

# 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  
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LAMONT  
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WASCO

**CHARTERED FEBRUARY 25, 1901**



NUMBER 9

SEPTEMBER 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.



# August is for action: Building support for the USPS Fairness Act



**Fredric V. Rolando**

House bill H.R. 2382).

**The USPS Fairness Act would repeal the retiree health pre-funding mandate Congress imposed on the Postal Service—and only the Postal Service—back in 2006.** Unlike other federal agencies and private companies that cover retiree health benefits costs as they occur (“pay as you go”), the Postal Service was forced to pre-fund decades of future retiree health benefits at the same time it was paying for current retirees’ health benefits. H.R. 2382 would end this unfairness.

The mandate, which has cost USPS an average of \$5.4 billion annually over the past dozen years, is the principal cause of the Postal Service’s perceived financial weakness in the recent past, accounting for 100 percent of its reported losses over the past six years. It’s grossly unfair to the Postal Service, its employees, its customers and to citizens we serve. Although NALC will continue to work with bipartisan allies in the House of Representatives on comprehensive postal reform legislation, enacting the USPS Fairness Act and repealing the mandate is the simplest way to stabilize the Postal Service’s finances and allow USPS to adapt to meet the evolving postal needs of our nation.

Our goal is to convince a majority of the House to co-sponsor the USPS Fairness Act. Since, as I write this, the bill already has 176 co-sponsors, we need to attract only 42 more representatives to reach our goal of a majority of 218 co-sponsors of H.R. 2382. If we did even better—raising the number to 290 co-sponsors—the bill would be automatically added to the House calendar for a floor vote.

**P**olitical Washington—the House, the Senate and the White House—traditionally shuts down for the month of August.

But this August recess, which this year spans six weeks, from July 27 to Sept. 8, will be busier than usual for NALC. In Washington, we will be hard at work negotiating the terms of a new collective-bargaining agreement with the Postal Service. Our current contract expires on Sept 20, 2019. And across the country, NALC branches and state associations will be mobilizing to build support for the USPS Fairness Act (also known as

**During August, our union activists at every level will be deployed in NALC’s campaign for the USPS Fairness Act.** At the national level, our headquarters staff will coordinate the campaign. At the regional level, our legislative and political organizers will work with our state associations and branches to mobilize letter carrier congressional liaisons and other legislative activists to contact and visit members of Congress or their staffers at their district offices to advocate for H.R. 2382.

And, most importantly, we will be urging all our members to do their part. Each one of you reading this column can help our cause. You don’t have to wait to be contacted by your steward or branch officers. You can take action on your own. It’s easy; just visit [nalc.org](http://nalc.org) and click on the link at the top of the home page. It will provide a link to H.R. 2382, where you can click on the list of co-sponsors to find out whether your representative is a co-sponsor. (If you don’t know who your member of Congress is, you can fill in your ZIP code to find out.) If he or she is not a co-sponsor, look up the district office phone numbers and call them.

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**“If thousands of active and retired letter carriers each do just a little bit, we can accomplish a whole lot together. That is the power of solidarity.”**

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The message is simple: Please co-sponsor the USPS Fairness Act—H.R. 2382. If you live near a district office, schedule a meeting with your representative to talk about the bill. If possible, gather some family members, friends and co-workers to go with you. There is strength in numbers. You also can send a letter or a copy of this column to your member’s office with a note encouraging co-sponsorship of H.R. 2382.

Nothing moves a member of Congress more than hearing from the voters at home—old-fashioned grassroots lobbying is still the best tactic to achieve legislative change. If thousands of active and retired letter carriers each do just a little bit, we can accomplish a whole lot together. That is the power of solidarity.

**So please, take a few minutes to participate in our democracy and help win passage of the USPS Fairness Act.** Meanwhile, we will focus on negotiating the best contract possible here in Washington.



# NALC Fact Sheet

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave. NW — Washington, DC 20001-2144 — 202-393-4695 — www.nalc.org © NALC

## Support USPS Fairness Act (H.R. 2382) Repeal the pre-funding mandate

In 2006, the Postal Accountability and Enhancement Act (PAEA) was enacted, a postal reform law with a mandate that USPS “pre-fund” decades’ worth of health benefits for its future retirees. This liability is unique to the Postal Service since no other public or private enterprise in America is required to pre-fund retiree health benefits (RHB). The mandate manufactured a financial crisis in an otherwise profitable agency. NALC fully supports the elimination of this mandate through passage of the bipartisan USPS Fairness Act (H.R. 2382).

As reported in the Postal Service’s annual 10-K financial statements, the mandate has cost an average of \$5.4 billion annually since 2007 and is responsible for **92 percent** of USPS losses over the last twelve years. It accounts for 100 percent of losses over the past six years:

### Impact of the Pre-funding Mandate on USPS Net Income under the PAEA (\$billions)

Fiscal Year	Net Income/ (Loss)	RHB Pre-funding	Net income without Pre-funding
2013	(5.0)	(5.6)	<b>0.6</b>
2014	(5.5)	(5.7)	<b>0.2</b>
2015	(5.1)	(5.7)	<b>0.6</b>
2016	(5.6)	(5.8)	<b>0.2</b>
2017	(2.7)	(4.3)	<b>1.6</b>
2018	(3.9)	(4.5)	<b>0.6</b>

*Were this burden not imposed, USPS would have recorded surpluses of nearly \$4.0 billion since 2013.*

The pre-funding mandate has prevented the agency from properly investing in its networks. Even worse, the resulting financial losses have been used to both threaten core ser-

vices that Americans rely on—such as door-to-door service, six-day delivery, and convenient post office hours—and to advance proposals to privatize the Postal Service and attack the jobs and rights of America’s postal employees.

USPS is at the heart of a \$1.4 trillion mailing industry that employs 7.5 million Americans. Its unmatched networks link more than 157 million American households and businesses to each other seven days a week. It is essential to our nation’s voting systems and to multiple industries, communities and populations, including: e-commerce; prescription drugs; the nation’s paper, publishing, and advertising businesses; and to millions of small businesses and tens of millions of citizens in rural, suburban, and urban communities across the country.

The pre-funding mandate forced the Postal Service to exhaust its \$15 billion borrowing limit with the U.S. Treasury and prompted USPS to defer needed investments in its networks. Despite its challenges over the last decade-plus, the Postal Service has amassed nearly \$50 billion for future retiree health benefits—enough to cover premiums for 10-15 years. Ending the pre-funding mandate would save USPS billions annually by returning to a pay-as-you-go system of reimbursing the Office of Personnel Management for actual health premiums.

The Postal Service, the most trusted and highest-rated agency in the federal government, plays an essential role in our economy. Its current financial crisis need not continue. If the pre-funding mandate were removed and a new rate-setting system (now being developed by our regulators) were installed, the agency would be well-positioned to thrive in the 21st Century by investing in its networks and new products and improving service quality—all while honoring its retiree health obligations.

**NALC supports H.R. 2382, the bipartisan USPS Fairness Act, which would repeal the pre-funding mandate. Contact King Green in Rep. Peter DeFazio’s (D-OR) office to cosponsor this legislation.**

**NALC members are welcome to contact the department for assistance. To reach the department, please call 202-662-2833.**

Source — <http://app7.vocusgr.com/ViewAttachment.aspx?EID=6FgCALjSO2KiKhy2IqRD653q8j554skBwyR3VOad04E%3d>

# Minutes of the August 2019 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 28th day of August, 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 July 24, 2019 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections

**APPLICATION FOR MEMBERSHIP:** Applications were received from: Ramon Martinez, Taft; Karla Bombela, Ridgecrest; Christina Weis, Dole Ct and Robert Monaon, South

## REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega reported that the picnic is October 13. The Taco guy, laser tag and ABS Balloons have been booked. Food will be served 11:00 a.m. – 1:30 p.m. She reminded CCA's that have to work, if you want your family to attend, let your steward know. CCA's will have to check in prior to reporting to work to get tickets for their family. Paul Greenfield discussed the web version of the newsletter, articles regarding Consolidated Casing test sights, Duane Huse and Roy Rosales' retirement, an article about retirement preparation, an article by Mark Ramirez regarding the Health Benefit Plan, an article about slips, trips and falls and the application for the Doherty Scholarship. Paul then discussed the Social and Recreation Committee meeting. Andrew Garcia will be in charge of the softball tournament on October 6. He was able to trade the Angels tickets that did not sell in for a game on September 29, Angels vs. Astros. They were able to get fair tickets which will sell for \$5.00 each. Mike Meza reported that Duane Huse was an Air Force Veteran and had 30+ years in the postal service. Mike Meza then discussed the important step to follow if a carrier is hurt on the job. Carriers need to know their rights and the branch has a resource like Rick Gerdes to turn to for help if carriers don't know what to do. Mike Towery thanked Rick Gerdes for helping carriers with their narratives. Kim Gerdes reported that 2 books were sold, 588 remain. Mark Ramirez discussed the benefits of using urgent care rather than the ER. NALC also has a 24 hour nurse available.

