therefore, I must express that these articles are authored for you, the Veteran, and your families.*

Articles are directly pointed toward those who served our nation honorably. I write, because I'm a Vietnam Veteran who is also employed by the United States Postal Service, and in my 24 years of tenure with this organization, I have found that our employer does not have or care about the resources that should be available to you. Their concern is about getting the job done and getting it done at your expense!

Now let's keep in mind – my experience as a Veteran, Union representative, EEOC Advocate, and Veteran Advocate, with a degree from the State University of New York (SUNY)^v in Human Resources/Labor Management my opinions on these matters are opinions and my opinions only. But, let me also be clear – these articles are for you and your families. More importantly, my goal is to keep you informed or direct you to a place or site where you might retrieve information that benefits you for your service to this nation. Benefits that include health care, disability compensation, pensions, education/training, home loan guarantees, or family counseling.



by Mark Leon
NALC Branch 3

In addition, my intent is to keep you apprised of your legal^{vi} rights because of your service, and rules that may fall under the Code of Federal Regulations (CFR).^{vii} The CFR is the codification of the general and permanent rules and regulations (sometimes called administrative law) published in the Federal Register by the executive departments and agencies of the federal government of the United States. Examples may include protection under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and the Merit Service Protection Board (MSPB) and more. Additionally, I hope to portray myself as a triage for any information that may benefit you and your family.

Now you might ask yourself why I'm presenting this article today, and hopefully I can explain my intent. America is going through a new era of appreciation for our military veterans — and there are plenty of veterans out there to receive both our gratitude, and some important financial benefits. In addition, there are roughly 23 million living veterans of the American military.

Younger veterans who have served since the Gulf Wars comprise about 25 percent of the veteran population. But it appears that many veterans — of all ages — aren't aware of or taking advantage of the benefits available to them. And unfortunately...many are employees of the United States Postal Service.

So let me remind you - I cannot express the importance of knowing what your dedication for your service to this nation has entitled you to!

Remember WHEN YOU SERVE WITH HONOR ... YOUR NATION WILL HONOR YOU!

Sources: Department of Veteran Affairs <http://www.va.gov/>

Thank you again from all of our members for your great personal sacrifice, vigilance and commitment to ensuring the security of our homeland and the preservation and promotion of freedom and justice for all people.

For further information or requests, feel free to contact Branch 3, Western NY, 716-631-3940 or Mark Leon, 716-208-5715 (cell).

ⁱ https://en.wikipedia.org/wiki/United_States_Postal_Service

ⁱⁱ Department of Veterans Affairs

ⁱⁱⁱ Periodic veteran articles published for Veterans by Mark Leon

^{iv} The Buzz is a publication of Branch 3, NALC, AFL-CIO

^v https://en.wikipedia.org/wiki/State_University_of_New_York

^{vi} <http://www.dictionary.com/browse/legal>

^{vii} <https://en.wikipedia.org/wiki/CFR>

~ In solidarity, Mark S. Leon, EEO Advocate

Article courtesy of the Buffalo, New York NALC Branch 3 BUZZ published in June 2017

Nominate a hero

Does this scenario sound familiar? "While out on the route, I noticed mail piling up in the mailbox. Since this customer usually comes to the door to greet me, I was concerned. I knocked on the door. I did not get an answer. Whenever the customer is going to be away, she tells me. I saw the customer's car parked where it is normally parked. I knew something was wrong. I knocked again and heard a faint cry for help. I immediately called 911 for assistance. Once the police arrived and gained entry into the home, they discovered the customer on the floor in the kitchen, unable to move. After the paramedic arrived, Emergency responders cared for the woman so I continued on my route."

Letter Carriers look after the well-being of their customers and communities - routinely performing acts of heroism and averting disastrous outcomes through their concern and compassion that far exceed their Postal Service job description. As an activist, when you become aware of these deeds, we need to hear from you. It is actually pretty simple. Get an NALC hero notification form online or through the Community Service tab in the NALC App, complete it and send it in. Can't find the form? The direct number to contact us for

hero notification is 202-756-7403. E-mails can be sent to post-alrecord@nalc.org. You can also look in any issue of the *Postal Record* in the section where the hero stories are published for reporting information. We want to hear from you. Don't think someone else may report it. Again, if you become aware of a fellow letter carrier who has performed such an act, please tell us.

NALC recognizes letter carriers by publishing many of their stories involving heroic and humanitarian acts in the *Postal Record*. Each year a panel of independent judges considers the stories that appeared in the *Postal Record* between July of the previous year through June of the current calendar year. The judges then choose winners in the identified categories. Don't be discouraged if a story you report to us does not get into the magazine right away. Once the carrier gets interviewed by the *Postal Record*, the communication staff determines what appears and when, depending on the available space.

