

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901

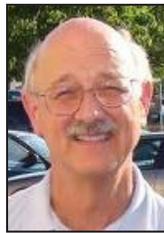


NUMBER 7

WEB VERSION

JULY 2015

at the
Mike:



I am extremely thankful for the National Association of Letter Carriers and for the dedication and never-ending determination to provide all of us with decent wages and benefits!

Without the NALC, Letter Carriers would be making minimum wage with no benefits. Being an NALC Letter Carrier has been a good middle class job that has supported my family for many, many years.

After 41 years 11 months and six days (but who's counting?), I knew it was time for me to retire from the Postal Service. With credit for my military service and the accumulated 2842 hours of sick leave, I am walking out the door with a total of 45 years, 3 months and 17 days of Federal Service. (I did lose the partial month of sick leave which was 69 hours.)

I really *had* wanted to stay and become #1 in seniority in Bakersfield. However, Carrier Lee Collaso — with 50 years — showed no intentions of *ever, ever* leaving...

Also, I did not want to go through another Bakersfield summer delivering mail. Each year — as almost all the Carriers I have talked to who have retired have stated — the summers become more brutal to work through.

Many of my friends really didn't believe that I would really retire. It was a difficult decision for me. But, after spending two-thirds of my



Mike Towery joins "The Last Punch Bunch"!

And if you have good eyes, you'll notice that Mike's getting ready to clock out at 10.00 to work on grievances...

Continued on next page...

life working at the Postal Service and twenty-nine years on the same route, I knew it was time.

There have been eleven Bakersfield Postmasters and twelve Postmaster Generals since I started working. When I started, I could not have imagined carrying mail for 30 years...let alone almost 42 years! When I started out, I was paid \$4.58 an hour and the health benefits premium for a family was \$8.72 per pay check.



As is a fact with most Letter Carriers — at Dole Court where Mike Towery worked for so many years — a celebration usually involves the fact that there is going to be food...

Except for a short time on a route in the 93309 zip code when it first moved to Stockdale Highway from the old Annex on California Avenue, I spent almost my entire career as a 93308 Letter Carrier. There were only seven zip codes in Bakersfield at that time and I was fortunate to be sent to the 93308 zone. Oildale had only 21 full routes, one auxiliary and one rural route at that time and we worked out of the station on Minner Street.

The Post Office was more like a family back then, everyone seemed to know each other. Everyone — Clerks, Carriers and Supervisors — all worked together. I was impressed when I first started out as a Letter Carrier how helpful and friendly *all* the Carriers and Clerks were. They immediately made me feel welcome and accepted.

I was lucky because I learned the Letter Carrier job from those I consider some of the best! Paul Shaw, Keith Schooley, Ray Scroggins, Ed Baker, Jesse Avalos, and Frank Maltone were Carriers at Oildale when I started. Later on, there was Buddy Gallegos, Rick Plummer and Joe Jones. I feel fortunate they all became my friends. All of them are retired now.

Unfortunately, Ed Baker, Ray Scroggins and Frank Maltone have passed away

Back then, there were no maximum hours you could work and no penalty pay (double time). There were times when we were working thirteen hours a day. *AND*, if you worked 8 hours and 29 minutes, the Postal Service only paid you for 8 hours.

It was only after the NALC filed a national grievance in the late 1970's that we all received the pay for all that time.

There were no machines putting the mail in order and *all* the mail had to be cased by the Carriers. Sometimes we would be casing mail for six or more hours a day and then still had to carry the full route!

Flats were sorted by blocks and then had to be fanned out on the case and routed in delivery order. It seemed like we always had samples or circulars to deliver. People who weren't around then have no idea how much things have changed

Cigarette smoking was allowed in postal buildings. At times, all you could see was a cloud of smoke over the cases. Times have changed.

Back then, there were very few women who were Letter Carriers. Jeannie Absher, who retired in January, was one of the first that I worked with. She was awesome! In Bakersfield, a woman — Linda LaForce — is now the Postmaster.

Times have changed.



Bakersfield Postmaster Linda LaForce presents Mike Towery with a special USPS award in recognition of his retirement.

Even though we all worked hard, there seemed to be a lot less pressure then.

The goal of everyone then was simple: Get the Mail Delivered! Discipline was unheard of. And, if you got hurt, you just kept working. You did not report it and you took care of it yourself.

I was very lucky that I never was bitten by a dog, but did find myself being chased by a pit bull and having to jump on top of a car hood. Another time a German Shepherd broke through the screen door and clamped onto my right hand up to my wrist but even though I was holding and spraying the dog spray he would not let go. Luckily the owners came to my rescue.

However, that doesn't mean that I never had to deal with an on-the-job injury.

While I was never bitten, I did fall while on my route and managed to break my hip in which I still have the screws, rod and plates.

Until you suffer through this kind of a situation, it is easy to take for granted that *all* Letter Carriers have protections which were fought for my those who went before us.

NALC members worked hard —*long before I was hired*— to ensure that I would be able to make this a career! They also made it possible for me to get to the point where I would be able to retire with benefits.

The best decision I ever made was to become involved in the local branch of the NALC!

I was fortunate to have Manny Peralta, Dale Hart and Joan Hurst as Regional Administrative Assistants when I first started. All of them were extremely knowledgeable and very patient when I constantly called them.

Past Branch 782 President Frank Thomasy had a big influence as to why I stayed involved. We seemed to be a good team —the good cop bad cop combination.

"Out tHeRe"



N.A.L.C. BR. 782 - BAKERSFIELD, CA.

NOBODY'S PERFECT! FIND THE ERROR IN THIS CARTOON?

The California State Association President, John Beaumont, always laughs and reminds me that I would tell him over the years, "When Frank retires, there is no way I want to be President!"

Manny Peralta has always been there encouraging me and convinced me (with some arm-twisting) to run for Branch 782 President when Frank Thomasy retired.

Over the last twenty-nine years of being a Shop Steward, Vice- President and then Branch 782 President, I have had the privilege of becoming friends with some of the most dedicated, hardworking, caring, trustworthy and honest individuals I have ever known!

I am honored and proud to be associated with and to work with all the members of the Branch 782 Executive Board and the Shop Stewards.

Continued on next page...

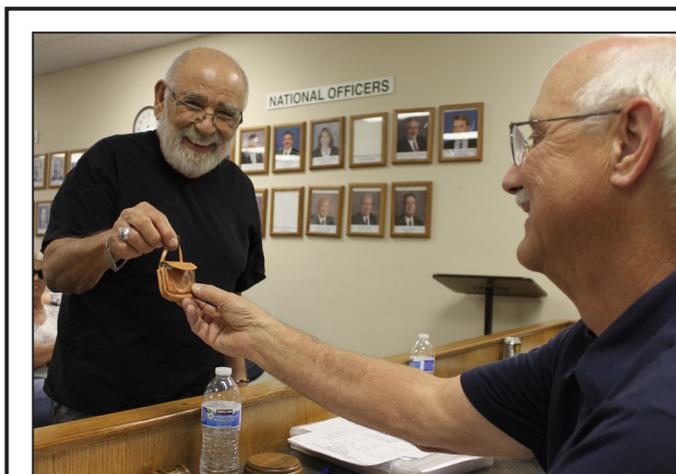
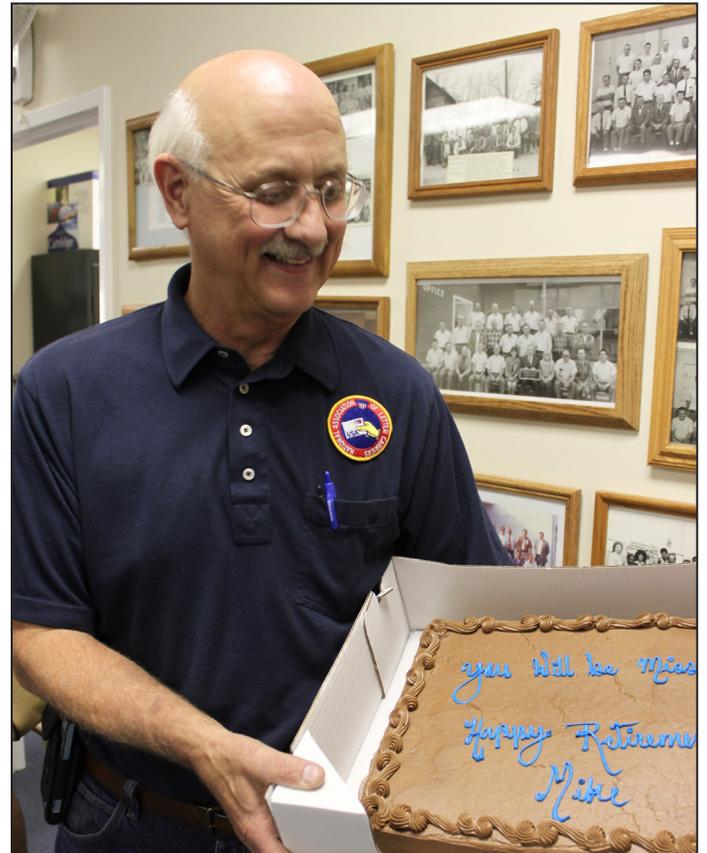
In addition, because of becoming involved in the NALC, I was able to meet and work with many Supervisors and Postmasters who cared about the Post Office and were not only fair but also wanted to do the right thing.

