

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

AUGUST 2019

OFFICIAL NOTICE OF NOMINATION AND ELECTION OF OFFICERS OF NALC GOLDEN EMPIRE BRANCH 782 AND DELEGATES TO THE 2020 STATE CONVENTION AND DELEGATES TO THE 2020 NATIONAL CONVENTION

NOMINATIONS

Nominations for the election of officers of NALC Branch 782 and delegates to the 2020 State Convention and delegates to the 2020 National Convention will be held at the regular Branch meeting on September 25, 2019 at 7:00 P.M. at the Branch 782 Union Office located at 2628 "F" Street, Bakersfield, California. Candidates must accept nominations at the time made or, if absent, in writing to the Branch Recording Secretary within three (3) days after the nomination is made. Nominations may be submitted in writing provided that they are received by the Branch Recording Secretary prior to the closing of nominations at the regular branch meeting in September. Candidates may accept nominations for only one office. Upon nomination, every nominee must certify that he or she had not served as a supervisor for the 24 months prior to being nominated.

Nominations will be held for the following Branch offices: **President, Vice President, Recording Secretary, Treasurer, Financial Secretary, Sergeant-at-Arms, three (3) Trustees; and, MBA/Health Benefits Representative.**

By virtue of the positions, Branch 782 President and Vice President shall be delegates to both the National and State Conventions.

The term of office will be three (3) years.

ELECTION

The election will be conducted by secret ballot at the regular meeting on November 20, 2019 at 7:00 P.M. at the Branch 782 Union Office, 2628 "F" Street, Bakersfield, California.

Any member who, for any reason, will be unable to vote on November 20, 2019, may obtain absentee ballots by submitting a signed written request to the Election Committee, Golden Empire Branch 782, 2628 "F" Street, Bakersfield, California 93301. Absentee ballots must be requested after nominations have been closed but no later than November 6, 2019.

Write-in votes are not permitted.

ELIGIBILITY FOR BRANCH FUNDS

Of the delegates from the Bakersfield local area selected to the State Convention and National Convention, the requirements of eligibility for Conventions funds will be; attendance at ten (10) of the twelve (12) regular General Meetings just prior to the State Convention; and then (10) of the twelve (12) regular General Meetings just prior to the National Convention.

Of the delegates selected from the outlying Associate Offices (excess of thirty miles from Bakersfield), the requirements of eligibility for convention funds shall be: attendance at least two (2) meetings (any combination of regular General Meetings and/or Quarterly Area Meetings) in the twelve months just prior to the State Convention.



Minutes of the July 2019 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 24th day of July, 2019 at the branch office, Bakersfield . The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale , Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor and Social and Recreation Committee Member, Paul Greenfield; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and OWCP Rep., Rick Gerdes. The Minutes of the June 26, 2019 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections

APPLICATION FOR MEMBERSHIP: Applications were received from: Makenna Rose Garcia, Brundage; Roxana K. Rios, Downtown; Tyler L. Herring, Hillcrest; Johanna J. Moreno, Camino Media; Jordy Cisterna, Brundage; Joshua Ville Molina, Hillcrest; Oscar Ortez, Lamont; Anthony Davis, Boron

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that the picnic is October 13. Paul Greenfield reported that they are trying to transition from a paper newsletter to the web version. Debbie Guillet expressed her concerns of having a portion of the newsletter in the printed copy and the rest of the article in the web version. Some carriers do not have the internet or are not comfortable using a computer. A discussion was held. Paul then discussed the articles in the web newsletter about retirees Roy Rosales and Leo Neussar. He thanked Mike Munoz for his article. Paul then discussed a letter he would like to send to local attorneys who deal with estate planning. The letter requests the attorneys place an ad in the newsletter and give members who use their services a discount. Paul then discussed the upcoming Social and Recreation Committee events. They have tickets to the September 1st Angels vs. Red Sox game. He has tickets with him tonight, so see Paul if you want tickets. He also discussed plans for a Softball Tournament. It was suggested

that the Committee get discounted Fair tickets. He explained that they no longer get movie tickets because they can be purchased cheaper online. Kim Gerdes reported that there were no book sales this month.

NEW BUSINESS: Teresa Ortega read the adjustments to the 2018-2019 Budget. Dicie Wilder made a motion that the branch purchase 290 color coded calendars. Seconded by Jerry Patterson and passed.

GOOD OF THE ASSOCIATION: Mike Towery reported that Gilroy Manglicmot has stepped down as Steward at Hillcrest. Mike thanked Gilroy for all the work he has done as steward. Mike Meza will cover Hillcrest along with Camino Media, South and Taft. He also reported that Ryan Woommavovah will be the Alternate Steward at Brundage. Basil Zuniga apologized for going over his budget for the newsletter and for cutting the articles in the printed newsletter. He was looking for ways to save money. Mike Towery explained that he was only about \$300. over budget.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$7506.93 was collected for the month of June.

TREASURERS REPORT: Molly Biggar reported for June 2019:

Beginning Balance	\$79,227.08
Dues and Income	\$13,678.59
Total Balance	\$92,905.67
Total Expenses	\$14,908.86
Ending Balance	\$77,996.81

The MDA 50/50 Drawing was won by Shari Sharp. (\$15.00/\$15.00)

The Drawing for \$500.00 would have been won by Rosario Padilla if she had been present.

There were 41 members present. Ten were Veterans and 14 retirees

The meeting adjourned at 7:30 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

**IGNORANCE IS NOT BLISS.
IF YOU DON'T KNOW YOUR RIGHTS, YOU HAVE NONE...**

Non-Members as of July 8, 2019

There are only 15 non-members in all of the cities we serve!

Downtown Station
Sarah Kirby
Javier Cruz
Jason Macknicki

South Station
Chanthorn Ped

Brundage/East Bakersfield
100% UNION!!!

Hillcrest
100% UNION!!!

Dole Court
100% UNION!!!

Stockdale
James Oh
Daniel Zuniga

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
Kelly Treat

Shafter
Mac D. Voights
Laura M. New

Taft
K. J. Kaczmarek
Ramon Martinez

Tehachapi
Christina Cronauer

Trona
100% UNION!!!

Wasco
Eun Chong

CCA names are in italics

"OuT tHeRe"



from the editor-guy

When Assistant Editor Paul Greenfield made his report about the newsletter at last month's general meeting, he asked how the assembled members liked the July edition.

Debbie Guillet summed it up as she said, "It sucked!" I agreed. Still do. Even before she told me the newsletter sucked, I'd already said it myself.

In a demented, perverse way of looking at things, I took her remarks as a back-handed compliment and gift all at the same time. I never know if anyone actually ever reads the Branch 782 newsletter. I guess at least one person does.

Debbie explained some folks don't have computers. I know that. She addressed some other issues that I'd also considered when I was cobbling together both the June and July issues.

But, bottom line, I cut the newsletter printing costs as ordered by the Executive Board after the May general meeting.

I didn't particularly like the idea of bouncing readers to the web version to continue reading. Doing that did allow me to keep the June newsletter to only two pages and the July

issue to eight pages — and to do what I'd been directed to do: Save Money. The Branch allocates part of your dues money to producing the print version of the newsletter and it *is* a significant part of the budget. That said, I am striving to keep myself under control while keeping folks content with what I do.

After the newsletter was mailed last month, I got a call from Mark Ramirez. He asked if I had read his piece for the July newsletter. I told him that I had. He asked why I had not printed everything he wrote. I explained that *all* of the articles — with the exception of the Minutes — had been dealt with in the same way. (There's no reason to tell you what he did then. But, he was pretty upset with me.) His entire original article *was* in the July newsletter. It's reprinted, one more time, here in the August web version. Mark, look for your piece on page 16.

I was given a suggestion at the July meeting: Don't have any "jumps" to the web version to finish reading something; instead, put in a list of articles that people can look up if they want. Okay, Debbie Guillet, the 28 page August web version can be found at <http://www.782nalc.com/newsletters/NL0819.pdf>.

Here's a list of articles anyone can access — thanks to Rick Plummer! Oh, enjoy Fred's cartoons in color, too!!