**GOOD OF THE ASSOCIATION:** Mike Towery reported that the new postmaster is Joe Youson, and Mary Breen is the new MPOU. Mike Towery discussed the Presidents

Meeting in Santa Clarita, the District is over their CCA cap by 76, so they have a "hiring pause." He also reported that 42 zones will have route inspections in the fall. They will be bringing retired supervisors back to perform the inspections. Basil Zuniga reported that Fred Castro is in hospice and the Teddy Martinez passed away. On a happier note, he reported that Alvy Ramon is a great grandfather! Mike Towery discussed the Br. 86 carrier in Connecticut who was killed during a police chase, when his vehicle was hit.

**FINANCIAL SECRETARY'S REPORT:** Anita Holderman reported that \$20,625.29 was collected for the month of August

**TREASURERS REPORT:** Molly Biggar reported for July 2019:

Beginning Balance	\$77,996.81
Dues and Income	\$13,503.50
Total Balance	\$91,500.31
Total Expenses	\$21,804.15
Ending Balance	\$69,696.16

The MDA 50/50 Drawing was won by Mike Towery, who donated his winnings back. (\$22.00/\$22.00)

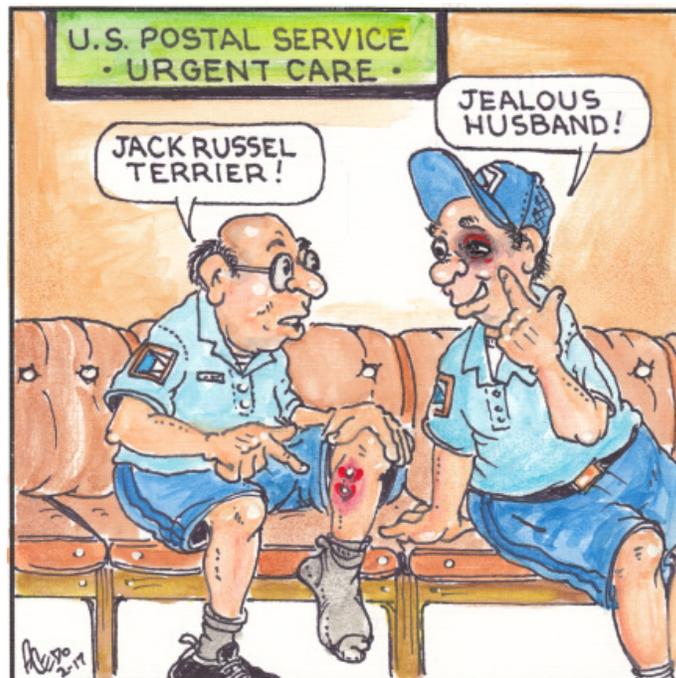
The Drawing for \$500.00 would have been won by Jessica Boles if she had been present.

There were 47 members present. Eight were Veterans and 13 retirees, 4 CCA's and 2 visitors.

The meeting adjourned at 7:35 p.m.

KIM GERDES  
NALC Branch 782 Recording Secretary

## "OuT tHeRe"



## Non-Members as of August, 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

Mae D. Voights  
Laura M. New

### Taft

K. J. Kaczmarek

### Tehachapi

Christina Cronauer  
Lya Parrish

### Trona

*100% UNION!!!*

### Wasco

Eun Chong

*CCA names are in italics*

## IT'S NOT LEGAL ADVICE. IT'S LEGAL KNOWLEDGE.

For those of you who don't know me, many years ago I decided to go to the only local Law School that was in Bakersfield at that time. I spent the next four years attending night classes — 3 and sometimes 4 nights a week — to achieve my goal. While on this journey, I have acquired a vast amount of knowledge in the legal field.

But, enough about my background. The real reason I am writing this article is to inform. For those of you who may have aging parents or other relatives who require a little help with their day to day financial transactions, I hope this will be useful information that you may want to consider.

### Power of Attorney vs. Durable Power of Attorney

While it is true that a POA gives you the authority to perform most of these dealings for them, the one big difference between a POA and a Durable Power of Attorney is that a POA will NOT survive the incompetency of the person who is the subject of the POA. A Durable Power of Attorney will. This could become a very important issue should this person be found not to be of sound mind and therefore incapable to make their own decisions.

I hope that this information is useful to the membership, or to anyone else who has the need for it; and, remember: it's not legal advice it's legal knowledge.

**RANDY COURSON**  
93309 Shop Steward

OUT THERE



*Continued from back cover...*

## Who wants a bouquet of lottery tickets!?!?

There are 41 lotto tickets with the possibility of winning \$22,970,125.00.

Hope to hear from everyone!!

Norma Hamer  
Branch 782 MDA Coordinator

Name: \_\_\_\_\_ Address: \_\_\_\_\_ Phone: \_\_\_\_\_

No. \_\_\_\_\_

 **MDA**

### MDA Lotto Bouquet

NALC Annual Picnic  
October 13, 2019 - Jastro Park  
Drawing will be held after Food and Fun  
Ticket Price \$10.00

You could win a bouquet of \$250 worth in Lotto Scratchers!  
Who knows how much you might win. ...

Winner need not be present to win. All proceeds benefit the Muscular Dystrophy Association

# Report from the NALC Aug. 9-11, 2019 National Rap Session in Denver, Colorado

by Paul Desmond, Executive V.P.  
NALC Mass Northeast Merged Branch 25

**W**e just got back from the National Rap Session in Denver that included a long day of training by the national officers on Saturday.

President Fred Rolando spoke to the conference on Sunday morning. Fred made it abundantly clear that the 535 members of the House of Representatives and the US Senate are the most important people to the Postal Service and the NALC right now. They will be the ones to determine what kind of Postal Reform legislation will be passed. Any kind of reform has to be positive.

**FIRST AND FOREMOST, THE RETIREE HEALTH BENEFIT PRE-FUNDING MANDATE HAS TO BE ADDRESSED.** *The pre-funding can't be done the way Congress mandated in 2006. The payments are unrealistic and are based on an inflated workforce.*

The most important piece of legislation that needs to be passed is HR 2382, The USPS Fairness Act. It addresses the pre-funding mandate.

Also, the budget can not include proposals that include cuts to our benefits and retirements, as the White House would like. The White also would like to see Letter Carriers contribute a significant increase to our retirement benefits, resulting in a cut of pay. The White House also wants to eliminate collective bargaining. That can't happen.

These are just a few things that Fred mentioned, but I think you get the picture.

We have a lot of friends in Congress, but we need to keep them. Postal issues are non-partisan as they affect virtually everyone in the country, and the members of Congress that represent each district of every state will be the ones voting on the legislation. Votes and money are the two key components to keeping our friends. Unfortunately, it takes money, but that is a reality today.

I'm sure there are plenty of 3999s being conducted on Carriers' routes this summer. The wizards in OPS like to instruct managers to do them at this time of year, and act as if they can actually ad-

just routes based on a one-day walk *if the time is to their liking*. Like any 3999, it is just a one-day walk that can't be used to evaluate your route. *It is still important to do your route by the manuals every day.*

We don't know if the case consolidating test will become widespread, but if so, the times used by the Regular Carrier will probably be important. Don't skip breaks or conduct any street time in the office or off the clock. Make sure your time punches are as accurate as possible.

