

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
DELANO
MOJAVE

AVENAL
EDWARDS AFB
RIDGECREST

TEHACHAPI

BAKERSFIELD
LAMONT
SHAFTER

TRONA

BORON
McFARLAND
TAFT

WASCO



VOLUME LXXXI NUMBER 7

JULY 2009

at the
Mike:

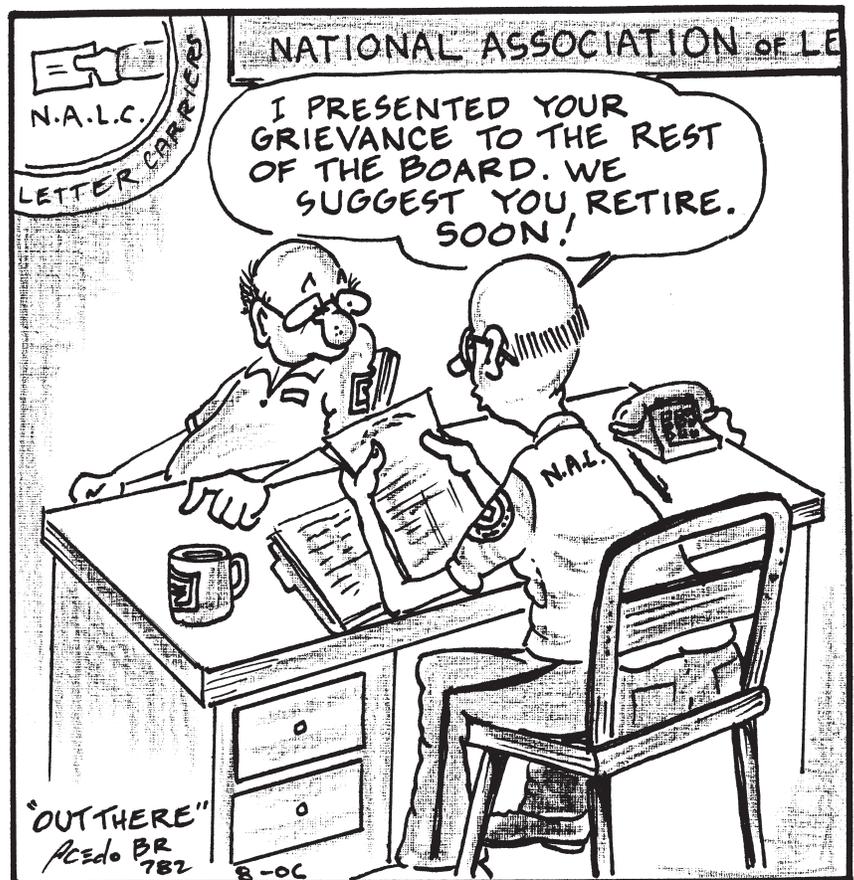


Sigh!!! Termination arbitrations can be time-consuming and extremely draining. I find myself needing to rely on the wise words of some other NALC members. First, Branch 1100 President Charlie Miller's comments...

Troubled Times

“With the excessing of clerks into the Carrier craft, many PTFs are asking why they haven’t made Regular.

Continued on next page...



For some, it's been several years in the waiting. The excessing of clerks has nothing to do with the delays in making Regular for PTFs. The issue has been "Withholding."

For the past two years, the Postal Service has been withholding assignments based on projections of office time savings due to the implementation of the Flat Sequencing System (FSS). And, during periods of withholding there will be no conversions to Regular.

The last Contract provided for the hiring of TEs who have been back-filling the vacancies caused by natural attrition. In days gone-by, these vacancies would have been filled by senior PTFs making Regular.

However, the recent economic downturn has driven mail volumes down to levels that make the office time savings associated with FSS implementation almost moot. In addition, this decline in volume has placed the Postal Service in a position of not being able to sustain itself on the revenues that postage represents.

In order to meet its statutory obligations, the Postal Service has been conducting a very aggressive cost-cutting campaign. In an industry which is labor intensive, cost-cutting translates into loss of jobs. So far, most of the job loss has been in the clerk craft because management has been abolishing mail processing positions due to the drop in volume, future FSS deployment (350 - 500 to date). There will be a possibility of substantially more if Plants are closed.

We have a unique contractual provision that almost no other industries have. It provides that management must estimate the number of positions lost due to automation and must withhold vacant positions in order to relocate excess employees into those assignments. In most other industries, if you have too many employees at one location you lay them off. This provision benefits *all* craft employees.

All of the former clerks coming into the Letter Carrier Craft will begin a new period of seniority

starting the day after their Form 50 is cut and will come over as the most junior Letter Carrier—but will remain a Regular.

This will create an unusual situation where the PTFs will be senior to the junior Regulars. Some of these new Letter Carriers will "just be visiting", and when opportunities become available, they will get to go back to the clerk craft if they wish.

As stated earlier, the Carrier Craft has been experiencing a reduction in office time due to the loss of volume. However, our losses in assignments have been considerably fewer when compared to the clerk craft.

This can be credited to the minor adjustment agreement reached with the Postal Service. As demonstrated by slashing and burning of the clerk craft positions, if left on their own, management would be having a field day abolishing routes.

Under this joint process, management is held in check and must prove the need to abolish a route. While not a perfect process (I have issues with COR), it is better than letting management act unilaterally.

Most adjustments have resulted in longer street times;, some choice territory has been moved; assignments have been abolished, and some Letter Carriers may be excessed into other offices.

These are truly difficult times for Letter Carriers.

However, there is one segment of our Craft which is receiving appalling treatment by management! That is our injured Letter Carriers—and other Postal employees who, *through no fault of their own*, have sustained serious injuries on the job and are now being placed off duty without pay.

It is simply disgraceful to see management kick the injured Letter Carriers to the curb in the manner they are. And, in some cases, they take obvious pleasure in their work.

As revenues decline, we will be faced with a host of

other issues. If you want to blame someone for the difficulty we are having, point a finger at those who ran our country's economy into the ground. We are feeling some of the pain the rest of America has been suffering for the past two years. However—so far—we have made out better than the rest of America's workers who have been faced with cuts in pay and job loss."

This next information was part of an article by Bob Lambert, Editor of NALC Branch 2008 *Suncoast Letter Carrier's Update*. His original title to this information was: "I've Seen Enough to Know I've Seen Too Much..."

"I've been around long enough to see some changes. No!! I did not teach Ben Franklin how to route flats!

But, I can remember when—about the middle of every week—you would come back to a case half full of "church bulletins". These were the newsletters the local churches sent out every week to their parishioners.

It was easy. They printed them up, stapled them, and took them to the local post office. The clerk would verify the postage and sort them to each route. They did not spend time shipping them to Tampa, St. Petersburg or Manasota. We did the minimum work over the window, sorted, delivered without much hoopla...and the Postal Service was in the black.

Today, a new mailing would have to go to Tampa to be verified. The mailer has to have a postage account with the Postal Service so they could pay in advance. Next, send the mailing to the sorting machines to be DPS'd, and *then* the USPS has to truck them back to where they started for delivery...and, now, the Postal

Service is losing record amounts.

The Postal Service has added many steps to this process and has made it almost impossible for any small mailer (church bulletins, local realtor, etc.) to use our service. New mailers?? Forget it!!

I guess the part that bothers me the most is that they are blaming everything on us—the employees. We are most of the fixed costs. *Of course, we are... We DELIVER the mail!!!* So, the next question: What are the "broken costs" if we are the "fixed" costs???



One of the craziest things I ever heard is that we are not taking in enough money so we are going to close retail outlets. Hmmm....? We are going to offer less service? *How about finding a way to make it easier and more convenient?*" These *are* troubled times. I hope the USPS doesn't make things worse.

5- Day Delivery Update

The Postal Service cannot unilaterally end Saturday delivery. Such a change would require a change in the law and a 90-day review by the Postal Regulatory Commission. NALC will fight any attempt by the Postal Service to convince Congress to make this radical change.

Please open the following link to read statement from NALC President Fred Rolando on the Postal Service's study to push 5-day delivery - <http://www.nalc.org/news/latest/study2.html>

DIANA CHAVEZ
NALC Branch 782 Legislative Liaison

Minutes of the June 2009 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:30 p.m. on the 23rd day of June, 2009 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Jerry Patterson. All members of the Executive board were present except HB/MBA Rep., Mark Ramirez. The stewards were present from Arvin, Brundage, Camino Media, Delano, Downtown, Hillcrest, Lamont, Oildale, South, Stockdale, Wasco, Avenal, and Taft. Also present was the Newsletter Editor, Basil Zuniga, Asst. Editor, Jason Munoz, Webmaster, Rick Plummer, Photographer, Anita Holderman, Asst. Secretary, Shari Sharpe, OWCP Rep., Rick Gerdes, Labor Management Safety and Health Rep., Danny Blair and Emma Gonzales of the Social and Recreation Committee. The minutes of the May 26, 2009 were accepted as read with no additions or corrections.

