

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 8

WEB VERSION

AUGUST 2018

August 10, 2018 — Fifth COLA set at \$645

The fifth contract COLA is finalized today at \$645 annually with the release of the July 2018 CPI-W. The sixth COLA will be finalized with the release of the January 2019 CPI-W in February 2019.

For more information, see the NALC website.

August 1, 2018 — Step credit for former TEs to be recalculated

When applying the provisions of the Memorandum of Understanding Re: Step Credit for Former Transitional Employees, USPS divided the employees' total days on the rolls as a transitional employee (TE) by 365. This calculation was flawed.

For example, this calculation would require a TE to work more than two weeks into their fourth year as a TE to get credit for three years. While this issue was not formally filed at the interpretive step, USPS has agreed to recalculate eligible employees' TE service by dividing their total TE days by 360.

This agreement (M-01896) will result in more than 600 former TEs receiving an additional step advancement retroactive to May 26, 2018.

Source: NALC Website

Minutes of the July 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 25th day of July, 2018 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale, Shafter, South and Stockdale. Also present was the Newsletter Editor, Basil Zuniga; Webmaster, Rick Plummer; Photographer, Anita Holderman; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer; Assistant Financial Secretary, Lucinda Martinez; OWCP Rep., Rick Gerdes and Paul Greenfield of the Social and Recreation Committee. The Minutes of the June 27, 2018 meeting were read by Asst. Recording Secretary, Norma Hamer and were accepted as read. Financial Secretary, Anita Holderman thanked Assistant Financial Secretary Lucinda Martinez for reading her report while she was gone.

APPLICATION FOR MEMBERSHIP: Applications were received from Tyquan Carter, Taft; Kirby Ross, Mojave; Luis Bautista, Shafter; Gil Erick, McFarland; Kerrie Howard, Tehachapi; Hector Alaniz, Hillcrest and Jose Rodriguez, Tipton.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that planning for the picnic is fantastic. It will be on October 7th at Jastro Park. Basil Zuniga reported because of the Convention the newsletter was finished a week early. Next month will be Camino Media's turn to prepare the newsletter. He encouraged member to come to help with the newsletter. He thanked Paul Greenfield for taking the newsletter to the GMF. He dropped the web version off to Rick Plummer this morning and it is already up on the web page. Rick is amazing. He thanked the membership for allowing him to be the editor, and asked that members let him know if anything is happening in their offices. Paul Greenfield reported that the Social and Recreation Committee will meet tomorrow. All except 3 thickets to the Dodger game have been sold. He wants to make sure that everyone has an opportunity to get tickets. They are \$25. for loge in the shade and \$30. for the Pavilion. He discussed that he took recycling in for the Social and Recreation Committee, he received \$193.76. A discussion was held regarding the use of the money from recycling. He reported that they will be getting tickets for Disney on Ice on November 8th. Basil thanked Paul for his service on the Social and Recreation Committee. Kim Gerdes reported no book sales for the month. There are 601 books remaining.

GOOD OF THE ASSOCIATION: John Ortega reported on the Convention, Shari Sharp discussed the proposed "robots" to replace carriers. Basil shared that about 6000 NALC members attended. He discussed the requirement to attend the next convention in Hawaii. He encouraged members to become involved. Angie Hernandez discussed that CCA's get a lot of information about issues from Social Media.

IMPROVEMENT OF THE ASSOCIATION: John Ortega reported that the Branch received an Honorable Mention award at the Convention for a cartoon by Fred Acedo in the EA Baker Union Update. Mike Towery shared a video from *Inside Edition* regarding the Carrier in LA who passed away from the heat. A discussion was held regarding safety in the heat. Locally, Carriers have been told not to talk to the media. Mike then shared a video about the 1970 Postal Strike. Basil Zuniga discussed the videos shown at the convention about the hurricanes and fires of last year. He also shared about the discussion of the locality pay issue at the convention. Shari Sharp thanked John Ortega, Mike Meza and Paul Salazar for all their hard work on the Formal A Grievances. Mike Towery thanked the Executive Board and the Stewards for all their hard work. Paul Greenfield thanked Ralfie Ochoa for the friendly amendment regarding the plaque for Frank Martinez; it gave his office a chance to contribute to the memorial for Frank. John Ortega thanked Norma Hamer for all her help at the Convention, he dumped everything on her. Mike Towery reported that there will be changes in Steward appointments beginning August 1. Mike Towery informed the Executive Board that he would be continuing the Executive Board meeting following the General Meeting.

FINANCIAL SECRETARY'S REPORT: Financial Secretary, Anita Holderman reported that \$14,103.49 was collected for the month of June.

TREASURERS REPORT: Molly Biggar reported:

Beginning Balance	\$70,173.11
Dues and Income	\$13,166.34
Total Balance	\$83,339.45
Total Expenses	\$ 6,574.82
Ending Balance	\$76,764.63

The MDA 50/50 Drawing was won by Dicie Wilder. (\$15.50/\$15.50)

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

There were 40 members present.

The meeting adjourned at 8:05 p.m.

KIM GERDES
NALC Branch 782 Recording Secretary

Welcome New Members of NALC Branch 782

Stephan Jones---Ridgecrest
Krista Dawson---Ridgecrest

Ali Bustillos----Bakersfield/Brundage
Nicholas Nevarez---Bakersfield/Dole
Shane Lewis-----Bakersfield/Stockdale
Paramjit Malhi----Bakersfield/South

Tyquon Carter---Taft

Have an idea for a cartoon?

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

"Out There"



Non-Members June 2018

Downtown Station
Sarah Kirby
Javier Cruz

South Station
Daniel Zuniga
Marty Martinez

Brundage/East Bakersfield
100% UNION!!!

Hillcrest
100% UNION!!!

Dole Court
100% UNION!!!

Stockdale
James Oh

Camino Media
100% UNION!!!

Arvin
100% UNION!!!

Avenal
100% UNION!!!

California City
100% UNION!!!

Delano
Cynthia V. Quebral
Daniela Barreto

Edwards AFB
100% UNION!!!

Lamont
100% UNION!!!

Mojave
100% UNION!!!

Ridgecrest
100% UNION!!!

Shafter
Mae D. Voights
Laura M. New

Taft
K. J. Kaczmarek

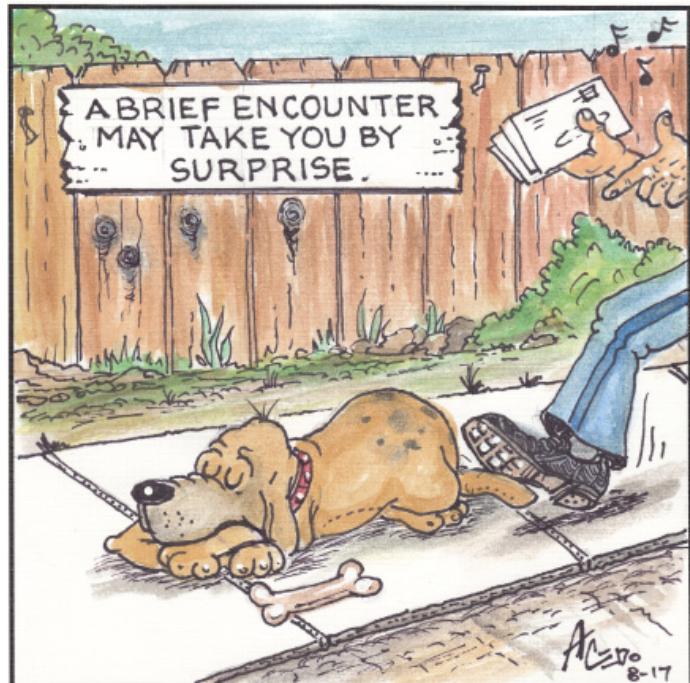
Tehachapi
B. C. Den Beeman

Trona
100% UNION!!!

Wasco
Eun Chong

*There are only 12
non-members in all
of the cities we serve...
Only one of
them is a CCA.
CCA names are in italics*

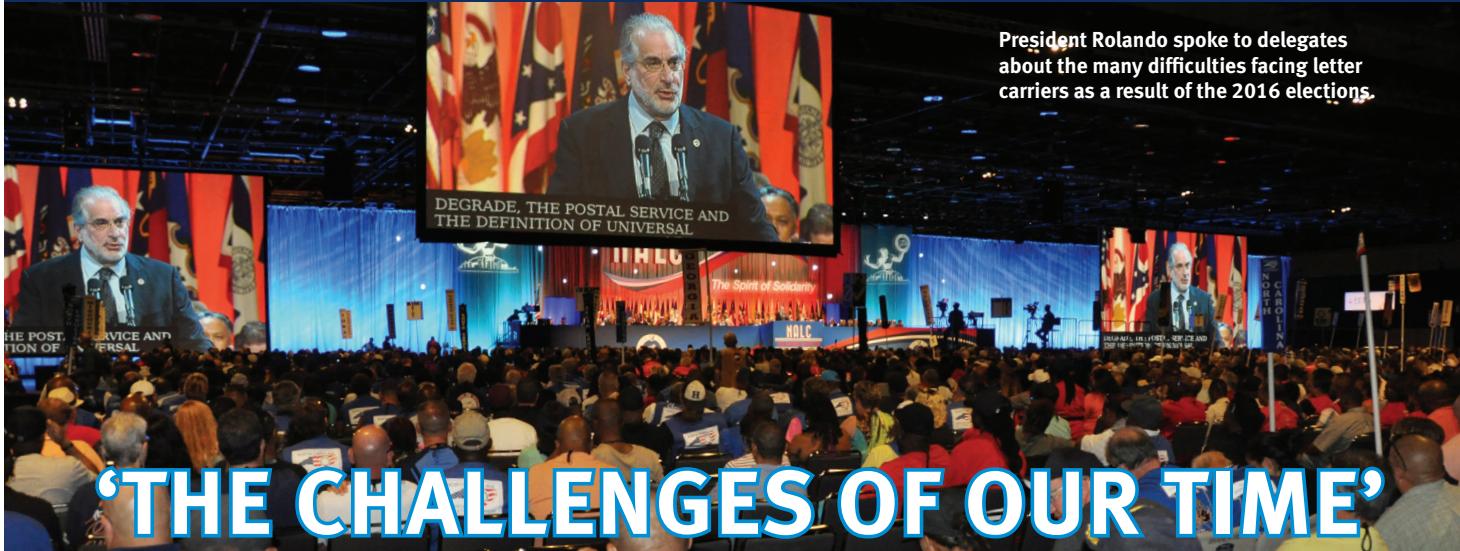
"Out There"





NALC CONVENTION CHRONICLE

Covering the first session: Monday, July 16, 2018



'THE CHALLENGES OF OUR TIME'

The 71st biennial convention of the National Association of Letter Carriers began on Monday, July 16, with a rigorous assessment of the challenges facing letter carriers—especially political, legislative and regulatory—and a call to action by NALC President Fredric Rolando to the 5,000-plus delegates gathered at the Cobo Center in Detroit.