Official Notice of Nominations; Minutes of the July 2019 General Meeting; Non-member list; Consolidated Casing Testing Phase I & II; Anticipating changes in your world by knowing a little about what is happening to other Letter Carriers elsewhere; CSALC District Officer Eric Ellis Report; LCPF Info; Duane Huse and Roy Rosales retired on July 19 — more pix and info; Some things to do when YOU decide to retire; STRESSED? Are you really??; Young Student Tours of the post office ARE an investment; The reprint of the Mark Ramirez article which was in the July web newsletter; Fred Acedo cartoons which were also in the July web version; A reprise of the Health Benefit Info; The Union is NOT a Spectator Sport; NALC Disaster Relief Foundation; "I didn't know." and "Nobody Told Me." REALLY????!?!; Slips, Trips and Falls...Oh, No!!; Marijuana (Cannabis) & the USPS — A cautionary California-themed message; Contract Quiz Bomb on your FMLA Rights; Close Encounters of the Scary Kind; Safety Related Discipline (still) On the Rise; Crap In. Crap Out.; Advertisement for Fred Acedo **OuT tHeRe Volume II book; NALC Scholarship Application; and, the normal back cover schtuff. Oh, don't forget!! The drawing for this month is for \$500! Retiree Rosie Padilla "could have would have" won it last month if she'd been in attendance. Her loss might be your gain...**

Please offer me a little guidance on what I should do with your newsletter. Your dues pay for what I do. My email address is: brziii@aol.com. Thank Yur! I'll pass any input along to anybody else besides me who might care.

Finally, for whatever this may or not matter, I apologize to anyone who has felt offended in any way.

BASIL ZUNIGA

What is “Consolidated Casing”?

By Christopher Jackson,
NALC Director of City Delivery

USPS states that these Carriers will report in two different groups, with the first group to begin tour approximately 8 to 8:30 a.m. and the second group perhaps an hour or an hour and a half later. All Letter Carriers performing street duties will obtain their own accountable items prior to leaving for the street, and afternoon return-to-office duties will not change.

Some of you may recall the caser/streeter concept that USPS tested in 2011. This test involved some Letter Carriers performing office duties for multiple routes while the remaining Carriers delivered on the street.

This test is slightly different based on the proposed case configuration.

In caser/streeter, each route maintained its own case, while in this test, multiple routes will be combined into one case. The current test appears to be the Postal Service’s attempt to revisit the prior unsuccessful caser/streeter route pilot.

This is a portion of Chris Jackson’s article in the May 2019 *Postal Record*. The full article is available at <https://www.nalc.org/news/the-postal-record/2019/may-2019/document/>

Carriers performing casing duties will report early in the morning and will have their start times adjusted accordingly. USPS states that casing-assignment Carriers may start as early as 5:45 a.m. These carriers will case a total of six routes, three at a time, and prepare them for street delivery.

The newly designed consolidated case will consist of three pieces of casing equipment in the traditional horseshoe design with one complete route in each piece of equipment. The cases will have double-sided address labels on plastic strips affixed to the case that can be reversed.

USPS uses various methods for attaching these labels. This case labeling method is

commonly referred to as 2-into-1 casing for offices already using this system. The casing Carrier will case three routes for delivery, pull down the routes, switch the case labels, then case and pull down three additional routes. For example, the caser will case and pull down routes 1-3, then switch the case labels and case routes 4-6. Full-time Letter Carriers performing casing assignments may be given additional street duties to fulfill their eight-hour requirement.

Carriers performing street duties will report later in the day, with start times scheduled to coincide with the projected time the casing duties are complete.

Assignments with street duties may be adjusted with additional deliveries to make up for the loss of office time.

USPS provided NALC with a list of Phase Two test sites for their unilateral test. Each postal area will contain one test site during Phase Two. Phase Two sites identified by USPS are (by district and facility): Western Pennsylvania - Canonsburg Post Office; Detroit - Detroit, MI (Strathmoor Station); Connecticut Valley - Taunton Post Office; Sierra Coastal - Glendale, CA (Grand Central Station); Arkansas - Jonesboro Post Office; Colorado/Wyoming - Denver, CO (Westwood Station). USPS will provide dates for implementation as they become available.

Source: NALC Website

If Phase Two is coming, how are things going in Phase One?

By Tom Cleer, President,
NALC Branch 3520

On May 18, the Postal Service began a consolidated casing test in the Annandale Post Office. *Annandale is the first location in the country to be tested.*

Consolidated casing merges six routes into one casing assignment for one letter carrier to case and pull down while other letter carriers come in, get their keys, scanners and accountable items, then

go straight to the street. The Postal Service believes it can reduce the amount of office time, including fixed office time, by combining casing duties on multiple routes. They also believe that the consolidated casing concept will allow for extra work space to accommodate the increase in parcel volume and possible leased building consolidation.

This is a unilateral test and NALC has not agreed to participate in the process. However, representatives from NALC headquarters and from Branch 3520 have been monitoring and observing the testing process. NALC has filed a national level grievance, and the branch has filed multiple grievances involving contractual violations since the test began.

Continued on next page...

The consolidated case itself has three pieces of casing equipment all with 1 inch wickets with two addresses per wicket. These cases are in the traditional horseshoe design with one complete route on each piece of equipment.

The cases have address labels on plastic strips attached with velcro to the case so they can be detached and flipped over to display the labels for the next set of routes to be cased. The person casing will case the first three routes for delivery, pull them down, switch the case labels, then case and pull down either two or three additional routes, one of which is their assignment.

Casing assignments begin at 5:30 a.m. with street assignments beginning at 8:15 a.m. or 9:15 a.m. All assignments were decided unilaterally by the Postal Service.

As you can imagine, multiple issues have arisen. For instance, who takes care of the hold mail and forwards — Caser Carrier or streeter Carrier?

For the first few weeks, instructions were changed almost daily for this alone. Management unilaterally changed the break from office to street for the streeter carriers, but not the caser carriers. Management has instructed carriers to check their vehicles on street time. Overtime violations are ongoing.

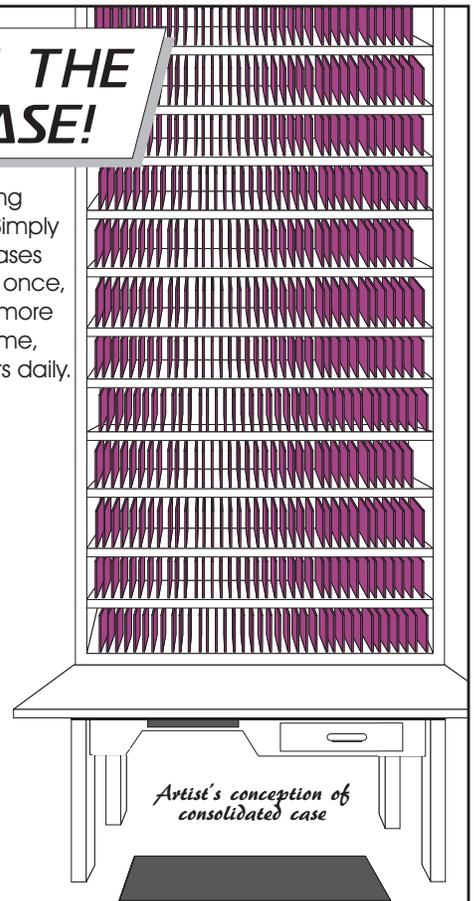
These issues are being addressed locally through the grievance process.

MEET THE FUTURE! THE CONSOLIDATED CASE!

Rumor has it that our overlords are conducting something called "consolidated casing" tests around the country. Simply put, carriers will be divided into casers and streeters. Cases will accommodate six routes with three routes cased at once, then pulled. Labels will then be switched out and three more routes will be cased and pulled. With negligible office time, streeters will be expected to deliver for nearly eight hours daily.



After the first three routes are cased and pulled, labels will be changed for casing and pulling the next three routes, but that won't take any time.



BY KERRY WAITE & TERRY KROTT © 2019 THEPOSTOFFICE.COM

A special thank you to Branch 82 Retiree Kevin Wrede for his "bizarro" insight and creativity!!!

The Postal Service is planning to move forward with implementing this process in other stations across the country. It is not known if they will use the same unilateral methods as in Annandale.

I would like to personally commend the carriers in Annandale for their hard work and professionalism under the adversarial conditions they are confronting on a daily basis.

This article is courtesy of the Annandale, Virginia July 2019 Branch 3520 *NOVA CARRIER*. The author, Branch President Tom Cleer, has provided an overview of the experience his members have gone through as this testing process gets underway. Look for forthcoming future info...

You may be tempted to think that just because Phase One is happening in Virginia, or that Phase Two sites have been selected elsewhere, none of this impacts the world that you work in.

At one time, MSP scan points went through a test like this. So, too, did DPS. And, FSS (which is DPS for flats) is something that you may think is never, ever going to wind up at *YOUR* office. Well — for some perspective — think about this next little mental tidbit for just a moment...

“FSS ARRIVED on June 24, 2019 to the Hayward installation. The postmaster said carriers will be trained. More to follow.”

Info by way of the Hayward, California July 2019 Branch 1707 ZIPPER)

Isn't It Obvious By Now That President Trump Isn't a Friend of Letter Carriers?

When I was considering which college to attend, if a university wrote to me, I would send back the reply card and get an avalanche of material in return.