APPLICATIONS FOR MEMBERSHIP: An application was received from Dominick Vance.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Basil Zuniga reported that there was a good turnout for the newsletter folding. He received some feedback from Carriers who read the newsletter. Rick Plummer asked for photos for the website.

UNFINISHED BUSINESS: Mike Towery explained that the By-Laws changes were not published in the newsletter for 10 days prior to the vote. Darryl Holderman again presented the By-Laws changes. Art. V, Section 1. The change was read "By virtue of their positions, Branch 782 President and Vice-President shall be delegates to both the National and State Conventions. The committee recommended approval. The membership voted to accept the committee's recommendation. Article V, Section 8. "The term of office for all elected officers of this Branch shall be three (3) years or until their successors are duly elected and installed. The committee recommended approval. The membership voted to accept the committee's recommendation. Article III, Section 1. The regular meeting of this Branch shall be held on the fourth Tuesday of each month, excluding December, at 7:00 p.m. at the Branch 782 Union Office. The committee recommended approval. The membership voted to accept the committee's recommendation.

NEW BUSINESS: Molly Biggar discussed the proposed Budget. The new fiscal year begins on July 1, 2009. Jerry Patterson made a motion to accept the Budget. Seconded by Bill Curtis, and the motion passed.

GOOD OF ASSOCIATION: Mike Towery reported that he and the Executive Board discussed having the Branch picnic in the spring. Mike asked for input from the membership. Hearing no objections the picnic will be next April or May. John Ortega discussed MIRAP. Brad Smith asked again for clarification on assignments absorbed by MIRAP. If an assignment is lost, including T-6 assignments, due to the route adjustment process, all assignments junior to that assignment will be posted for bid only at the station that lost the assignment. Only carriers in that station may bid. Mike Towery reported that the Steward in Tehachapi was on vacation during the adjustment. She offered to come in during her vacation to help with the adjustments. The postmaster did the adjustments without the steward. John Ortega reported that 557 routes will be adjusted. Mike Towery reported that there was an Arbitration two weeks ago, and should hear about that in about 4 weeks. There will be another Arbitration regarding



a removal in July. Anita Holderman read a letter that Mike presented regarding a 5 day work week. Diana Chavez read a letter from Congressman Kevin McCarthy regarding HR22. She reported that the amendment to the Bill that would have given FERS employees credit for unused sick leave at retirement was removed for the bill be one vote from one member of the committee. Supporters are still trying to get this added as an amendment to HR2510, HR1604 or HR2395. She urged the members present to contact Congressman McCarthy at kevinmccarthy.house.gov. Basil Zuniga read an article from a newsletter regarding GPS in the vehicles. Bill Curtis discussed Health coverage. He reported that the government plan would tax our employer provided health benefits, which will raise out taxes.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$12,717.29 was collected for the month of June.

FINANCIAL SECRETARY'S REPORT: Molly Biggar reported:

Beginning Balance	\$62,599.40
Dues and Income	\$12,735.71
Interest Income	\$ 12.44
Total Balance	\$75,347.55
Total Expenses	\$15,698.56
Ending Balance	\$59,648.99

The MDA 50/50 Drawing was won by Shari Sharpe. The \$50.00 Drawing would have been won by Gary Hemingway if he had been present.

There were 30 Members present.

The meeting adjourned at 8:13 p.m.

Respectfully Submitted,
KIM GERDES
Branch 782 Recording Secretary

July 2009 General Membership Meeting Drawing

\$100

*There is one "catch"....
You have to be present to win.*

*Alice Shultz
joins Union!!!*

DOWNTOWN STATION

Dale Pearce
Javier Cruz

NON-MEMBER LIST February 2009

SOUTH STATION

100% Union!!!

CAMINO MEDIA

F. Medina, Jr.

EDWARDS

100% Union!!!

SHAFTER

L. M. New
M. D. Voights

EAST BAKERSFIELD

100% Union!!!

ARVIN

100% Union!!!

LAMONT

100% Union!!!

TAFT

B. W. Krier
K. J. Hughes

HILLCREST

M. M. Henry

AVENAL

J. T. Howery

McFARLAND

100% Union!!!

TEHACHAPI

V. L. Johnson

BRUNDAGE

David Kinglee

BORON

100% Union!!!

MOJAVE

100% Union!!!

TRONA

S. L. Walent
B. R. Dame
K. K. Treat

DOLE COURT

100% Union!!!

CALIFORNIA CITY

100% Union!!!

RIDGECREST

S. R. Pierce
H. G. Blanco
R. M. Noke

STOCKDALE

Ron Huston
G.S. Saran

DELANO

C. V. Quebral

WASCO

100% Union!!!

94% of all Letter Carriers in our cities are NALC members (429 out of 456)!!!

A Guest Editorial

Some people learn easy. Others may require an enema...

I happen to be one of those Carriers that, "You either love me or you hate me."

Simple as that.

I also happen to be at peace with that because I sleep very well at night regardless of what anybody thinks since I can live with myself and my actions.

With that said, I would like to address the absence of so many Letter Carriers at the Union meetings! There was some discussion at the last two Union meetings about the lack of concerned people showing up with all the coming changes in the city.

PATHETIC!!! This is directed especially at Carriers with 6 years or less in the Post Office *since those are the ones who will be affected the most!!!*

I don't want to sound the trumpets of doom or anything—but I believe you are going to be seeing and dealing with issues we haven't thought would ever surface in our careers.

I've never been one to believe my job is totally secure. I believe we have one of the most secure jobs in this country, but that doesn't rule out unforeseen changes or the whim of a Congress...

I you don't believe it can happen, *you're dead wrong!* There's a better than average chance we will be dealing with people being excessed right out of the city at some point. Maybe not now. But, down the road, you could see it happen. It could come as soon as this fall or it may not be for several years.

“...a quality job!”

I could be wrong and it may not happen at all. If I am wrong, it will make me extremely happy.

Some of you believe that I am one of the slowest Carriers you know. I'm sure I could stack up a nice sized pile of testimonials from bosses about that. Think what you like, but I know it isn't so.

Supposedly, my route delivers itself magically since I don't do anything.

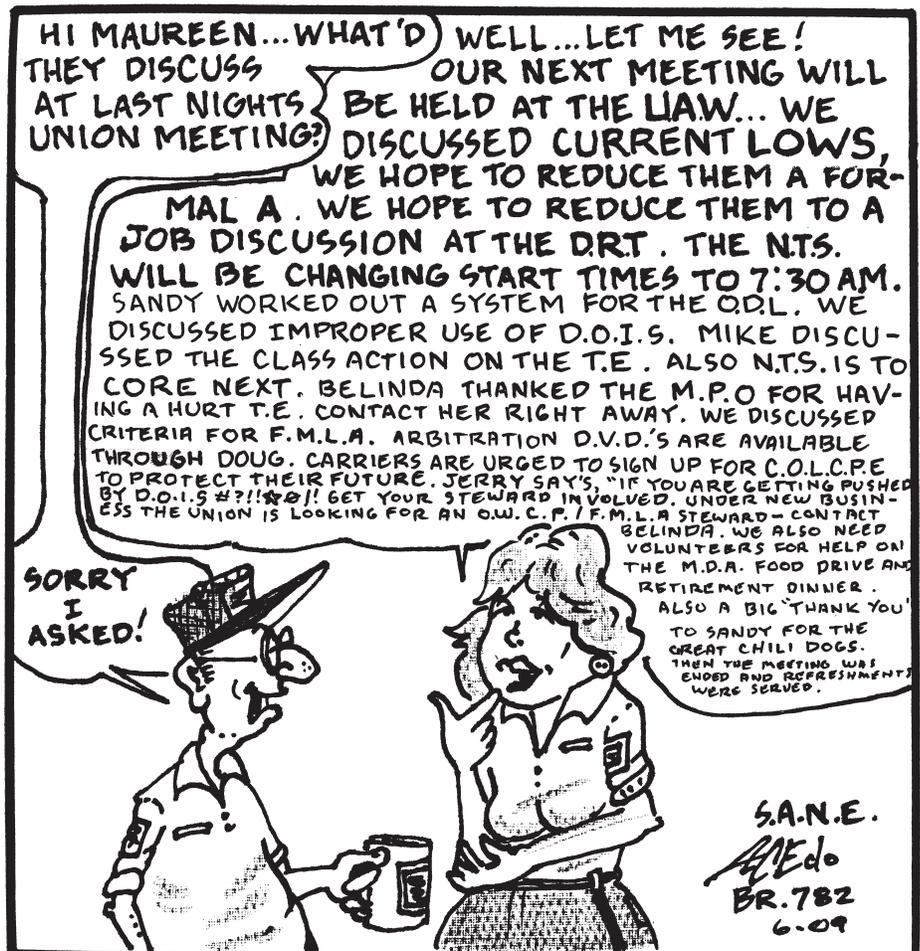
I *don't* skip my lunches to make a pivot. I *don't* work off the clock to make a pivot. I *don't* clock back to the office until I'm done with my street functions *just* to make

5 o'clock. I *don't* run my tail off to make a pivot. I *don't* do a pivot to avoid confrontation with the boss.