The NALC has filed many grievances on this project by the USPS, but it may be months before we get any results. *[NALC today filed a lawsuit against the Postal Service in the federal district court in Washington DC on August 29, 2019. The suit asks the court to issue an injunction stopping the Postal Service from continuing its Consolidated Casing Initiative until NALC's pending national level grievance is resolved. The grievance over consolidated casing is presently scheduled for arbitration in December.]*

There was a brief presentation in Denver on the new vehicles that are to be built to replace the LLVs. The contractors have finalized their proposals to the Postal Service and now it is time for the service to choose a model. We don't have any idea what the final model will look like, but the delivery of the first new vehicles will probably be about 18 months after a model is chosen. We were shown the final 4 designs that were presented to the Postal Service but they were all very different from each other.

We have so many newly converted career employees in the Carrier craft as of now. It is hard to keep up with it.

At the Denver conference we were told that a very high percentage of these newly converted Carriers are not taking advantage of the Thrift Savings Plan. This is probably the easiest way to ultimately save for retirement without too much pain. The Postal Service will match up to 5 percent of the employees contribution to the TSP. We have 3 components to our retirement package as a FERS employee. The annuity and Social Security are the first 2 and are based on service time.

The TSP can grow to a large sum of money if taken advantage of from the beginning of your employment. Please take advantage of the match from the USPS, if not you are losing free money.

Article courtesy of the Tewksbury, Massachusetts  
NALC Branch 25 WAKEUP published in September 2019



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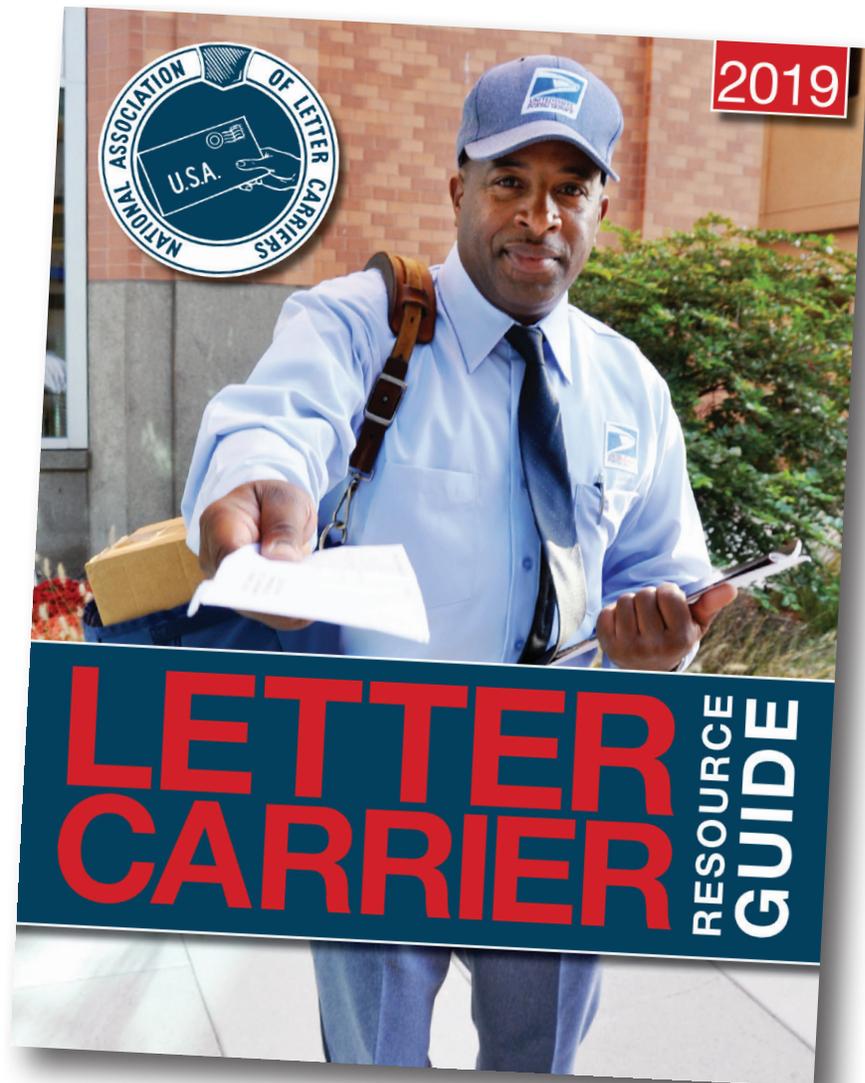
# Letter Carrier Resource Guide now available

**N**ALC's *Letter Carrier Resource Guide* combines the 2016 *City Carrier Assistant Resource Guide* and the 2014 *Letter Carrier's Guide* into one merged and updated publication. The *Letter Carrier Resource Guide* is now available in downloadable PDF format on the NALC website at [nalc.org/resourceguide](http://nalc.org/resourceguide). The online version contains links throughout the guide that will connect you directly to additional relevant information.

The guide is a one-stop shop of valuable information for all city letter carriers at every stage of their careers. With a redesigned format and more than 20 pages of new information, the *Letter Carrier Resource Guide* was created to address letter carriers' concerns throughout their career. For city carrier assistants (CCAs), the guide includes updated CCA rights and benefits reflected in the 2016-2019 *National Agreement* and the joint *Questions and Answers 2011 USPS/NALC National Agreement*.

A new "On-the-Job" section provides information on issues relevant to the workroom floor, such as Delivery Operations Information System (DOIS) projections and PS Form 3996, the MDD, Customer Connect and Sunday parcel delivery. Additional chapters with information on Wounded Warriors Leave, ePayroll, PS Form 3971 and holiday provisions will assist letter carriers in using their contractual rights.

Also in the new guide is a significantly expanded section explaining the changes to letter carriers' rights and benefits when they become full-time regular (FTR), part-time regular (PTR) or part-time flexible (PTF). This section explains things such as layoff protection, military buyback and contractual overtime provisions.



NALC members who would like a print copy will soon be able to order one through the Members Only portal on the NALC website. The Members Only portal can be accessed by visiting the website and clicking the "MEMBERS ONLY" button at the top right of the home page. The portal includes access to documents, information and programs that are intended only for the use of NALC members. It also includes an area where members can update their contact information, Letter Carrier Political Fund (LCPF) contributions, edit information in the Work Hour Tracker and more. **PR**

Source: *NALC Postal Record* published in August 2019

# Blaspoint

By Jorge Blas, Shop Steward  
NALC Branch 2008

I hear them talk you know? At the case, on the route, at social events. I hear them say, “‘The union’ has done nothing for me”. They refer to the union as another type of managerial entity. They would ask what is “the union” going to do about this or that.

Well Brothers and Sisters: If you can relate to this and you’re sitting at home carrying with your idiosyncrasies; letting time slip through your hands; waiting for “the union” to act... take a good look at the mirror.

## ***YOU are the union!***

Not going to the meetings? Not reading the newsletter? If you’re not taking action, there’s a saying — “*If you’re not sitting at the table maybe it’s because you’re the dinner...*”

### **Brothers and Sisters, this is the time for action!**

We have to rise up. But most importantly we have to reach the new generation of Letter Carriers.

We are being attacked by anti-union lobbyists, corporate greed, by automation, and by managerial mistakes. But mostly, by the time wasting practice of not being involved in your union. If you’re not learning how to defend your Rights, you are accepting that the rich, the corporate culture knows best for us and believe the fallacy these wolves in sheep clothing are looking out for our best interests.

Take a look at the mirror. Transform that reflection from dormat to fighter. Release your inner hound because it’s time to join the rank-and-file!

It’s time to open your eyes and realize that **your** job is in constant danger. From budget cuts, to automation, benefits cuts, to privatization. Yes! You *can* be replaced and you *could* lose your job! If you’re reading the news you’ll see that the technology for automation is real and that we need to protect our jobs. Not just for ourselves but for the future generations of Carriers.

The future of labor is uncertain unless you — THE UNION MEMBER — take action.

When you say, “Oh the union is not doing anything” or “What is the union going to do?” You need to change the words to, “**WE** need to do something” and “What are **WE** going to?”