Eastern New Mexico University sent me their propaganda. (I say propaganda because their flyer stated, among other things, that the average temperature was 70 degrees.)

I was thinking, "Monterey. *That* is what I'm used to here."

Then I get there. I learned that statement was true and misleading at the same time.

Summers were intolerably hot and it snowed in December. Wind gusts were so powerful that they knocked me off my feet just walking through campus.

So...the *average* temperature was probably around 70 degrees — just not as pleasant as what I was used to on the coast.

Donald Trump won the presidency promising to "make America great again".

Sounded good, right? Catch-all phrases work great until you learn the details.

If you're a millionaire, you probably feel pretty good about things right now. If you belong to a labor union, not so much.

Why do I say that? The president and his henchmen are doing everything they can to destroy the labor movement. Among other things, they are stacking the National Labor Relations board with anti-union ideologues. They are also making it harder for unions to organize workplaces.

And, they are making moves to outlaw "official time". You know what that is,

right? **It's the right of your steward to process grievances on-the-clock.** No official time means one thing and one thing only — union busting.

So has the president tried to make the United States Postal Service great again?

Let's go over what his plans for YOU are:

- Elimination of pensions for new employees, to be replaced by a 401-k only plan.
- Elimination of COLAs for retirees under the Federal Employees Retirement System.
- Cutting the COLA for retirees under the Civil Service Retirement System by half a percentage point over what it would have been.
- Elimination of the Special Retirement Supplement for FERS retirees.
- Combining annual and sick leave into one leave category and then cutting the number of leave earned by a third.
- Cutting at least one day of regular mail delivery.
- Elimination of door delivery.
- Cutting the rate of return for investments in the G Fund.
- Raising the amount employees pay toward their pensions, with no corresponding benefit in return.
- Privatization of the USPS.

By Eric Ellis,
CSALC District 4 Officer

Is there a single Letter Carrier or postal employee in general who would not be harmed by the president's proposals?



THAT answer is obvious!!!!!!

The proposals, as outlined, would potentially cost **YOU** hundreds of thousands of dollars in pension losses; affect how many hours **YOU** work; determine if **YOU** have a job that pays the bills; or pay more toward **YOUR** pension (as do newer employees) — so that the ultra-wealthy get a tax cut.

President Trump is not your friend, no matter how he advertises himself.



The foundation of a strong labor organization is built on the concept that many members, each doing their part, can create a hugely successful and powerful force to protect ALL of OUR Rights and Benefits!

\$5 a paycheck...

Letter Carrier Political Fund

By Garrett Scott, Editor
NALC Branch 79

For those members out there who don't want to contribute to this fund out of principle, I would like you to think about something. I heard of a Letter Carrier activist who says he can't contribute to the LCPF because he is opposed to "money in politics." He doesn't give to the political fund for the same reason he doesn't donate to politicians' campaigns.

*But guess what? The Brother **IS** actually contributing to political action committees and lobbyists... Some small part of every Amazon.com purchase, copies and printing from Kinko's etc. goes toward their lobbyists. **YES.***

*So, while refusing to contribute a few dollars per pay period to save OUR jobs, he is unwittingly contributing to others who seek to privatize the Postal Service and take our jobs! **YES, AGAIN.***

I cannot be more clear: If you are not contributing a few dollars per pay period to the Letter Carrier Political Fund, you are not doing what you need to do to protect your job and your retirement. The political fund is what allows the NALC to send committed, knowledgeable Carriers and activists to go to the women and men of the U.S. Congress to lobby on our behalf.

The notion of lobbying may be unknown to you. Even the word "lobbyist" may seem like a dirty word. What is a lobbyist?

A person who lobbies congress is simply someone who is going to members of congress (senators and representatives) and who is scheduling time to talk face-to-face to them or to their staff in order to specifically discuss Letter Carrier issues.

This is not partisan. I'm talking about Letter Carriers — in so-called "red states" as well as so-called "blue states" — sitting down with Republican members of congress *and* sitting down with Democratic members of congress and educating them on how the laws they write and pass are going to affect us. Even more important to all those politicians is the impact of those laws on the constituents who voted for them — and who they hope will do so again.

If it weren't for the lobbying efforts of the LCPF, congress would have done a lot of horrible stuff to us in recent years. In fact there was a push to privatize the postal service; to eliminate one or more service days; and, to end door-to-door delivery. Any of these terrible ideas would have resulted in the loss of Letter Carrier jobs.

I know not everyone is politically involved or active. In fact some people hate politics and are completely disengaged or uninterested. I am not actually asking you to get involved (for a change). I **AM** asking you to sign up to the LCPF! Give at least \$5 per pay period and let someone else do the work for you.

Even if you are currently at the lowest end of the paychart I know you can afford to give this. You won't notice it missing from your paycheck, but what you will notice is that you continue to receive a paycheck for the rest of your career.

We should all know the prefunding mandate is what's responsible on paper for all the losses the USPS has incurred the last several years. Do you know who can change this terrible legislation? The US Congress.

Do you know who else can change this terrible legislation? No one. **ONLY** Congress. *No one else can change it.* Did you get that? **Only Congress can change it.**

So please sign up and start contributing to LCPF so that we can make more allies, regardless of party or ideology. *We need all the friends we can get in the halls of power in Washington D.C.* You can sign up online, and you can sign up over the phone.

So please think about what I have said and sign up for the Letter Carrier Political Fund. For any additional information, please call the Branch office. Please take a stand to protect your current and future Rights and Benefits!

This portion of an article is courtesy of the Seattle, Washington June 2019 NALC Branch 79 *Seventy-Niner*. Thanks, Garrett!



I cannot be more clear: If you are not contributing a few dollars per pay period to the Letter Carrier Political Fund, you are not doing what you need to do to protect your job and your retirement."

Congratulations, Roy Rosales!!

Much earlier than Roy was supposed to clock on at the Arvin post office, he would be in the building. Some used to make fun of him. **But, doing that was part of his work ethic!**

Long before Roy's days as a wage earner ended on July 19, 2019 he learned what work was about. As a 6-year old living in the Lamont area, he helped his father prune almond trees. When his father was told that there was work in Santa Rosa, California picking apples he packed up his family and they all went there to earn some money.

Roy got used to waking up before dawn and putting in a long day during that time — he also has really good memories of playing in the Russian River when the work day was done. More importantly, Roy learned that working provided a chance to eat and do the things in life that he wanted to do.

His father and mother always stressed that he would need to work hard in life. A priority for them was that Roy and his seven brothers and sisters WOULD pursue education as a way to build a better life. Each of them earned good grades and were active in the Arvin High School sports programs exelling in basketball, football and baseball.

After three years at Cal State Northridge, Roy transferred to Cal State Bakersfield pursuing a BA because he wanted to become a counselor. Although a few units short of achieving his goal, Roy decided to change directions and put in applications at the DMV, the USPS and even with the Department of Corrections. He had decided that each of those careers would provide a better chance at benefits and a good future retirement.

Roy and his brother, Tony, went together to the DMV to take a test. Both passed. (His brother retired from that organization after thirty-three years.)

In 1985, Roy was hired as a 93309 Letter Carrier and showed up for work at Stockdale Station. The station manager was John Smith. After about ten months, Roy made another decision. "Leave the Postal Service."

By then, Ron Carlon was the manager and he told Roy that if he ever wanted to get his job back, he would help him. After working at a number of different jobs, Roy decided a few years later to come back to the USPS.

With a positive recom-

mendation from Ron, Arvin Postmaster Frank Arrambula, Sr. hired Roy in 1989 and he soon settled into the familiar routine as a PTF.

Arvin is a small office. There are only three regular routes. Roy was the Carrier on Route 1. (For some perspective, Roy took over this assignment when old-timer Letter Carrier Dean Scott retired. **For over sixty-one years, there were only two Regulars delivering to the customers on those streets in Arvin!**)



Looking back, Roy shared some of his memories of different supervisors and postmasters that he worked for. Dick Guiltinan came to Arvin from Bakersfield when there was a restructuring. (He had been a high level postal manager and would finish out his career as their

postmaster. "Dick was a good guy who came in and wasn't 'trying to save the post office'. He just let us do our work and we always made him look good.") So, too, did Larry Taverner before he passed away.



Current postmaster, Tim Bettis, also ranks high on Roy's list of good people to work for. "He cares about providing good service for our customers instead of trying to micro-manage everything that we do.

THE ARVIN 93203 CREW



(Left to right) Front Row: Mari Garcia, Christina Ford, Postmaster Tim Bettis (kneeling) Back Row: Branch 782 President Mike Towery, Mike Rodriguez, Vanessa Luna, Roy Rosales, "Butter" Rosales, Gerardo Gomez, Luis Carmona, CindyJohnson, Linda Perkins and NALC Branch 782 Shop Steward Mike Munoz



And, you know what? The Arvin crew just gets the job done for all of our customers!”