I *do* pivot when the mail volume warrants it or I can stack enough mail to do it. *There's nothing wrong with doing a pivot.* There is, however, something wrong with doing a pivot incorrectly! Make sure to thank your bosses when you get your just reward of being thrown out of the city for doing such an outstanding job...

I learned (a long time ago) how to conduct myself at the Post Office. Many thanks to **all** the "old timers"—past and present—who offered invaluable advice to a young PTF that was willing to listen to what they had to say.

I come in every day prepared to do my job the way it should be done. I'm not perfect and I make plenty of mistakes every day. As inconvenient as it has been over the years, I don't go home until the



job is done. I've missed plenty of events that I would have liked to attend because I couldn't finish in time to be there.

I don't have "magic" Saturdays or "magic" Christmas Eves where my route magically gets done long before it normally would. I'd love to go home early and start my weekend or holiday sooner, but I need to be able to come back and do my job the following day...

You may think that these are just small things...but with enough small things compounding one another, you find out that your route isn't 8 hours anymore. **And that's your own damn fault!**

Have the discipline to do your route like *every* day is route inspection and the boss is going out with you! It sure makes it easier to hold your head high and say that the time you use is *actually* the time it takes to do your job!

Fill out the paperwork you are supposed to fill out *every* day. You may not always need to fill out a 3996, but you will always have to fill out a 1571... I've never had a day when I didn't bring back any mail that had to be dealt with the next day.

Don't rush just to get done! Do a quality job! Your customers appreciate when you

give them their mail and not the rest of the street's mail or their mail goes somewhere else. If you don't believe you make mistakes, there are a lot of us Regulars who can line up a bunch of customers on our routes who would testify otherwise. Those same customers may someday be willing to save our jobs by writing to Congress because their Letter Carrier deserves a job because of the good service they deliver *every* day.

As an added bonus, you are less likely to get hurt when you aren't rushing. Remember, you're always the boss's favorite Carrier until you become a liability...

In the meantime, feel free to come to a Union meeting. You may just find that you learn something that just may save your job. You might even teach me something that may save mine.

One last thing to contemplate: What you do does not affect just you. It affects us all. So, have the decency to act like a professional and do an outstanding job by doing the job safely and properly. Don't disrespect those who came before us and fought for the Rights and Benefits we

have today by giving them away. (Your lunch and your breaks are just a couple of those benefits.)

The Post Office pays us well to do the job within the parameters *they* have defined. Your immediate boss usually wants the job done as quickly as possible and the rules be damned, if he/she knows them. They won't tell you directly. It's insinuated.

“Have the discipline to do your route like every day is route inspection and the boss is going out with you!”

You are the one who makes the decision to do it incorrectly. You are also the one who takes the fall when it becomes a choice of who gets the blame. The boss isn't going to take one for you.

JOHN LAUGLIN
New Market Station
Canton, Ohio

Article courtesy of the July 2009
Canton, Ohio Branch 238 Reporter

BILL'S TAX HIKE ALERT!

Letter Carriers! Contact your National Union (202) 393-4695 and tell them that you oppose the Democrat/Obama "health plan"! Sunday, June 14, 2009 in *The Bakersfield Californian*, page A8, union-supported Democrat, Max Baucus, Chairman of the Senate Finance Committee intends to introduce his plan that will tax some employer-provided health benefits. This money grab is currently an existing tax exclusion that will disappear with the Democrat plan to expand government run "health care".

They plan to pay for it out of *YOUR POCKETS!* Each Letter Carrier receives health benefits from the Post Office of approximately \$8,561.76 per year! This means that you will be taxed on an additional \$8,561.76 per year! In a June 3, 2009 article, OBAMA told Democrat senators that he is willing to consider TAXING EMPLOYER-SPONSORED

HEALTH BENEFITS to help pay for a broad expansion of coverage. If you are married and your SPOUSE receives health benefits from their employer, that will be TAXED ALSO! This also includes your boyfriend, girlfriend, housemate, and domestic partner—whatever! Some families will see as much as \$16,000 to \$20,000 in additional taxable "income" if this nutsoid plan goes through!

The most disturbing & disappointing aspect of all of this... NOTHING in the June 2009 *POSTAL RECORD* about this! **NO** call to action from our California State President, John Beaumont.??? Apparently, the union heads believe that OBAMA & HIS government needs our hard-earned \$\$\$ more than we do! Call JOHN BEAUMONT at (415) 297-9527. Go online to the California State Association of Letter Carriers & the NALC website to tell them to stop this!

BILL CURTIS
Retired, tired and getting poorer by the minute

from the editor-guy

-----Original Message-----

From: Lois Miller <room4jesus@yahoo.com>
To: webmaster Rick Plummer <webmaster@www.782nalc.com>; Basil Zuniga <brziii@aol.com>
Sent: Sat, Jun 20, 2009 11:49 am
Subject: Debbie Anderson's retirement

Hi guys, this is Lois Miller! Remember me? I worked with Debbie Anderson when I was a T-6 at South Station many years ago. While all the accolades are true as to her being a HARD worker and a GREAT carrier, I have news for Teresa Espinosa. I retired with 33 YEARS from Dole Court in 2005. So I hate to take her record away but I think I worked longer! Will someone set the record straight? Thanks, Lois (English) Miller.

--- On Sun, 6/21/09, brziii@aol.com <brziii@aol.com> wrote:

From: brziii@aol.com <brziii@aol.com>
Subject: Re: Debbie Anderson's retirement
To: room4jesus@yahoo.com
Date: Sunday, June 21, 2009, 3:51 PM

Hey, Lois!

Thanx for the info! Hmmm.... I do want to set the record straight. But, I'm gonna need something to work with.

Did you return the bio info to Anita Holderman? I think that she sent a letter out to all retirees and asked for information to be submitted (e.g. year you started, units you worked at, ever bit by a dog?, funny stories, favorite/least favorite management folks,

advice for anybody else, etc. and etc.). The info sheet (as I recall) is blue. It addresses a number of questions that cover different things that you might have done during your Letter Carrier days...or is that Letter Carrier daze???? Also, if you have any kind of pix with you in uniform that would be great, too!

If you haven't returned it, can you please fill it out so that I can have something to work with when I do something to honor the years that you put in? If you didn't get one, get back to me and I will ask Anita to send you one.

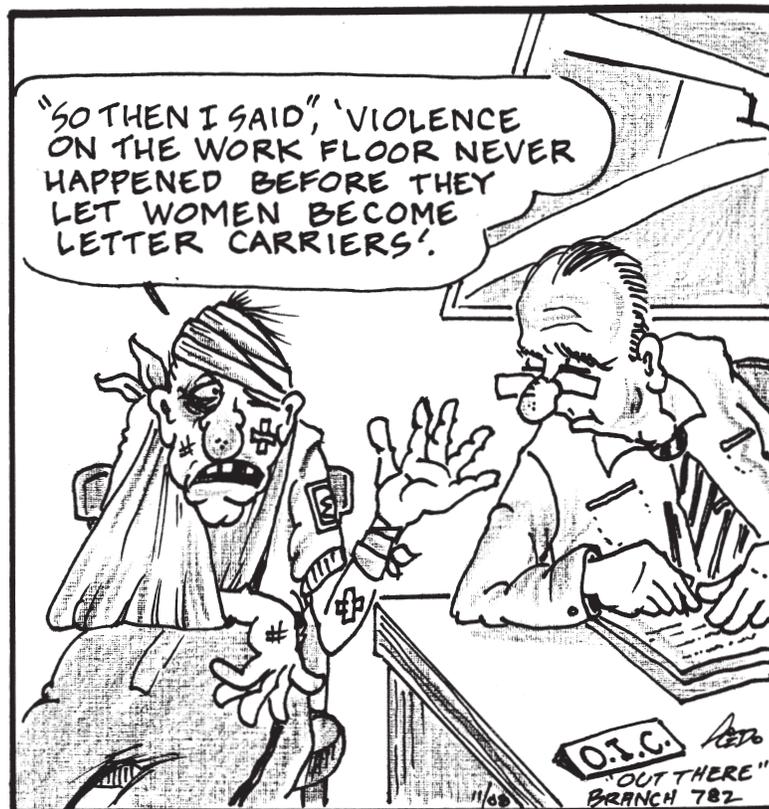
I can only work with info that folks give to me. I get articles. I use 'em. I get pictures, I use 'em.

As I recall, I think that I've spoken to you at least once since you stopped doing the Grand Jury thing? At least that's what I think I remember.