Rolando pointed to Detroit's historic role in building the U.S. labor movement, as well as to the city's ongoing economic

After Secretary-Treasurer Nicole Rhine convened the convention (below), Detroit Branch 1 President Sandra Laemmle (bottom r) and Region 6 National Business Agent Patrick Carroll (bottom l) welcomed delegates.

rebound from the local ravages of the 2008 Great Recession, as symbols of resilience and resurgence.

"Just as Detroit's comeback is a work in progress, so too is the Postal Service's," Rolando said. Even as USPS has made significant progress in recent years, policy decisions in Washington, DC—including pre-funding and pricing—pose difficulties that need to be addressed.

"Ultimately, the fate of the postal comeback depends on what Congress and the [Postal Regulatory Commission] do on postal reform legislation and rate regulation," he said. "That, in turn, depends on how well we do our jobs at NALC. Starting with the delegates gathered here in Detroit, our task is to educate our members about the issues we face and the tools we have to respond. We must organize letter carriers and mobilize an army of activists to lobby Congress and inspire public support for a strong and vibrant public Postal Service."

"It's a lot of work, but guess what? We can and we will do it."

PAST AND PRESENT

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order.

Minneapolis Branch 9 President Mike Zagaros was next on

stage to deliver a rousing rendition of "The Star-Spangled Banner." He was followed by Detroit Branch 1 Vice President Cornell Fears, who led delegates in reciting the Pledge of Allegiance. Father Ryan Adams of St. Anne Catholic Church gave the invocation.

Rhine then called to the stage Detroit Branch 1 President Sandra Laemmle, who warmly welcomed delegates to her city. She then introduced Detroit Chief of Police and Deputy Mayor James Craig, as well as Detroit Postmaster Derron Bray, who each made brief welcoming remarks.

Next, Rhine introduced the retired national officers in attendance at this year's convention and asked Patrick Carroll, the national business agent for Region 6 (which includes Michigan) to come to the microphone to introduce his fellow NBAs and to acknowledge the union's regional administrative assistants (RAAs), regional workers' compensation assistants (RWCCAs) and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC's resident national officers before calling President Rolando to the microphone to deliver his keynote address.

CHALLENGES IN WASHINGTON

"Elections—they have consequences," Rolando said early in his speech, refer-





NALC CONVENTION

CHRONICLE

Covering the second session: Tuesday, July 17, 2018

'WE'VE GOT YOUR BACK'

Standing shoulder-to-shoulder in unity, delegates to NALC's 71st biennial convention in Detroit on Tuesday celebrated the power of solidarity and honored their support for our country.

Delegates recognized those among them who had served their country in a military uniform, many of whom wearing special red NALC Veterans Group T-shirts reading "Veterans Helping Veterans." Their work wasn't done: On Tuesday afternoon, veteran carers volunteered to help their fellow veterans in need.

And solidarity doesn't end when carers hang up their uniforms. Retired carers and family members also courted their part in the present the gains they helped win in the past through political activism, collective bargaining and the Great Postal Strike of 1974.

Later carers face many challenges, but speakers after speakers vowed that our fight is their fight. The spirit of solidarity shone through when each delegate turned to their neighbor and told them, "I've got your back."

BUSINESS RESUMES

At 1 a.m. sharp, NALC President Fredric Roland called to order the

service, six days a week, among other issues, and renewed their support for our country.

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Executive Vice President Brian Renfroe



Secretary-Treasurer Nicole Rhine



Delegate Michael Shultz

Delegates from Region 3 celebrate National Business Agent Michael Carl's election by acclamation.



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THE POWER OF DEMOCRACY

On the third day of NALC's 71st biennial convention, delegates demonstrated that when unions come together, they can effect positive change in their workplaces, for their families and for the whole country by unleashing the power of democracy.

At Wednesday's session, delegates meeting in Detroit put democracy into action, authorizing resolutions for election to the Executive Council. As a result, NALC members across the country will elect six national officers, three national trustees and national business agents for three regions by mail-in ballot this fall; 12 candidates for one-electoral NALC seats were selected by consent.

In the same spirit of openness, the delegates debated the pros and cons before voting on resolutions guiding the future of their union and spoke their minds on a range of issues. To-

gether, they engaged in the democratic process that has kept the union strong and united since 1938.

Several speakers also brought in perspective from nearby Flint, MI, from across the Detroit River to Canada and from the worldwide postal labor movement. They rallied delegates with stories about how everyday people, and rank-and-file union members, are standing up to protect the vulnerable against monopoly interests and negligent governments—and preserving the lifelines of democracy for all.

RESOLUTIONS

NALC President Fredric Roland called the convention to order at 1 a.m. Performing the National Anthem was San Diego, CA Branch 70 member George Elisa. He was followed by Detroit Branch 3 Recording Secretary Elsie Jones, who led the Pledge of Allegiance, and by Pastor Steve Hand of Liberty Temple Baptist

Church in Detroit, who delivered the invocation.

Coming to the stage at Roland's invitation was NALC Director of Life Insurance Myra Warren, who read the resolutions to the National Agreement, which were all approved by the convention delegates. These were encouraging suspensions being given, safety considerations by the dispute resolution team, GPS data not being used for discipline, adding dry-fit and UV-protected fabric as well as cold-weather gear clothing to the uniform program, and providing chart street communication between letter carriers and inspectors.



Director of Life Insurance Myra Warren



NALC CONVENTION

CHRONICLE

Covering the fourth session: Thursday, July 19, 2018



'BE HEROES IN THIS MOMENT'

On the fourth day of the 71st biennial convention, delegates exercised their power to effect positive change beyond the workplace. Through bringing their message in voices and to Congress, feeding hungry families through the Letter Carrier Food Drive, working for social and economic justice, those carers meeting in Detroit renewed their commitment to creating a better world.

Speakers urged delegates on Thursday to remember that it is their duty to have the power to reduce their values by helping the hungry, giving hope to the sick, defending the powerless and resisting those who discriminate or seek to divide.

The delegates responded, cleaning money on the floor and in a walk for domes to feed and wearing blue T-shirts displaying their support for the union's patriotic fund, which helps broadcast our message. They strengthened their resolve to stand up for working men and women everywhere and build stronger communities—to "be heroes in this moment."

BACK TO WORK

The day began at 10 a.m. as NALC President Fredric Roland called the

delegates to order and invited to the stage Los Angeles Branch 2's Juanita McElroy to perform "The Star-Spangled Banner." Detroit Branch 3 Treasurer Michael Shultz led the Pledge of Allegiance, and Pastor Jim Reed Twin of Trinity Episcopal Church in Bellville, MI, delivered the invocation.

Before moving to the day's business, Roland took a few comments and questions from the microphone.

'YOU CAN BE AN AMERICAN HERO'

Roland next invited to the stage Aly Baker of the Center for Popular Democracy.

Baker, who has AIDS and needs Medicaid to help pay for his care, has been an advocate on Capitol Hill for progressive change.

"I'm losing my ability to speak, so I'm asking people to be my voice," he said in a moving introductory video shown to the delegates. "I'm losing my ability to walk, so I'm asking people to march for me—to vote to replace these Republicans in Congress with people who listen to families like ours."

Baker began his speech by saying that the country's values of justice and equality are under attack from a president who cares only about profits, not people.

"And I know that you, as the women and men who are our neighbors, block by block, door by door, you know better than anyone what this government is doing to our families and friends and neighbors," he said.

He continued by saying that, because we have the power of solidarity and the power of the American people, it is our duty to use that power against hatred, greed and xenophobia. Baker urged delegates in the hall to turn out in force for the midterms elections in November, and to increase community engagement on peace, more Americans committed to a different vision.

"Think about how rich we are to building it."



The NALC Convention Chronicle is a daily digest of the business conducted by the assembled delegates. The four pages feature pictures of various moments, the words from speakers who fill the hours of each day, and it is a summary made available each morning to those in attendance.*

Each issue can be found on-line at <https://www.nalc.org/news/nalc-updates>

* Only the covers of the four *Chronicles* are featured. Each has three more pages of a report on what has transpired.

from the editor-guy: Part 1

I RE-UPPED IN DETROIT

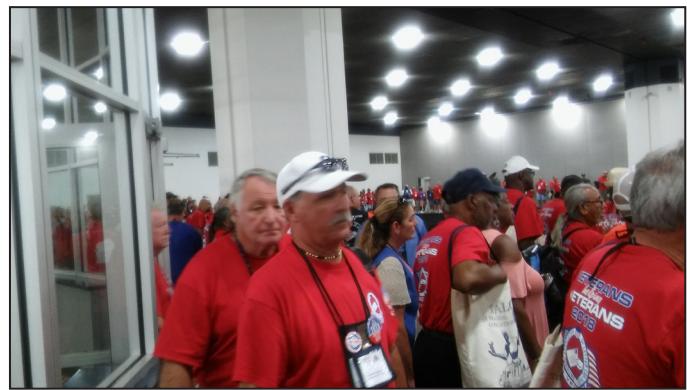
If you were in the military, you may recognize the term “re-upped”. It refers to the act of signing on the dotted line for another tour of duty.

During my time in the Coast Guard, my enlistment was extended twice “for the convenience of the government” and that was okay. At the end of almost six years, I chose not to re-up.

I have often wondered what it would have been like if I had.

Each member of Branch 782 deserves thanks for my chance to be a part of a special event at the recent national NALC Convention in Detroit, Michigan. If I hadn’t been voted to be one of your delegates I might still be wondering. Thank You!!

You may be wondering where this is going. Bear with me as I present a little context which is underscored by the pictures you see.



Convention delegates who were on record as being honorably discharged from a military branch of the service were presented with special t-shirts with the logo of the NALC Veterans Group as we went through the registration process. It was quite a large group of people wearing those red shirts on the second day of the convention as we all stood to be honored by the entire body.

This is a report of an announcement made shortly after the convention convened: “The NALC Veterans Group is about veterans helping veterans,” Assistant to the President for Community Services Christina Davidson said. “The group is 10,600 strong and growing. At the national convention in Detroit, I am asking our fellow letter carrier NALC Veterans Group members to join me in the Veterans Group Project.

The project will consist of assembling 2,000 homeless care kit bags [with toiletries (such as shower gel, shampoo and lotion), and other items] to provide assistance to fellow veterans. Davidson is asking for NALC Veterans Group volunteers to join her on Tuesday, July 17, after the general session to assemble and distribute bags, which will provide assistance to those veterans in need.