We often talk about how we have a “postal family”. *In Roy’s case, it is not just a trite saying...*

Roy’s two young daughters, Daniella and Diana “Pumpkin” were both killed in a car crash in 2005. It was a very dark time for both Roy and his wife, Bertha; and, it extended for some two years of their lives.

And — through their sorrow — the Arvin Crew was there for them. So, too, was God...even in the midst of such a terrible tragedy.

Eleven years ago, Roy was blessed with the birth of a son — who they now refer to as “Little Roy”.

“Big Roy” is very involved in all of the sports activities that are a part of his son’s life! “Little Roy” is on a travelling baseball team and has individual coaching sessions to hone his skills as a pitcher. Roy is there, too. In fact, retirement will provide Roy a chance to be there for even more of what his son wants to be involved with.

Moreover, “Little Roy” is going to be the recipient of the many words and his actions that his grandfather used when he taught “Big Roy” about the value of hard work.

While Roy misses his mother who has passed away, he looks forward to spending more time with his eighty-eight year old father who lives alone and is still capable of doing many things.

There are a few other things that will also be a part of what he does in his new life as a retiree.

Roy owns some rental properties that provide a source of income. (If there is anybody else out there who has taken this approach to planning for the “the future”, you know that this is not something that is for the faint of heart! Dealing with renters can be an energy consuming activity.

But, Roy has taken a sensible approach. He has chosen not to overcharge for living in his houses. Those who rent from him can afford to live there and they also take care of his property!

Roy has another “baby” in his life. It is a 1951 Chevy short bed-pickup that he bought from now-deceased, former Arvin Letter Carrier Tony Olivares. (His son is now a Letter Carrier in Taft.)

Over the course of the last fifteen years, Roy has been working at gutting, rebuilding and upgrading his baby. (And, Bertha just wants him to get it over with!)



The original paint was stripped down to the base steel, primed and repainted with a classic look.

New rims, and brightwork are only surface changes. He has replaced the front end and popped in a Pontiac rear end, he now has disc brakes, a new steering column, an entirely new suspension system, new wiring, a new transmission and a new custom drive shaft. The new engine is a 350 V-8 which is now totally chromed. The firewall is stainless steel and the master brake reservoir has been moved lower so it is no longer visible. These are just the start of the many changes he’s made to this point. ***And, now, with more time available to Roy as a retiree...***

Currently, he thinks that he has about 100 miles on his truck; and, while he has no plans to take it to shows, he does plan to show it off as he drives around Arvin!

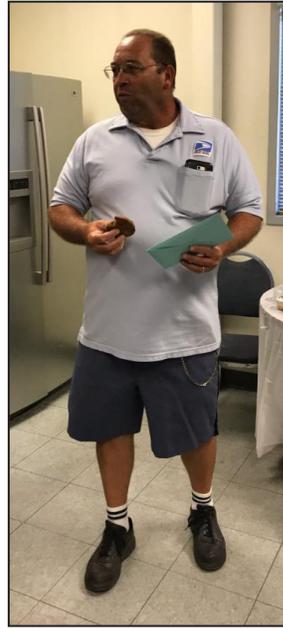
While acknowledging that many new retirees plan to travel, Roy points out that — at this stage of his life — his life is still full of the many things that his son does. High school is right around the corner! Currently, “Little Roy” is a straight A student as well as an all-around athlete and “Big Roy” is going to be the kind of a father his father was as he promotes this lesson: **“Education is going to be the key to you having a better life!”**

Roy points out, “I was blessed and lucky to be able to learn early on that being able to work hard is a good thing. I don’t worry too much about most things. My wife and I have been through just about the hardest thing that life can throw at parents and we survived. Honestly, I really do try to take life day by day, happy and at ease.”

Yes, there is Life after retirement! ***And, Roy is living it!!!***



**Congratulations, Duane Huse!!
Enjoy some scenes from your
July 19, 2019 retirement party!**



Pictures courtesy of
Branch 782 Photographer
Anita Holderman



So...Are YOU Thinking of Retiring??

Brothers and Sisters,
I would like to share some information if you are considering retirement:

General contact information

The NALC Retirement Department can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to Noon or 2 p.m. to 4 p.m. (Eastern time), or , by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

The USPS HR Shared Service Center (HRSSC) can be reached by current employees who are planning or applying for retirement by calling 877-477-3273, option 5.

The Office of Personnel Management (OPM) acts as the personnel office for retired letter carriers, and is the agency responsible for administering retirement, health and life insurance benefits.

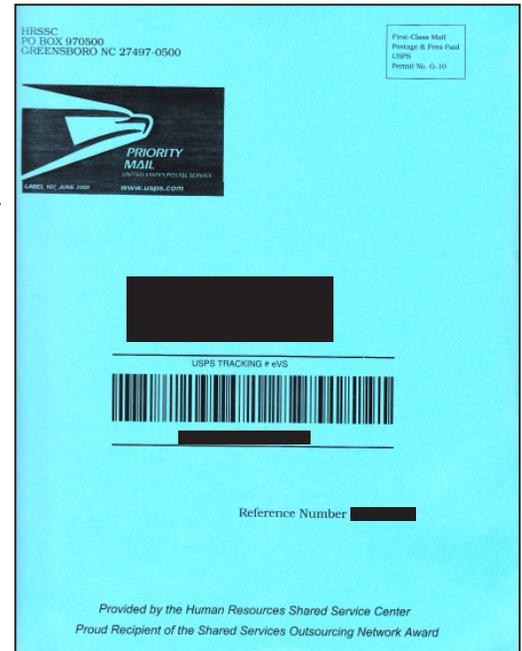
Before you call or write to OPM, be sure to have your Civil Service Annuity (CSA) number ready. OPM can be reached by retirees who have a CSA number by calling 888-767-6738 or 724-794-2005, 7:40 a.m. to 5 p.m. Monday through Friday (Eastern time), or 202-606-0500 in the Washington, DC, area. Mail your written inquiries to Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017 (unless OPM has specified a different address for a specific action such as health benefits open season).

To retain NALC membership, retiring members must sign a Form 1189 (Dues Check-off Provision). Article 2, Section 1(e) of the NALC Constitution establishes this requirement: "A Form 1189 (Dues Check-off Provision) must be signed by all retiring members within the

NALC who wish to retain their membership in said organization, effective October 1, 1982."

The Form 1189 authorizes the Office of Personnel Management (OPM) to deduct union dues from retiree annuities.

Any other questions, Please contact your Shop Steward.



If you or a family member find yourselves in need of counseling for alcohol, drug abuse or any other personal problem, the EAP is there for you. EAP benefits include enhanced digital features. As of April 1, 2019 New Directional Health begins its tenure as our EAP provider. The EAP4you.com includes live chat.

For more information – contact your Shop Steward. Don't hesitate. 1-800-327-4968 Make The Call!?

In Solidarity,

GARY SUMMERS
NALC Branch 1707 Shop Steward

This article courtesy of the Hayward, California June 2019 NALC Branch 1707 ZIPPER



Ruff

Stress- Part Three

In our ongoing series about *STRESS*, we now come to the important subject of identifying it. While we all experience frustrations from time to time, how can we know when stress is winning the battle for our minds? Below are some warning signs to watch out for. You may need a friend to help you with this, because these symptoms are much easier to identify in others than in ourselves.

(A note from Ruff: All of the examples used in this article are totally the creation of the author's twisted mind. Any resemblance to people you may actually know is strictly coincidental or may be the result of your *own* twisted imagination!)

GROWLING-



General grumpiness directed at anyone or anything that moves in its path. The offense may be real or merely perceived by the bear. The result is the same!

Constant Yapping

Continual complaining about just about everything. Conversations laced with words such as ALWAYS, NEVER, RIDICULOUS & STUPID! Others generally find this as hard to appreciate as the neighbor's Chihuahua at 3:00 in the morning.



Aggression or Intimidation

Some people pride themselves on not being approachable. Others learn quickly to either avoid them or to pass their area



swiftly and with a great deal of caution. Fear is an effective, but harmful, form of communication.

While these are some of the more obvious symptoms of stress, there are other, more subtle expressions that are also noteworthy.

Insomnia & Fatigue

When daytime issues consume our nights, it's easy to be trapped in a pattern of too little sleep, being tired & groggy during the day, & then needing a "quick nap" after work. Just enough sleep to make feel almost human, before starting the same pattern again at bed-time. We overcompensate with coffee, which rots our gut & causes headaches that we treat with pills & more coffee. Then we wonder why we feel tired all the time!



Anxiety-



A general feeling of unease. The sense that something bad is about to happen without a clear idea of what or why.