From: Lois Miller <room4jesus@yahoo.com>
To: brziii@aol.comCc:Bcc:
Date:Sun, Jun 21, 2009 4:13 pm

You know, I started filling the thing out and had it on my desk and had someone cleaning for me and voila! it is gone! I guess if Anita would send me another one I can begin again. I really do not want to be honored for my years of service, it is over and done. Dole court made my last day very special. As for pictures, all my albums are packed away as we were so sure we were leaving the state and I pretty much emptied my house! Then the market dropped and well - here we are -- empty walls and cabinets, eating from paper plates, waiting for someone to buy my house. Actually it is amazing the things you can do without!

Maybe some of the confusion about my years of service came because I transferred here from San Bernardino. I had twelve years there and twenty one here. Yep, that makes thirty three! I actually started in 1963, (before you were born!) Then I left the



service for seven years to stay home with my kids and came back in 1984. So the service was not continual like Debbie's but still, I worked 'um! Thanks for answering and I guess it really doesn't matter, I know how long I worked! And Debbie is such a special person, it's all good!

And then, Lois replied (bril-

liantly) to a series of questions that I posed to her in the following e-mail which I sent to her, Her responses are in the bold.all cap text.

From: brziii@aol.com <brziii@aol.com>
Subject: Re: Debbie Anderson's retirement
To: room4jesus@yahoo.com
Date: Sunday, June 21, 2009, 6:19 PM

Hmmm....

Do you want to me to ask Anita Holderman to send you something to work on while you're looking at your walls? I can. SURE, THANKS

By the way, when you started out in 1963, I was ten years old. So...did you start out in San Bernadino? YES Did you live there. YES Were you originally a SoCal girl? CAME FROM OHIO IN 1952, WHEN I WAS TEN. How many siblings did you have? TWO OLDER BROTHERS What did they think of your decision to become a Letter Carrier? THEY WERE IMPRESSED, AND NOW WISH THEY HAD DONE THE SAME AS I HAVE A BETTER RETIREMENT. 1963...I'm thnking that you probably started out as a clerk...did you? AS A CLERK I CARRIED THREE CITY SCHEMES, TWO CALIFORNIA SCHEMES. WORKED THE POUCH RACK, FACING TABLE, IN CHARGE OF REG ROOM ON TOUR THREE, LATER BECAME A WINDOW CLERK AT NORTON AFB, LOVED THAT JOB! I SENT OUT ALL THE REGISTERS FOR NORTON AFB EVERY DAY, LEARNED LOTS OF STUFF AND WAS HIGHLY RESPECTED BY THE OFFICERS AND ENLISTED FOLKS THAT CAME TO MY WINDOW. HANDLED THE BOX SECTION AND ALL ACCOUNTABLES. AND THE STORIES GO ON AND ON BUT I WILL NOT BORE YOU WITH ALL THAT.

If you were, why did you become a Carrier? I RESIGNED IN 1972 TO BE HOME WITH MY KIDS AT WHICH TIME I ALSO BECAME A FOSTER MOM, (SHELTER CARE) KINDA LIKE JAMISON HERE ONLY CPS USED PRIVATE HOMES BACK THEN IN SAN BERNARDINO COUNTY. LICENSED FOR SIX KIDS. NEEDLESS TO SAY MY HOUSE WAS ALWAYS FULL OF FUN AND LAUGHTER AS I HAD THREE OF MY FIVE CHILDREN STILL AT HOME. HAD ABOUT FIVE HUNDRED CHILDREN GO THROUGH MY HOME IN SEVEN YEARS, KEPT RECORDS ON ALL OF THEM. LOTS OF STORIES TO TELL REGARDING THOSE SEVEN YEARS BUT THEY HAVE NOTHING TO DO WITH P.O.

What was life like as a PTF? WHEN MY YOUNGEST DAUGHTER WAS 14 I WAS REHired WITH PO AS A CARRIER, (I HAD PASSED THE TEST TO BE A CORRECTIONAL OFFICER AND THAT JOB WAS AVAILABLE TO ME AT THE SAME TIME BUT MY KIDS DID NOT WANT ME TO WORK IN A PRISON. BUT GEE,

I PASSED ALL THE TESTS AND WAS IN REALLY GOOD SHAPE) THAT WAS IN 1984, LOOK WHAT THE YEARS HAVE DONE TO ME!!!!!! I NEED TO BE IN THE DIETERS CONTEST!!!!!!

BACK TO MY STORY, I HAD A GREAT RECORD AS A CLERK SO PERSONNEL JUST BROUGHT ME BACK, NO PROBLEM. THEY HAD AN OPENING FOR A CARRIER (HIGHLAND, CA) SO I DECIDED TO TRY, I WAS ONLY A PTF FOR ABOUT THREE MONTHS. I REMEMBER CASING THOSE DOGGONE FLATS ON MANY ROUTES WHILE WAITING FOR MY SWINGS. MY FIRST BID ROUTE AS A REGULAR WAS A NINE MILE WALK-OUT ROUTE. I HAD TO TAKE THE BAGS FOR MY SWINGS AND DELIVER THEM TO RELAY BOXES, RETURN TO OFFICE, LEAVE THE JEEP THEN START WALKING! THERE WERE TIMES WHEN THE TEMPERATURE WAS 114 (YES IT GOT THAT HOT IN SAN BDNO ALSO) AND I WOULD SIT ON A CURB OR NEXT TO MY RELAY BOX AND CRY, THEN BRUSH THE TEARS AWAY AND FINISH MY ROUTE. IT WAS DIFFICULT BUT I DID LOVE MY JOB. ONE TIME IT RAINED SO HARD I WAS WADING IN THIGH HIGH WATER, AT NOON I RETURNED TO OFFICE, WENT HOME, CHANGED EVERY ARTICLE OF CLOTHING, WENT BACK AND FINISHED MY ROUTE, ON TIME, BECAUSE I WAS ALWAYS VERY FAST, AND ACCURATE, (LET ME BRAG A LITTLE!)

Or were you considered a Clerk-Carrier Sub? Do you remember how much you used to make an hour or a paycheck? WHEN I FIRST STARTED IN 1963 I MADE \$1.65 AN HOUR, OR WAS IT \$2.65? I WAS ELIGIBLE FOR WELFARE! I DO NOT REMEMBER WHAT I WAS MAKING WHEN I RESIGNED , HOWEVER, THE GREAT STRIKE HAPPENED WHILE I WAS BETWEEN JOBS SO WHEN I RETURNED THE P.O. HAD REORGANIZED, THE PAY WAS BETTER AND I WAS PAYING INTO S.S. WHEN I RETIRED IN 2005 I DISCOVERED I WAS IN A CATEGORY KNOWN AS CIVIL SERVICE OFFSET AND I BELIEVE MY RETIREMENT IS BETTER BECAUSE OF IT. BETTY MORDEN AND I BOTH HAVE THIS KIND OF RETIREMENT. SHE RETIRED BEFORE ME, (WITH MANY YEARS ALSO) . And so on, and on the questions can go.

Whether or not you knew it, all of your personal history adds context to everybody else's history, too.

BASIL, THANK YOU SO MUCH FOR LETTING ME VENT. YOU ASK QUESTIONS LIKE A TRUE REPORTER! WHAT A GUY!

Thanx mucho much, again!

Basil

2009 NALC HBP Info

NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
*** Mental & Substance Precert.	1-877-468-1016
Drug Prescription Retail	1-800-933-6252
CareMark Hearing Impaired	1-800-238-1217
*** CareMark Specialty Pharmacy	1-800-237-2767
*** Durable Medical Equpt.	1-888-636-6252
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
Nurse Assistant (24/7)	1-877-220-6252
CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
***CIGNA Transplant Approval	1-800-668-9682
Quest Diagnostics (Lab Services)	1-877-220-6252
Quit Power (Smoking Cessation)	1-877-784-8797
CIGNA Health Rewards (Discounts)	1-800-870-3470
CIGNA Dental Discount Program	1-877-521-0244
**** Disease Management Program	1-800-227-3728
MEDICARE Managed Care Plan	1-800-633-4277
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-688-9889
Social Security Administration Info	1-800-772-1213

* Failure to pre-certify will result in a \$500 reduction in benefits paid by the Plan. Must notify the Plan prior to hospital admission with doctor name and dates. ** Mail order drug prescription program long term (maintenance drugs) 60 day supply: \$8 generic, \$24 name brand; 90 day supply: \$12 generic, \$35 name brand. Retail Pharmacy, you pay 25% . MEDICARE 60 day supply: \$7 generic, \$20 name brand; 90 day supply: \$10 generic, \$30 name brand. Network Retail Pharmacy you pay 15% of the cost of the prescription. Prior approval required for some drugs. Must call the Plan. *** **Prior Approval Required.** **** Asthma and Diabetic.