Many of us participated in a mission to fill those kit bags when the convention adjourned Tuesday. It felt good to be a part of the river of red shirts which was streaming to the assigned staging area in a huge banquet hall sized room in the Cobo Center. I don’t know if I can describe how it felt to get through the doors and see how many other Veterans were there before me and to see more pouring through the doors after I got there.

There was a lot of good natured banter as we were directed to join a long line which was snaking past tables piled high with an overflowing amount of goods which were being handed to each Veteran as we passed by. We were each handed a bag that needed to be filled. Many smiled as memories of being in another line in years past as we were inoculated, or as we were being handed uniform items, or—as some noted—while on the way to get that famous boot camp haircut. One unexpected surprise was that I saw a fellow

Californian there who is from the Santa Rosa area. Jeff Parr is District 2 Officer for the California State Association of Letter Carriers and I asked him where he'd been stationed. I was almost left speechless (honestly, I was) when he casually mentioned something that could only have been a Coast Guard unit. Jeff had been in the Coast Guard, too! Wow! Since that organization is so small, there really aren't that many "post-Coasties". I've only known three others — Mark Carter and Rick Gerdens in Bakersfield and Lance Garfoot from Branch 231. (For perspective, when you ask other Veterans, "Who has been in the Army, Navy, Air Force, Marines, or National Guard?" you will get a whole lot of people who respond.)

Eventually, the filled kit bags were handed to more volunteer Veterans at the end of the line. My bag was cinched tight and tossed from person to person until it wound up in a big cardboard box to be transported to a distribution point. Mission accomplished! I'd been through the line! My bag was filled and I was done!



I noticed that folks in front of me would look at some of the Veterans they'd been talking to in the line and, with words unspoken, they would all go back for another round in this NALC Veterans Group effort to fill the bags.



THAT'S when I decided to re-up!! I also observed another thing in each of the successive trips I made past those smiling folks who were filling the bags. Those of us who made the decision to carry on until we were done did so with a sense of a united purpose. Many even asked for and received two or even three bags to hold open to be filled with the items for homeless Veterans.

As the project wound down, I know that I had a sense of accomplishment. It seemed to be mirrored in the faces of all the other Vets who had joined together as "Veterans Helping Veterans."

Part 2...

Sitting on folding chairs all day long as a delegate can make for a long day... However, there *is* a lot going on that is very interesting and even inspiring. But this is just one person's opinion.

That said —since the Branch expended quite a lot of money to fly and house our delegation for the duration of the convention as well as make sure that we had enough money to eat meals — I want to briefly give you some report on my experiences as the beginning of a return on that investment. I hope that I'm not too boring.

I feel a sense of awe when I walk onto the convention floor in the morning. This gathering of Letter Carriers forms a sea of color and movement mirrored by the buzz of thousands of conversations punctuated by loud exclamations as folks encounter friends. Delegations from different states are grouped by Region. (As an example, Branch 782 was seated with Region 1 which is composed of the states of Guam, California, Hawaii & Nevada.) From the back, people at the center stage dais appear tiny! The strategically placed large screens help give us a close-up look.

Each day begins with the singing of the national anthem by a very talented NALC member. It is followed by the pledge of

allegiance and an invocation. Throughout the course of the day, the delegates are addressed by a variety of speakers; resolutions are discussed and voted on; and, we get to view a number of video presentations which highlight different topics.

The NALC has a site which shares videos that we saw during the convention. Also, the site also gives you the opportunity to vicariously experience the speeches we heard through the same type of video format. I now share the link:

<https://www.nalc.org/union-administration/nalc-convention>

A four part video presentation was featured. I found it to be extremely moving. **"We Carry On: Dedication in the Face of Disaster"** was a look at how Letter Carriers coped with the natural disasters in different parts of the country. I strongly suggest that you see them!

I can't speak for any of the other delegates who were there, but I found the speech by Ada Barkin to be truly inspirational in a different kind of a way. I urge you to listen to his story of perseverance and hope.

Furthermore, I really think that it would be an education for you to go through all of the speeches which are featured on the website.

A large part of the convention experience is established by where the hotel is. Some delegations were housed right across the street from Cobo Center. The Branch 782 delegation was housed, many miles away, at the Dearborn Inn and we had to board a 0600 bus each day to make it to a scheduled morning class and to then participate in the business of the convention. Since the buses only ran until 1800 each day, we were somewhat limited in how much we could sightsee in Detroit. Alternate transportation costs could be quite high if one would have missed the last bus.

However, this didn't keep me from getting out and about and seeing a little of the city.

Thanks for the opportunity to be a delegate!



As I close, I do have another type of highlight to share: This is a picture of a Branch 231 delegate, Paul Shafer, ordering one somewhat (to me) peculiar Detroit eatery breakfast: waffle, eggs, orange juice and *catfish...*

BASIL ZUNIGA

CATFISH AND WAFFLES

Whether it's catfish and waffles, 'wicked chowdah' or Philly cheeses-teaks, it seems that everywhere we go has it's signature cuisine. Delegates not only have the sometimes unique opportunity to sample

these, but also to take in the history of the amazing cities in which our Conventions take place. We find that these historic places are tied to often ordinary people doing extraordinary things, many having links to, not the rich or famous, but the working men and women of this great country.



*Delegate Paul Shafer
seems to enjoy his catfish*



"One if by land, two if by sea"

During our Boston Convention we visited the old North Church, where Paul Revere, a silversmith, hung his lantern to signal the whereabouts of the British. We also visited Boston Harbor, where patriots threw shipments of tea into the bay to protest England's tax on tea. "No taxation without representation". This is one of the first instances where people, patriots, acted in solidarity with others to further a just cause and accomplish something any individual acting alone could not. This same solidarity and commonality of purpose is the foundation of the NALC.

"We The People..."

During our Philadelphia National Convention many Delegates visited Independence Hall where both the Declaration of Independence and the Constitution were drafted and signed. I wasn't prepared for the feelings of awe, pride and patriotism that I felt when I stood where these historic things actually took place. This along with the Liberty Bell and other historical sites brought history books to life for a time when a sometimes ragtag group of individuals fighting for a just cause were able to triumph over the global power that was the British Empire.

DETROIT... 'Motown' ... 'Union Town'

I have to admit that I wasn't all that excited about our 71st National Convention taking place in Detroit. Boy, was I wrong. The history we experienced in Detroit was unexpected (for me) and amazing. The 1935 sit down strike in nearby Flint, Michigan by the UAW was made possible by the Wagner Act, officially the National Labour Relations Act (1935), the most important piece of labor legislation enacted in the United States in the 20th century. Its main purpose was to establish the legal right of most workers (notably excepting agricultural and domestic workers) to organize or join labor unions and to bargain collectively. Because of the auto workers, Detroit is also known as Union Town. Around every corner you find statues, plaques, and other testaments to the Union movement.

Besides labor, the civil rights movement has a definite connection to Detroit. The 1963 "Walk of Freedom" took place here. The Walk to Freedom was a mass march during the Civil Rights Movement on June 23, 1963 in Detroit, two months before the historic March on Washington. The Rev. Martin Luther King Jr. made his message heard loud and clear at Detroit's Cobo Arena, where our Convention was held. It was the site of King's first version of his "I Have a Dream" speech, and it reportedly put more than 25,000 spectators on the edge of their seats. So, I learned something ... Detroit is definitely more than just 'catfish and waffles'.

- by Gary Bottoms, editor

Article courtesy of the Fresno, California NALC Branch 231 *POSTMAN'S VIEW* published in August 2018

PRESIDENT'S REPORT: A Convention Message to our Brothers and Sisters

By Jerry Andersen, NALC Branch 183

Seven delegates represented Branch 183 Carriers at the 71st Biennial National Convention held in Detroit on July 16-20th. Detroit is making a comeback since the 2008 recession. The city is rebuilding and creating good paying union jobs in both the construction and hospitality industries, which are really helping put Detroit back on the map.

During convention week, delegates attend classes prior to and after the actual session. I was asked to be a panel member at an EAP (Employee Assistance Program) class about preparing for disasters. On the panel were 2 EAP counselors, myself, and Branch 1259 President Ruben Lives from Corpus Christi, Texas.

Brother Ruben addressed the catastrophic issues they faced following the hurricane and record flooding in East Texas. Our Branch actually sent uniforms to both Corpus Christi and Houston about two weeks prior to the October fires. Houston Branch 283 returned the favor by sending us a check to assist our members in need. Our delegation met a few Houston Carriers and we had the opportunity to ask them how they were doing and thanked them for what their Branch did for us.

When it was my turn, I spoke about the EAP program and how they were there to assist all of us. I talked about all the resources that were sent to help us from Branches all across the country. I spoke about the NALC and the importance of being a part of a Union that was there for us when this mess started. The support we received during that time of crisis is just one aspect of our great union!

A few of the questions I was asked:

“Were we Prepared?” I said that there was no way we could’ve been.

“What did we do after the fires”? I spoke about the trauma that all our Carriers, clerks, managers and customers went through and for the first 10 days.

“Do people still have homes”? I explained that the vast majority of those who lost homes still don’t have one. I talked about the children who were trying to cope with what happened when they were grabbed out of their bed and had to flee for their lives.

At the end of the class, John Kennedy (a Carrier from Branch 869 Puerto Rico) spoke of the devastation from the two hurricanes (Irma and Maria) that hit the Island back-to-back. **OVER 330,000 PEOPLE LOST THEIR HOMES!!** One of the questions asked

following his talk was, “What can we do?” His response — representing the people of Puerto Rico — was, “LISTEN TO US!”

At the convention on Friday morning, over 5,000 delegates were shown the video of what our members and community went through. Months ago, the NALC sent Ann Sutherland and her film crew to do a post-fire story on the Branch. Ann spoke to Carriers Tony Prado, Joyce Pope, Ed Curzon, Robin Betts and Linda James about what we all went through. She and her crew are all fantastic people who worked hard to help us by telling our stories.

When you get an opportunity, you can go to this link to view it:

https://vi-me-o.com/281348881orhttps://www.youtube.com/watch?time_continue=12&v=PL6w9iAd_fpo

Following the video, I addressed the convention. This was read into the archives.

“Greetings from Branch 183 Sisters and Brothers! We are slowly rebuilding our city of Santa Rosa. 13 Letter Carriers (including 2 retirees) lost their homes. 400 other union members also lost their homes.

On the night of October 8th , Carriers went to bed expecting to have a relaxing day off on Columbus Day, only to be awakened in the middle of the night to flee with just the clothes on their backs.

Our Branch would like to thank all of our Brothers and Sisters for their generosity in contributing to our Branch 183 Fire Relief Fund, as well as sending us uniforms and all your thoughts and prayers to help us get back on our feet.