Paranoia-



Anxiety to the nth degree! The difference between anxiety and paranoia is like the difference between a mouse and a moose. Every fear, real or imagined is *real* and threatening *now!*



Ruff (Continued from previous page)

“F”oul Language

I’ve noticed an interesting pattern throughout my 34 years at USPS. It seems that many people’s stress level can be measured by the number of words beginning with **F** that are included in their speech.



Ruff!

Hi, Buddy! What a great day. I peed on my favorite hydrant. Saw Missy walking up the street & she winked at me! Even chased a cat!
It doesn’t get any better than that!

What an F***ing day! My favorite F***ing hydrant was out of order. F***ing Missy wouldn’t sniff my butt. And I got F***ing chased by an F***ing cat! Can this F***ing day get any worse?

RuFF!



Point to Ponder:

Can you relate to any of these signs of stress? I sure can! Next month we will discuss creative ways to handle our stress. But a quick teaser to make sure you read the coming article.

It is difficult, in the midst of stress, to focus our attention on the positive. But that is the most effective antidote to stress & its accompanying side effects. Nearly 30 years ago my wife & I began keeping what we now call our Praise Calendar. For each day we write down on the calendar something we are grateful for. It could be as simple as a sunny day or a beautiful sunrise or sunset. Getting things done without a hassle, especially when those chores involve a century old house that is prone to disrepair. Our kids & grandkids give us plenty of reason to be thankful, if we choose to remember the times of joy instead of focusing on the minor irritations.

Even work can be a source of gratitude, if we choose to turn our attention to the good. Have you ever been grateful for not having a pivot? When was the last time you rejoiced that you have a good paying job. Yes, we work hard and have stress at times, but thousands of people would jump at the chance to have our jobs. If you doubt that, look to see how many people take the clerk/carrier test whenever it is given. When I took it back in the early 80’s 20,000 people took the test for 200 possible openings.

Let me leave you with this final thought, written from a dungeon in Rome, as the writer awaited death at the hands of the Romans. Whatever is true, noble, right, pure or lovely, if anything is admirable, excellent or praiseworthy—think about such things. It’s hard to stay down in the dumps when we focus our minds on that list.

This article is courtesy of Bob Knapp, Editor of the Canton, Ohio July 2019 NALC Branch 238 BRANCH REPORTER. I’ve heard that Ruff might be going out to that great big editorial pasture in the sky and I, for one, know that I will miss his insights grounded in faith!!!

Dicktation

I ***Hello everyone, are you excited to be here today?*** Forty pairs of animated eyeballs stare back at me while I introduce myself. ***My name is Mailman John and today I am going to show you how a Post Office works.*** The spastic energy of two dozen seven



year olds envelops the lobby where we stand. Before I can even begin my next sentence their hands begin to rise with queried excitement. These kids are bonkers about being at the Royal Oak Post Office, and so are their teachers. And like a sponge, I absorb this spontaneous combustion of childhood fossil fuel. It makes me happy. This is our annual "School Trip to the Post Office" and I am lucky enough to be the tour guide again this year.

This local elementary school calls every year looking for a Post Office tour for their second grade class. This year makes the tenth year or so that I have been involved. I look forward to it with a mixture of nervous anticipation and a slight bit of trepidation. As I look out the window of the lobby waiting for the bus to pull up there are always butterflies in my stomach. ***Come on Big Guy*** I tell myself ***these are just kids. Put on your big boy pants!*** They are just kids, right? ***Toughest audience in the world bar none*** says the voice in my head. They want answers and they want it now!

We start in the P.O. Box section. For adults, this is quite an innocuous subject, but every year I am amazed by how fascinated these kids are with the concept of a P.O. Box! Then they see a customer use the parcel drop bin or the outgoing letter drop slot- they fight to gaze into the dispensaries, curious as to what happens to that mail piece when it enters the postal void. Each child brings a handwritten letter and drops it into drop slot, again peering into the slot hoping for a glimpse of its destination. After we tour the retail store and watch the customers interact with the counter clerks, I unveil the big surprise. I tell them we are going where none of their friends or parents gets to go, through the Blue Door. There I will show them the Big Secret of what happens to the mail after it is dropped through the slots. But there are rules. We all stay together, no running. And nobody touches anything, not even a letter. The Post Office is the guardian of other people's property, and that trust is sacred. Eyes bulging, bodies twitching with anticipation, I open the Blue Door. They all want to be the first one in.

They see the backside of the P.O. boxes stuffed with mail and every hand goes up. I am fielding a multitude of questions. I can hardly keep up and my head is swimming. As we move down the row of P.O. boxes we hear a clank and a package comes bouncing into a hamper after being dropped from the lobby. The kids clamor around the hamper hoping for another package drop and they are rewarded. The wails of excitement are astonishing. Then a glorious letter comes through the slot from the other side and more squeals. They look into the letter hamper. "I see my letter, the one I just dropped from the other side!" one exclaims. Mail is exciting!

Dicktation

We go through the carrier casing area, the loading dock, the registry cage (one of the young'uns always claims he could break into it) and take a view of our new postal vehicle, the Promaster, in the parking lot. We end up in the conference room where we watch a short video "The Adventure of a Letter" showing the machinery in a mail processing plant, and then the Piece De Resistance: I pick someone from the class to wear a letter carrier hat, jacket, and satchel. They all want to wear the "uniform" so this kid I pick is a "Star". I then put a bundle of "flats" on his/her arm and a bundle of "letters" in their hand. I give "instructions" to walk and look at the mail at the same time, both bundles. And no "horseplay" kid-it's against company rules. With cameras from the teachers clicking we watch and giggle as the "Star" stumbles and fumbles with the mail. "That was hard"- the usual reply as he/she happily takes off the uniform.

These teachers bring their young students every year for this tour because they want these young minds to have a deeper appreciation of the role of the Post Office in the local community. They go back to their elementary school after the tour and recreate a post office in the school. This is one of the school's annual traditions and I wish more schools would have this as part of their curriculum. Before I end the tour I ask the students what else their letter carrier does besides delivering the mail. We discuss how letter carriers make friends with their customers, look out for seniors who live alone, and sometimes help to save people's lives. I tell them the story about how I helped ninety year old Mrs. Lillie who had broken her hip and laid on the floor for hours until I delivered her mail and heard her screams for help. I let them know that every Letter Carrier I know has a story like that. We also talk about how Letter Carriers raise money for charities like the Muscular Dystrophy Association and how we help to feed hungry families with the Stamp Out Hunger Food Drive, our nation's largest one day food drive. This is the one time that the room gets quiet.



It is my fervent hope that every one of these kids, somewhere in the deep recesses of their memories, remembers at least a part of this experience as they get older. We will need their support in the coming years, as they become adults, to keep our Postal Service as vitally important tomorrow as it is today. There are many in positions of power, unfortunately even some in upper USPS management that wants to distance the Letter Carrier from the very patrons that we strive to serve. From the imposition of neighborhood "cluster boxes" to this new idea of "Consolidated Casing" the result would be less interaction with our neighborhood communities and less personal service to our patrons. These tours help to remind me why I am a Letter Carrier and the unmistakable magic in a piece of mail, especially a handwritten letter. They don't know it, and I'll never tell them, but these kids every year teach me more about the mail than I'll ever teach them.

Dicktationally yours,
John Dick

This article is courtesy of a couple of "Old Fart" Michigan friends. Obviously, the author John "Cementhead" Dick is to be thanked (once again) for more really cool insights! Branch President *AND* current back-in-the-saddle Editor Paul Roznowski has one more time done it again: Another amazing newsletter in the Madison Heights, Michigan June 2019 NALC Branch 3126 *NEW VISION!* On behalf of any readers, "THANK YUR!"

OUR NALC HEALTH BENEFIT PLANS SUGGEST UTILIZING “URGENT CARE” BEFORE HOSPITAL EMERGENCY ROOM

When we or a family member is ill, we have choices for medical services. First we have the NURSE HOTLINE 24/7 that we can call at 1-877-220-6252 for advice.

Second, we can utilize URGENT CARE for NON EMERGENCY medical services. Most are open late, 7 days a week. Urgent Care facilities are handy and your waiting time to see a physician is minimal.

With the NALC High Option Plan, your out of pocket is \$20; and, the Consumer Driven, and Value option plan members will pay a slightly higher co-payment — *but it is much less expensive than a Hospital Emergency Room visit.*

Our network pharmacies offer a number of vaccinations, such as: Flu, Tetanus, etc. Urgent Care facilities offer a number of services, as an example: skin rashes, nausea, headaches, vaccinations, school physicals, gynecological exams, well

baby care, allergic reactions, asthma, cuts, sprains, ear infections, bronchitis, strep throat, blood tests, sinus infections, colds, flu, insect and animal bites, and other medical needs.