The Hero program is significant because it highlights to the public why it is important to have mail delivery done by letter carrier professionals who are trusted and get involved when needed. Many lives have been saved or enriched because of the action of our letter

carriers. Let's get those stories told; the first step is to hear from you when they happen.

Nominate a Hero right from our NALC Website or APP under the Community Services header

<https://www.nalc.org/community-service/carrier-heroes/nominate-a-hero>

Simply type your information into the form, save it, then print it out and mail it to:

**Letter Carrier Heroes
National Association of
Letter Carriers
100 Indiana Ave., N.W.
Washington, DC 20001-2144**



Article courtesy of the Volume 30, Number 1 *NALC ACTIVIST* 2017 Issue One

Every day, Letter Carriers are on the streets in every neighborhood of every city in every state. Every day, the very nature of their jobs puts them in constant contact with the public. They are, in fact, perhaps the last public servants to make regular rounds and come into daily contact with the customers on their routes.

As a result, there are many times when Letter Carriers are first to arrive at the scene of a crisis—an accident, a disaster, a crime—and the first to offer assistance. Or perhaps because of their daily vigilance, a community problem—a child without shoes, increasing substance abuse among neighborhood youth, families without food or fuel, a lonely senior citizen who needs cheering—is recognized and action is taken to provide solutions.

List. What List?

8 Hour, Work Assignment or Overtime Desired List (ODL)...

by Belinda Anderson, President
NALC Branch 245

Management hangs the paperwork up for us to sign up every quarter for whichever List we want to be on.

You don't have to sign up every quarter if you are going to stay the same as you were the previous quarter (e.g. If in the 1st quarter you signed up for the Work Assignment List and you want to be Work Assignment again the 2nd quarter).

But, it does make it easier for your union Steward to keep track, so we would appreciate it if you did sign up for whichever list you wanted to be on each quarter.

So, let's talk about each "List". *Get ready...*

The 8 Hour List

8 hours means 8 hours. Sounds pretty simple, right? *Let me repeat that so I can explain what 8 hours means.*

8 hours means 8 hours....**NOT** 8 hours and 10 minutes, or 8 hours and 20 minutes.

You take the extra 10 minutes from the one day and 20 minutes from the next day and you just TOOK 30 minutes from ODL Carriers. (More on the **ODL List** in a bit...) In a weeks time it could add up to over an hour or more.

We have CCA's and ODL Carriers to carry any time over 8 hours. This is what the Contract says, not what your Shop Steward says. If you want your own overtime than you can sign the **Work Assignment List**. (Keep reading to understand this better.)

Stewards are to go by the Contract. If they let the 8 hours Carriers go over 8 hours all the time, the ODL Carriers would have every right to be upset — *and believe me the ODL Carrier's DO notice this.* They see it as missed money that they could have made.

Meanwhile, the 8 hour Carrier doesn't feel that they did anything wrong. And? The union Steward is caught in the middle. ONCE AGAIN 8 HOURS MEANS, 8 HOURS ONLY!

Work Assignment List

When you sign up on the Work Assignment List, you have indicated that you are to be available for up to 12 hours of work on **YOUR** assignment — if management allows you to carry all of the overtime. Management can't give your overtime to an ODL Carrier, but management *can* give your overtime to a CCA. Exceptions to the ODL Carrier carrying mail off of a Work Assignment Carrier would be for the ODL Carrier to get 8 hours of work if they had undertime, and if the ODLeR wouldn't be in Penalty Time and you the Work Assignment Carrier would be.

But, there's more.

If the ODL Carrier went over 8 hours, than there would be a grievance if you were not going over 10 hours. Work Assignment List T-6 Carriers are to be considered available for overtime on any of the routes on their string.

Oh. Work Assignment Carriers do NOT work their non-scheduled Days.

Overtime Desired List (ODL)

I kind think of this as, "You sold yourself to the post office." Don't take that in a bad way. But, when you sign the ODL, you are basically saying you will work wherever and whenever.... Yes, even on Sundays!

You are saying you are available to work up to 12 hours a day.

ODL Carriers are to be scheduled to work 12 hours *before* Work Assignment or 8 Hour List Carriers are to be forced in — *OR WHO VOLUNTEER* to come in on their non-scheduled day.