We also acknowledge the support from Region 1 NBA Bryant Alamario, RAA Calvin Brookins, Branch 214 President Karen Eshabarr and National Officer Manny Peralta.

Most importantly, we thank the Branch 183 Executive Board and Shop Stewards! They held ‘it together’ dealing with the catastrophic events in order to help our members and customers. I would like to recognize and thank those members who are at the convention for everything they did: Clay Cook, Andy Becerra, Dana Berett-Greiner, Jeff Parr, Chad Lamb, Linda James. Joyce Pope and Paula Arguello are not present at this convention.

Thank you to our National Union who sent Ann Sutherland and her team who put together this video. Their compassion and understanding of what we went through comforted us months after the disaster!”



Article courtesy of the Santa Rosa, California NorthCoast NALC Branch 183 *UPDATE* published in June-July 2018

PRESIDENT'S REPORT: You deserve to hear about some of the things I learned at the Convention

By David Miller, NALC Branch 458

As I write this. Branch 458's delegation is fresh back from National Convention. For those that have never been to National Convention. allow me to provide you an idea of what occurs.

Most delegates arrive on Sunday. In the afternoon. NALC hosts a meet-and-greet get together with snack foods and beverages for all of the delegates and their families. Usually around 3000 people attend this gathering. It normally lasts around three hours and provides some kind of live entertainment. This year there was a band singing the hits of Motown.

Beginning Monday morning and continuing through Friday, business sessions

begin at 10 AM and last until 3 PM, except on Friday when we adjourn around noon. During these sessions, there are several guest speakers, the delegates address resolutions submitted by Branches and State Associations and nominations are taken for all national officer positions (every other convention for nominations).

Resolutions are submitted by Branches and Associations to address legislation, collective bargaining positions, constitutional changes and a few other things.

Resolutions are first reviewed by the national Resolutions committee and they either approve or disapprove them.

Disapproved resolutions are discussed, with rationale provided why they were disapproved. Normally, approved resolutions are approved en bloc. Disapproved resolutions are then opened for debate by the delegates.

Occasionally, against the will of the national officers, the delegates will overturn the recommendation of the committee and then adopt the "disapproved" resolution. The will of the membership always prevails.

Prior to, and following the business sessions there are classes provided for all delegates to attend. Topics this year included City Delivery, Health Benefits, Life Insurance Rep. training, FMLA, Suicide Prevention, Effective Branch Communications, Trustee Training, Contract Administration, Safety and Health and many others.

In the City Delivery class. we learned the following information:

- Priority mail delivery on Sunday is averaging 250K per Sunday, with that number increasing weekly.
- 3 Million Amazon packages are delivered every Sunday, with a 99.5% on-time rating.
- Target is expanding their same-day delivery service, currently averaging about 172K pieces per week.
- CVS next day pharmaceutical deliveries are expanding, with 9800 CVS stores and 1800 Target CVS pharmacies currently participating.
- Wal-Mart same-day delivery testing is occurring now in three test sites.
- The OIG has recommended the USPS explore the use of autonomous robots to aid Carriers in delivery.
- New parcel sorting machine called ADUS will sort by route up to 4K pieces per hour and is 99% accurate. USPS plans to deploy 16 more units from the current test soon.
- ADUS can be as small as 8 routes and is expandable in sections of 4 with no limit.
- Parcel up-time has dramatically improved.
- ADUS eliminates clerk positions which could result in withholding events for the placement of clerks into the Carrier craft. This could delay CCA conversions.
- ADUS is not currently scheduled for Oklahoma expansion.
- Postalease will soon offer virtual timecard access so carriers can see their timeclock rings within minutes.
- Unscheduled leave requests will soon be possible online.
- New vehicle fleet scheduled for delivery in March 2020.
- There are several Carrier redesign tests happening, including a test wherein two Carriers share a common case by staggering start times and switching label between Carriers.

Article courtesy of the Oklahoma City, Oklahoma August 2018 NALC Branch 458 SOONER SCRIPT

Lies...Damned Lies... Whatever...

Thoughts of Eric Ellis,
CSALC District 4 Officer



Recently I was driving home from a LifeLine artery screening (which you should get if you're 50 and over) when I tuned in to a talk show which I almost never listen to. And the host happened to be discussing — you guessed it — the privatization of the United States Postal Service. (The day before the Director of the Office of Management and Budget released a blueprint for federal government reform which called for the same.)

The host and callers repeated the same claims people make about postal workers and government employees in general:

1. *We are overpaid and receive overly generous benefits compared to the private sector.*
2. *We are lazy.*
3. *The private sector could do the same work in a more efficient manner.*
4. *We should never do anything that the private sector could do.*
5. *We have too many government employees.*
6. *Delivery frequency could be cut from six days to one or two.*
7. *We are rude and unfriendly to the public at large.*
8. *We deliver more packages now so there is no need for Letter Carriers.*
9. *The USPS is more than \$100 billion upside down on its pension obligations and therefore taxpayers are on the hook when the Postal Service goes under.*

SOUND FAMILIAR?

Even though I had been fasting for the aforementioned screening and I didn't feel that well, all of the above was just too much not to respond to. So I called and identified myself as a union officer.

The host then stated in an exaggerated manner, "Oh, I'm really looking forward to *THIS!!* We are about to hear from a Letter Carrier union boss!"

No, I wasn't flattered. But, I did state that, on the contrary, the Office of Inspector General authorized an audit performed by the

Hay Group published in early May showing that we overpaid into the Civil Service Retirement System by over \$100 billion.

So at least he and his listeners heard the truth. As to whether they accept it or not, that's another story...

At the national convention in Detroit, I attended a class in which we discussed the battle of "competing narratives". Above, I addressed the narrative of President Donald Trump and his followers in government and the private sector.

Do we have a narrative? **YES, WE DO!** And it's the opposite of what they say on talk radio and propose in forums like the Cato Institute and the Heritage Foundation!

And it also happens to be the truth.

I mean, do YOU think you are overpaid and lazy? Do YOU think there is no need for a public postal system? Maybe the question YOU should ask yourself is this: Do YOU think it is acceptable that our opponents get to lie repeatedly about what we do and how we are financed?

And — to add to that: **DO YOU THINK YOU WILL HAVE A JOB AND/OR PENSION IF THESE PEOPLE CONTROL THE NARRATIVE??!!??**

We *can* fight back! We *can* tell our narrative to the American people and to our elected representatives.

How do we do that?

- Download the NALC App to your smart phone so when an action is needed, you can respond.
- Register to vote and get anyone you know to vote for pro-letter carrier candidates.
- Participate in precinct walks and phone banks on behalf of such candidates in this year's mid-term elections.

And if you are not doing it already, sign up to donate to the Letter Carrier Political Fund (LCPF). Even if it's one to two dollars a pay period, it allows our leadership to allocate resources where needed in the upcoming elections, whether it be campaign contributions to our friends or Letter Carriers being released to work on campaigns.

Remember when I mentioned that the Trump Administration wants to "reform" your employer and benefits? *If those so-called reformers continue to control the federal government, you may wake up someday to find out that you've been reformed out of your job and pension.* Because that is what reform means, cutting and eliminating programs they don't like.

Winning the battle of narratives means more than winning an argument. It means putting food on the table. Never forget that.



by Paul Salazar
93305 Shop Steward

I started compiling some pertinent info for some of my CCAs who will be converted to Career soon. It kind of turned into more than I thought it would. Feel free to use anything in here you'd like for the newsletter. It's a lot. I go on a rant for the last two pages...

Newly Converted Career Carriers' Resource Guide

(All page numbers in this six page article are in reference to the *City Carrier Assistant Resource Guide*, unless noted)

BACKGROUND CHECK: When you were hired by the Postal Service as a CCA you were required to pass a security check called a Special Agency Check with Inquiries (SACI). When you are converted to full-time career status, you are further required to have a National Agency Check with Inquiries (NACI). The NACI is more extensive. However, both of these security checks require you to be fingerprinted. These requirements can be found in Section 56 of Handbook EL-312.

National-level interpretive step M-01854 - Reasonable and necessary time spent by CCAs obtaining fingerprints necessary for a background investigation under the subject circumstance is compensable time. Additionally, the Postal Service is responsible for any direct costs for fingerprinting. (Pg. 104)

FEHB: You have 60 days to select a health insurance plan under Federal Employee Health Benefits (FEHB) from date of conversion. If you were enrolled in the USPS Non-Career Employee Health Benefits Plan and converted to a career position, your enrollment is terminated the last day of the month that is 28 days after you are converted to a career position. If you choose to enroll in a FEHB plan your USPS Non-Career Employee Health Benefits Plan coverage will end when your FEHB coverage begins. (Pg 105)

FEGLI: Once you are converted to career status you are automatically enrolled in FEGLI (Federal Employee Group Life Insurance) to receive basic life insurance unless you waive coverage. Above the basic insurance, the FEGLI has additional optional coverage that you can purchase for you or your spouse and dependents. To elect any of the optional coverages, you must enroll within 31 days from the day you were converted to full-time career status. Unlike Open Season for FEHB which happens every year, Open Season for FEGLI rarely happens so if you are interested take advantage now. (Pg. 107)

FERS: Once you are converted to full-time career status, you will be automatically enrolled in the Federal Employees Retirement System (FERS). The Federal Employees Retirement System has three components: • FERS Basic Benefit Plan • Social Security • Thrift Savings Plan (TSP)

The FERS Basic Benefit and Social Security are defined benefit plans. The Postal Service will withhold your share of the cost of the basic annuity and Social Security each pay day.

The Thrift Savings Plan (TSP) is different. **You have complete control over how much you contribute and the funds that money is invested in.** The decisions you make over time will directly affect the future value of your TSP. The Postal Service automatically contributes 1% of your base pay and will match your contributions up to 5% of your base pay. If you contribute nothing you will still receive the 1%. (Pg 109)

PROBATIONARY PERIOD: The MOU" Re: Article 12.1 - Probationary Period" states that CCAs who have completed a cumulative 360 days as a CCA will not serve a probationary period as a career employee. (Pg. 139 of the National Agreement)

SENIORITY: You start earning seniority on the day you become full-time career and you continue to earn seniority as

"Out There"



long as your service as a Letter Carrier is uninterrupted in the Letter Carrier craft in the same installation. All of Bakersfield is considered the same installation for seniority. (Pg. 112)

BIDDING: Once a CCA is converted to full-time career status, they are immediately eligible to bid on vacant duty assignments in their installation in accordance with Article 41.1 of the National Agreement. (Pg. 138)

ANNUAL LEAVE: A employee newly-converted to full-time status will:

Accrue leave based on their total creditable years of career service.