ALWAYS, VERIFY THE URGENT CARE FACILITY IN IN THE (OAP) (PPO) CIGNA NETWORK!

These facilities must sign a contract through CIGNA which allows our members to receive excellent care at a discounted rate.

Most are open late, 7 days a week.

YOU CAN INQUIRE IF THERE ARE OTHER LOCATIONS, CLOSER TO YOUR HOME.

Concentra Urgent Care (661) 944-6046
1800 #301 Westwind Dr. 93301

Universal Urgent Care
(661)325-1255 2121 Niles St. 93305

Accelerated Urgent Care (661)829-6747
9710 Brimhall Rd. 93312

Sendas Urgent Care
(661) 587-2500 9450 Ming Ave. 93311

Visit NALCHBP.ORG for more information or call NALC High Option Plan at 1- 888-636-6252

Consumer Driven or Value Option Plan Members, call 1-855-511-1893 for additional information.

MARK RAMIREZ
Retired Letter Carrier
HBP/MBA Representative
The Golden Empire Branch 782

Here are some Urgent Care Offices in Bakersfield, California:

Cartoons seem familiar?
You must have seen them in the July 2019 web version at <http://782nalc.com/newsletters/NL0719.pdf>

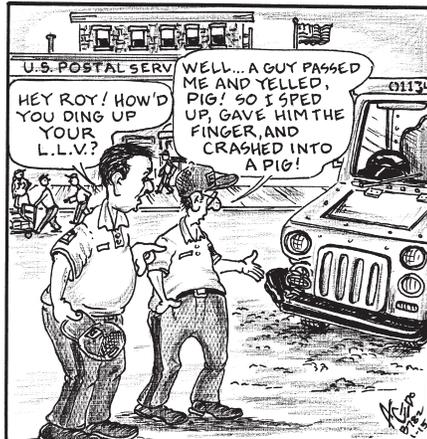
“OuT tHeRe”



“OuT tHeRe”



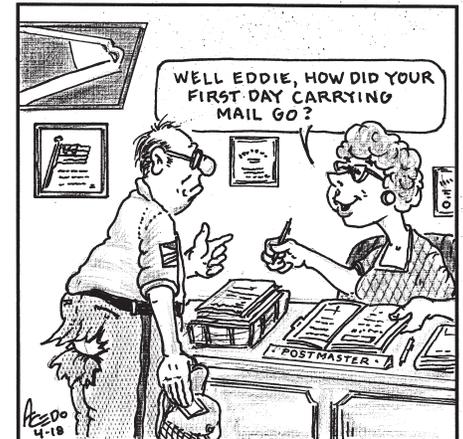
OUT THERE



“OuT tHeRe”



“OuT tHeRe”



2019 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

* Call for approvals Organ Transplants, DME Surgeries
 InPatient

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

Go to NALC.ORG.

Under “Member Benefits”
 NALC Health Benefit Plan,

Click on HBP Website (Center of Page)

Under Quick links,

Click on “Locate Network Retail Pharmacy” -
 or CIGNA.

Click on Healthcare (OAP) Online Provider Directory

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

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

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

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

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

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

URGENT CARE

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

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

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

MARK RAMIREZ
 NALC Branch 782 Health Benefit Plan Representative
(661) 398-6075

The Union is NOT a Spectator Sport

By Martha Foote, by way of Iowa Postal Solidarity

I have said on numerous occasions; unionism is not a spectator sport. You must participate to some degree for your union to work. Your union steward can only do so much; but he/she needs your help. Too many members believe all union representatives need to do is to write up a grievance form and presto it gets adjudicated. I have heard some say, that is why I pay union dues. Really? Let me be the one to tell you it is not that simple.

When your contractual rights are violated it is the union's burden to prove and many times it takes a myriad of documentation to support the violation. You may need to write a statement or being interviewed. You may have to identify the person in management who violated your rights. You may have to involve co-workers who witnessed the incident. There are times when you cannot remain anonymous.

Think of your union steward or business agent as the detective or lawyer. Think of your grievance as though someone robbed to you. You would call the police (union). You would give details (statement). You may be interrogated (interviewed). You may have to identify the suspect (name the management personnel involved). You may know the person who robbed you and they live next door; you see them every day or you may work next to them every day. They may be your supervisor and you fear they will take steps to get you fired. Tough decisions, but when your contractual rights are compromised you need to decide if you are going to live in fear of retaliation or are you going to take a stand and say, "enough is enough."

Now comes the time when the police make an arrest (union files the grievance, names the management personnel and sites the contractual language). Management defies the union - imagine that? Do we lay down and say well management is not going to settle? Oh no, we take it to the Court of Appeals (Step 3 or arbitration) and if there are enough cases (grievances) just like yours the National Union gets involved and it goes to Step 4 (Supreme Court). A favorable decision at Step 4 makes it binding contract language. What wins arbitrations and Step 4 appeals, YOU the members who say, "enough is enough" and get involved and work

with the union. Those who fight not just for themselves but for their coworkers. The members who dare to get involved and stay committed. Does it take time? Yes! Does it take a long time? Yes! Is it



worth it? You bet it is.

Management will use the contract and hold you to the language; I say it's about time management is made to realize they are also bound by the terms of the contract. Would you let management bully your children, spouse, parents, friends, union steward??? Our strongest asset is YOU the members. Being a union steward is not easy. It takes a certain type of person with the innate ability to deal with management's shenanigans. Join your union brothers and sisters and send a message the contract is binding on everyone and help your union steward help you. GET INVOLVED TO SOME DEGREE. HELP YOUR UNION WORK FOR YOU!

This article courtesy of the Cedar Rapids, Iowa July 2019 NALC Branch 373 Eastern Iowa Reporter. Thanks, again, Editor John J. Pffiffer!

As announced at the 2018 NALC Convention in Detroit, the union has established the NALC Disaster Relief Foundation to alleviate the suffering of members affected by natural disasters, including earthquakes, tornadoes, hurricanes and wildfires. The foundation was created to fill a need identified by many branches in the face of the disasters last year, including the wildfires that ravaged northern and southern California, as well as the hurricanes that swept through South Texas, Puerto Rico, the U.S. Virgin Islands and the Florida Keys.



“Branches wanted to know where they could send desperately needed supplies and money, but there wasn’t a central location,” NALC President Fredric Rolando said. “That’s why we created this foundation, to reflect the will of the members and make it easy for them to help others in need quickly and efficiently.”

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants. NALC is in the process of creating response teams throughout the country. People on the teams will receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA).

Foundation volunteers recently were activated to go to North Carolina to help letter carriers recover from the destruction wrought by Hurricane Florence. They offered physical assistance—helping to remove water-logged furniture and tear out soaked drywall—as well as emotional assistance for individuals who had been overwhelmed by the aftermath. Additionally, basic supplies, including uniforms and food, will be available for those who need them in the future.

The foundation also will provide financial support through grants. Any NALC member who has faced hardship as a result of a natural disaster will be able to apply for assistance. The foundation’s board of directors will consider the hardship applications and will issue grants on an objective basis to eligible individuals as funds are available. Job performance or history of donations to the foundation will not be considered as part of the selection process.

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor. Anyone who would like to make a donation may send a check or money order to the address below. The union is working on accepting donations through credit cards and electronic funds transfer (EFT) online. It is anticipated that financial support for the foundation will be provided by NALC, branch fundraising events, donations from members and donations from corporate sponsors. *Any member wishing to be a potential Disaster Relief Foundation volunteer should send a note about his or her interest to 100 Indiana Avenue N.W., Washington, DC 20001-2144.*

Source: <https://www.nalc.org/community-service/nalc-disaster-relief-foundation-2/overview>

“The generosity of Letter Carriers never ceases to amaze me. We hope that the Foundation will become an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity. A donation to this foundation eases the suffering of your fellow members when disaster strikes, and 100 percent of NALC Branch and members donations will be used to provide supplies and award grants to NALC members.”

Fredric V. Rolando, NALC President

Disaster Preparation Guide

<https://www.nalc.org/member-benefits/body/NALCDRF-Members-Guide-1.pdf>

Close Encounters of the Scary Kind...

Letter Carrier work is risky enough to your body with just the normal walking, tripping, slipping, lifting, carrying, dogs, kids, driving and exposure to the weather. Those conditions are hard enough to juggle and still get done within a normal work day.

By Scott Van Derven,
NALC Branch 2

quick decisions if something pops up on your “Don’t Feel Right Radar”.

What if you witness something and the police want to question you? I would suggest having them interview you back at your station or at least somewhere far from where the incident occurred. Do you really want to be thought of as snitching or cooperating and then being back in that same spot again the next day or within a short time?

Road rage incidents pop up on the news all the time and they are not always in Florida. Our postal vehicles are not exactly sports cars and we sometimes take a little too much time or space in the opinion of other drivers.