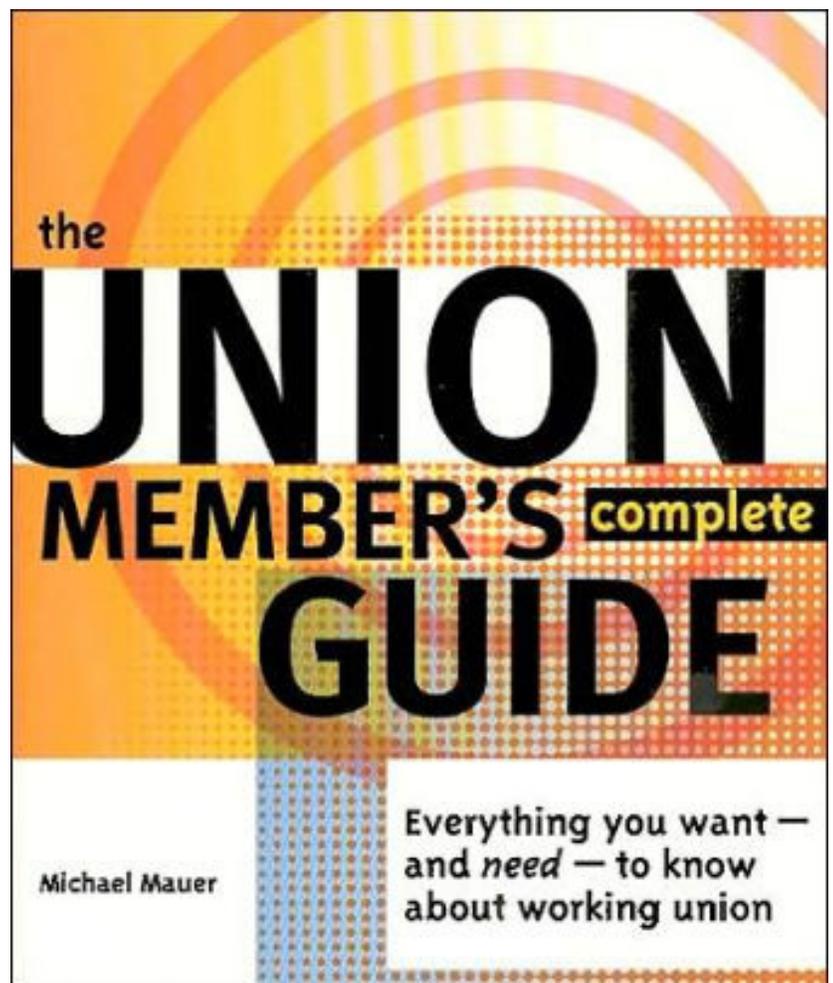
*THIS* is the time for innovation, for creativity, for leadership.

Brothers and sisters! This is YOUR time.

What can you do to help yourself? Go to the meetings! Call your congressman! Spread the news about your union to your co-workers! Educate your social media world! And? Donate to the Letter Carrier Political Fund.

You see I hear them talk. But next time I want to see them walk.

***On a personal note I went to Brightnow Dental to get braces. Our union discount knocked \$900 off my bill. So if you haven’t been there, you should check it out and ask them about the union discount.***



***“The Union is you and your co-workers, you have it within your power to make your union a more effective fighter for workers rights and justice and for a better future.”***

***MICHAEL MAUER***

Article courtesy of the Tarpon Springs, Florida NALC Branch 2008  
*Suncoast Letter Carrier's Update* published in August 2019

# Please Have Our Union's Back During Contract Negotiations

By Eric Ellis,  
CSALC District 4 Officer



I just returned from a trip to Mexico City where I celebrated the big 50. While there, I fielded questions about our employer, the United States Postal Service. Felt like I never left home, right? They said, “Postal workers are like dinosaurs, about to become extinct” or “Nobody sends letters anymore” or “I don’t remember the last time I saw my mailman”. Sound familiar?

So I broke out “Postal Facts 2019” off the usps.com website and explained why we’re still in business. Our operating revenue stands at just over \$70 billion, just \$2 billion ahead of where we were ten years ago. It’s true that first class mail volume since 2009 has tanked. We went from 82.7 billion pieces in 2009 to 56.7 billion last year, a drop of over 31 percent. If our business was based solely on that, we’d be on life-support now.

But guess what? Our parcel volume since 2009 has doubled, from 3.1 billion pieces to 6.2 billion last year. And we’re making money. Were it not for the pre-funding mandate, the USPS would have made an operational profit of \$4 billion since October 2012. We’re still in business, folks. Why?

Because we kept our postal infrastructure intact, that is to say, 6-day regular mail delivery and door delivery where it presently exists. Contrary to naysayers who think our non-binding resolutions are a waste of time, look at those hired since 2013. They wouldn’t have jobs if we didn’t keep things as they were.

It looks like the USPS wants Congress to cut back on delivery service and close processing centers. Downsizing to the point that we have no competitive advantage over our competitors, what good would that do?

Many of you see Amazon trucks with uniformed personnel delivering parcels we used to deliver. If Congress doesn’t deliver the right kind of postal reform that maintains our current level of service, we could vanish in an instant.

I find it humorous that there are those who think that our negotiating team has under-achieved, that our yearly raises and cost-of-living adjustments are peanuts and we should get double-digit raises. Hey, everyone would like bigger raises and no one likes having two pay tables. Most of us don’t appreciate everything the union contended with the last ten years. What am I referring to here?

----> **1.** The great recession. We lost first-class volume never to be recovered.

----> **2.** Hostile politicians. There are those who believe letter carriers are overpaid and have too many benefits, and are not shy about saying so. Don’t believe me? Go to youtube.com and look up the video “Are Postal Workforce Costs Sustainable”, which shows a hearing of the House Oversight and Government Reform Committee from April 2011. And please note that this hearing, in which Reps. Darrell Issa and Dennis Ross, who at the time chaired the committees with jurisdiction over us, stated repeatedly that the clerks’ contract from 2011 was TOO GENEROUS! And that predated the Das Award of 2013, which created the city carrier assistant employee category and the two pay tables.

----> **3.** The emergence of Amazon and other competitors. Perhaps you’ve noticed that others are now delivering parcels you used to deliver. The game has changed. We cannot

count on automatic revenue from our customers, especially when alternatives, electronic or hard-copy, exist.

----> **4.** A hostile postmaster general by the name of Patrick Donahoe who, if Congress had not intervened, would have cut delivery frequency to five days or less six years ago. Do you think Amazon or any other parcel shipper would use us if we delivered four days a week? HELL NO!

----> **5.** A pre-funding mandate that can put us out of business. The payments of \$5.5 billion which we haven’t been making are legally binding. The Office of Personnel Management has the statutory authority to put us out of business as anyone of us would be evicted if we did not make our mortgage payments.

----> **6.** Shrinking numbers of craft employees. There are roughly 125,000 fewer career USPS craft employees than in 2009. The clerk craft has been hit by automation especially hard. And remember, when our contracts go to arbitration, arbitrators always take into account what other crafts got, and it hasn’t always been pretty-again, see the Das Award and the APWU contract that preceded it.

----> **7.** A shrinking labor union population. Let’s face the facts. How many people do you know outside the postal service who get yearly raises and COLAs?