Receive their leave at the beginning of the year.

Receive their leave prorated at the beginning of the year, based on when they might step up to the next accrual rate based on their total years of creditable service.

Receive the leave they are expected to earn for the remainder of the year, from the point they are converted to full-time status.

Have their leave balance reduced, by the amount of leave they earn each pay period, for every 80 hours of Leave Without Pay they take throughout the year.

Employees who have less than three years of creditable service will receive 13 days per year of annual leave, 104 hours. Once he or she reaches three years of creditable service, they will earn 20 days of annual leave per year until they reach 15 years of service at which point he or she will start earning 26 days per year of annual leave. (Pg. 115)

EMERGENCY ANNUAL LEAVE: If a genuine emergency requires you to take annual leave without prior approval, you must notify postal authorities promptly about the emergency and the expected length of absence. As soon as possible after returning to duty, employees must submit Form 3971 and furnish convincing evidence of the emergency to the supervisor. Although management is not required to approve requests for emergency leave, any arbitrary or unreasonable denial may be subject to a grievance.(Pg.118)

SICK LEAVE: For full-time Letter Carriers, sick leave is accrued at the rate of 4 hours per pay period. Unlike annual leave, the accrual rate does not change based on your total years of creditable service. You earn it at the same rate throughout your career. Also, unlike annual leave, sick leave is not credited to you at the beginning of the year or at the time you convert to full-time status. Sick leave is earned “as you go” and credited to your balance each pay period you are in a pay status.

Anytime you are requesting sick leave in advance you should always request it from your supervisor by filling out and submitting a PS Form 3971. This is the proper way to request leave, plus you should always have a supervisor provide you with a

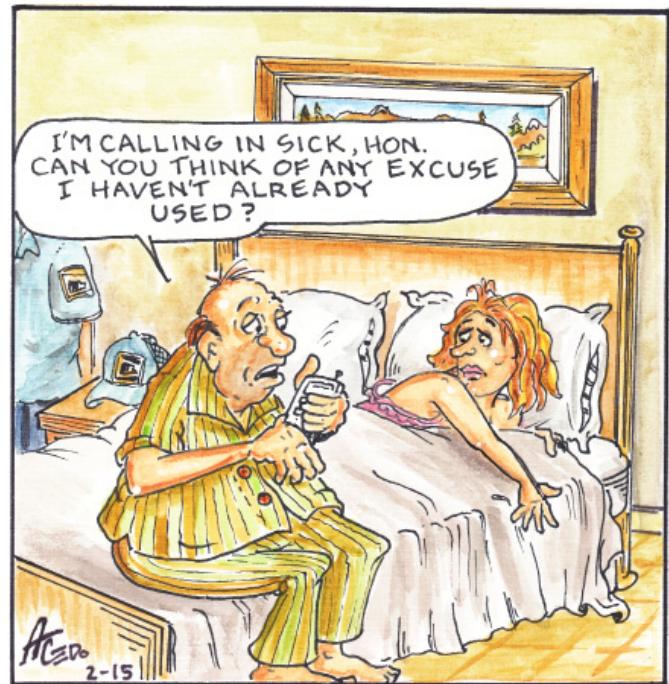
copy of your completed and signed PS Form 3971 to protect you in the event it gets lost or misplaced.

Unscheduled Absences: There may be times where you do not know in advance that you will be unable to report to work and perform your normal Letter Carrier duties. You may unexpectedly become ill or injured. If this happens and either circumstance prevents you from reporting to work, that would be considered an unscheduled absence.

Typically, Management will issue discipline for “Irregular Attendance/Not being regular in attendance” based on unscheduled absences. Management also tracks unscheduled absences for patterns of calling in sick/emergency annual leave. Providing a doctor’s note does not prevent management from issuing discipline for attendance. Only protected FMLA leave can prevent management from pursuing discipline for attendance.

In certain circumstances you are allowed to use sick leave to care for a family member. If you do, that is called sick leave for dependent care. Letter Carriers are allowed to use up to 80 hours of sick leave each year to care for sick or injured family members, however this does not exempt you from discipline.

OUT THERE



FMLA: Letter Carriers are eligible for FMLA protected leave if they have:

1. Worked for the Postal Service for at least 12 months. (CCA breaks in service do not cancel out accrued time of service for FMLA purposes since the 12 months do not have to be consecutive.) The months of service may be accrued at any time during the 7-year period immediately preceding the leave (including time served as a TE).

2. Accrued at least 1,250 work hours during the 12-month period immediately preceding the leave.

Every eligible postal employee — including a CCA — is guaranteed FMLA protected leave. Eligible employees are entitled to take up to 12 workweeks of FMLA leave in a 12-month period. (Pgs. 119-127)

OUT THERE



HOLIDAYS: Career Letter Carriers enjoy the benefit of 10 paid holidays per year. Those paid holidays, listed in ELM 518, are as follows: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday/Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day.(Pg. 131)

To be eligible for holiday pay, an employee must be in a pay status the last hour of the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday.

Presumed Holidays/Mandating to work on your Holiday, Pecking Order To Work On A Holiday- 1. Volunteer full-time regulars on their holiday or their day designated as a holiday, by seniority. -2. City Carrier Assistants (CCA) -3. Volunteer full-time regulars on their non-scheduled day by seniority- 4. Part-time flexible carriers (PTF) -5. Non-volunteer full-time regulars, regardless of whether it's their nonscheduled day, their holiday or their day designated as a holiday, by juniority. (Pg. 12 of the Bakersfield Local Memorandum of Understanding)

Exemptions From The Holiday Pecking Order*

1. Any Letter Carrier who is on a full week of scheduled annual leave will not be subject to being mandated to work on the holiday. As an example, a Carrier who is on annual leave from Monday through Saturday of any given week, will not be mandated to work on any holiday or designated holiday during that week.

2. A Carrier who is on annual leave for a full week prior to or

after a long weekend is not subject to the mandating procedures outlined under the Holiday Pecking Order. (*Page. 12 of the Bakersfield Local Memorandum of Understanding)

OVERTIME: Upon conversion from CCA to a career employee you will need to get up to speed on some overtime provisions of the National Agreement which previously didn't apply to you.

One decision you will need to make once you are converted to career is whether or not you will sign up on the overtime lists, also known as the ODL list. **By signing the overtime desired list (ODL), you are committing to work any and all overtime assigned to you.** Normally, employees on the overtime desire list who don't want to work more than 10 hours a day or 56 hours a week shall not be required to do so as long as employees who do want to work more than 10 hours a day or 56 hours a week are available to do the needed work without exceeding the 12 hours per day and 60 hours per week limitations.

Another option on the list is referred to as "Work Assignment". Signing this list commits you to only working overtime on your own assignment on your regularly scheduled days.

Signing Overtime Desired Lists: You can sign up on the overtime desired lists/work assignment as described above during the two-week period prior to each calendar quarter. Once you sign an overtime desired list you will remain on the list from quarter to quarter until you ask to be removed, however you can remove your name from the list at any time during the quarter.

For those employees who do not wish to work overtime, Article 8 of the National Agreement includes protection against mandated overtime. This is not to say that if you do not sign an overtime desired list you will never be required to work overtime; but, the NALC has negotiated some very strong language to protect

OUT THERE



employees that do not wish to work overtime. Management is required to follow a “pecking order” of auxiliary assistance prior to forcing Letter Carriers not on the ODL to work overtime on their own assignment on a regularly scheduled day. (Pgs. 141-143)

WORK HOURS GUARANTEES: Full-Time Employee Schedules. Article 8, Sections 1 and 2.C provide that the work week for all full-time Carriers (i.e., full-time Regulars and full-time Flexibles — including unassigned Regulars, Reserve Regulars and Carrier Technicians), consists of five days, forty hours per week, and eight hours per day. As a “Regular” you are now **GUARENTEED** 8 hours a day; therefore, you do not have to work less than 8 hours if your work happens to take you less than 8 hours (undertime) or use your own leave if you do not want to.

WEINGARTEN RIGHTS: All Letter Carriers, including CCAs (regardless of how long they have been employed) have Weingarten Rights, which means you have the right to have a union steward present during a meeting in which management asks you questions that could lead to discipline.

This rule applies during any investigatory interview — whether management is searching for facts and trying to determine the employee’s guilt or deciding whether or not to impose discipline. These questions could be posed during a closed door meeting, through text messaging, a phone conversation or through an informal conversation at the supervisor’s desk. In any situation, if the employee reasonably believes that discipline could result, they have Weingarten representation rights.

The Shop Steward cannot exercise Weingarten Rights on the employee’s behalf. And, unlike “Miranda Rights” which involve criminal investigations, the employer is not required to inform the employee of the Weingarten right to representation. **YOU MUST ASK FOR REPRESENTATION YOURSELF.** You can say “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion.”

Although postal employees are required to cooperate with postal investigations, the Carrier still has the right under Weingarten to have a Shop Steward present before answering questions. In the event a Steward is not made readily available — or if a Steward is not present after you have asked for one — you may respond that you are willing to cooperate in any investigation, and that you will answer their questions once a Steward is provided. **You should answer all questions with this answer until the questioning stops or a shop steward is provided.**

FOLLOWING INSTRUCTIONS: All Letter Carriers, regardless of their status as a non-career or career employee, are required to follow instructions from their supervisors, except when an order would cause imminent danger to life or limb or violates the law. Under all other circumstances, the instruction

should be obeyed and you should promptly notify your Shop Steward if you believe the order violated your rights so he or she can investigate the situation and file a grievance if appropriate.

GRIEVANCES: The grievance process starts with “Informal Step A”, which involves the steward discussing the issue with the supervisor. This initial step gives supervisors a chance to fix the problem immediately by talking to the Steward without much paperwork. At “Informal Step A”, the grievant or the union representative must discuss the grievance with the grievant’s immediate supervisor within 14 days of the date the grievant or the union first learned — or should have learned — of the situation which gave rise to the grievance.

A Shop Steward only has 14 day to investigate, request information, prepare for the grievance meeting, and meet with the supervisor from the day a possible violation of the contract has occurred so notify your steward ASAP.

“Out tHeRe”



ESTIMATING YOUR OFFICE AND STREET TIME:

For Letter Carriers, the morning routine of estimating workload and, when necessary, requesting auxiliary assistance (Overtime) can be a stressful situation we deal with on a daily basis. Management refers to this as “negotiating” but the reality is a Carrier is ESTIMATING his/her time.

Over the years, the Postal Service has developed and used many different time-projection tools. The misuse of these tools by frontline supervisors has been the subject of multiple grievances that have risen to the national level.

Both Handbook M-39, Handbook M-41 and several national-level settlements have defined a process that both Letter Carriers and managers are required to follow when a Letter Carrier cannot complete his or her daily assignment within their normally scheduled timeframe.