**Branch 782
Health Benefit
Representative**



**Mark
Ramirez**
(661) 834-5011

**NALC Health Benefit Plan
20547 Waverly Court
Ashburn, VA 20149**

**NALC Prescription Drug Program
P.O. Box 94467
Palatine, IL 60094-4467**

**NALC Drug Prescription Program
"Claims"
P.O. Box 521926
Phoenix, AZ 85012-2192**

**Optimum Health Behavioral Solutions
P.O. Box 30755
Salt Lake City, UT 84130-0755
Questions: 1-877-468-1016**

**Preferred Provider (PPO)
Cost: \$15.00
Co-pay per office visit**

**Preferred Provider (PPO)
Deductible
\$250 Individual
\$500 Self & Family
Per Calendar Year**

Contact Information

Center for Disease Control	http://www.cdc.gov
National Library of Medicine	http://www.nlm.nih.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://www.americanheart.org
American Lung Association	http://www.lunusa.org
Diabetes Foundation	http://www.diabetis.org
Muscular Dystrophy Association	http://www.mdausa.org
JAMA Asthma Information Center	http://www.ama.assn.org/special/asthma
Your Personal Health Record	http://www.nalc.org/depart/hbp
National Patient Safety	http://www.npsf.org

Sometimes, Information is Money...

As the NALC Health Benefits Plan (HBP) Representative for Branch 782, I attempt to keep our members aware of any out-of-pocket savings (*REAL MONEY!!!*). Some of the information that I present to you I gather from various sources. On the other hand, sometimes what I share with you comes from my own personal experience.

The NALC HBP information page shows Quest Diagnostics as a provider of "lab services" (e.g. blood work). Quest offers our NALC HBP members the largest discounts through our association with CIGNA.

I recently had some blood work done and I used Quest Diagnostics located at 2001 17th Street in Bakersfield. The phone number is (661) 631-8514. Members who don't live in Bakersfield can locate the closest Quest facility by calling the 1-877-220-6252 number which is on the HBP Information page in our newsletter.

To cut to the chase: My total lab charges were \$213.62. Because Quest Diagnostics is on the HBP Preferred Provider Organization (PPO) network, they discounted my bill by \$180.60. The NALC HBP paid the remaining \$33.02.

OUT THERE



OUT THERE



This left me with a \$0.00 out-of-pocket cost to me...

Many doctors have a stake in referring you to a specific lab for work to be done. In many cases, they have a financial arrangement which pays them for the referred work. It makes sense for them to make money in this way. There's nothing wrong with it.

However, you can "make" money, too...

It can pay you to utilize our PPO labs, doctors, hospitals, or urgent care facilities whenever possible. In many cases, they can offer *large* discounts which translate directly into you keeping more of your hard-earned money in your pocket.

The information on the facing page will hopefully provide contact information to enable all of our HBP members to seek the best possible medical care in the most economical manner.

MARK RAMIREZ
HBP/MBA Representative
NALC Branch 782

Over 40 Years of Federal Service!!

It was a “Happy Retirement!!!” to our favorite—Jim Hill, on May 30th!



He will be missed as we all enjoyed working with him. Jim was always kind and had a smile or a joke for us. He worked well with every one in the office.



After 22 years in the U.S. Navy, Jim retired in 1990. He then came to work for the Post Office and worked with us for 18 years and 9 months!

Jim will remain in Ridgecrest as this is where his home is. He said that he is looking forward to relaxing and traveling. He will not



miss the wind and the heat, but he will miss all the people he worked with! Jim said, “I don’t know where the time went!” His advice to the rest of us: “Slow down and enjoy—because retirement will be here before you know it...!!!!”

We *will* all miss you, Jim!!! We wish you and your wife all the best in your future and look forward to seeing you around.

Lynnell Howell
NALC Branch 782 Shop Steward
Ridgecrest (93555)

**What have you missed, Jim?
Recent Ridgecrest info:**

July 19, 112! July 20, 110! July 21, 108! July 22, 108!

And this was a cooling trend...

BRUNDAGE BULLDOGS

“BIGGEST LOSER” COMPETITION—PART II

Maria Gutierrez is the winner for the 2nd month with an outstanding 8.92% weight loss!

Everyone is doing great but not everyone is coming in to weigh in. I hope everyone understands that the final weigh-in is Friday, July 31 and no weigh-ins after that day will be accepted to win. Please contact me if you need to weigh in

earlier than that date or if you need me to come in earlier on Friday morning.

Good Luck,

MABEL BULLIS



and

BRUNDAGE GOES TO BAT!!!



We had our first practice on July 11, 2009. Not everyone showed up but we all had a good work out and a good time learning the “game”. The guys on our team already know the “game” and made it look so

easy throwing the ball, catching the ball, hitting the ball, etc, (that is all that is done in baseball, right? ... oh yeah ... and Run your Butt off! LOL!!). We girls aren't half bad either..... so look out. Remember, *Brundage Bulldogs ROCK!!!!*



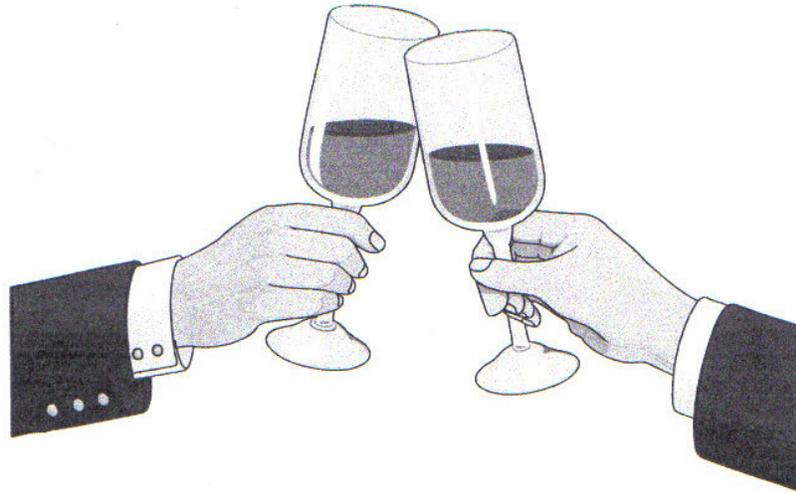
Lopez, Mabel Bullis, and possible fill-ins: Chalene Cantu and Enoch Moya.

Team members : Cassius Hooper, Ruben Gonzales, Stacy Castillo, Vicki Guerrero, Judy Roberson, Yvonne Esquivel, Tony Robles, Lisa Wescott, Raul

MABEL BULLIS
Brundage Steward



**COME TO THE RETIREMENT PARTY
AND JOIN ME IN TOASTING
DAN LUJAN**



**ON SAT. AUGUST 1ST AT DON PERICO'S
ON OSWELL**

PARTY STARTS AT 6: 00 DINNER AT 7: 00

\$20.00 PER PERSON

**PLEASE RESERVE A SEAT WITH DEBBIE BEFORE
THE PARTY AND PAY NOW OR AT THE DOOR**

A Letter to the Postmaster

Dear Postmaster JB,

Recently we had a stand up referring to a district safety team that came up last week to Bakersfield and caught multiple carriers with different infractions but most seriously 4 carriers leaving there engines running while jumping out to deliver the mail.

Then we were told that the Postmaster, you, were pushing for letters of removal since it was an act of pure negligence on their part.

I was told by a few carriers last month (June) that one of the Station Managers did lock his keys in the staff car with the engine running (with a few eye witnessess since it happened when carriers were coming back off the street) when he got out to put the code in to open up the gated fence. Had to go into the station to retrieve the spare key.

My concern is that here we are being told that carriers (are) being disciplined (possibly) losing their jobs because of this infraction.

Is there a double standard? Managers should be held to a higher standard. Shouldn't this manager be held accountable, too?

We are told no cell phones/ blue tooth.. Yet, managers/supervisors use them all the time.

Hope you can shed some light on this question.

Thanks,
A Concerned Employee

Editor-guy note: I received both this letter and the reply from the Bakersfield Postmaster a few days before the deadline. The subject is an important one which merits both your attention and your concern...

Dear concerned,

What I want is for all employees (craft and management) to follow the safety rules that are designed to protect them and the public. I want all employees to go home in the same condition they came to work each day. Unfortunately already this year we have experienced 12 motor vehicle and 19 personal injury accidents. While these are certainly not all preventable accidents, the numbers would be less if all our employees followed the rules.

I would hope that every manager in Bakersfield from the Managers, Customer Services through the 204Bs understand that we, in management, need to lead by example. It is also my hope that all managers of the Bakersfield Post Office feel as strongly about safety as I do. When I was informed that the District Safety Office came to town and found letter carriers dismounting their vehicles with the engine running, not setting the brake, not wearing the seatbelt and driving with the door open, my first thought was that I have failed to effectively manage the safety policy.. We should not find these types on infractions here in Bakersfield . I expect that my managers continuously remind folks of the need to

work safely and spend enough time on the street to ensure that our employees do not become complacent.