So our union —the National Association of Letter Carriers —has its work cut out for it in this current round of negotiations. *As the NALC has had our back during tough times, let’s return the favor!*

# In Memorium

## THEODORE DAVID MARTINEZ "TEDDY"

February 18, 1948 - August 28, 2019



Theodore "Teddy" David Martinez, 71, was born February 18, 1948 and passed away August 28, 2019. He is preceded in death by his parents, Theodore and Ramona Martinez. He is survived by his beautiful wife of 23 years, Amy; children T.J. and Tiffany Martinez; step children, Chris Pena, Paul Pena (Jackie) and Teresa Pena; grandchildren, little T.J. Martinez, A.J. Martinez, Balain

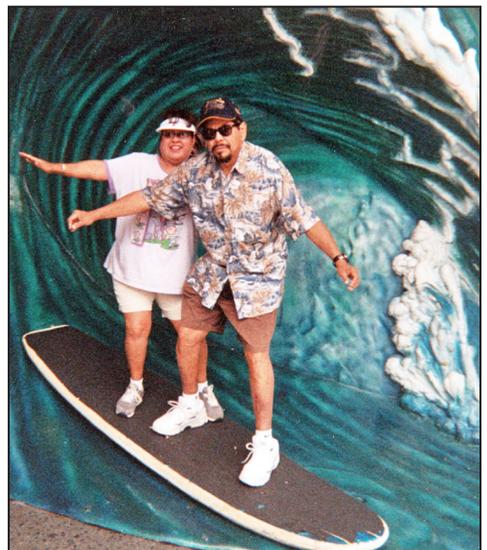
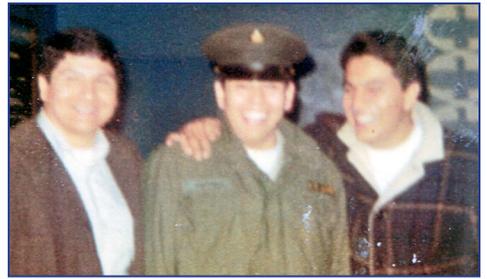
Martinez, Reyne Pena, Diane Pena, Priscilla Pena, Anthony Saavedra, Brian Saavedra and Leilani Saavedra; brothers, Albert Martinez (Vonnie), Richard Martinez (Marta) and Steve Martinez (Deanna); Aunts, Mary Lou Martinez and Dina Floriano; brother in law, Sabas Cruz; sister in laws, Sylvia Vitela, Edna Urango (Gil), Olga Schamus, Elsa Cruz-Bailey and several nieces and nephews.

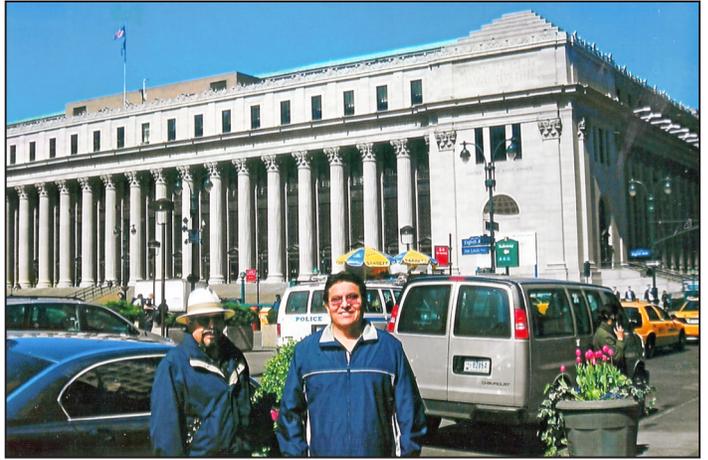
Teddy attended Our Lady of Guadalupe Elementary School and remained close to his lifelong friends from there. He attended Bakersfield High School and Bakersfield College. He joined the Army in 1967 and served in Vietnam from 1968 to 1969. Upon returning home he worked at Coke-a-Cola Bottling Co. Then he got on with the U.S. Postal Service where he worked for 33 years and retired in 2003.



He enjoyed watching his Rams football team and his Lakers basketball team. Ted enjoyed traveling with Amy. They cruised to Hawaii, flew to NY and visited Texas nearly every year. Ted and Amy enjoyed the dances at the Eagles Club. He loved any occasion to dress up. He was a sharp dresser. Even his hats matched his outfits. They enjoyed entertaining in their home. Ted was well liked by many. He looked forward to meeting all the guys every Tuesday for breakfast at the Arizona Café. Ted was a good son, brother, husband, father and grandpa. We will always remember his smile and he will be greatly missed.

Source: <https://www.bashamfuneralcare.com/obituary/theodore-david-martinez/>





*Teddy, Rest In Peace!*

# Br. 782's ANNUAL PICNIC

FACE PAINTING  
&  
BALLOONS

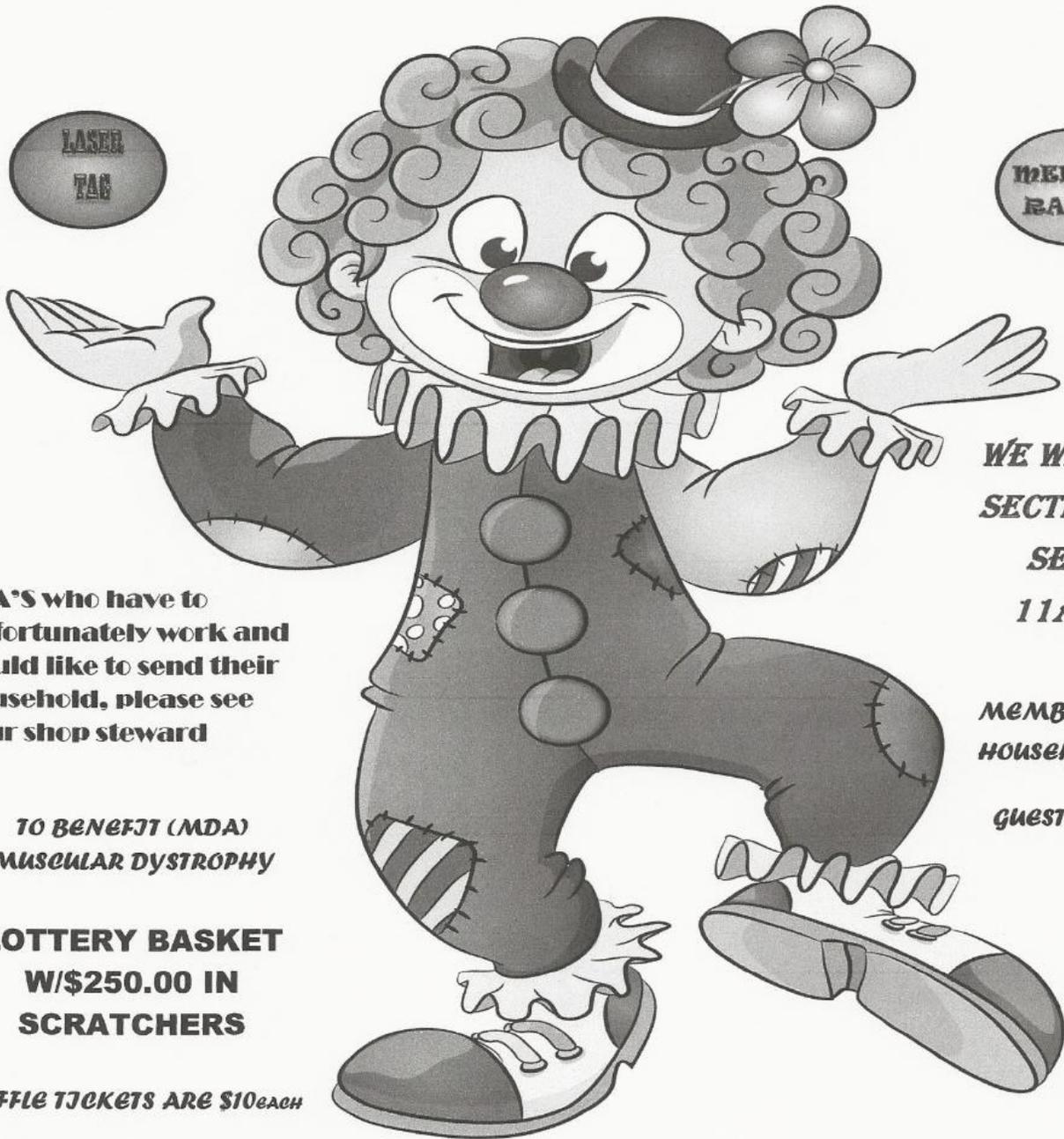
50/50  
DRAWING

**JASTRO PARK**  
**October 13, 2019**  
11 a.m. – 3 p.m.

JUMPERS  
&  
GAMES

LASER  
TAG

MEMBER  
RAFFLE



*WE WILL BE IN  
SECTION 1  
SERVING  
11AM-1PM*

*MEMBERS &  
HOUSEHOLD \$FREE  
GUESTS \$10.00*

CCA'S who have to  
unfortunately work and  
would like to send their  
household, please see  
your shop steward

*TO BENEFIT (MDA)  
MUSCULAR DYSTROPHY*

**LOTTERY BASKET  
W/\$250.00 IN  
SCRATCHERS**

*RAFFLE TICKETS ARE \$10 each*

*CONTACT NORMA HAMER  
@ 6616191465*

*QUESTIONS? CONTACT TERESA ORTEGA @ 6612013086*

# 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](http://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**

# HOW TO HARASS YOUR STEWARD

By Judith Eadson  
NALC Branch 3825

**1.** Go to the supervisor and make deals, but don't tell your Steward anything about it. When the deal doesn't go your way, ask the shop Steward to fix it.