I am so thankful for my wife, Diana, and my daughter, Michelle! They were *ALWAYS* there, even when I was working 10 or more hours a day at the Post Office and then coming home and working on union

business in the evening. Without their support and understanding, I would not have been able to do any of the work involved in being an NALC activist.

While others retire and you never see them again, I will still be the Branch President and will be around the offices. ***IF THE LAST SEVERAL WEEKS ARE ANY INDICATION, I WILL DEFINITELY BE BUSY...***

MIKE TOWERY



Fred Acedo presents Mike Towery with a *small* token of his appreciation at the June general meeting. It even contained a swing...

...has it finally come??? Happy Retirement Mike!!

Here's to a long, healthy retirement full of grandchildren's joys and afternoon naps! And we all know you are not going to be totally unseen!! Enjoy!!

Norma Hamer, Shafter Shop Steward

OUT THERE



MIKE "RETIREE" TOWERY

It is said, Idle hands are the work of the devil,!
Oh, No not Mike, he's always on the level!

If you need demolition,
Tear Down Towery, is his name!
Just get Mike started,
It will never look the same!

18 nails, 8' foot of lumber,
He'll get it done, "Darn Straight!"
Even though he's retired,
It's still 18 and 8

Now that Mike's retired,
He's relaxed, I know it shows!
Part-time for our union,
Then, shopping at Lowes!

by Mark Ramirez, Golden Empire Branch 782

New USPS service performance reports show significant delays in delivering the mail

May 13, 2015

The Postal Service has released its service performance reports for the second quarter of the fiscal year, January 1 to March 31, 2015. They show that it's not just your imagination — the mail has been slowing down, and in some cases, by a lot. The reports can be found on the USPS website, and a more complete data set can be downloaded from the PRC website.

This is the first period during which the new service standards were in effect. These standards, which began on January 5, eliminated overnight delivery and added about a day to most delivery times. The new reports show that even with slower standards the service performance has gone down compared to both the previous quarter and the same period last year. The scores also fall well short of the Postal Service's own targets.

The results shown in the reports will come as no surprise. According to a Washington Post article on April 27 by Lisa Rein, "Preliminary internal data shows that the Postal Service did not meet even its lower targets for first-class mail during the first seven weeks of 2015, with letters that are supposed to take three days ... arriving on time just 54 percent to 63 percent of the time."

As it turns out, in some cases the performance for the full second quarter was even worse than the preliminary data revealed. For example, for New York, only 44 percent of single-piece First Class mail was successfully delivered within the 3-to-5 day window. That's compared to 82 percent for the same quarter last year. Two-day delivery performance for New York fell from 93 percent in Q2 2014 to 74 percent for Q2 2015. (A table comparing Q2 2015 and Q2 2014 for single-piece First Class mail is here.)

Service Performance: Percent On Time				
Category	Q2 2015	Q1 2015	SPLY (Q2 2014)	Target
Single Piece First Class				
2-day	90.4	94.5	93.7	96.5
3-5 day	63.1	83.7	84.1	95.3
Presort First Class				
2-day	89.4	96.1	95.2	96.5
3-5 day	80.6	91.0	89.9	95.3
Standard Mail				
Destination Entry	85.7	88.3	88.5	91.0
End-to-End	54.5	64.8	59.0	91.0
Periodicals	76.5	78.3	79.2	91.0
Packages	85.1	76.9	87.7	90.0

Overall, the national score for single-piece mail for the 3-to-5 day service standard went down from 84 percent to 63 percent, a decline of over 21 points — and more than 32 percentage points short of the target.

As the table shows, in every category service performance for the second quarter of 2015 was down from the previous period last year, sometimes by a significant amount, and in no case did the score meet the target. In some cases, it wasn't even close.

In the narrative accompanying the data, the Postal Service provides two explanations for the poor scores — bad winter weather and the operational changes at mail processing plants that went into effect on January 5th.

The weather may explain the performance problems in some places, like Chicago and Boston, where the amount of mail successfully delivered within the 3-to-5-day window was 51 and 53 percent, respectively. But it can't explain what happened in places like South Florida and Los Angeles, where only 48 percent of the mail was delivered within the 3-to-5 day service standard.

In most cases, the weather probably wasn't the problem. The delays were caused by the changes in mail processing operations.

As the Postal Service acknowledges in each performance report, "The mail processing operational window change that was made as part of the Network Rationalization plan was one of the most significant operational changes since automation implementation. These changes impacted the schedules for nearly all processing and transportation activities nationwide."

The new reports may be viewed as particularly troublesome because the service standards themselves represent slower delivery times. Mail that had been delivered overnight now takes two days, and much of the mail that used to take two days now takes three to five. The latest performance reports show that a significant portion of the mail isn't even making these more relaxed standards.

The Postal Service says that it is working on "stabilizing operations" in order to meet its new service performance standards. But at many plants, the consolidation process has not even been fully implemented. It's possible that we will see even more delays over the coming months.



A GRAND ALLIANCE
TO SAVE OUR PUBLIC POSTAL SERVICE

If you'd like to contact Save the Post Office, send an email to "admin@savethepostoffice.com" Please do!!!



CSALC.ORG

**The Online Home
of the California
State Association
of Letter Carriers**

It's Worth It to Write Your Congressperson!



**By Eric Ellis,
CSALC District 4 Officer**

"For every action, there is an equal and opposite reaction." So states Isaac Newton's Third Law of Motion. According to Newton, whenever two objects interact with each other, they exert forces upon each other. We witness this law in everyday life. In baseball, for instance, many think that

when a batter makes contact, that contact is more productive than a strikeout. Why? Because when the batter puts the ball in play, it forces the defense to react, and you never know what will happen. Now I know there are those who, especially nowadays, who would say that a ten-pitch at-bat damages the pitcher more, since managers usually yank a starting pitcher at 100 pitches. But strikeouts do a lot of damage to a team's offense over time, and when a ball is put in play at least there exists the possibility of something good happening.

One of the most effective ways of moving your congressperson to move your way on an issue is to write (not email) a letter. Why? It indicates that the issue means something to you, as you actually took the time to write something as opposed to merely clicking a mouse. Also, your congressperson always reacts, sending a reply letter. A personal letter puts an issue on the radar for your elected representative. As a constituent, your congressperson is bound to respond to your concerns, whether he or she agrees with you or not. And maybe you bring up a point that causes some reflection. If, say, a congressperson opposes unions yet favors programs that benefit veterans, bringing up the point that the United States Postal Service employs more veterans than any other organization outside the Department of Defense might make him or her think twice about cutting 6-day delivery. And if you served in the armed forces, don't be shy about mentioning that in your letter.