1. Verbally inform your manager. Sections 131.41 and 131.42 of Handbook M-41 require you to verbally inform your manager when you believe you cannot carry all the mail distributed to your route in eight hours or within your normal schedule.

2. Request PS Form 3996. Section 122.33 of Handbook M-39 requires the manager to provide you with a PS Form 3996 when you request it. When you request a 3996, no matter what your manager says to you, say, "I am requesting a 3996" and explain the reasons for your request. If you are denied the form, immediately request to see your shop steward.

3. Fill out the form completely. It is important that you fill out the form completely. In the reason for the request box, write down why you believe you cannot complete your assignment in eight hours. Fully explain the reasons for your request. General comments such as "heavy volume" or "route overburdened" are not enough in this section. Sometimes managers will tell you that you don't need the requested overtime or auxiliary assistance because of what DOIS projects for your route. Multiple national-level settlements (e.g., M-01664 and M-01769) have held that these time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier. Simply provide your best estimate and the reasons why and move on to Step 4.

4. Keep your cool! Don't lose your cool! While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell him or her that you will do your best. Politely ask what you should do if you are not able to deliver all the mail and return to the office when they want you back.

5. Don't argue. There is no reason to argue with your manager at this point. The best thing you can do is tell your manager that you will do your best and ask for a copy of your PS Form 3996. Section 122.33 of Handbook M-39 requires managers to provide you with a copy if you request it. ***Finish your office work and go to the street. All you have to do is your best. Work professionally. Never compromise your safety or skip breaks or lunches to make it back to the office by a certain time.***

6. Don't make decisions. Letter carriers get paid to deliver mail. Managers get paid to make decisions. *If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager approved, you should do everything you can to put any further decisions in the manager's hands.*

The best way to handle this situation is to call your supervisor per local instructions. If you have no local instructions, try calling around two hours before the time you are scheduled (approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether they want you to bring the mail back or finish the route. Follow whatever instructions your supervisor or manager gives you.

If the supervisor or manager refuses to tell you what to do with

the rest of the mail or if you can't finish your assigned duties in the amount of time initially specified by your supervisor, you should return to the office in the allotted time and ask for further instructions. Again, you should follow whatever instructions your supervisor or manager gives you. (Pgs. 83-89)

IMPORTANT NALC RESOURCES: **"Out There"**



NALC APP - As technology increases our ability to communicate, NALC must stay ahead of the curve. From websites to email to social media, this union has continually developed the tools to put the most up-to-date information and resources into the hands of our stewards and members. We've now taken the next step with the NALC Member App for iPhone and Android smartphones. The app was developed at headquarters with the needs of the average member in mind.

"NALC.ORG" AND "WWW.782NALC.COM" - The NALC website has proven to be a powerful tool for the union, filled with up-to-the-second news and updates, and loaded with comprehensive resources and publications.

THE POSTAL RECORD & OUR OWN BRANCH 782 E.A.

BAKER UNION UPDATE - These publications present our union's membership with important updates on political, legislative, labor and workplace issues, with an emphasis on factual presentation so members can make informed decisions. It also explains how members can help make their union stronger, their Postal Service better and their country more responsive to the needs of working people.

GOLDEN EMPIRE BRANCH 782 UNION HALL - Located at 2628 "F" Street, Bakersfield, CA 93301. Our union hall is where all of us, the membership, to join together to discuss issues, express our opinions, and form solidarity with our union brothers and sisters.

NATIONAL, STATE, AND BRANCH 782 OFFICERS AND STEWARDS - Talk to us, ask us questions, pick our brains, ask

why YOUR union and YOUR union reps do what we do! In this busy world we are just as busy as you. Our kids play sports, our family members have events, and our loved ones get sick too. So if we can find the time to care, so can you.

The LCPF LETTER CARRIER POLITICAL FUND

I CANNOT STRESS HOW IMPORTANT THIS IS FOR OUR FUTURE AND OUR FAMILY'S FUTURE - The Letter Carrier Political Fund (LCPF) is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support Letter Carriers and who are committed to maintaining a strong and innovative U.S. Postal Service.

Each year, NALC fights to fend off attacks in Congress that threaten Letter Carriers' collective-bargaining rights, retirement benefits and livelihood. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues and deliver our message to Washington.

Since union dues can't be used to support candidates for political office, the NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong Letter Carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service.

THE NALC

Our union! Yours and mine! Only together can WE be strong. And the more members that participate, the stronger we become.

There was a hard choice that Letter Carriers had to make back in 1970 when they chose to strike against the Post Office. They worked for an employer that didn't value their hard work, didn't value their dedication to their job, and didn't value them as people! They chose to rise up and stand together, against a system that was rigged to hold them and their families down, and risk losing their jobs!

Those brave men and women laid the groundwork for everything WE Letter Carriers have now: Rights, Benefits, Protections, Decent Wages, and Collective Bargaining. We owe them more than most current Letter Carriers know. And—if you don't know your history—then you're doomed to repeat it.

Unfortunately, now-a-days, many Letter Carriers take their rights, benefits, wages, protections, and collective bargaining for granted. Letter Carriers are simply too busy to pay attention, or simply don't care. These Letter Carriers have a false sense of security and don't understand the threats WE face.

Whether it's reducing OUR pay by making us pay more for our

pensions and benefits and/or reducing OUR level of pension and benefits that we've worked our entire career for, the threat is real.

Executive orders from OUR President have eroded several rights from federal employees, making it more difficult for unions to represent those federal employees. And OUR legislators in congress have also tried to attack OUR rights and benefits through legislation. We've weathered the storm so far through the hard work of our national union leaders, but...

IT IS TIME!!! Do something about it before we lose what was fought for so long ago in 1970 and through the years since!

It's as simple as...

**DONATING TO LCPF!
ANY BIWEEKLY AMOUNT WILL
HELP — \$1, \$2,\$5 OR MORE!**

**DOWNLOAD THE NALC APP AND
TURN ON THE NOTIFICATIONS!**

**CONTACT YOUR CONGRESSMEN,
AND SENATORS WHEN THE NALC
APP NOTIFIES YOU TOO!
THE PROCESS IS EASY, YOU CAN
CALL BEFORE OR AFTER WORK.
AND, IF YOU WANT EASIER, THEN
TEXT RESIST TO 50409 AND USE
RESIST.BOT, IT'S EVEN EASIER TO
USE AND FREE OF CHARGE.
RESIST.BOT ALLOWS YOU TO
CONTACT YOUR REPRESENTATIVES
THROUGH TEXT AND TAKES LESS
THAN 2 MINUTES. YOU CAN EVEN
COPY AND PASTE THE MESSAGE
THE NALC APP IS ASKING
YOU TO DELIVER.**

**THESE 3 ACTIONS WILL MAKE
OUR UNION MUCH STRONGER!**



FACT VS. OPINION



Generally a FACT is something that has actually happened or is empirically true by evidence.

An OPINION is a belief. It is normally subjective — meaning that it can vary based on a person's perspective, emotions, or individual understanding of something.

Each of us may have an OPINION on a certain subject. But, FACTS bare the truth and an OPINION is NOT that !

I have listed a few humorous one liners about one's OPINION. *If they are not food for thought, they may at least be crumbs...*

The person with the least expertise, has the most opinions.

Gloria's Theory

Propaganda is the art of persuading others of what one does not believe oneself.

Abba Eban

Anybody who thinks talk is cheap, should get some legal advise.

Franklin Jones

I worship the quicksand he walks on.

Art Buchwald

The right to be heard, does not automatically include the right to be taken seriously.

Hubert H. Humphrey

"Out tHeRe"



The fewer the facts, the stronger the opinion.

Arnold Glasow

For every action, there is an equal and opposite criticism.

Harrison's Postulate

A fanatic, is one who sticks to his guns, whether they are loaded or not.

Franklin Jones

If I want your opinion, I'll give it to you.

Samuel Goldwyn

I wouldn't speak to them, if we met in Hell, and they were carrying ice ! The Missionaries go forth to Christianize the savages, as if the savages weren't dangerous enough already.

Edward Abbey

Yawn: An honest opinion openly expressed.

If I agreed with your opinion, we might both be wrong.



Here are a few Fact Check sites that might be of interest:

- 1. WIKIPEDIA**
- 2. SNOPES**
- 3. FACTCHECK.COM**
- 4. POLITIFACT.ORG**
- 5. RATIONALWIKI**

MARK RAMIREZ
Retired Letter Carrier
NALC Branch 782 Health Benefits Representative
The Golden Empire Branch 782

2018 NALC HBP Info

At a glance...



NALC Health Benefit Plan

*Hospital Pre-Certification

Mental & Substance Precertification

Prescription Drug Program

CVS/Caremark Specialty Pharmacy

Durable Medical Equipment

"24/7 Nurse Hotline"

CVS/CareMark Pharmacist

Solutions for Caregivers (24/7)

CIGNA PPO Locator Line

CIGNA Organ Transplant Approval

Quit for Life (Tobacco Cessation)

CIGNA Health Rewards (Discounts)

CIGNA Plus (Dental Discount)

Disease Management Program

OPM Retirement Info Center

Federal Information Center

Social Security Administration Info

PostalEase Human Resources USPS

Quest Lab Services (Bakersfield)

LabCorp Lab Services Bakersfield

Shared Services Option 5 live person

1-888-636-6252

1-877-220-6252

1-877-468-1016

1-800-933-6252

1-800-237-2767

1-855-511-1893

1-877-220-6252

1-888-636-6252

1-877-468-1016

1-877-220-6252

1-800-668-9682

1-866-784-8454

1-800-558-9443

1-877-521-0244

1-800-227-3728

1-888-767-6738

1-800-333-4636

1-800-772-1213

1-877-477-3273

(661) 631-8520

(661) 631-9258

1-877-477-3273

NALC Health Benefit Plan

20547 Waverly Court

Ashburn, Virginia 20149

NALC Prescription Mail Order Drug Program

P.O. Box 94467

Palatine, Illinois 60094-4467

NALC Drug Prescription "Claims" Filing

P.O. Box 521926

Phoenix, Arizona 85072-2192

OptumHealth Behavioral Solutions

P.O. Box 30755

Salt Lake City, Utah 84130-0755

Questions: 1-877-468-1016

NALC Consumer Driven Health Plan and Value Option*

P.O. Box 18223

Chattanooga, TN 37422-7223

Phone: 1-855-511-1893

* Call for approvals Organ Transplants, DME Surgeries
InPatient

Preferred Provider (PPO)

Cost: \$20.00 Co-pay per office visit

**PPO Deductible: Per Calendar Year
\$300 "Individual"**

\$600 "Self & Family" or "Self Plus One"

Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility.