**2.** Go to your Steward with a problem. Call the supervisor all sorts of names and

know without being told when the contract is being violated and when you're dissatisfied. If you do tell them, make sure it's too late to file a grievance.

**5.** You can talk to the Steward on the clock, but don't do this. Call them at home

accuse him of insanity. Then when the Steward takes the problem to the supervisor and the supervisor gets angry, pretend you don't know anything about it. Tell the supervisor that he's a fine person, and that the Shop Steward is the crazy one.

**3.** Don't read newsletters or bulletin boards and don't go to union meetings. Expect your Steward to tell you everything that can affect you. Lose information you've been given and ask for second copies. Never vote in elections, just complain about the outcomes.

**4.** Don't tell the Steward anything. Expect him/her to

or on their day off. That way, you won't be a "troublemaker" for management,

**6.** Don't obtain requested copies of doctor's notes, signed statements or anything else needed to process your grievance. When the grievance loses, then you can blame the Steward.

**7.** Don't worry about your Steward's feelings. If you're in a bad mood, say whatever you want. Indulge yourself. If the Steward gets angry, threaten to quit the union. After all — Stewards are paid to take abuse.



***Seriously! Variations on the above have happened to most Stewards, and they are more discouraging than any abuse from management.***

***Your Steward is your main connections with the union. Even if your relationship is difficult, protect the position.***

***If you enable your Steward to do a good job for everyone, you'll be helping yourself. Tear him or her down, and you tear down the Contract and your own defense.***

***Steward's aren't perfect. They don't claim to be. But, there's only a handful of people in this world trying to make a difference — and your Steward is one of them.***

This page originally appeared in the Volume 32 #2 Summer 2013 NALC Branch 3825 *Unity* published in Rockville, Maryland



# Retiree InSight

## TSP - For A Quality Retirement

by **Fred Clark**  
Director of Retirees

Once again, I must chide you people who chose to not participate in the TSP. Even if you contribute only 5%; those are matched funds! That alone will allow you to live out your meager existence above poverty, and maybe get a boob job and/or a penile implant. If you chose to have a better opportunity, max your input and take advantage of ‘catch up’ contributions at age 50. This can make a huge difference in the quality of retirement that you plan on having. Retirement is great, we have had a so many rewarding times the last several years. This was made in part by responsible, long term financial decisions. You all have this opportunity; make the most of it.

\* \* \* \* \*

Being an old fart has enabled me to have many experiences, good and bad. So in my mind, I mistakenly think that younger people might be interested in hearing my vast wisdom. Probably not. Whenever you preface your babbling with the term “back in my day,” people will start to scatter. Save what little dignity that you still might retain, and DON’T use that term! If someone wants your opinion (and they probably don’t) they’d ask for it. Remember when you were young, some hapless old Drooler, or your old Hag great aunt would bore you to tears with his/her tales of self grandeur or miserable life? Bad news is that you are now that old Drooler/Hag. Accept it.

\* \* \* \* \*

More useful info for you old relics: Wear dark clothes. Except when wandering off at night. Why, you might ask? We begin losing our dexterity after the age of 60 (give or take) and have a tendency to start slopping our food. Having red sauces and other colorful chow seeping from your mouth onto your clothes is going to happen often. While dark clothes won’t make you any more graceful, some embarrassment might be avoided. And don’t be shy about using napkins liberally, unless your goal is to amuse other nearby diners.

As usual, if you have retirement questions, feel free to contact me. It is a pleasure to try to help you.

### Out+Here



Article courtesy of the Fresno, California NALC Branch 231 *Postman's View* published in August 2019. Thanx, again, Fred and Gary!!

# Attention CCA's and Carriers With Less Than Ten Years' Service!!!!

By Keith Gregory  
NALC Branch 181 Trustee

There seems to be a great many Carriers that have a misconception that your union officers can stop management from violating Article 8 (Overtime) Grievances at the stations by filing grievances every time there is a violation.

Let me inform those that are young and don't understand how management treats our joint contract.

Management figured out many contracts ago that it is cheaper to violate your rights and pay out grievance money for overtime violations than it was to hire more employees to keep Carriers from being forced to work overtime on and off their assignments.

So, when I hear Carriers making statements that your Branch President or Vice President, or any of the hard working stewards are not doing their job well enough; you need to understand that **NO** Steward can nor has the power to, make management to stop violating our contract.

All that your officers can do; is try and get a grievance settlement with a cease and desist and get Carriers grievance money for being harmed with a violation by a manager.

## "OuT tHeRe"



No amount of cursing or screaming at managers will keep them from violating the contract. *In fact this type of behavior would be the worst possible reaction a steward or representative could do in any situation.*

In order to get favorable settlements on any grievance, a professional behavior is required by the union representatives. Plus unprofessional behavior could lead to a removal for anyone acting in this manner.

Back in the early 70's and 80's we didn't have managers that would violate our contract on a daily basis — mostly because all our managers were men and women that had carried mail for thirty or so years and respected us as Carriers and the negotiated contracts.

**But, since those days, we have men and women that have either very little experience or none at all as a Carrier telling each of you what to do on a daily basis and how long it will take you to do it!!!**

I know how frustrating this is for all Carriers. I carried mail for 39 years in Austin, and was subjected to a large amount of disrespecting and condescending managers along the way. This type of behavior is the reason I became a steward.

One of the problems with management is that only a hand full of them bothers to take the time to learn any part of our contract. The key word is *OUR* contract.

That's right! Both parties are expected to know what is in the jointly negotiated contract, not just the union stewards.

I would like to see some of our active Carriers come to our branch meetings

and take an active role in the running of your union. Only around 3% show up for Branch meetings if that many.

Your union needs some young and new men and women to take an interest in knowing what your Rights are, and supporting your union. We need people to learn our contract and help with the grievance procedure, because management is not going to stop violating the contract.

It would be nice to see larger turn outs at our CCA school nights and our Fall Fish Fry held in October (which is free to our members and only the member's guest would have to pay).

There are other functions held each year such as MDA fundraisers and fundraisers for Carriers and their families when our help is needed.

## "OuT tHeRe"



**EVERY** active Carrier should know what your Rights are, and know when they are being violated. This information will make your life and your job somewhat easier to handle from day to day.

All the Officers of your Branch are here to help any of our members with problems they may have at work. Our phone numbers are listed on the back of the front page on the newsletter. I myself am retired, but more than willing to help any member anyway I can. If I can't answer your question when you call, I will get back to you with an answer after investigating the manual's and Contract.

## Stay Safe Out There!!

Article courtesy of the Austin, Texas NALC Branch 181 *Capital City Carrier* published in August/September 2019

# CCAs, Choose Your Future

**I** love our CCAs! In my 45+ years of working for this Branch, I have never seen a more hard working group of Carrier. **MUCH RESPECT!**

When I visit our stations and Post Offices, I see you coming in off your assignments a little tired, a little disheveled and maybe a little dusty. You work long hours — *sometimes seven days a week*. You often take the brunt of management's push to wring every last second out of those of you that are already at the point of exhaustion. But.. it will get better.

## THE SWEET SPOT

There will come a time for you that you have your own route. You will become a Regular, gain some seniority, and be able to bid your own route. You will have the option to get on the OTDL and work overtime OR choose the eight hour list. After about 15 years you will have all of this *plus* 26 days of vacation a year, Sick Leave and FMLA protections. You might have started a family and *can* work overtime when you need extra OR work just 40 hours a week when you don't.