My congressman is Devin Nunes. Admittedly, he does not spend a lot of time thinking about postal issues (as he tells us every

time we meet with him) as he chairs the House Permanent Select Committee on Intelligence. We meet with him from time to time and talk about postal issues. While he does not enthusiastically support the issues we put to him, he is not unfriendly to us either. Some may ask, what good is it to make the effort if he does not co-sponsor any of our resolutions or bills?

Recently I wrote a personal letter to him asking that he co-sponsor House Resolution 12, which expresses the sense of the House of Representatives that 6-day delivery be continued. And as usual, he wrote a letter back stating that he will "continue to analyze suggestions from the Postmaster General and review the financial issues the Postal Service is going through. Though I have not made up my mind yet on this issue, please be assured I will continue to monitor this situation and will keep your views in mind." Most significantly, he noted that "we have corresponded several times on postal related issues." So we are beyond form letters now, he knows that he has constituents who care about this issue and will continue to press him on it.

And as has happened in the recent past, even if he won't go out of his way to speak or vote on our behalf, he won't set up any roadblocks either. And you can say the same about quite a few Republicans in the House. Case in point. Recently an amendment offered by Chaka Fattah (D-PA) cleared the House Appropriations Committee by a 26-23 vote restoring service standards to July 1, 2012 levels, with six Republicans breaking ranks to vote with us. Let's face facts as they are. Republicans, as the majority party, did not have to allow that vote. But they can count. They know that House Resolution 54 has almost 200 co-sponsors, 33 of them Republicans. They also know that a similar measure (Sen. Con. Res. 11) cleared the Senate with only 11 no votes. So they allowed the vote, and even if most of the Republicans on that committee voted no, it was a victory, and it showed that writing letters, making calls, getting businesses, seniors and veterans involved can make a big difference.

So please take action by writing a letter to your congressperson asking him or her to co-sponsor House Resolutions 12, 28 and 54. It's time well spent. And who knows? Your letter may convince your representative to take positive action on our behalf. Or to at least stay out of the way.

Minutes of the June 2015 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 23rd day of June, 2015 at the branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Jerry Patterson. All members of the Executive Board were present. The stewards were present from Arvin, Brundage, Camino Media, Delano, Downtown, Hillcrest, Lamont, McFarland, Oildale, South and Stockdale. Also present was S.A.N.E. Fred Acedo; Photographer Anita Holderman; OWCP Representative Rick Gerdes and Assistant Treasurer Debbie Guillet. The Minutes of the May 26, 2015 meeting were read and accepted with no additions or corrections. The communications were read.

APPLICATION FOR MEMBERSHIP: An application was received from Carlos Violante from Hillcrest.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega reported that the picnic will be held on October 11. She is looking in to having a Taco Truck. Basil discussed all that President Mike Towery has done for the branch and its members. He also discussed that, since 1995, the Branch has collected almost 2 million pounds of food during the NALC Food Drive. He reminded members that next month will be East-Brundage Station's turn. Frank Martinez reported that there are still seven or eight tickets left for the Dodger game on July 3. Treasurer Molly Biggar reported that there are 1188 books remaining to sell. HBP Representative Mark Ramirez shared a program "California Free Phones" for those who are hard of hearing. Please see him after the meeting for flyers if interested.

GOOD OF THE ASSOCIATION: Jerry Patterson reminded members that last month our District 8 Representative, Eric Ellis, attended the meeting and asked that members sign up for e-activist. Jerry has the sign up sheet for those who did not sign up last month. Mike Towery reported that two more CCA's have been converted to Regular. Mike shared an OSHA report from Florida. A carrier lost his hand when the back cargo door on his LLV broke and fell on his arm. The USPS was fined \$7000.00 and OSHA recommended using a brace or tether to hold the cargo door open, or to have the carrier load and unload from the driver side of the LLV. Discussions will be held to decide on how best to make the LLV's safer. Carrier Tami Foshee donated a hat with a solar powered fan for a drawing, which was won by Basil Zuniga. President Mike Towery an-

nounced that he will retire from the Postal Service after 41 years 11 months and 7 days. Fred Acedo presented Mike with an "old time leather satchel" as a retirement gift.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that the income for June is \$12,543.12.

TREASURER'S REPORT: Molly Biggar reported for May 2015

Beginning Balance	\$66,922.40
Dues & Income	\$12,923.73
Interest Income	\$0.00
Total Balance	\$79,846.13
Total Expenses	\$15,512.08
Ending Balance	\$64,334.08

The Food Drive Card 50/50 Drawing was won by Richard Kramer.

The General Meeting Drawing for \$500.00 would have been won by Yolanda Agredondo if she had been present.

There were 38 members present.

The meeting adjourned at 7:33 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary



Non-Member List July 2015*

Downtown Station

S. Kirby
J. Cruz
D. Zuniga

South Station

100% UNION!!!

Brundage/East Bakersfield

D. Kinglee
J. M. Gonzalez

Hillcrest

100% UNION!!!

Dole Court

D. Morris
S. Hancock

Stockdale

J. Oh
M. Martinez

Camino Media

C. Rodriguez
P.S. Dhillon

Arvin

100% UNION!!!

Avenal

J. A. McCulloch

California City

100% UNION!!!

Delano

L.A. Campos
C.V. Quebral
D. Barreto

Lamont

100% UNION!!!

Ridgecrest

G.D. Weaver

Shafter

M. D. Voights
L. M. New

Taft

A. Veach
B. M. Krier
K. J. Hughes

Tehachapi

B. C. Den Beeman

Trona

100% UNION!!!

Wasco

100% UNION!!!

*CCA names are in Italics

There are 22 non members

Stockdale Estates celebrates **Independence** Day with new parade

By Lexie Houghtaling, *Eyewitness News*

Published: Jul 4, 2015 at 5:21 PM PDT

Last Updated: Jul 6, 2015 at 2:30 PM PDT

BAKERSFIELD, Calif. (KBAK/KBFX) - Stockdale Estates had its First Annual “**RED, WHITE, AND BLUE FOURTH OF JULY PARADE**” on Saturday.

Tim McCrary and Michelle McGehe decided to put together the new tradition this year. “It’s a great way and a safe way to celebrate the holiday,” said McCrary. “It brings comradery to our neighborhood. It really joins us,” added McGehe.

Family and friends gathered Saturday morning at the flag pole on El Rio Drive dressed head to toe in red, white, and blue. Bikes, cars, and strollers made their way through the neighborhood.

Retired Letter Carrier Alex Dang was the Grand Marshal at the parade. Dang served as *the* mailman for almost 20 years in the neighborhood. “It was an opportunity to see all my families again,” said Dang.

The parade ended at Kroll Park with food and games. McCrary plans to bring the parade back in the future.

Republished, with thanks and some very minor modifications to the original Lexie Houghtaling submission, by the Branch 782 Editor-guy.

**Could
YOU
Really
Win
\$500?**

Each and EVERY month, Branch 782 sponsors a drawing to encourage **YOU** to come to our Meeting*. There was no winner in June 2015...

AND THE POINT IS?

YOU really do have a chance to win **\$500** on July 28!! Be there!

Membership has rewards...

*The fine print: TO WIN THE MONEY **YOU** HAVE TO BE PRESENT WHEN **YOUR** NAME IS DRAWN!

2015 NALC HBP Info

At a glance...



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
**Drug Prescription Retail	1-800-933-6252
CVS/CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
NURSE ASSISTANT (24/7)	1-877-220-6252
CVS/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 Organ Transplant Approval	1-800-668-9682
Quit Power (Smoking Cessation)	1-877-521-0244
CIGNA Health Rewards (Discounts)	1-800-558-9443
CIGNA Dental Discount Program	1-877-521-0244
Disease Management Program	1-800-227-3728
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-333-4636
Social Security Administration Info	1-800-772-1213
PostalEase Human Resources USPS	1-877-477-3273
Quest Lab Services (Bakersfield)	(661) 631-8520
LabCorp Lab Services	(661) 631-9258
Shared Services (Retirees Info!!!)	1-877-477-3273

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

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

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

Optimum Health 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

CVS Pharmacy

Some immunizations may require your doctor call in a prescription.

Also, not all CVS pharmacies have "Minute Clinics".