There is no desire on my part to remove any employee that is an asset to the postal service. I find it very challenging to keep the number of employees that I need for mission accomplishment as it is. I do however want everyone to know that blatant disregard for safety regulations will not be tolerated. This is true for craft and management alike..

I am obligated to ensure that all employees are given clear instruction and then are held accountable for compliance. I hope that we have been very clear on what our expectations are and that we do a better job of ensuring compliance with the ideal that if we in management do our job correctly the need for corrective and or disciplinary action will be minimized.

I appreciate your taking the time to write me and hope that you find my response appropriate.

Sincerely,

James C. Brouillard, Postmaster
Bakersfield, CA 93380-9998



1st Annual Postal Family Summer Reunion
Saturday July 25, 2009
7:30pm - ??
4311 Cron Way
Bakersfield CA 93311

There will be Food, Fun and Memories to Share!!!

Come on out and find out what everyone is doing - you might be surprised. Catch up on all the news. We promised this get together for years - the time is finally right. Mark your calendar and plan to attend.

Directions: From White Lane traveling west, cross Old River Road, turn left on Mountain Vista. Cross Campus Park, turn left into Patterson. Gate code is #9002, turn left on Cron Way, it's the only 2-story in the neighborhood. Trouble with the gate call 665 9597.

Food, soft drinks & water provided. If you want anything stronger please bring your own.

\$10.00 per person

RSVP to JoAnne Rowles @ 833 1647 or email jrowles@bak.rr.com.

Make check payable to JoAnne Rowles & mail to 3916 Marilyn Place, Bakersfield CA 93309-5924

You don't want to miss this.

Remember all the “good times”

Hi everyone: I need to make some arrangements for the reunion on Saturday July 25th. I really can't wait until late next week to order food etc so.....please email me back with a **Yes** I am excited to come to the reunion to see old friends and catch up on “what's happening” or **No** I am disappointed I won't be able to attend this year or..... Maybe - waiting to see if I get a better offer.

This is something we have talked about for years - an opportunity to visit with friends at something other than a funeral. It is so easy to think we will have time to see each other when it is more convenient. Then, before we know it, years have passed and then it is too late because they are gone. This just happened to me and I truly regret I didn't make time for that person.

So much for the downer -----this will be FUN!- We can tell tall tales, and laugh at what might not have been funny at the time when it all seemed too serious and we can revisit old photos and videos.

Unfortunately this event is in the summer but I think we can all cope.

OUT THERE



OUT THERE



My son had a party in the yard last year on Aug 1st and it was great. No one died from heat stroke.

We will be providing food and a venue for us to share tall tales and remember all the “good times”. I know none of us ever had any bad days at the PO. I will be bringing old photos and if any of you have anything to share bring it.

I know it will be a great time. Maybe we can put together an album from the event.

Marsha will be out of town the week before the event so if you have any questions please call me or email me. If you know of someone you think needs to be invited please let me know so I can invite them.

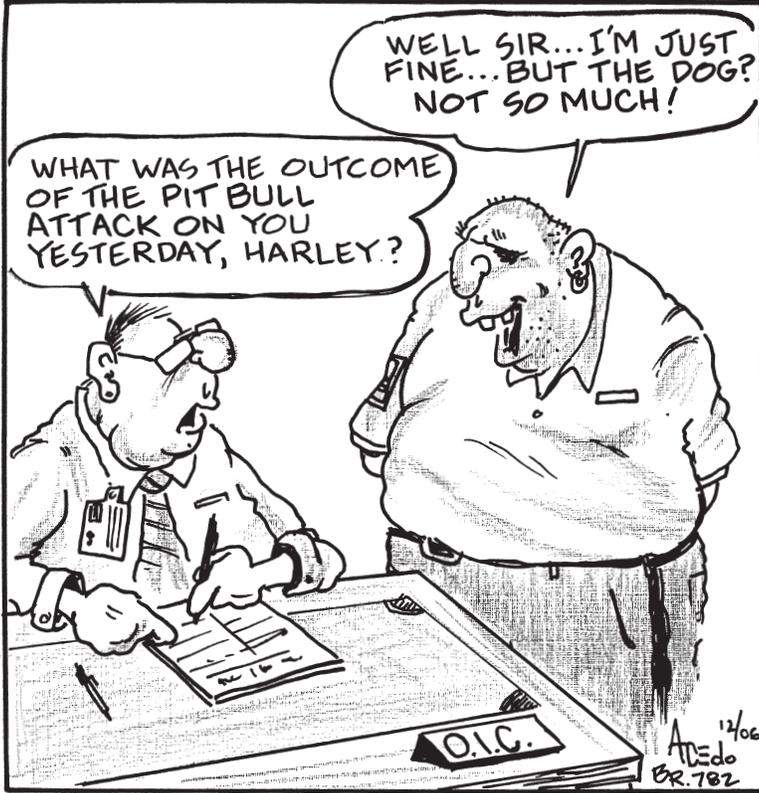
Please let me know YES, NO, or MAYBE

I have attached a flyer in case your first got lost. And....if you think I missed someone please invite them and let me know.

JoAnne Rowles
USPS Retired

"OUT THERE"

OUT THERE



OUT THERE

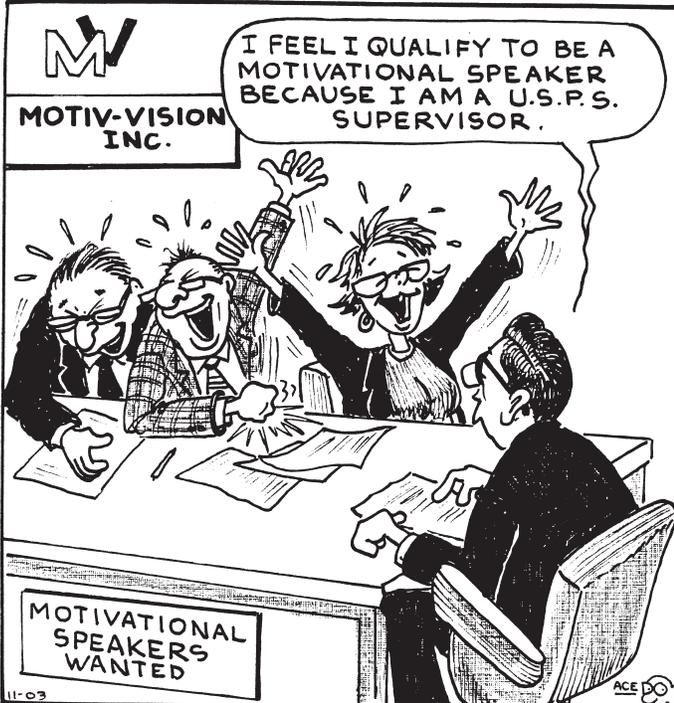


HAVE AN IDEA FOR FRED????*

FRED ACEDO
BR. 782 S.A.N.E.
P.O. BOX 6532
BAKERSFIELD, CA
93386-6532

*...YOU NEVER KNOW WHAT YOU MIGHT GET...

OUT THERE



OUT THERE



CONGRATULATIONS Debbie Guillet!!!

Here she is at the May 2009 General Meeting of Branch 782. The reason she looks soooooo happy is, she had just won the monthly drawing that was at \$500.00!!!

Every month, at the General Meeting, a name is drawn from *all* our members. If you are present, **YOU WIN!**

The prize? Well, the pot starts at \$50.00 and increases each month by \$50.00, if not claimed, until it reaches \$500.00.

Pay attention to this list: Maria DeLeon...Alex Dang...Luther Lane...Corryne Schroeder...Debra Anderson and many others...

These are just a few of you whose names were drawn for the prize. Unfortunately, none were present at the time of the drawing. **Debbie Guillet thanks you!!!**

Don't be on that list. Come to the next General Meeting. You may be lucky!

ANITA HOLDERMAN
Branch 782 Financial Secretary

HR 22 Passes Full Committee RETIREE HEALTH FUND BILL CLEARS HOUSE COMMITTEE

The full Committee on Oversight and Government Reform ordered H.R. 22 House Committee last Friday July 10, 2009 to approved without amendment HR 22, which would allow the United States Postal Service to pay its share of contributions for annuitants' health benefits out of the Postal Service

Retiree Health Benefits Fund, to be Reported out of committee by Voice Vote.

If approved by Congress, HR 22, which USPS supports, would allow the Postal Service to tap money from its Retiree Health Benefits Fund (RHBF) to pay its annual premiums for retiree health benefits. The change in current law would save the Postal Service \$2 billion in FY 2009 and would have no effect on the fund's ability to continue providing coverage for retirees.

During consideration of the bill, several committee members pointed to the Postal Service's fiscal uncertainties as justification for moving forward with HR 22. Rep. Stephen Lynch (D-MA), whose subcommittee has jurisdiction over USPS, said the Postal Service is reaching a "critical financial state" and that it's "not business as usual."