Some will require a prescription from the Doctor.

URGENT CARE

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

ASK FOR OTHER LOCATIONS

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

ASK FOR OTHER LOCATIONS

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

MARK RAMIREZ

NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

"Out There"



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

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

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



Have They Forgotten About Royal Oak Michigan?

By Vice President Paul Nee



One has to wonder, with all these new CCA's becoming managers, and these new managers with very little time in the Postal Service, if they have received any training on the Joint Statement on Violence in the Workplace, let alone the history of violence behind our doors.

It was November 14, 1991. The steward in the Royal Oak Michigan facility was Charlie Withers. He wrote a book called "The Tainted Eagle: The Truth Behind the Tragedy". Here an a excerpt from that book;

" The air was filled with sounds of screaming and popping. Someone ran up to our door and tried to open it. You could see the doorknob moving. **Then a clip from a rifle fell to the floor and you could hear another one being clicked in its place. I heard sounds of movement away from the door and then several more shots were fired in the next office.**

I looked out the window and saw a woman scurrying over a concrete wall about 3 feet high. I saw the woman fall into the parking lot, which was on the other side of the wall. All of a sudden the blare of the fire alarm began to echo through the building. You could see police cars rushing by. That November day, 31-year-old Thomas McIlvane of Oak Park went on a rampage in the post office after finding out he had lost an arbitration hearing.

McIlvane had been removed from his job Aug. 8, 1990, for profane comments made to his supervisors in phone calls. Withers, who represented McIlvane in his arbitration proceedings, said the gunman went through all his savings in the year he appealed his firing and was penniless when he came to the post office seeking revenge.

McIlvane entered the post office from a rear door by the loading docks on the 11 Mile side of the building at 8:48 a.m. **He fatally shot General Manager Christopher Carlisle first. Carlisle was the one who started the disciplinary action against McIlvane.** Sue Johnson, an acting supervisor, was in the room with Carlisle and was also shot. Johnson would spend the next month in a hospital recovering from her wounds. From there, McIlvane shot Rose Proos, an acting supervisor. Proos was transferred to Oakland Hospital (now

St. John's Oakland Hospital) in Madison Heights, where she died from gunshot wounds. Next he fatally shot Keith Ciszewski, a labor relations specialist, and then Mary Benincasa, a compensation specialist, before taking his own life.

Outside the building, near the corner of 11 Mile and Main Street, Clark French, an alternate union steward, collapsed when he noticed he, too, had been shot. French survived but has since had multiple surgeries.

Aftermath went into a code red alert, and the national news media descended on Royal Oak for the next several days. Royal Oak was the nation's third postal shooting in five years. Just one month earlier—on Oct. 10, 1991—a former postal worker killed two employees at the Ridgewood Post Office in New Jersey. Newspaper clippings in the 's History Room show that mail stopped for days in Royal Oak, Berkley and Pleasant Ridge; a large memorial service was held at the ; and grief counselors from Common Ground, Oakland County's crisis center, were dispatched to help postal workers deal with the tragedy.

In April 1992, the Detroit News reported that Sen. Carl Levin (D-MI) had received a long list of complaints from Royal Oak post office workers. Levin told the News that the "Royal Oak operation was rife with harassment of employees." Two months later, on June 15, 1992, the U.S. House of Representatives Committee on Post Office and Civil Service issued a report on investigations into the events at the Royal Oak shooting. The House panel found that management at the Royal Oak post office had created a "powder keg" and a "lethal formula." The report summarized by saying the slayings could have been avoided."

Now you know what happened on those sad days of the USPS. Too bad the Postal Managers today could care less about it. Confronting employees, berating employees, and even assaulting employees. And it starts right here in Exeter New Hampshire. I will leave you with a quote from writer and philosopher George Santayana of Harvard college;

"Those who cannot remember the past are condemned to repeat it."

Paul

Article courtesy of the Manchester, New Hampshire July 2018 Branch 44 Magnum — an award-winning NALC publication.

An Open Letter To Management —Or How Do You Sleep?

by Dave Barbuzzi, President
Mass Northeast Merged Branch 25

“--it” may roll downhill, but it’s time for you to grow a set and make the buck stop with you! Many of you are quick to talk down to a Letter Carrier and offer a sarcastic “If you don’t like it, leave”. **I’m challenging you to look in the mirror and say the same thing to yourself.**

You don’t like your job, do you? You’re treated like crap, aren’t you? So, you’re presented with options; you can spread your misery or you can pack it in and call it a career. I’m asking that if you choose to treat your employees like they are less than human — please, call it a career.

“Out There”



What have Carriers done to deserve this @#\$%??

They come to work, even when they don’t want to, and they work very long hours. They are not on the overtime desired list, but they are working

their days off and they are working through dinner. For YOU!

Yet, even though supervisory staffing is far better than Carrier staffing (as is evidenced by the grotesque number of 204b’s that you steal from our craft to cover for YOU), you treat them as if they owe YOU something. They don’t. You are not cutting their paychecks.

And just what do you do for THEM?

You make them wait to get uniforms because you’re either too lazy to do the paperwork to get uniforms or you lack the know-how to get them. You get put out when they ask you for a day off, actually you get put out when they ask if they can just stay home and not have to work their day off. You tell them to cancel their doctor’s appointments and forget about any personal plans.

This is not the military. Letter Carriers are not soldiers that should be at your beckon call seven days a week and god knows how many hours a day.

You raise your voice at them and think that’s ok. I can’t remember the last time I raised my voice at one of you. I may not like you, I may not even respect some of you personally, but I show the respect that is supposed to be shown in our dealings because that is what human beings do. Next time you raise your voice at a Carrier, ask yourself if you’re proud. Did you do it because you don’t have what it takes to raise your voice to your boss? How do you think that would go?

And to those of you that are 204b’s, some of you really don’t have a clue. Some of you did everything in your power to avoid doing a lick of work and you somehow envision yourselves as God’s gift to the postal service. I’ve got news for you: *You couldn’t carry the satchel of those that you may refer to as punks!* Do me and myself a favor, learn the Contract.

An Open Letter to Letter Carriers

STOP! Stop taking it. *PLEASE!!* Also, please document anything and everything that is happening that is abusive. No one has the right to yell at another person. If it happens to you, or if you witness it happening to someone else, write a statement. *PLEASE!!!!*

Please demand dignity. Please help your brothers and sisters achieve dignity. Fortunately, it is not every office in the Branch that suffers through insufferable management teams. But, there *are* offices in the Branch that do...

Why do you? How do you cope with it? Do you call in sick to avoid the unpleasant workplace because that’s easier than demanding a change? Do you snap at your fellow workers because it’s easier to snap at them than it is to snap at management? Don’t snap at anyone. **FIX IT!!!**

There is language in the contract and in the handbooks and manuals that requires that management maintains an atmosphere of dignity and respect in their dealings with you. Do they do that in your office? If they don’t, write a statement and file a grievance. *PLEASE!!!*

There are also requirements that employees be honest. Managers are employees. If they are not honest to you, and you can prove it, grieve it. Please. Bear witness for each other, tell the truth, and conduct yourselves in a manner that is above reproach. That is what is required of us in order to demand it of them.

If it seems like I am pleading, or even begging, that’s because I am. I take your phone calls, your texts, and your emails. I encourage you to communicate. But, I don’t want you to just vent. I want you to take it to the next level. If after you vent I tell you how to address your problem, please follow through.

Many of you have a long career ahead of you. Demand that your career is one free of harassment and intimidation and being treated as something less than human. Don’t let management swear at you, and don’t swear at them. Do it now before it’s too late.

STAY INFORMED!!!

Article courtesy of the Mass Northeast Merged Branch 25 Tewksbury, Massachusetts *WAKE UP!* published in June-July 2018

Four Reasons NOT to Take a TSP Loan

For most federal employees under the Federal Employee Retirement System (FERS), the Thrift Savings Plan (TSP) is their largest investment asset outside their home. The Plan offers loan programs which allow federal employees to borrow money from their accounts.

This feature is very enticing for someone that has a need for cash to place a down payment on a home purchase or just general expenses they want to take care of. They can tap the dollar value they have built up in their TSP after contributing for years through payroll deductions.

There are two loan programs available through the TSP: the residential loan and the general purpose loan.

The residential loan program is available to assist in putting together the funds required for a down payment or to help pay for closing costs on a home purchase. These loans can be paid back for up to a fifteen-year period and require documentation on the property.

The general purpose loan can be paid back for up to five years. It can be used for any purpose and does not require documentation. Payback is typically in the form of regular payroll deductions, although you can send in a payment to pay off the loan or reduce your balance.

The most obvious reason why it is a bad idea to pull money out of your TSP is that you lose the gains the money would have generated had it remained diversified in the TSP. The mathematics of compounding interest can be powerful, given time, in growing your savings.

The TSP charges you the G fund rate at the time of your loan, which remains fixed. You pay this rate back to yourself. You do sacrifice the earnings you

could have made if the money had remained in the account, invested in other than the G fund, and not been borrowed

As you pay your loan back through payroll deductions, it is important to know this is after-tax money. For every dollar you borrow, you have to earn that dollar plus your effective tax rate, in order to satisfy the loan payment.

When you retire and are ready to make withdrawals from your TSP account, that money will be taxed at ordinary income tax rates. There is no distinction for the money you had previously paid back with after-tax funds. These funds will be taxed at your ordinary income rate.

In effect, a portion of your TSP account will have been taxed twice because of your loan; once during loan repayment and once during withdrawal of funds.

Stopping contributions

Those that borrow from their TSP accounts face the possibility of voluntarily reducing their regular TSP contributions. They may not be able to afford the loan payback schedule, along with continuing their regular TSP payroll deductions that have been taking place, so they cut back on TSP contributions. Therefore, the loan will cause them to reduce their long-term retirement savings. This could have a significant effect on their ability to retire on time.

In conclusion, the TSP loan program provides some access to your funds before you separate from the government. However, it can come at a steep price, particularly for those that are not fully informed on the costs, both hidden and apparent.

Find this article and more at FEDSMITH.COM

Article courtesy of the Oklahoma City, Oklahoma
August 2018 NALC Branch 458 SOONER SCRIPT

STEWARDS CORNER

Maurice Johnson, Vice President
NALC Branch 385

The hot topic for this month is the Postal vehicle shortage that is beginning to grow throughout the Youngstown Installation.

In certain offices of the Installation, Carriers have been made to double up, and deliver two routes from one vehicle.

When this happens make sure that you notify your Steward or call the Union Office!

One of the most prevalent problems is vehicle safety! All vehicles that are to be driven by Letter Carriers, should be inspected before each use.