** Failure to pre-certify for in-patient hospitalization will result in a \$500 reduction in benefits paid by our Plan. YOU MUST notify the Plan prior to undergoing radiology/imaging with doctor name and dates. Call: 1-877-220-6252.*

** NALC Drug Prescription Program is **MANDATORY** generic (unless specified by your doctor, at additional cost to member). Preferred retail pharmacy 1st and 2nd fills, you pay 20% of cost of generic/30% of name brand/45% non-formulary. MAIL ORDER/CVS PRESCRIPTIONS (when NALC is primary): 60 day supply \$8 generic, \$43 name brand, \$58 non-formulary; 90 day supply \$12 generic, \$65 name brand, \$80 non-formulary; **MEDICARE PROGRAM** (when Medicare is primary) Retail network pharmacy: you pay 10% of cost of generic, 20% of formulary, 30% non-formulary. **MEDICARE PRIMARY** (mail order); 60 day supply \$7 generic, \$37 formulary, \$52 non-formulary; 90 day supply \$10 generic, \$55 formulary, \$70 non-formulary; 90 day supply \$4 for NALCSELECT generic (certain drugs); 90 day supply \$4 for NALCPREFERRED generic (certain drugs); NALCSENIOR generic antibiotics are available **FREE** for a 30 day supply, when Medicare is primary (certain antibiotics only).

MAIL ORDER SPECIALTY DRUGS (Bio-Tech drugs—*VERY EXPENSIVE*): *Your* cost for a 30 day supply is \$150; 60 day supply is \$250; and, 90 day supply is \$350. Some drugs (e.g. bio-tech asthma, diabetes, organ rejection, etc.) require prior approval before dispensing. You **MUST** call the Plan 1-800-237-2767.

Our PPO doctors and facilities—through (OPA 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!!! For example:
 *CIGNA Weight Loss Program (877) 220-6252

Mark Ramirez, NALC Branch 782 HBP Rep.
(661) 398-6075

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

(PPO) Deductible: \$300 Individual,
\$600 Self & Family—Per Calendar Year

CCA Information Section

NALC Consumer Driven Health Plan and Value Option Plan

P.O. Box 182223
 Chattanooga, TN 37422-7223
 1-855-511-1183

Check out this PPO: Sendas Northwest Urgent Care
 3409 Calloway Suite 101 Bakersfield, California 93312
 Phone: (661) 587-2500

Sendas Southwest Urgent Care
 9450 Ming Avenue, Bakersfield, California 93309
 Phone: (661) 587-2500

Hours: M-F 8:00 am - 9:00 pm; Sat & Sun 8:00 am - 8:00 pm

Accupuncture!! Must be a state licensed or certified accupuncturist. Chiropractic! State licensed chiropractor or D.O.

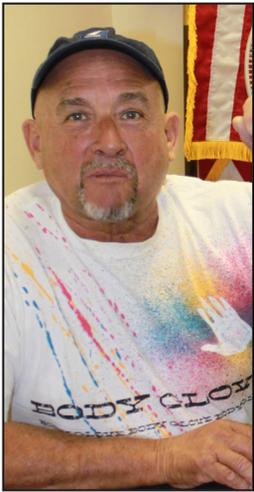
Health Prescription: Humor from Mark!

During the June 2015 General Meeting, some comments were made about some wisdom that Mark Ramirez had shared in the June *E.A. BAKER UNION UPDATE*.

NEVER EVER UNDER ANY CIRCUMSTANCES, TAKE A SLEEPING PILL AND A LAXATIVE ON THE SAME NIGHT! (**THIS IS TRUE WISDOM!!!**)

The comment to the right is the specific item that came up. Mark decided to accentuate the importance of the message that was being conveyed. Additionally, Branch 782 S.A.N.E. Fred Acedo graciously contributed his talents to making sure that all of us would profit from Mark's message. With that said, read at your own peril...

FOOD FOR THOUGHT,..... AND MAYBE NOT ?!!!!!!



After an evening of heavy drinking, you decide to stop, on you way home, at your favorite Mexican restaurant for an order of the largest nachos on their menu, and a huge bean burrito. Both items you drench with the house "Atomic Lava Hot Sauce."

Arriving home late, you realize, you haven't made a major transaction in the restroom in 3 days. You enter the restroom, get comfortable in the drivers seat of the porcelain bus, directly over the target zone, and your Bomb Bay doors won't open !! s**t, no way, not me, equipment failure?

NEVER !!, under any circumstance take a laxative and sleeping pill on the same night!!!

If you must, prepare for the worst, and put on 2 adult diapers, in anticipation of the Dreaded....."Midnight

Remember these three numbers911.....
LOL

Mark....what's his name.....hbp rep.

Golden Empire
NALC Branch 782



Harrington's Corner ~



Avoid Heat Illness

Frequently Asked Questions About Extreme Heat



What happens to the body as a result of exposure to extreme heat?

People suffer heat-related illnesses when the body's temperature control system is overloaded, and sweating is not enough to cool off. Such high body temperatures may damage the brain or other vital organs. Several factors limit the body's ability to cool itself during extremely hot weather. High humidity slows the evaporation of sweat, preventing the body from releasing heat quickly. Other conditions that can impair the regulation of body temperature include old age, youth (ages 0-4), obesity, fever, dehydration, heart disease, mental illness, poor circulation, sunburn, prescription medications and alcohol use.

What is "Heat Stroke?"

Heat stroke is the most serious heat-related illness. Body temperatures can rise quickly, sometimes in 10-15 minutes, as high as 106 degrees. Death or permanent disability can occur if not treated immediately.

Warning signs of Heat Stroke include:

- Extremely high body temperature (103° F+)
- Red, hot and dry skin (no sweating)
- Rapid, strong pulse
- Throbbing headache
- Dizziness
- Nausea
- Confusion
- Unconsciousness



What should I do if I see someone with warning signs of Heat stroke?

If you see any of these signs, you may be dealing with a life-threatening emergency. Have someone call for immediate medical assistance, while you begin cooling the victim.

- Get the victim to a shady area.
- Cool the victim rapidly. You can immerse the victim in a tub or shower of cool water; use a sponge or spray with a garden hose; or if humidity is low, wrap the victim in a cool, wet sheet and fan him/her vigorously.
- Monitor body temperature and continue cooling efforts until the body temperature drops to 101-102° F.
- If emergency personnel are delayed, call an Emergency Room for further instructions.
- Do NOT give the victim alcohol to drink.
- Get medical assistance as soon as possible.

What is "Heat Exhaustion?"

Heat exhaustion is a milder form of heat-related illness that can develop after several days of exposure to high temperatures and inadequate or unbalanced replacement of fluids. Those most prone to heat exhaustion are elderly people, those with high blood pressure and those working or exercising in a hot environment.

Warning signs of Heat Exhaustion include:

- Heavy sweating
- Paleness
- Muscle cramps
- Tiredness
- Weakness
- Dizziness
- Headache
- Nausea or vomiting
- Fainting

Also, skin may be cool and moist, pulse will be fast and weak, and breathing will be fast and shallow.

What steps can be taken to cool the body during Heat Exhaustion?

- Drink cool, non-alcoholic beverages
- STOP all activity and rest
- Take a cool shower, bath or sponge bath
- Seek an air-conditioned environment
- Wear lightweight clothing

Untreated, heat exhaustion may progress to heat stroke. Seek medical attention if symptoms last over one hour.

What are "Heat Cramps" and who is affected?

Heat cramps are muscle pains or spasms - usually in the abdomen, arms, or legs - that may occur in association with strenuous activity. People who sweat a lot during strenuous activity are prone to heat cramps. Sweating depletes the body's salt and moisture. Low salt levels in the muscle causes painful cramps. Heat cramps may also be a symptom of heat exhaustion. If you have heart problems or are on a low sodium diet, seek medical attention for heat cramps.

What should I do if I have heat cramps?

- STOP all activity and sit quietly in a cool place
- Drink a clear juice or sports beverage
- Do not return to strenuous activity for a few hours after the cramps subside
- Seek medical attention for heat cramps if they do not subside in one hour

Who is at the greatest risk for heat-related illnesses?