**DON'T GET TOO COMFORTABLE THOUGH, THERE ARE SOME REALITIES TO DEAL WITH.**

## AH - THERE'S THE RUB...

They say that those entering employment today will probably have four careers before they retire. But how will YOU fare with this reality? The Union drumbeat of, "We have to protect our benefits" has numbed many of you to the real situation you are in. **PLEASE PAY ATTENTION TO THIS NEXT POINT!**

*The reality is that if our Union isn't successful in contract negotiations — and if those in Congress that are assaulting our benefits and even our right to bargain collectively are even partially successful — you're screwed. Yes...*

You could be paying **more** for your health insurance, **MORE** into your retirement, your COLA's could be **REDUCED**, etc. What are you going to do if you're 35 or 40 years old and now your pay and benefits won't let you meet your mortgage payments or send your sons and daughters to college. You may be on the OTDL working all the overtime you can just to stay even...

By Gary Bottoms, NALC Branch 231 Editor

## WHAT NOW?

So, some think that if this job goes down the tubes, "I'll just go work somewhere else." **THE REALITY?** If you are 35 or 40 years old, it's hard to find a job with this kind of pay and benefits. Who wants to hire a 40 year old person who's only experience is delivering mail? UPS and FEDEX don't want Letter Carriers. If the USPS is privatized or the Union is broken, you may be in line for a name tag and a paper hat.

You have a degree? Good for you. *Have you worked in your field the last 20 years?* In my own case, when I got out of the Army in 1971 I pushed myself to finish college at night. I got my bachelor's degree and looked for another job. I was making 25K at the PO and had a family. The best I could find was the planning commission in Lexington, Kentucky starting at 17K a year. With a family, I couldn't afford that. I became a career Letter Carrier.

You might too. I just hope it's still a middle class existence — not one that relegates you to near poverty.

## SO... WHAT'S YOUR MOVE?

So seriously... and I say this as if you were my own family: Either choose to engage with the Union and work to protect your career, or plan for your career to not sustain you until retirement. The CCAs of today will be our leaders of tomorrow. You will also be the ones that have to live with the success or failure of this great Union. It will be in your hands.

**THE UNION IS NOT A SERVICE YOU PAY FOR**  
*Union is something **YOU** participate in.*

So, come to a few Union meetings. Help out. Serve on some committees. If you work in a Post Office with two routes, decide which one will be Steward this year. Offices without Stewards stretch our resources thin. Contribute to our Political Action Fund. This is probably the best investment you will ever make!

Article courtesy of the Fresno, California NALC Branch 231 *Postman's View* published in May 2019. Thanx, again, to Gary Bottoms — another of my Big Butt Editor buddies who do what we do issue after issue!!

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



by Paul Salazar  
93305 Shop Steward  
NALC Branch 782

(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 with-hold 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

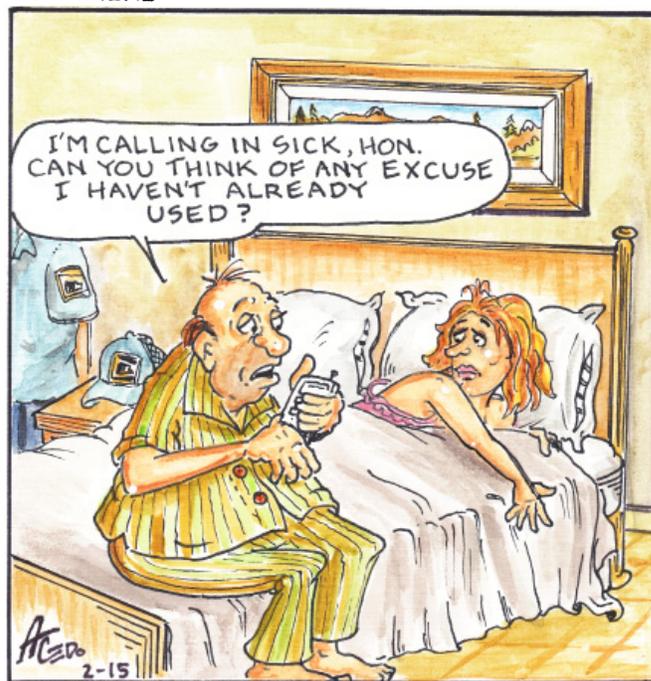
copy of your completed and signed PS Form 3971 to protect you in the event it gets lost or misplaced.

**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 REPRESENTA-  
TIVES THROUGH TEXT AND TAKES  
LESS THAN 2 MINUTES. YOU CAN  
EVEN COPY AND PASTE THE MES-  
SAGE THE NALC APP IS ASKING  
YOU TO DELIVER.**

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



This reprinted article originally published in the August 2018 Branch 782 E.A. BAKER UNION UPDATE. Thanks, again, Paul!!

# Mutual Exchange? What is that?

By John McPherson,  
NALC Branch 133 Senior V.P.

## Career Letter Carriers may exchange positions with other career employees anywhere in the country.

The general policy governing this swap is found in the Employee and Labor Relations Manual (ELM) at Section 351.61. The policy requires the installation heads of both post offices to approve the mutual exchange. The policy also places restrictions on exchanges between categories of employees. Section 351.61 states:

*Career employees may exchange positions (subject to the provisions of the appropriate collective bargaining agreement) if the officials in charge at the installations involved approve the exchange of positions. Mutual exchanges must be made between employees in positions at the same grade levels. The following employees are not permitted to exchange positions:*

- a. Part-time flexible employees with full-time employees.
- b. Bargaining employees with non-bargaining employees.
- c. Nonsupervisory employees with supervisory employees.

The 2007 Memorandum of Understanding Re: Mutual Exchanges allows city letter carriers to be granted a mutual exchange without regard to their pay grade. This MOU states:

*The parties agree that in applying the relevant provisions of Section 351.6 of the Employee and Labor Relations Manual, city letter carriers in grades CC-01 and CC-02 are considered as being in the same grade. This agreement applies solely to determining whether employees are eligible for mutual exchanges. The National Agreement and the Joint Contract Administration Manual (JCAM) clarify what happens with the exchanging employees' seniority, duty assignments and grade. They also explain the evaluation and approval processes.*

Whether a mutual exchange is between part-time flexible or full-time regular letter carriers from different installations, they either retain their seniority or take the seniority of the exchangee, whichever is the lesser. This language is found in Article 41.2.E. of the National Agreement which states:

*E. Change in Which Seniority is Modified. When mutual exchanges are made between letter carriers from one installation to another, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is the lesser. This is different than the seniority rule in Article 41.2.G.3, which applies to other transfers, and which requires that the transferring employee begin a new period of seniority.*

This is further explained on Page 12-51 of the July 2014 JCAM which states:

*Mutual Exchanges—Seniority. Article 41.2.E provides that when mutual exchanges are made between letter carriers, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is the lesser.*

The explanation of Article 41.2.E found in the JCAM makes clear that any mutual exchange is an exchange of positions and not assignments. The routes of the Letter Carriers involved in the swap are posted for bid in accordance with the provisions of Article 41.1. The following language appears on Page 41-22 of the July 2014 JCAM:

*This contractual provision does not mean the exchanging carriers exchange their routes as well as their positions. The routes involved in the exchange are posted in accordance with the provisions of Article 41.1.*

This is also explained in Article 12 of the JCAM on Page 12-50:

*Mutual Exchanges are exchanges of positions in the complement of different installations. Carriers do not exchange actual bid assignments or pay grades since the vacated bid positions must be posted for bidding in accordance with the provisions of Article 41.1 and the applicable Local Memorandum of Understanding.*

The approval process for a mutual exchange is the same as any other transfer request covered by the MOU Re: Transfers. This MOU can be found on Page 184 of the 2016 National Agreement and a full explanation may be found beginning on Page 12-45 of the July 2014 JCAM. In accordance with the MOU, installation heads must give full consideration to each mutual exchange request as they would for any transfer request. Further, the service may not unreasonably deny a request. The following language is found on Page 12-51 of the July 2014 JCAM:

*Mutual Exchanges—Full Consideration. The provisions of the Transfer Memorandum requiring that installation heads afford "full consideration" to all reassignment requests apply to mutual exchanges just as to any other transfers. Such requests "will not be unreasonably denied." In evaluating and responding to mutual exchange requests, installation heads should follow the criteria provided for in the Transfer Memorandum.*

Finally, once Letter Carriers have agreed to exchange positions, they should each write a letter to the installation head in the location where the other Letter Carrier is employed requesting the mutual exchange. They should also write a letter to their own installation head notifying them of their request and include a copy of the mutual request letter.