The legislation, introduced earlier this year by Reps. John McHugh (R-NY) and Danny Davis (D-IL), has strong bipartisan support and has attracted 338 co-sponsors in the House. If the full House approves the measure, it goes to the Senate, which presently has no companion legislation.

Committee Chairman Ed Towns (D-NY) stated during the hearing "The Postal Service is facing a financial emergency and HR 22 would allow the Postal Service to live to fight another day."

The bill will now move forward to the entire House for further debate and a floor vote.

DIANA CHAVEZ
NALC Branch 782 Legislative Liaison



July 2009 General Membership Meeting Drawing

\$100

There is one "catch"...
You have to be present to win.

Confessions of a Former Station Manager Part IV—

by Guy Nohrenberg, Letter Carrier
Simi Valley, California Branch 2902



FIVE types of SUPERVISORS

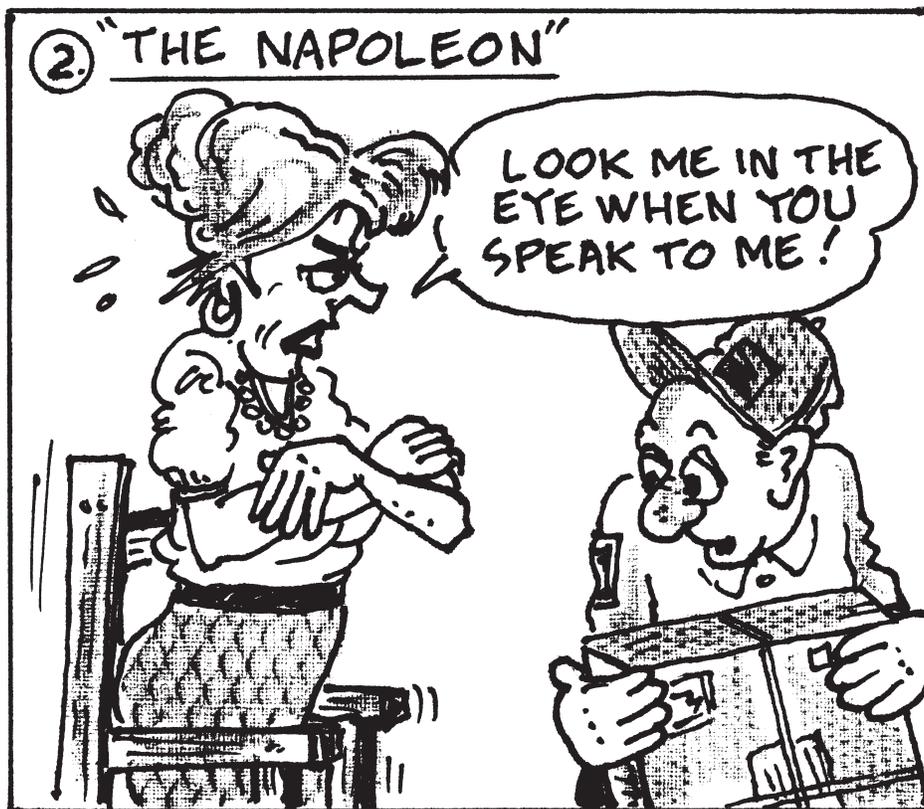
#1. The Greedy Weasel

Description: This Supervisor is the kind who wrings his hands at the thought of undeserved bonuses, ill-gained raises and baseless promotions, regardless of what he has to do and who he has to do it to, to get it. He feels he deserves money and sees his counterparts in the private sector making much more than he is. He feels he doesn't need to follow any rules of writ or ethics. He will lie, cheat, steal, and perjure himself to get what he needs. This is the most common sort of bad Supervisor.

Handling: Don't deal with this kind of Supervisor. Don't call the OIG first for this kind of Supervisor either, even if he's falsifying or cheating on the numbers. Sure it's a crime, what he's doing, but the OIG works for him. Never forget that.

What you do is inform your NALC representatives first. Push your NALC representatives to take actions to get him out of

the system. Strong continual pressure will move him out the door. This is the most dangerous kind of Supervisor, because he is without rehabilitation, his core motivations never change.



#2. The Napoleon

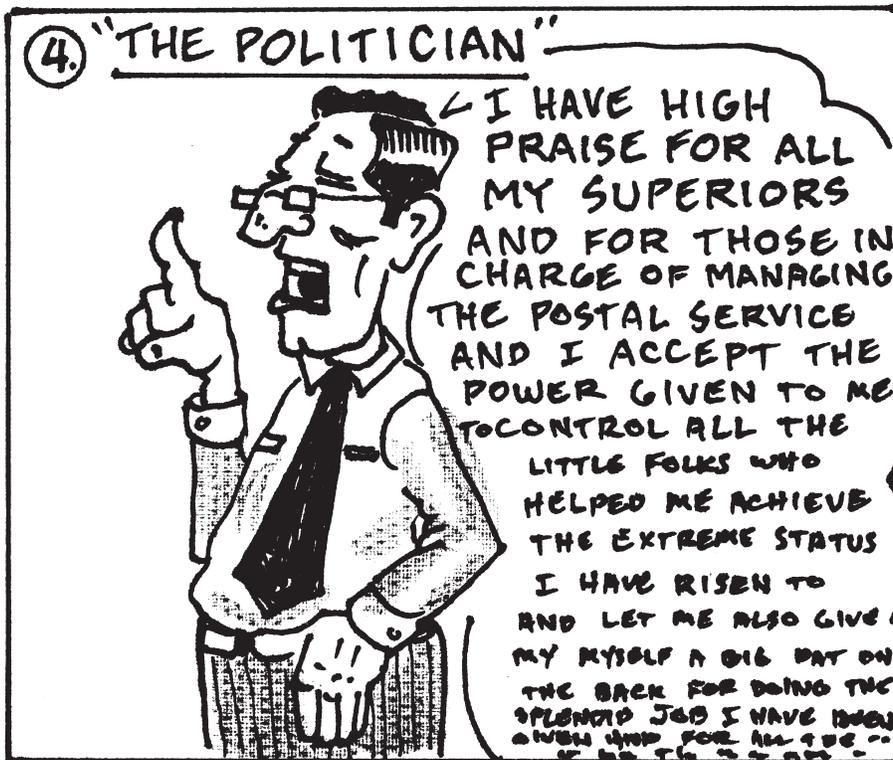
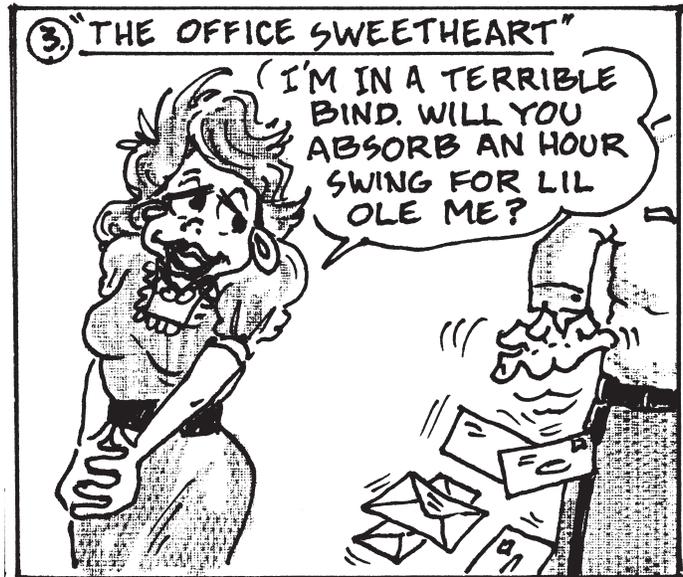
Description: This Supervisor was born deficient in some area. It's very possible he/she was that kid in school everybody picked on. If he's short, he's loud. If he's tall, he's folding his arms. If he's female, he's gonna show all the men. If he's male, he's gonna date all the women. We all know Supervisors like this. He wants to stand on your head to assert his dominance. Postal concerns are secondary to his authority. Your concerns are insignificant. You KNOW someone like this one too!

Handling: This one can be rehabilitated. His problem is that he is compensating and lives in fear that he will be back in school again. The way you break through the eggshell he hides behind is to be kinder to this clown than you would your 4 year old. Talk to him like

he was a 4 year old too, because emotionally, that's where he's operating from. Contact your NALC=2 0representative and have meeting, after meeting, after meeting with him until he's talked into submission. Then, he will still be your boss, but happier in the role of what he will see as being a compassionate person. EVERY TIME HE PIPES UP, SURROUND HIM with kind words and reassurances. Use the parent to 4 year old technique until he calms down... not sarcastically, but to ease his childish fears. He will come around.