Those at greatest risk include infants and children up to age 4, people 65 years and over, overweight people or people on chronic medications or with chronic diseases.

Can medications increase the risk of heat-related illness?

Yes. The risk for heat-related illness and death may increase if you use:

- Psychotropics, such as haloperidol or chlorpromazine
- Medications for Parkinson's Disease, which inhibit perspiration
- Tranquillizers, such as phenothiazines, butyrophenones, and thiozanthenes
- Diuretic medications or "water pills," which affect the body's fluid balance



How effective are electric fans in preventing heat-related illness?

While electric fans may provide comfort, they will NOT prevent heat-related illness. Taking a cool shower or bath or moving to an air-conditioned place is a better way to cool off.

How much should I drink during hot weather?

During hot weather, you need to drink more liquid than your thirst indicates. Increase your fluid intake, regardless of your activity level. During heavy exercise in a hot environment, drink 2-4 glasses (16-32 ounces) of cool fluids each hour. AVOID alcohol, because it will cause you to lose more fluid.

What about salt tablets?

DO NOT take salt tablets unless directed by your doctor. The easiest and safest way to replace the loss of salts and minerals is through your diet. Drink fruit juice or a sports beverage when you exercise or work in the heat.

How can I protect my health when temperatures are extremely high?

- KEEP COOL, pace yourself and use common sense
- Drink plenty of fluid, avoid alcohol
- Replace salts & minerals with sports drinks or fruit juice
- Wear lightweight, loose fitting clothing and apply sunscreen
- Pat down with a wet cloth to keep cool
- Stay cool indoors when possible, increase ventilation
- Schedule outdoor activities for the coolest part of the day
- Use a buddy system

Jeff Harrington*, Driver Safety Instructor
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*Member of NALC Branch 782

MDD Scanner and Line of Travel Requirements

☒ The Mobile Delivery Device Scanner (MDD) **MUST** be on your person at *all* times during street delivery functions, including breaks.

The **ONLY** authorized times the scanner is not required to be on your person is during lunch and comfort stops as well as quick dismount deliveries at the curb.

Scanners **MUST** be kept in a secured location when not on your person.

☒ Scanner **MUST** be turned on at **ALL** times. It **CANNOT** be turned off for **ANY** reason.

☒ Make **NO** attempt to disable or interfere with cellular or GPS reception.

☒ **NO** deviating from your route or the approved line of travel **WITHOUT** prior authorization.

M-39125.3 Authorized Lines of Travel: *Carriers are required to follow Their authorized lines of travel at all times. On motorized routes this includes travel to and from: the route, authorized lunch locations, break locations, refueling locations, collection boxes, and on the route.*

☒ Dropping off oversized packages either before or after P&L swings is authorized **ONLY** when done in conjunction with delivery of the swing(s) and is **NOT** considered a deviation that requires advance approval.

Backtracking to a missed delivery, for a package only, **MUST** be done as soon as practical after the missed delivery is first discovered.

☒ **ONLY** scan MSP labels that are affixed to the location they are addressed to and at the time of actual delivery to that address. **DO NOT** backtrack for missed MSP scans. Notify the supervisor of damaged or missing labels, and of any missed labels.

☒ To ensure proper GPS location tagging of delivered/attempted packages. scan them **ONLY** at the actual time and actual location of the delivery/attempted delivery. Scanning delivered/attempted events while loading or at the back of the vehicle before/after swings is **NOT** authorized.

☒ Lunch must be taken **AFTER** delivery of the designated-address and at the authorized lunch location(s).

M-41 251.6 Lunch Information: *This shows time of authorized lunch, location of authorized lunch stop(s). and location where carrier is authorized to leave route for lunch. Similar information for any deviation for lunch by carrier technician is entered on the Form 1564-A.*

☒ Texting or the reading of text is **NOT** permitted at anytime while driving. **DO NOT** text when walking up or down steps, onto or off curbs, when crossing streets, or at **ANY** time it would create a safety hazard to the employee or the public.

☒ If you receive a standard text via the Mobile Delivery Device (MDD), you **MUST** acknowledge and respond to that text as soon as safely possible but **NO LATER** than 15 minutes after receipt of the text excluding the authorized 30 minute lunch break. You **MUST** check the scanner for messages immediately after the end of the authorized lunch break,

☒ If you have received an 'ALERT' text you **MUST** acknowledge this text as soon as it is safe to do so.

☒ Any and all texts received by MDD **MUST** be responded to by MDD text. You **MUST NOT** respond to a MDD text via your personal phone.

☒ Accidents, emergencies (business or personal) and vehicle breakdowns **must** be reported via a phone call to the office.

☒ Scanner must be charged **every** day/night.

☒ Any concerns or questions about the functionality or operation of the scanner must be brought to management **IMMEDIATELY**.

☒ The MDD "sign on glass" feature **MUST** be used anytime a customer's signature is required, regardless if a 3849 is used or not.



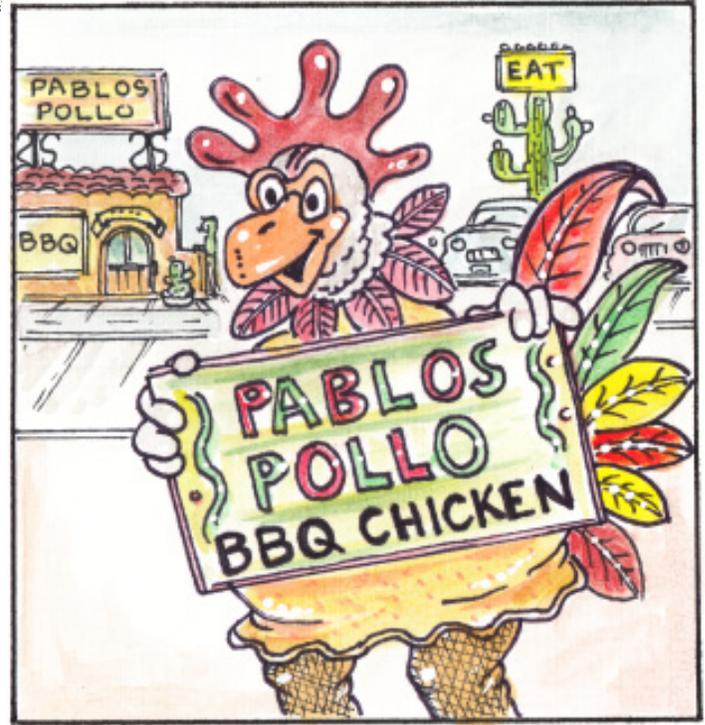
This information is courtesy of the July/Aug/Sept 2015 issue of the *Voice of the Anthony B. Morell Branch 737* published by NALC Branch 737 in Santa Ana, California.

OUT THERE



NALC. BR. 782 · BAKERSFIELD CA.

BY FRED ACEDO



“Out tHeRe”

OUT THERE



N.A.L.C. BR. 782 · BAKERSFIELD, CA.

OUT THERE



Have an Idea for Fred?*

Fred Acedo
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 93386-6532

*But, you never know what you might get...

Working off the Clock

by David J. Grosskopf, Jr.
NALC Branch 3 Vice-President



Far too many times I hear carriers or stewards complaining about their fellow employee(s) performing work while not properly clock in. This usually happens in the morning, in the office to get a head start sorting mail, or at the end of the day, when carriers End Tour by a specific time then dispatch their mail and/or clear their accountables, all done off the clock.

We work in a highly competitive delivery environment where literally everything you're doing time wise is tracked by technology in some form or fashion. That information is used to develop proposed route adjustments. Because of this it should be understood that you DO NOT perform work off the clock. Remember, YOU are responsible for your clock rings. You should make sure you are in the proper clock function or operation i.e. office/ street/ express/ collections. This also means making sure of your moves i.e. overtime or undertime with regard to when you started and finished the cut(s) and on what route(s). The NALC has a joint route adjustment process in place and "showing" or "proving" time exists. This is the only way for our NALC route adjustment folks to fight to get proper adjustment of letter carrier assignments. The following citation is applicable to you being responsible for your clock rings:

F-21

140 Recording Time

141 Who Must Record Time

141.1 Employees Who Are Required to Use a Time Clock

References to time clocks are also applicable to employee badge readers (EBRs). References to clock rings include time entries that are recorded electronically, mechanically (using a time clock), or manually (written in).