Take the time to be a courteous and defensive driver every time you slide behind the wheel. Give the crazy driver all the room they need and avoid the possible confrontations that accompany them.

Safety in our modern world must include a realization that some close encounters with the public will interfere with you trying to go home. Put those encounters on your list of things to worry about while you go about your day...

Be safe out on the street!

Now, let’s throw in the external hazards that you might encounter and can’t prepare for. Have you considered the dangers that pop up from time to time from irate customers, road rage and you being caught in the middle of a domestic or criminal violence situation?

Very recently, a Carrier in New Mexico was shot and killed while trying to intervene in a domestic situation where he knew the people involved. As tragic as that is, there are numerous instances of Carriers attacked seemingly for no reason as they deliver the mail.

Early in my career, the mailman was considered untouchable since we delivered so many important things in the community. Like many other Carriers, I had thousands of dollars worth of food stamps every month which were negotiable and only protected

by a signature on a PS 3849. That neutrality has changed. Today’s Carrier must be vigilant and aware of their surroundings.

One day, I was loading my satchel and noticed a car pull up in front of me. A guy got out and was walking around with a gold handled walking stick. Soon after, a van pulled up behind him and another guy jumped out with a gun and screamed “Guess who’s in charge now MF?!”

Fortunately, no shots were exchanged. But — if they had been — I didn’t have any place to go!

That story is not totally unique in some of our neighborhoods. Be prepared to make

“Be prepared to make quick decisions if something pops up on your “Don’t Feel Right Radar”.

This article courtesy of the Milwaukee, Wisconsin July 2019 NALC Branch 2 *Pioneer*.

Safety Related Discipline (still) on the Rise

By Ray Hill, President
NALC Branch 2902

Far too many Carriers in our branch are getting busted for safety infractions and are receiving disciplinary actions, up to removals, as a result. A few of our offices have had multiple accidents and consequently the Carriers in those offices are receiving increased street scrutiny from management.

Take the time to work safely and follow the rules and you will have no problems at work, discipline-wise.

Apparently, I can’t say this often enough because, even after all of our preaching, Carriers keep getting caught committing safety infractions.

And for those of you deviating without authorization or extending your lunches, remember the scanner has GPS capabilities and “Big Brother” knows your whereabouts at all times. Apparently, I can’t say this often enough, either, because Carriers keep getting busted extending their lunches and deviating from their lines of travel without authorization. ***How many times do we have to tell you that the scanner “sees” everything?***

Follow the rules and your life at work will be much, much simpler.

This is a portion of an article courtesy of the Chatsworth, California July - August 2019 NALC Branch 2902 *Mail Bag News*.

Crap In. Crap Out.

By Patrick Mullen,
NALC Branch 2008 V.P.

Recently I have been traveling around the Branch to look at route times and to plan for route adjustments down the line.

Since we lost most of the Amazon volume in most of our offices, the Post Office believes that routes are now shorter and need to be adjusted. They plan on doing full count and inspections in many offices.

I don't know how many of you have been through an inspection. I have only been through one but I can tell you it was a horrible week. Swarms of inspectors up your butt watching you and everything you do. Most Carriers would rather not go through that week if they had a choice.

I also believe that Management would rather not go through that week also, but for different reasons. The cost of doing a week inspection is huge and there have been inspections and adjustments thrown out by the B-team or an arbitrator. So the expense was all for nothing.

That is when somebody in Management realized that it would be far better for everybody if we did a joint process with minor route adjustments. We have a seat at the table in this process. I go to the different zones and pull 8 weeks of data to get an average time for the routes and if we have an Aux route in the zone and the times show that we can absorb it that is what we do.

Unfortunately getting accurate times is difficult because we have supervisors and Carriers that are showing time on one function and it is not the function that is being performed.

We have Carriers being told to move to the street while they are still casing mail. Some Carriers are just doing it themselves without being told to do it. They think this will keep them off the radar and they won't have to listen to the supervisor bitch about their office time.

The truth is this practice will indeed get you on the radar. You and the supervisor are not doing anybody any favors. To compound this, in the afternoon, Carriers are not moving back to the office until two clicks before end tour time.

In other words, they are performing their PM office functions while still on street time. Again this is being done to avoid the wrath of the supervisor. And, AGAIN, this practice is not doing anybody any favors.

Some supervisors incorrectly believe that your PM office time is 5 minutes. We have B-Team decisions that state there cannot be a blanket policy where every Carrier has the same office time. ***It's whatever time it takes you to perform your PM duties as per the M-41 handbook.***

So, unfortunately, the 8 weeks that we are supposed to use to evaluate the routes is all crap. It's bogus.

It's extremely tough to evaluate routes when the data being entered is not accurate.

Don't get involved in these bad practices. Move to the street when you are pushing your hamper out the door with your route in it. Move back to the office in the afternoon before you do your PM duties. **If you are being instructed to do other than this, please let your Steward know.**

OUT THERE



Originally published January 2008

It is in our best interest to make sure that the clock rings are accurate. If they are not, we run the risk of making the routes too big. We all want routes that are 8 hours or a little over. We just don't want routes that are 9 hours. Do your part in doing the right thing.

Recently a CCA got back to the office a couple of clicks before going into V-time. The Carrier had been overburdened that day. The supervisor instructed the Carrier to end tour and there was to be no "V-time". The Carrier still had a vehicle to unload...

If you are instructed to, "End tour," do so and walk out the door. Do NOT continue to work. **We do not work for free.** Be sure to let your Steward know if this happens to you.

This article courtesy of the Tarpon Springs, Florida
July 2019 NALC Branch 2008 Suncoast Letter Carrier's Update

“I didn’t know.” and “Nobody told me.”

I hear these a lot.

By Judy Kersten,
NALC Branch 3

Despite articles in the *Postal Record*, the Branch *BUZZ* — and the ability to access information at WWW.NALC.ORG, members continue to use one or both comments as justification for not doing the right thing.

Unfortunately, neither comment will give you a pass if you are subject to a work-related injury and file a claim improperly.

The Federal Employees Compensation Act (FECA) defines a traumatic injury as: “a condition of the body caused by a specific event or incident, or series of events or incidents, within a single workday or shift. Such condition must be caused by external force, including stress or strain, which is identifiable as to time and place of occurrence and member or function of the body affected.”

Should you sustain an injury during your workday, here’s my recommended procedure:

1. You should not continue to work if you are hurt on the job. Working through the pain isn’t in your health’s best interest and could make the injury worse.

2. Contact your supervisor as soon as you can when injured, simply put immediately.

3. Seek medical attention as soon as possible and this doesn’t mean working through the pain to finish a cut or route before seeking medical attention. Management will get the mail delivered. ***YOUR HEALTH SHOULD COME FIRST.***

While management may tell you to go to an ambulatory medical center, YOU have the right to see your own Doctor or hospital. The Postal Service should supply you with a CA-16 Authorization for Examination and/or Treatment on the initial visit.

Additionally, you should also have a CA-17 Duty Status Report that the Physician

completes, and you return to the Postal Service.

REMINDER: Medical reports *must* be signed or countersigned by an MD.

4. YOU should fill out a CA-1 Claim for Traumatic Injury. Unless you are incapacitated, management shouldn’t be filling out YOUR claim form. You are the claimant not the Boss.

5. Select Continuation-of-Pay (COP) when filling out a CA-1

6. Call the Branch 3 office and let us know of your situation as soon as you can. The Service does not have a contractual obligation to notify the Union that a member has been injured and there are HIPPA regulations to comply with.

Follow these steps should you become injured on the job.

Too many members are unaware of what to do when injured on the job. And this issue is neither age nor service-time specific. Protect yourself by knowing at least the basic steps to take.

This article courtesy of the Buffalo, New York July 2019 NALC Branch 3 *BUZZ*.

SLIPS, TRIPS AND FALLS...OH, NO!!

The question is **By Rachel Garnsey, NALC Branch 193**
what do you do when you get injured at work?

For a long time, many Carriers knew that if they reported an injury and/or filed a claim it could lead to discipline. That made it so that many Carriers wouldn’t report an on-the-job injury and get the medical attention they needed.

That’s not how it should be! And the union is here to help change that mentality.

When you sustain an on the job injury you should get the medical attention and treatment you need.

So, the question is what are you supposed to do when injured on duty?

First, you call a supervisor and briefly tell them what occurred. Explain what part of your body was hurt, where you were when it occurred (a house address or in a parking lot), and approximately what time.

Just because you get injured doesn’t mean you are required to get medical attention or file a claim the day it occurred. But if you feel that you do need medical attention that is your right.

You reported your accident with management and feel you need medical attention. So? What’s the next step?