The Union is concerned that Carriers that report to work after the regular starting time may be given vehicles that are not safe — and at times given vehicles that have been tagged inoperable by a regular or a CCA. Once a vehicle is tagged for safety, it should **not** be used until it is repaired.

Carriers have a responsibility to do a proper vehicle inspection. All Carriers should be using the U.S. Postal Service Expanded Vehicle Safety Check from Handbook M-41 Section 832.

U.S. POSTAL SERVICE EXPANDED VEHICLE SAFETY CHECK

1. Look under body for oil and water leaks.
2. Inspect two front tires for inflation and wear.
3. Check hood latches.
4. Check front for body damage.
5. Check left side for body damage.
6. Check left door lock. Check for rear end leaks.
7. Check all rear tires for inflation and wear.
8. Check rear for body damage.
9. Check rear door lock.
10. Check right side for body damage.

11. Check right door lock.
12. Open door and move into driving position.
13. Start engine. (If in enclosed area, wait until after step 21.)
14. With assistance - adjust pot-lid and left front mirror.
15. With assistance - check headlights, tail lights, brake lights, 4-way flashers, and directional signals, front and rear.
16. Adjust right side rear view mirror.
17. Adjust center rear view mirror.
18. Check steering wheel play.
19. Check accident report kit.
20. Check window locks.
21. Check windshield wipers and washers.
22. Check horn.
23. Check gages (gas gage requires 30 seconds for "warm-up").
24. Check foot brake (no more than two inches free play).
25. Check hand brake.
26. Check seat belt and fasten.

NOTE: This check list has been programmed to take the driver in a logical sequence around the RHD (Right Hand Drive) vehicle with a minimum of lost motion. For LHD (Left Hand Drive) vehicles - work from right side to rear to left side beginning at Item 5. Items 15 and 16 - if no assistance readily available, handle personally.

Vehicle maintenance: All maintenance should be performed by a certified Vehicle Maintenance Personnel with the exception of refueling postal vehicles.

841 Servicing

841.1 Return truck to garage or delivery unit on completion of route, or when so directed.

841.2 Inspect truck to determine if any damage has occurred while truck was in your custody. (If damage has occurred, complete forms as outlined in part 842.)

841.3 Have fuel, oil, and water replenished by garage or station attendant as scheduled. However, you may be required to fuel vehicles at postal facilities having bulk fuel tanks (and no vehicle maintenance personnel on site), or at commercial self service stations and islands.

841.4 In addition, delivery personnel will be required to fuel vehicles at all postal facilities where automated fueling systems are installed and appropriate identification cards or operator's badges have been issued.

With so many different vehicles rotating in and out of each delivery unit it would be very smart for all Letter Carriers to pay special attention to the body of all vehicles that are assigned to you, check for dents, scratches, visible damage to vehicle parts such as mirrors, headlights, taillights and windows.

842.1 Reporting Defects

Driver must (a) report all mechanical defects or failures and major body damage on Form 4565, Vehicle Repair Tag (see exhibit 842.1) as soon as noted, and (b) immediately turn in the completed form to a dispatcher or manager. Minor body damage can sometimes await repair until the next regular inspection and need not be reported more than once.

842.2 Preparation of Form 4565

Whenever a motor vehicle requires repairs, complete Form 4565 in triplicate as follows:

a. Enter vehicle number and the hour and date vehicle was checked in.

b. Put check mark opposite item requiring repair, or, if not listed, enter opposite

Other Repairs.

c. Describe details of repair under Remarks. For example, if brake block is checked, state: pulls to the right, brakes fading, etc.

842.3 Disposition of Form 4565

842.31 Deliver to the garage dispatcher or manager for initialing. Driver copy will be returned to you and should be kept as proof that damage was reported.

842.32 Attach dispatcher copy to Form 4570.

842.33 Mechanic copy is sent to the garage with vehicle.

Courtesy of the Youngstown, Ohio
June 2018 NALC BRANCH 385 RELAY



from the editor-guy

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

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

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

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

BASIL ZUNIGA

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

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

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

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

Please include \$6.70 for USPS Priority Mail postage.

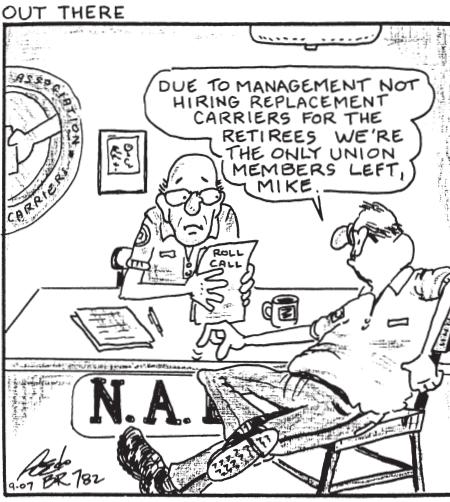
NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 205-1603

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

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



Originally published April 2009



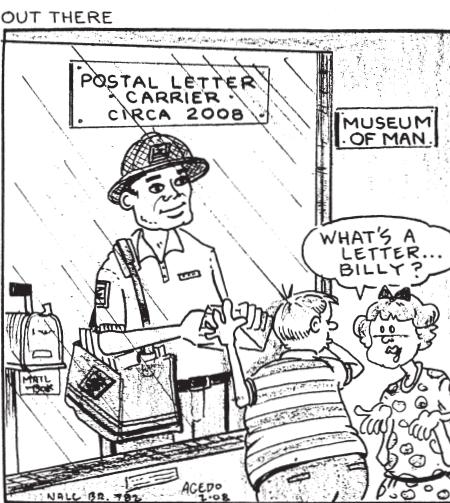
Originally published April 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009

RETIREE REPORTS

Dan Yianakopolos, Retiree Trustee, NHSALC

Do You Have Any Idea How Much Money I Lost?



I cannot tell you how many times I have heard, "I do not get involved with that stuff," at a union meeting or with just my time on the workroom floor. It boggles my mind that people still think that the NALC is a political machine that only represents politicians that are against them or line their pockets with our union dues. None of this is true... let me explain...

The NALC is one of the most progressive unions in the United States today. None of our dues money goes to any politician. We use only the Letter Carrier Political Fund for our contributions. It does not matter whether you are a Democrat, Republican, or an Independent, if you support labor and a strong Postal Service, there is a good chance those funds will go to you.

Let me explain something to you. Read article 43 of your national contract. In a nutshell, it says that anything we have negotiated can be taken away with the stroke of pen in legislation or the court system. With that understood, I showed up for work, I think it was 1983. I was told that my social security benefit was about to change. I do not have the dates perfect, but basically if you retired after 1985 a new provision called the "Windfall Elimination Provision," would basically reduce my social security benefit by 66%. I would have had only 15 years in service and was not old enough to retire.

So now I have been retired almost 12 years. My social security was reduced by around \$500 a month. That means that after 12 years of retirement I have lost \$72,000 plus interest.

And just for the record, it was a Democratic House, Republican Senate, and Reagan was President.

If you think for a minute it cannot happen to you...think again! Budget proposals out there want you to go to a High-Five instead of a High-Three. They want to reduce the measly money you make in the "G" fund. They want to increase the amount of money you pay towards your retirement and your health plan. It just does not stop!

Article courtesy of the New Hampshire State Association of Letter Carriers 119th State Convention Book. Thank you, Editor Carolyn "Sissy" Sawyer!!

Take the following test and score one point for every one you answer correctly:

#1. Do you fully read the National Postal Record?

#2. Do you 'read' your local newsletter?

#3. Do you read your bulletin board once or twice a week?

#4. Do you attend union meetings?

#5. Do you attend Stewards meetings?

#6. Do you contribute to the Letter Carrier Political Fund?

#7. Do you email or write your congressman and senators?

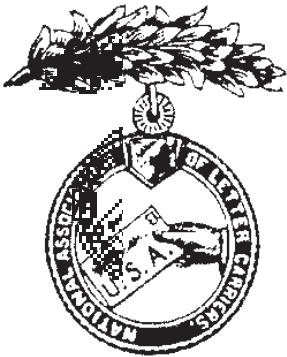
#8. Do you visit the National Website weekly?

#9. Do you try to attend State and National Conventions?

#10. Have you signed up for the NALC e-Activist Network?

#11. Do you support labor in any other way?

If you scored four or less, you have probably checked out on keeping an eye on your job. If you want to have a career, that has the benefits you are working for right now, when you retire, you have to stay in the game. Nothing will be given to you. You have to fight for it, and fight to keep it! With the stroke of a pen, you could lose thousands of dollars. Do not let that happen to you and your family!



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. E-mails are preferred...

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

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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Trustee	Paul Salazar	(661) 303-3603
Trustee	Darryl Holderman	(661) 332-9201

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Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Joanne Layton	(661) 204-4928
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South Station (93304)	Judy Kiyoshi	(661) 817-5529
South Station Alternate	Darryl Holderman	(661) 487-5353
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East Bakersfield (Alternate)	Gilroy Manglicmot	(661) 301-2156
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Dole Court (Alternate)	David Treto	(661) 865-8922
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Stockdale Station (93309)	Maria Valenzuela	(661) 496-5929
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Tehachapi (93561)	Paula Hogg	(760) 373-8963
Trona (93562)	Lynnel Howell	(760) 382-3030

OWCP Representative	Rick Gerdes	(661) 301-9675
CCA Representative	Gilroy Manglicmot	(661) 301-2156
USPS Social Recreation Rep	Paul Greenfield	(661) 203-7802

Branch 782 Website
www.782nalc.com

Rick Plummer, Webmaster





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

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

General Meeting Wednesday August 22, 2018 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

August 1, 2018 Grievance on delayed CCA backpay resolved

The parties have settled a national-level grievance on the delay in retroactive payment to certain CCAs following ratification of the 2016-2019 National Agreement.

In accordance with this settlement (M-01895), former CCA employees who converted to career status during the back pay period resulting from ratification of the 2016-2019 National Agreement who did not receive their retroactive pay on Feb. 23, 2018, for their time spent as a CCA, will receive a one-time lump-sum payment. The amount of the payment is determined by the length of time the employee was a CCA during the back pay period.

The affected employees will receive the payments as follows: CCAs converted between Nov. 26, 2016, and Feb. 18, 2017, will receive \$50; CCAs converted between Feb. 18, 2017, and May 27, 2017, will receive \$100; and CCAs converted between May 27, 2017, and Aug. 7, 2017, will receive \$150.

Source: NALC Website

FORWARDING SERVICE REQUESTED

OUT THERE



**Each and EVERY month, Branch 782
sponsors a drawing...**

This month YOU could win

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

If you are here, you have gravitated to **WWW.782.NALC**. Thank you and Congratulations!!!