141.11 Bargaining Unit and Casual Clock Rings

All bargaining unit and casual employees are required to use time clocks (if available) to record clock rings on their time cards.

The following citations are applicable to situations where employees are working off the clock:

ICAM page 41-27:

41.3. K. Supervisors shall not require, nor permit, employees to work off the clock.

Management is required to stop employees from working off the clock. This has to be brought to management's attention, if they have not been made aware by themselves. Working off the clock is a violation of the Fair Labor Standards Act. Some may question what "work" constitutes. This is answered in the ELM:

443.22 Actual Work

443.221 Definition

The FLSA defines *actual work* as all time which management suffers or permits an employee to work.

Again some may ask what does "suffer" or "permit" mean? The F-401 (Supervisors Guide to Scheduling and Premium Pay) states:

Page 38:

J. Time Suffered or Permitted

Management suffers or permits employees to work in those situations in which management knows, or has reason to know, that the employee has performed actual work but without management's authorization. It is management's responsibility to prevent an employee from performing work that is not authorized. (See ELM 444.22.) **Once work has been performed, the Postal Service is obligated to pay for it.**

The above referenced ELM and F-401 citations state management must pay for work performed even though it may not have been authorized. The only way management may not pay for "work" is if they witness the work not being performed and employees expecting compensation for it. The rules are clear, employees are not permitted to work off the clock and its managements responsibility to make sure that does not happen.

In our workplace environment where literally every day time is of the essence DO NOT work off the clock or in an improper clock function code. Make sure you inputting your clock rings accurately, daily. All it takes is minutes a day, every workday by a few carriers to squander enough time that may constitute a full-time assignment in a facility or installation. If you are a carrier and you see this happen, bring it to the attention of your steward, who in turn should bring it to the attention of local management. In most cases, local management will immediately stop such an action, however if they fail to do so, a grievance may need to be initiated and witness statements need to be provided to the station steward to stop such action from occurring in the future.

As a carrier if you have questions about using the Electronic Badge Reader (EBR) ask a management representative and/or your steward. The proper accounting of time worked will work to everybody's advantage, the employer, the employee and the NALC.

As summer approaches I hope everyone enjoys their vacations and/ or their time off. Have a safe and happy summer and remember to make an effort to get involved in YOUR union!!!!

Article courtesy of the NALC Branch 3
July 2015 Buffalo, New York *BUZZ*

Welcome Back! Way to Keep the Faith!!

by Keisha Lewis,
NALC Branch 1100

Joel Cabrera has been a letter carrier at the San Gabriel Post Office for over 30 years. On May 14, 2013, Joel was at the back of his truck and was struck from behind by a female driver. He didn't hear or see her coming. The driver was on her cell phone.

This accident changed his life.

Joel suffered a broken right leg, a broken right foot, a broken left ankle, a torn ACL on his left knee, and a smashed left leg. We didn't know if his left leg would have to be amputated.

The paramedics took him to a trauma center and, I believe, that saved his leg because trauma centers specialize in such injuries.

The doctors told us another letter carrier had died in that very same room from a similar accident. Branch 1100 President Barbara Stickler, National Business Agent Chris Jackson and I would go see Joel and he was always receiving intense treatment when we showed up.

We didn't know if Joel would ever be able to come back to work at the Postal Service. Most people who suffer such severe injuries are not able to physically or mentally come back

Think about what kind of pain he was in. Think about the nightmares he must've had.



KEISHA LEWIS
Branch 1100 Director of
Safety and Injury
Compensation

I would talk to Joel from time to time while I was on maternity leave and his determination gave me courage to face the labor pains I would soon have to endure.

I remember asking Joel if he needed to speak to a psychologist and he said no. Joel had FAITH. He BELIEVED. And he KNEW he would be back to work.

What I must tell you is that Joel is a HUGE inspiration to all who know him. He wasn't even finished with his surgeries when he was determined to go back and deliver mail. I knew then, in my heart, that he would go back because he was extremely motivated.

It took us a couple of months to get his last surgery scheduled, but it happened. Even before his last surgery he was walking a mile at the park. He was going beyond what was asked of him in therapy.

Prior to being released to go home December 2013, Joel was in a nursing home. While there he would deliver mail to all of the patients in the nursing home. In April 2014, Joel underwent his last surgery. I remember him telling me he would be able to go back to work after his last surgery.

Joel became a hero to other letter carriers who suffered horrific injuries such as his. Our National Director of Safety Manny Peralta often calls upon Joel to assist him.

Joel even went with Ron Watson, our National Director of Retirees, to testify to the House Education and Workforce Committee's Subcommittee on Workforce Protections on

behalf of federal workers. The Department of Labor has proposed reforming the Federal Workers' Compensation Act by reducing wage replacement benefits for injured workers with dependents, benefits for widows/widowers and children of those killed on the job, and up to 33 percent of benefits for all disabled workers at the time they reach retirement age.

His testimony will not just benefit letter carriers, it will benefit all injured federal workers, and Joel was willing and ready to testify!

This past April Joel went back to work at the Postal Service.

Joel is currently casing mail and delivering one hour a day. His only complaint is that he is not used to delivering mail with a pushcart.

On behalf of the membership, I want to say, "Welcome back! We wish you the very best!"

If you would like to send Joel a letter or a card, feel free to send it thru the Branch.



Brother Joel Cabrera welcomes National Director of Safety and Health Manny Peralta to San Gabriel during the Letter Carrier Food Drive. It is truly a blessing to see the great strides Joel has made in his recovery from the traumatic injuries he suffered in May 2013.

Article courtesy of the July-August-September 2015 Garden Grove, California NALC Branch 1100 *UNION CARRIER*



Why CDRAAP -COR Adjustments in Iowa Should Matter to You

by John Piffner
NALC Branch 373 Vice-President

After doing several adjustment consultations at Northeast recently, I think it's important for carriers to know how I go about doing these CDRAAP territory adjustments. This might come off as callus on my part as you read this but I am not concerned about how your route looked 5 years ago or 10 years ago etc. I can't do anything about that so I am only focused on how your route looks now and what I can do to protect as much of your existing territory as possible.

My first priority as a NALC rep on the Reat is to protect routes. That's evident with the routes in 52402 keeping 80 to 100% of their existing territory. And I mean 'existing territory,' the territory you have on your route right now. Too many carriers seem to fixate on what they had in the past or what looks logical on a map. I can't be concerned about that. And since when did anything at the post office ever have any logic behind it?

When I work through adjustments, I am dealing with TIME and GEOGRAPHY. You might look at a map and see that one street would work better than another for an adjustment. That would be geography. But the street that you choose might not work for time. If you need a route cut, the street that you choose might take 20 minutes to deliver. How does it work if you only need a 10 minute cut? Would you be willing to accept another 10 minute street to get you back to 8 hours?

When I look at adjusting routes, my perspective/goal is to move as little territory as possible. If you only need a 10 minute cut, I am going to find a street that will be as close to 10 minutes as possible and that also will work with your neighbor routes. I have to look at the bigger picture, not just your route. That's Time and Geography.

I had an interesting discussion with a carrier during a consultation. The carrier was overburdened. The carrier had a part near Mt. Mercy so there was a lot of travel time associated with that delivery. The carrier lost that territory but by

losing it, the carrier was now under 8 hours. So the carrier received a small addition on another side of their route to get back to 8 hours.

During the consultation, the carrier was complaining how he/she had to park on a street where another carrier parked his LLV too. The carrier complained how it didn't make sense that he/she should be working north of a certain street and how the little street he/she received should be on another route and how this other street would work better. If the only criteria I had to work with was geography, then maybe what this carrier was talking about would work.