Once reported, there are certain forms you need to fill out. CA-1 is a claim form you fill out for a traumatic injury that occurred in a single work tour. With a CA-1, you also ask for CA-16, which is the form that authorizes medical examinations and treatment for up to 60-days. The Last form you ask for is a CA-17 Duty Status Report. The duty status report is for the doctor to fill out. It details any restrictions you may have for returning to work.

Anytime you report an injury but do not seek immediate medical attention and just take a few days off, it is in your best interest to document the injury.

If you ever have questions, please call the union office.

This article courtesy of the San Jose, California NALC Branch 193 February, March, April, May 2019 *Bulletin*.

Vice President's Clip and Save

By George Rodriguez,
NALC Branch 24

Marijuana (Cannabis) & the USPS

First & foremost, this article is not intended as legal advice, instead is a common sense application of the new change in California Law regarding the recreational use of Marijuana, which became effective by the passage of Proposition 64. Additionally, this article is not meant to present any opinion as to the pros / cons of the stipulations of Proposition 64. The article is intended only to clarify the misconceptions of the new State law and how it can adversely impact your federal employment, in the event that you do not understand its workplace limitations.

The right to the recreational use of Marijuana does not restrict the rights of an employer to require a drug & alcohol free workplace. Even moreso, since the use of Marijuana is still illegal under Federal Law.

As a Postal employee you are, in fact, a Federal employee. Under Federal law, right or wrong, Marijuana remains a Schedule 1 drug, that is prohibited under the Controlled Substances Act. The new California Law allowing for recreational use of marijuana, with certain restrictions, does not protect you from allegations of violating Postal rules regarding the use of illegal drugs / alcohol.

While we have come across very few cases involving such allegations, it is important to know that improperly interpreting the new laws' application to your employment with the Postal Service may cost you your job.

Use common sense when choosing to avail yourself of the new California State law rights and its' possible adverse consequences should you report to duty while under the influence / have any drug paraphernalia in your possession.

While the conflicting Federal & State Marijuana use laws may present a contradiction, you need only to understand that the use of illegal drugs is prohibited by the Postal Service, therefore, trumps the State law.

The right to retain drug policy hiring and prohibition regulations is protected against the State laws (unless the State law establishes otherwise) not only for the Postal Service, but for all other public and private employers.

A word to the wise is sufficient: Understand not only your Rights but also your Requirements and Responsibilities; leave the playful things for off-duty play days and report for duty free of drugs / alcohol. **Protect your Jobs!**

Article courtesy of the Los Angeles, California
July/August 2019 NALC Branch 24 *Angel City Carrier*



Contract Quiz Bomb

True or False Questions to Test Your Contractual Cognition

T or F

- 1) When using FMLA for an eligible condition, Mgt must consider the absence as if the employee had not even taken the leave
- 2) If a request for FMLA be deemed as unqualified, an employee cannot be disciplined for having attempted to obtain FMLA coverage for the illness
- 3) Under certain circumstances an Employer can interfere with the employee's attempt to exercise an FMLA right
- 4) Which of the following are examples of prohibited conduct by the employer: refusing to authorize FMLA leave for an eligible employee, discouraging use of FMLA leave, manipulating employee hours to avoid FMLA responsibilities, &/or retaliating against an employee for attempting to use FMLA leave.
- 5) Any violation of the FMLA Dept's regulations constitute interference, restraining, &/or denial of the exercise of rights provided by the FMLA
- 6) If you suspect a violation of your FMLA rights, or if you have questions concerning those rights, you should immediately contact your Steward

Answers - see US Dept. of Labor - Wage and Hour Division Fact Sheet #77B

- 1) True - Using qualified FMLA leave prohibits Mgt from any attendance discipline associated with that leave
- 2) True - An employer is prohibited from discriminating or retaliating against an employee for having exercised or **attempted to exercise** any FMLA right.
- 3) False - An employer is prohibited from interfering with, restraining, or denying the exercise of, or the attempt to exercise any FMLA right
- 4) All of the examples given are prohibited conduct and a violation of FMLA rights
- 5) True
- 6) True

Quiz courtesy of the Everett, Washington
August 2019 NALC Branch 791 *Monthly Report*



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.) •

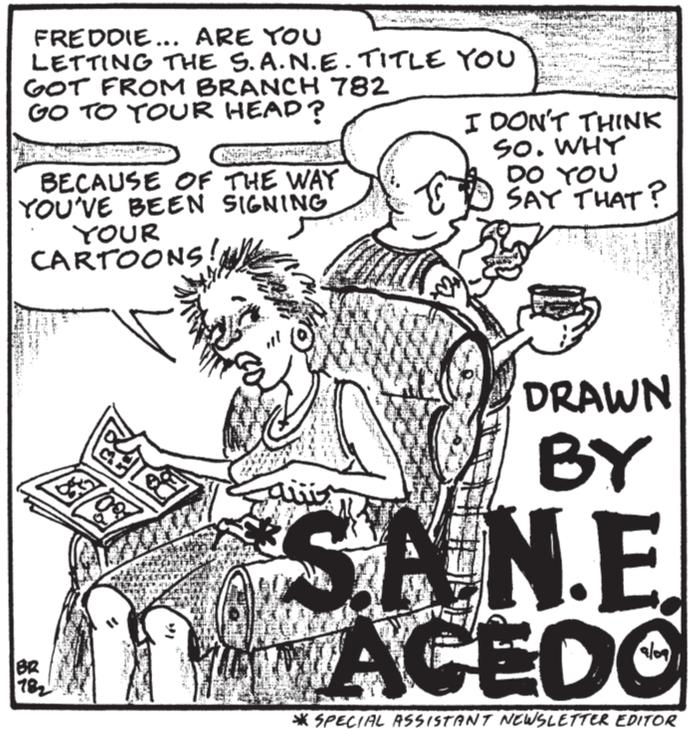
••• **SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. *500 more cartoons!* •••

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

• Please make check payable to Basil Zuniga, Branch 782 Editor-guy •

Please include \$7.90 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 an abbreviated sample from 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

And? Enjoy these color “toons” from more recent newsletter web versions!



Originally published July 2019



Originally published February 2017



Originally published January 2018

Your archived web versions can be found at the Branch 782 website – WWW.782NALC.COM

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2019.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing — active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2019.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2020. (Computer-generated printouts of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2020.

Regulations

- Scholarship is to be used toward pursuing undergraduate

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.

- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.

- A transcript of grades must be forwarded to the committee at the end of each school year.

- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.

- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be cancelled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the **William C. Doherty Scholarship Fund** will again award five \$4,000 scholarships to children of members in good standing. The **John T. Donelon Scholarship Fund** will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2019-20 school year.

I am the daughter son active
 *stepdaughter *stepson of retired
 *granddaughter *grandson deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

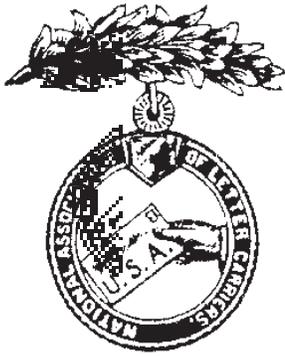
Signature of branch officer

Printed name of branch officer

Title _____ Date _____

This form must be returned no later than December 31, 2019, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.



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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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CCA Representative
USPS Social Recreation Rep

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**Branch 782
Website
www.782nalc.com**

Rick Plummer, Webmaster





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 (661) 331-9171

Non-Profit Organization
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 Bakersfield, California
 Permit Number 32

General Meeting Wednesday August 28, 2019 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

Each and EVERY month,
 Branch 782 sponsors a drawing
 at the General Meeting
 to encourage

YOU

to come to our
 monthly Meeting*

Last month, Rosie Padilla could have won \$500!

**YOU could win
 \$500 this month!!!**

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

Congratulations!

**New Retirees!!
 Camino Media's
 Duane Huse**



**Arvin's
 Roy Rosales**



Each retired on July 19, 2019

For more info and pictures which feature Duane and Roy, see pages 8 - 10...

"OuT tHeRe"



from the editor-guy

Before I start what is probably going to be a long-winded rant, I want to thank Rick Plummer for doing what he normally does as the Branch 782 Web Master. But, this month, he has done his duties from a long, long way away. He has moved to Texas! And, because he tutored me some time ago in how to use DropBox, we are still able to get the newsletter file up on the website for any of you who care to find the link.

Rick's technical expertise and willingness has given me an opportunity for the last few years to augment information presented in the print version that each member receives in their mail box. **And?** Much of it gets to be in color. The vivid Fred Acedo's **Out tHeRe** cartoons in the web version are amazing!! I am always so very appreciative for both Fred and Rick and I am looking forward to hopefully continuing our what we do well into the future!

Now for my whining...

Continued on page 3

More info. More pix. More "schtuff" in this web version!