#3. The Office Sweetheart

Description: Oh, we all have these too. Passive. Overly Polite. They will listen and love and show how much they care; but, for the life of them, they cannot get you a single rubber band when you need a dozen. They are completely ineffective to support your needs. You wonder how such mushy fluffy marshmallows ever got into management? Well, everybody likes them until somebody needs something to really get done, then we realize there is no leader on the floor, but rather more of a Coffee Carrying Counselor. This is no good as we want to do our routes and have a good leader handle all the BS we don't get paid to take care of for him.



Handling: This person may not have the spine of a jellyfish or the guts to be a captain of any team, so what do we do? One cannot be taught courage. One cannot learn toughness. One needs to have it in them to do the job OR be within a carrier team that runs them. Use caution with this one, as his fears (as many as there may be behind the kissing of everybody's fanny he meets)... his fears rule his world. He hates it but is too afraid to be strong for you and stick to it. This person cannot be rehabilitated.

#4. The Politician

Description: This is my favorite of all bad Supervisor types. I had a Supervisor, who became a Postmaster, who is now up in the higher echelons of Postal Management, who is the consummate politician. I love this guy to death, no matter how many times the schmuck stabbed

me in the back. He reads "Machiavelli" like I read "Sun Tsu". (Google the names). Everything that this kind of Supervisor does is so wishy washy that you will NEVER know where he's coming from or what HIS opinion truly is! Signs of this kind of bad Supervisor are that he finishes sentences for you, overly praises those with power over him, and his viewpoints blow with the wind of favor wherever it might go. This kind will do you in and you will never know it. He will disavow any participation in anything wrong and blame all he does on all around him who do not have power.

Handling: HANDLE WITH CARE. You may run this kind of Supervisor and be his boss. Manage him through your power bases. YOU MUST PLAY POLITICS WITH THIS ONE. 'Nuff said.

5 "THE COMPLAINING CARL"



#5. The Complaining Carl

Description: He whines. He cries. He frowns. He doesn't like it. The cup is always half empty. He is a dark cloud on your horizon even on a sunny day. His wife beats him. Her husband never takes her out for dinner. Instead of "How are you today?" he says, "Hey Chief! Volume sucks don't it?" to start you off with a negative tone. He's a downer because that's how he feels and he wants you down too. He is not a fighter. He is not a positive leader. He's a sulking sloth. Perhaps he got into management because he was a rehab and they wanted to stop his whining about nixies. Maybe he got into management because his boss was a Complaining Carl too and they hit it off? Likely he got into management because he would tell how bad everything is and what he would do differently, but he doesn't. Either way, this Carl needs some serious help.

Handling: HE needs a hand on his

shoulder as often as possible. NO NOT LITERALLY. Touching your supervisor might give him or her the wrong impression. Either you'll be up on charges for assault or they may want to date you. Both are not what you're looking for. What I mean, is that instead of grabbing him by his jowels and saying "It's gonna be fine ya doofus!" you need to look him in the eyes and flood him with positive words about the world, even if you feel differently. Buy this idiot a coffee or place a flower on his desk. The jerk needs it.

In your life's work experience, you may feel these 5 aren't bad supervisors exclusive to the Postal Service. You're right! These 5 exist in all businesses. So you may wonder, "What is a good supervisor like?" Well, that's up to you. What motivates you? What would you like to see? For me, I'd like to see someone who likes their job, is positive, reliable, and can handle pressure... because I give a lot of pressure.

Those listed as being beyond rehabilitation, should be let go. We don't need any crooks or marshmallows in the Postal Service. I don't want my wallet stolen and don't want to deliver my own dog letters. Supervisors need to be able to do the job. Before we RIF the good ones, we should weed these out.

What do you think?

Feel free to write me at tindad@sbcglobal.net or say something intelligent, between posts of your appendage sizes, in the blogs for this article. The summer discount should bring volumes up a bit. We will recover from this recession. Priority Mail is the best deal in the shipping business and Intelligent mail will bring volume up even more in November. Advocate the United States Postal Service, because it represents YOU! Remember, we've seen this all before. Buy an "old-timer" coffee and he'll tell you.

Be well!

GUY NOHRENBURG
Letter Carrier
Simi Valley



From the Editor-guy: Well, Guy, I just couldn't resist asking—I guess I'm flawed—*Just what kind of a supervisor were YOU????!!!!???* (And, you have to realize that our Postmaster, J.B., is probably going to be reading this, too...)



Branch Officers

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.

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Sargeant-at-Arms	Jerry Patterson	(661) 203-9718
Chief Trustee	Lucinda Martinez	(661) 327-2898
Trustee	Bill Curtis	(661) 323-1107
Trustee	Danny Blair	(661) 397-8107

NALC Branch 782 Shop Stewards

Avenal (93203)	Vacant	
Arvin (93209)	John Ortega	(661) 809-8140
Delano (93215)	Jerry Patterson	(661) 599-6859
Lamont (93241)	Darryl Holderman	(661) 589-1683
McFarland (93250)	Robert Campos	(661) 805-1034
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Alternate	Debra McClain	
Wasco (93280)	Mabel Lyons	(661) 900-8892
Downtown Station (93301)	Kim Gerdes	(661) 834-2059
South Station (93304)	Darryl Holderman	(661) 589-1683
South Station Alternate	Bonita Lewis	(661) 589-1683
East Bakersfield (93305)	Paul Salazar	(661) 327-7637
Hillcrest Station (93306)	Pam Smith	(661) 979-5854
Brundage Station (93307)	Mabel Bullis	(661) 496-5679
Brundage Station Alternate	Emma Gonzalez	(661) 834-8658
Dole Court (93308)	Mike Towery	(661) 862-8033
Dole Court Alternate	Teresa Ortega	(661) 201-3086
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	John Ortega	(661) 809-8140
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Camino Media Alternate	Gina Garcia	(661) 809-8016
Mojave (93501)	Vacant	
California City (93504)	Paula Hogg	(760) 373-8963
Edwards AF Base (93526)	Larry Beem	(661) 949-2280
Tehachapi (93561)	Mary Morphis	(661) 822-6614
Trona (93562)	Vacant	
Boron (93516)	Paula Hogg	(760) 373-8963
Ridgecrest (93555)	Lynnell Howell	(760) 371-1039



Brookfield Uniforms

UNION MADE

Featuring Thomgood and Rocky Shoes

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Sales Representative

CALIFORNIA CITY CA

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National Association of Letter Carriers
"Golden Empire Branch 782"
2628 "F" Street
Bakersfield, California 93301
(661) 325-5526

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

ADDRESS SERVICE REQUESTED

General Meeting
Tuesday
July 28, 2009
7:30 p.m.

Branch 782 Office
2628 F Street
Bakersfield, California

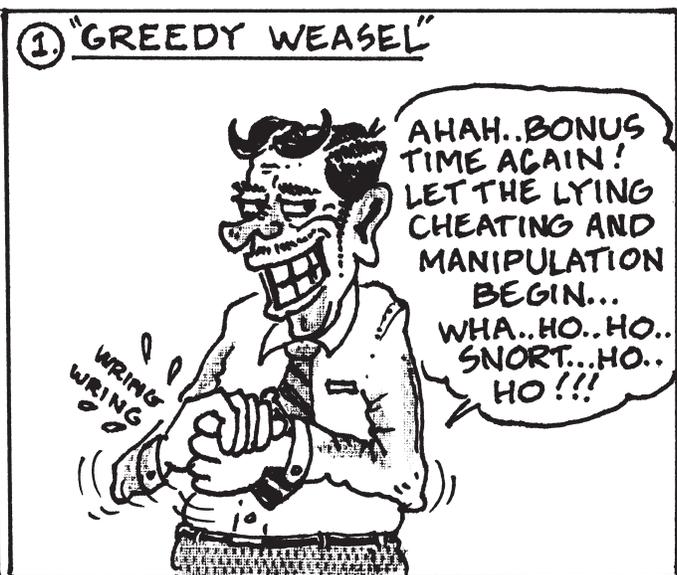
TIME-VALUE MAIL—PLEASE EXPEDITE

CONFESSIONS OF A
FORMER STATION MANAGER IV

**FIVE TYPES
OF
BAD
SUPERVISORS**

• GUY NOHRENBURG
• LETTER CARRIER
• SIMI VALLEY CA.

ALCEDO
6-09
ARTIST



I have to be careful what I write, still. Did you know that people in Headquarters read this? As does NALC HQ. Yep. What I write often shakes the trees in both camps, causing them to involuntarily release over-ripe fruit, if you know what I mean. As a friend of mine once said, "Some people will hate you, because you speak the truth."

In management training classes we were told about the 10% of bad employees we spend 100% of our time working on. This is not exclusive to the Postal Service. In the private sector, when I was in management, we talked about the same thing. It's a fair assumption—with a made up percentage—but let's work with it, in all fairness. What are the "types" of bad Supervisors in the Postal Service? As carriers, let's talk about those 10% ranked with the worst first.

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