However, I have to deal with time, as well as protecting the territorial integrity of other routes too. I am not simply going to move a lot of territory just to square up a route, especially when time doesn't warrant it. And I am not going to hurt another carrier's route just because you think this street works better on your route than that street does. If you wanted 'that street' then you should have bid 'that route' to get it. If I can adjust your route moving just one street, that is what I am going to do. I am not going to change 3 or 4 routes around you just because you might think it looks better on a map.

Now on to loops. Please keep this in mind, if it was only up to me, loops wouldn't be more than 20 stops. I would make loops go from one intersection to the next. If the block was too long, I would have the carrier park in the middle of the block and make it two loops instead of one.

However it's not up to just me. I work with a manager on a two member team. My first priority is protecting territory. The NALC owns this CDRAAP. I am driving this process, I am driving these adjustments. I am protecting routes but it comes at a cost. That cost is bigger loops.

M-39, Section 121.314 reads: "Carriers must use a satchel when delivering mail on foot, except for authorized dismount deliveries. Carriers are expected to load the satchel with up to 35 pounds of mail. The weight of the satchel is not

included in the 35 pounds.”

Management would like to see your loops built up to 35 pounds. You are all aware of managers telling carriers to double up loops if the mail is light. Or managers who simply double the loops up on the case. There was a notion some years ago of configuring an entire route with just four loops. I have seen in some COR adjustments where loops had upwards of 100 or more stops simply because the satchel weight was set at 35 pounds.

Management contends that COR is accurate when it comes to creating solutions, moving territory and the time associated with it. But when it comes to building loops up to 25 pounds or whatever weight is agreed to, then management contends that COR is not really all that accurate. Some of these managers think that if a loop is built up to 40 pounds or more, it's not really that heavy. Sorry but you can't have it both ways dear managers. Either COR is accurate or it is not.

Right now, loops are built up to 25 pounds of mail. Keeping the weight at 25 pounds instead of 35 pounds here in this district has been a NALC group effort. Much of the credit for that goes to Jeff Case on the District Lead Team. I will use the 'forest for the trees' analogy about Jeff. I am inside the forest, trimming a few trees at a time. Jeff is on the outside of the forest, protecting the whole forest. Jeff does an outstanding job of keeping upper management off the NALC Reats' backs so we can do our jobs. I commend Jeff highly on this.

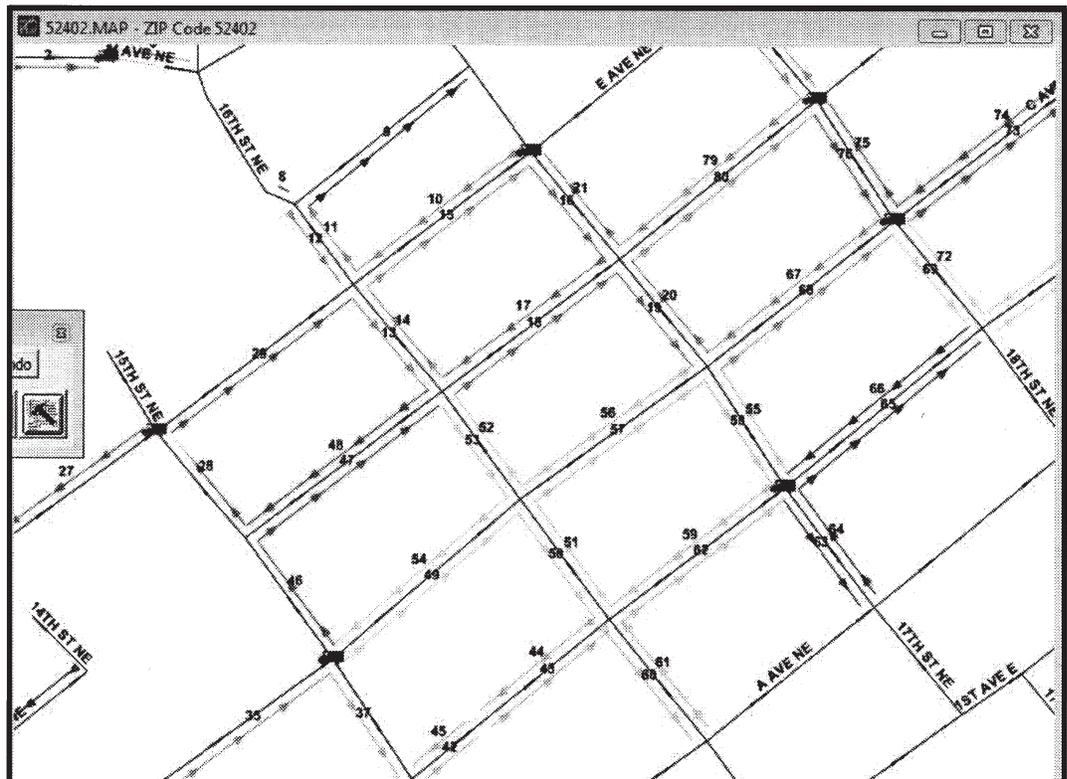
So I am obligated to building loops up to a satchel weight of 25 pounds. The manager I work with insists on this. Since volume has changed since the last time the North-

east was CORed, the loops are going to change. I am not going to butt heads with the manager I work with on loop size, since I am able to preserve much of your route instead. To me, it's a fair trade off.

However, if you can make a logical argument on how your loops should be, then you might be able to convince the manager I work with to make some changes. She is not one to stick her head in the sand. And I have told her straight up that she has to defend the loops created in COR because I honestly can't. When carriers complain to me about the size of the loops, they're preaching to the choir.

If it helps, I will try to explain how satchel weight is figured in COR. When inputting route volumes, a DPS End of Run Report is used. This report lists the DPS each route receives on a daily basis. An End of Run Report is used that is representative of the average DPS the route received during the data review period. I verify that the End of Run Report that is used is indeed reflective of the average DPS volume. COR is able to spread the DPS volume across a route by the zip code plus 4. Letters and flats are assigned weight inside COR. COR knows how much mail and corresponding weight each

(Continued on page 14: CDRAAP)



WHEN CREATING LOOPS, EACH LOOP IS INDICATED BY A DIFFERENT COLOR ARROW.

Cluster List	
1	
2	
3	
4	
5	
6	
7	
8	
Other	
Service COR Relays	
1	Vol = 9.18, PD = 28
2	Vol = 21.63, PD = 74
3	Vol = 23.02, PD = 73
4	Vol = 23.93, PD = 122
5	Vol = 23.19, PD = 111
6	Vol = 22.63, PD = 104
7	Vol = 22.41, PD = 110
0	.06 .12 .18
Miles	

'PD' COLUMN INDICATES THE POSSIBLE DELIVERIES FOR THE LOOP

AS BLOCK FACES ARE CLICKED ON, THE WEIGHT AND NUMBER OF STOPS INCREASES.

IT IS IMPORTANT TO BALANCE THE STOPS WITH THE WEIGHT.

'VOLUME' COLUMN INDICATES THE SATCHEL WEIGHT PER LOOP

by the percentages that each plus 4 gets of DPS. Thus COR assigns each block face so much weight of mail.

Look at the graphic on page 13. It shows what a street in COR looks like. Each street has 'block faces' assigned to it. The block faces are the arrow lines on the map. Each block face represents a section of the addresses on that street. The block face has time and satchel weight associated with it. When making adjustments, you simply click on these arrows and they can be moved to another route. Later on, in the Line of Travel window, clicking on the block faces is also how loops are created and the corresponding satchel weight is determined. A legend is opened, that shows you the running total of weight and the number of stops, as a loop is created. See graphic above. So when creating a loop, arrows are clicked on until the 25 pound satchel weight is reached.

By the time you receive this newsletter, the COR adjustments in 52403 will be close to being finished. Once done the Reat will begin adjustment consultations for that zone. The initial consultations for 52404 are done and CORing will begin soon for that zone.

editor-guy note:

These cartoons were originally published in the August 2014 edition of the NALC Branch 782 newsletter. Thought you might enjoy them, again!

OUT THERE



OUT THERE



The information on pages 18, 19 and 20 are courtesy of the July 2015 *Eastern Iowa Reporter* published by NALC Eastern Iowa Branch 373 in Cedar Rapids, Iowa.