ODL Carriers can be scheduled to work their non-scheduled days. If an ODL Carrier signs up for the holiday, the time does NOT go towards the equitability unless the ODL Carrier works over 8 hours. So, ONLY the time worked over 8 hours goes towards the equitability list. *The new Contract, pending ratification, has finally been changed that ALL overtime counts toward the equitability.*

When figuring overtime equitability at the end of the quarter (besides the amount of overtime worked) there are also the opportunities for OT given to the ODLeR to figure out as well.

Sounds pretty simple, right?

I hope this helps everyone, especially newly converted Carriers, & soon to be converted Carriers.

Article courtesy of the May 2017 Rockford, Illinois Branch 245 Newsletter



This TSP Out There cartoon originally published in 2002



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...)

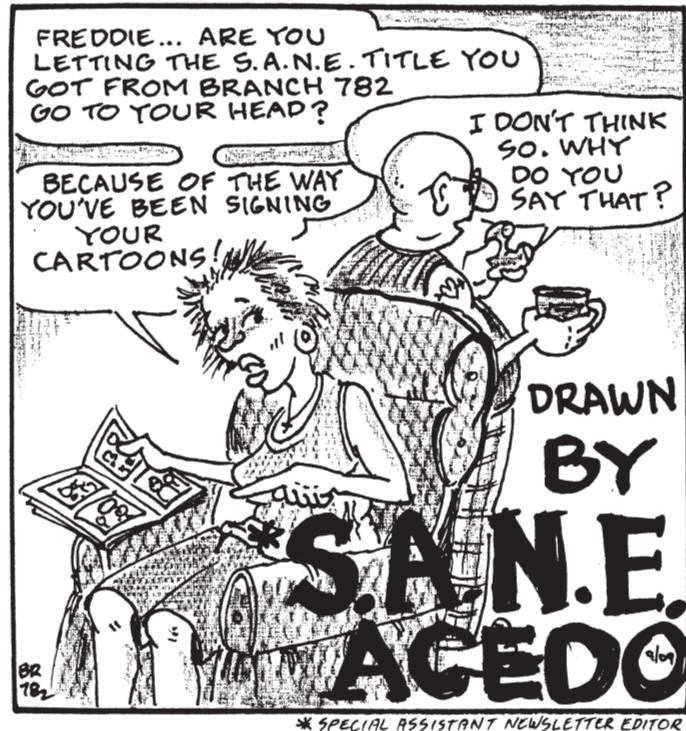
Additionally, an index is provided that links ALL of the cartoons in both the original **OUT tHeRe** and in Volume II to assist editors in searching out cartoons by topic (e.g. dogs, injuries, supervisors, etc.).

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.)
- Or? Order the CD-ROM with a PDF. Cost is **\$10.00**. Includes postage + bonus features.
- Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!**
- *****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 following page.



OUT THERE



Originally published November 2009

OUT THERE



Originally published November 2009



OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

S.A.N.E.



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE

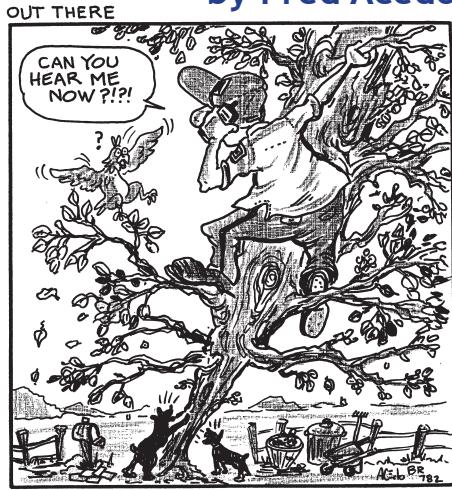


Originally published December 2009

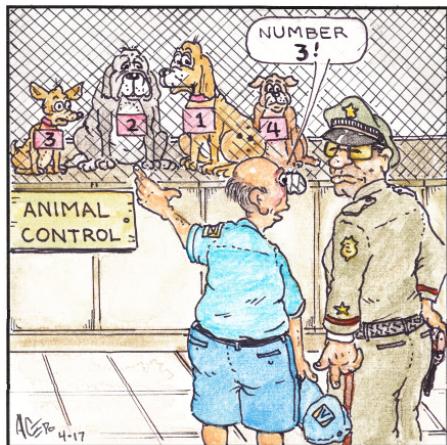
This is a sample. You are looking at page 82 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...

Out There

by Fred Acedo



"Out There"



from the editor-guy

The Letter Carriers' Monument is a piece of public art by American artist Elliot Offner, located on a triangular plot formed by North 2nd Street, North Plankinton Avenue and West Wells Street in downtown Milwaukee, WI in the United States.

IN HONOR OF THE MEN AND WOMEN WHO HAVE DELIVERED FOR AMERICA IN RAIN, SLEET, AND SNOW. AND IN TRIBUTE TO THEIR UNION, THE NATIONAL ASSOCIATION OF LETTER CARRIERS, FOUNDED ACROSS PLANKINTON AVENUE FROM THIS SITE ON AUGUST 30, 1889. DEDICATED AUGUST 30, 1989



"Out There"



"OUT THERE"



OUT THERE



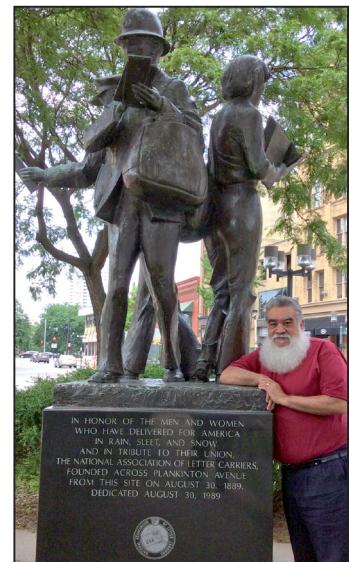
**Have an Idea
for Fred? ***

Fred Acedo
Br. 782 S.A.N.E.
P.O. Box 6532
Bakersfield, CA
93386-6532

* You never know what you might get...

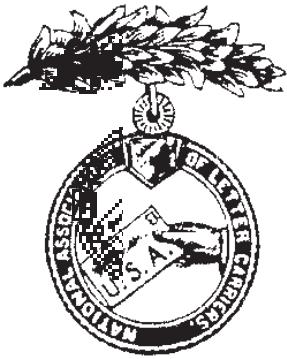
Created in 1989, the bronze sculpture depicts three figures representing Letter Carriers from across NALC's history: A white man with a mustache wearing a turn of the 20th century uniform; an African American man wearing a 1939 uniform (from the time of NALC's fiftieth anniversary); and a woman in a contemporary uniform. The monument was commissioned in celebration of the centennial of the National Association of Letter Carriers (NALC).

The group's history began when the United States Postal Service gave employment preference to veterans after the American Civil War. As a result, there were many veterans employed by the Postal Service across the United States. After the Postal Service administration refused to recognize the eight-hour day, a group of veteran Milwaukee postal workers organized 60 postal worker veterans from 18 states who met in a tavern on Plankinton Avenue on August 30, 1889, immediately following the national encampment of the Grand Army of the Republic in Milwaukee. The postal workers agreed to form the National Association of Letter Carriers, demanding an eight-hour work day, a higher pay scale, a pension plan, and service stripes for every four years of service.



Editor-guy Basil Zuniga on 6/13/17

From Wikipedia, the free encyclopedia



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

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.

Basil Zuniga, Editor-guy
(H) (661) 397-4330
(C) (661) 205-1603
e-mail: brzii@aol.com

Juan R. Rodriguez, Assistant Editor
(H) (661) 859-5314
(C) (661) 247-5960

The "S.A.N.E."*
Fred Acedo, Cartoonist
*(Special Assistant Newsletter Editor)
P.O. Box 6532
Bakersfield, CA 93386-6532
e-mail: Fred.acedo@yahoo.com

Anita Holderman, Branch Photographer
Dholderman@bak.rr.com

Branch Officers

| | | |
|---------------------|------------------|----------------|
| President | Mike Towery | (661) 331-9171 |
| Vice-President | John Ortega | (661) 809-8140 |
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Branch 782 Website
www.782nalc.com

Rick Plummer, Webmaster





National Association of Letter Carriers
“Golden Empire Branch 782”
2628 “F” Street
Bakersfield, California 93301
(661) 331-9171

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General Meeting

Wednesday
June 28, 2017
7:00 p.m.

Branch 782 Office
2628 “F” Street
Bakersfield, California

FORWARDING SERVICE REQUESTED



2017 CSALC Convention Delegate Reports

John Ortega
Paul Salazar
Teresa Ortega
Mark Ramirez
Frank Martinez

Randy Courson
Debbie Guillet
Mike Meza
Shari Sharp

Norma Hamer
Evelyn Gauthier
Pam Smith
Tami Foshee

Read their Reports on pages 7- 9

Congratulations Retirees!!

Roy Rodriguez - May 25, 2017
Chuck Morris - May 26, 2017
Frank Martinez - May 26, 2017

See pages 3 - 5 for information about their careers!

“Out There”



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

***This month *YOU*
could win \$150!***

*****THE FINE PRINT: To win the money *YOU* have to be present
when *YOUR* name is drawn...just like Art Mooney was in March!!**