Are **YOU** a CCA? Did you know *this* about *YOUR* job?

by Phil Dufek,
NALC Branch 576 Vice-President



Work Schedules

Article 8 defines the weekly service (work) schedule as beginning Saturday at 12:01am (after midnight) and ends Friday midnight (12:00pm).

Management is required to post the next week's schedule by Wednesday of the week before it takes effect.

The schedules of most **Full Time Regulars** (FTRs) shouldn't change (except rotating SDOs). For **City Carrier Assistants** (CCAs) as the flexible work force, their schedule can change throughout the day. Normally, ODL FTRs do not have an option of accepting or refusing overtime on a SDO (Article 8.5F).

CCAs can be told to report to another station or not to report for work. However once a carrier (FTR or CCA) reports for work as instructed, they are guaranteed work or pay in lieu thereof (Art 8.8). FTRs have an 8 hour guaranteed whereas CCAs may have 4 hours depending on the size of the city. (The guarantee can **ONLY** be waived in cases of *illness or personal emergency*.)

A common misunderstanding promoted by Management is that CCAs are/can be "on call" and **MUST** answer their phones when off-the clock. **NOT TRUE !!!** The contract protects CCAs against being "on-standby" (Article 7 Q&A # 25). Also, employees are **NOT** to work off-the clock or perform duties when not being paid. So, when instructed a CCA (or FTR) is to call in at 8am, they should get paid (through a grievance) for working at least their reporting guarantee if then told they're not needed.

Recently steward Jacob Young and I went through some scenarios. 1) A CCA is scheduled to start at 9am. Management gets a hold of them before they show up for work and tells them not to come in. Now, because the CCA was contacted and did not show up for work, there is no guarantee and the CCA is off for the day without pay. 2) The supervisor changes his mind and calls the CCA back telling him/her to start at 11am. Now, again because the CCA had person-to-person contact they must report at 11am. 3) The Supervisor now calls a different CCA who shows up earlier. The supervisor calls the first CCA back but is unable to speak with them; leaves a message telling them not to show up. The first CCA shows up for work at 11am and the supervisor prevents them from clocking in and tells them to go home. This CCA is entitled to be paid the reporting guarantee (for showing up). Discipline shouldn't be brought up because employees cannot to required work (answer phones) off-the clock.

In summary, it's based upon answering phone calls. If after driving 10 miles across town you answered a call from your supervisor before you got to work, even if you're across the street from the Post Office, you were contacted **PRIOR** to showing up and a guarantee doesn't exist. Phone voicemail messages do not count because you cannot be required to answer your phone when off-the clock. However, once person-to-person contact takes place, you are to follow instructions.

Above is just a couple of scenarios, others exist such as instructed to report to another unit after arriving at work or to start later. If you have questions, ask to see your steward.

Article courtesy of the June 2015 Phoenix, Arizona NALC Branch 576 *CARRIER*

from the editor-guy:

If you've seen this picture before you **REALLY** are an "Old Timer"!

But, I'll bet you'll never recognize who the guy inside the upturned vehicle is...

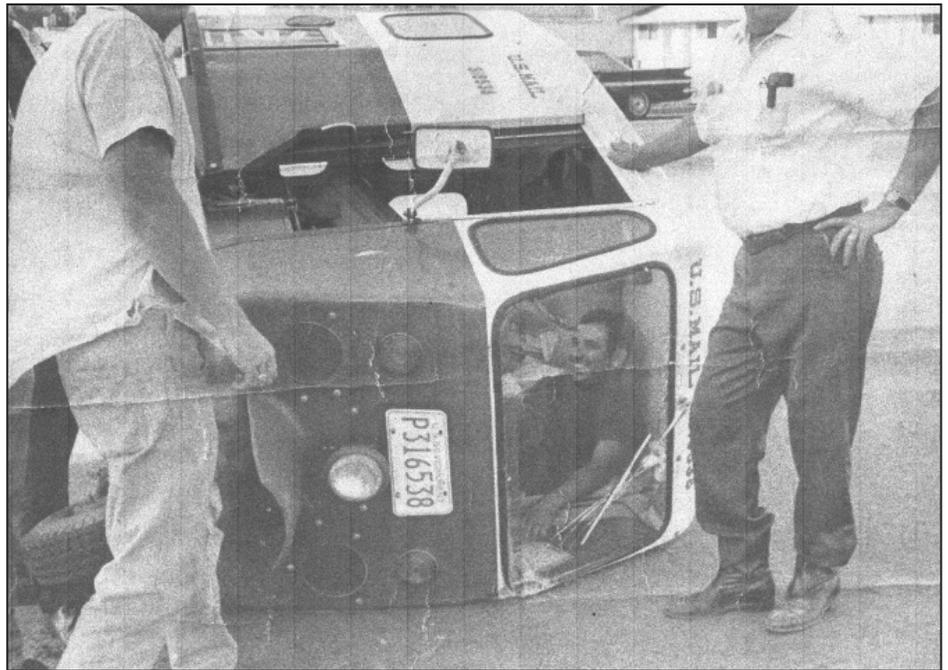
Here's a little context: The year was 1967. The Driver had a grand total of a little more than thirty days on the job on the day that this incident came about.

He had been sent out on a collection run he'd done before. It usually took about two hours.

As he went from box to box, he repeatedly found them empty. When he got back to the Annex, his supervisor told him that someone else had done that particular run and that he needed to go to a different part of town. Furthermore, he needed to hurry because he had to be off the clock by a certain time!

He was really pushing himself to make up for those "lost" two hours as he started out on a run that he'd never done before.

Making a right hand turn at the corner of Brundage and "N" Street, he hit the curb with his right rear wheel. The vehicle started to tip...and then it kept tipping...**and then tipped more**...until it was sliding on its side down the street!



Making matters worse was the fact that his hand had become pinned between the mirror and the street. Fortunately, for him, the mirror bracket kept his hand from being crushed. But, there wasn't anywhere enough room to get his hand out. **OH, NO!!**

He remembers that somebody called the Fire Department to help him out. Incredibly, a reporter from the *Bakersfield Californian* showed up before they did. As the reporter kept trying to take a picture of him, his flash never worked. The photographer (as he was cussing his camera) asked the poor Driver — still trapped under the vehicle — to let him know if the flash started working.

OUT tHeRe



N.A.L.C. BR. 782 BAKERSFIELD CA.

If you'll look closely at the picture, you'll notice that there is a big smile on the Driver's face. (For the record: The Driver in no way thought that this situation was funny! He just happened to be grinning at how ludicrous it was that the photographer was more concerned about the flash than with the Driver's precarious condition.) And, it was at **THAT** exact moment, that the flash worked. Ultimately, that picture wound up on a page of the *Bakersfield Californian*.

The head guy at the Annex, Cal Wiseman, was more upset by the smile in the picture in the newspaper than he was at the damage to the postal vehicle or to the possible injuries that the Driver might have suffered. (Go figure!)

Eventually, the Driver worked another 37 years. He went through many more situations, retired as a USPS Letter Carrier in 2004, and used his many experiences as a springboard to his "Out There" views of our Letter Carrier world.

So, do **you** know who the guy in the picture is? Hmm... Could it be...? This is hard. Well... The Driver's name was — and is — **FRED ACEDO!** He **DEFINITELY** is one of a kind! And we all really **TRULY** appreciate that!!! (So, too, does Peter Burton, President of the Fred Acedo Fan Club!)



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

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PAID
Bakersfield, California
Permit Number 32

General Meeting Tuesday July 28, 2015 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

Mike Towery Retires from the USPS!

With the coming of Summer, Mike knew that he had a choice to make...

In his own words: "I did not want to go through another Bakersfield summer delivering mail. Each year—as almost all the Carriers I have talked to who have retired have stated—the summers become more brutal to work through."

Go to Page 1 to read the rest of Mike's message to all of us this month!

OUT THERE



ACER 6-15 "THANKS TO MIKE TOWERY"

N.A.L.C. BR. 782 · BAKERSFIELD, CA.

Don't forget to check out the web version of our newsletter at: www.782nalc.com. The colors of the cartoons and the pictures really "pop"!