NALC members may find and publish ads for mutual exchanges in *The Postal Record* each month. For detailed information about how to publish an ad check your *Postal Record*.

This article originally is courtesy of the Sacramento, California April 2019 Branch 133 *Swing Room Gazette*.

## “Out tHeRe”



# ANOTHER PERSPECTIVE

By Jerry Elliott,  
NALC Branch 148

## PROBATIONARY PERIOD

— something we’ve all had to go through once we’ve “gotten our foot in the door.” All the stress that you feel while you’re doing your best to learn and adapt to your new job environment can be overwhelming more times than not.

The fact that management is only worried about what you’ve done for them lately and not about the fact that you may not have received enough training to do your new job properly is yet another problem. One very important thing “they” seem to forget is that we’re all human — which means we’re all different — which ultimately means we all learn and perform at different levels.

To them we’re all just another piece of machinery to be discarded when we no longer do what “they” expect us to be able to do. “They” base their decisions on a daily computer print out from a flawed system so “they” can project unreasonable job expectations on to you.

For what it’s worth “they” do it to all of us — *new hire and veteran Carriers alike.*

The difference is, as a new hire, you don’t know if they’re “blowing smoke up your behind” or not — so you take them at their word until you’ve been around long enough to know better.

What you don’t want to do is go out on the street and literally run your “behind” off all day long — skipping your lunch and two 10-minute breaks in the process.

The problem is if you do this you will become fatigued (both mentally and physically) and you will drastically increase the probability of suffering an on the job injury. Do NOT fall prey to mismanagements tactics.

If you feel you need to, you should talk to a union representative to make sure you’re not being “taken advantage of by mismanagement.

*This is where we can ALL band together to help one another.*

If you hear something going on, at the very least you can listen in and write a statement for your fellow Carrier. If you’re a union rep or a veteran Carrier, you may even find it necessary to speak up and interject yourself into the situation. In a union we can only be as strong as our weakest link. Think about it!!

Every workday after we ring in, we usually have a stand-up talk and then we go outside and check the vehicles assigned to our routes.

It can be helpful to use the buddy system to do this. *You should write up your vehicle if you note ANY discrepancies.*

If you feel that driving said vehicle is a safety hazard — *and believe me, it wouldn’t be the first time that occurred* — you have the Right and the Responsibility to refuse to drive that vehicle. Do **NOT** let mismanagement brow beat you into

driving an **UNSAFE** vehicle. They’re the ones who talk out of **BOTH** sides of their mouths when it comes to their so called “safety program.” (A safety grievance may be necessary).

*As a CCA, you should safety check the vehicle you are assigned on a daily basis.*

**ANY** safety issues should be reported to management **BEFORE** you leave the station and a vehicle repair form should also be filled out before you leave.

**ALWAYS** make sure you get a copy of the repair form with your supervisors’ signature and date of receipt on it.

Do **NOT** discard your copy of the repair tag — mismanagement might send your unsafe vehicle to another station and that could place yet another unsuspecting Carrier/CCA in harm’s way. (*And, yes, that has happened before!*)

As a full-time Regular Carrier —or maybe a CCA on a hold down — you can and should be filling out and casing in hazard dog warning cards and delivery information/hazard cards!

If you’re carrying on a route and you come across these cards remember, they’re there to call your attention to a specific situation. Heed that information and return those cards to that route so they can be used over and over again. Do **NOT** discard them.

As a new employee, there are many things that you may be unaware of. Here is another thing to consider about the work that we do...

*Whether you know it or not, you should have a great deal of respect for all of the Letter Carriers who took part in the 1970 postal strike.*

*We ALL owe them for paving the way for what we currently take for granted — our pay, benefits and retirement — as well as labor contract and working conditions.*

**NONE OF IT WOULD’VE BEEN POSSIBLE IF THEY HADN’T TAKEN A STAND IN 1970!**

This article originally is courtesy of the Akron, Ohio Branch 148 *RUBBER CITY LETTER CARRIER* published in May 2019



# 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.) •

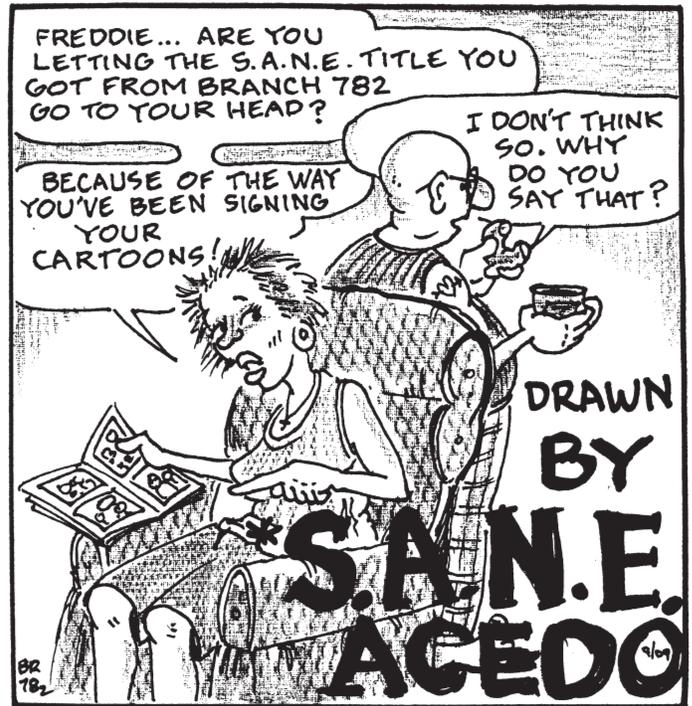
••• **SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!** •••

• *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



\* SPECIAL ASSISTANT NEWSLETTER EDITOR

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

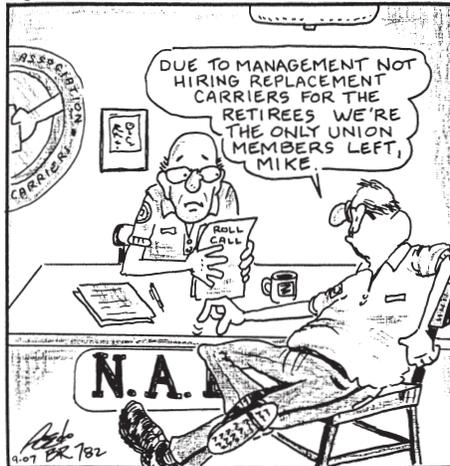
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...

OUT THERE



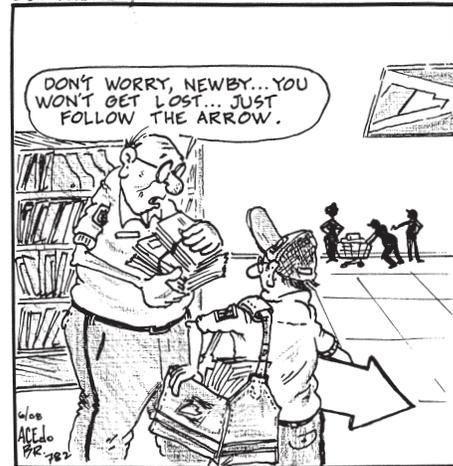
Originally published April 2009

OUT THERE



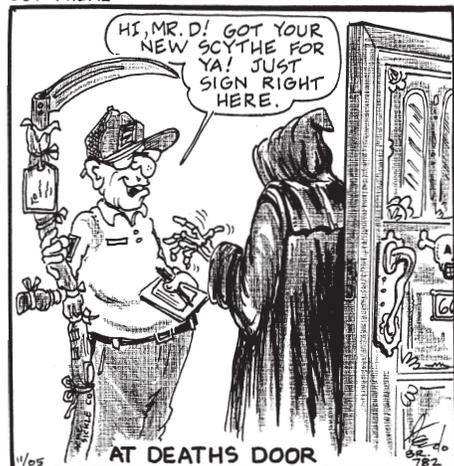
Originally published April 2009

OUT THERE



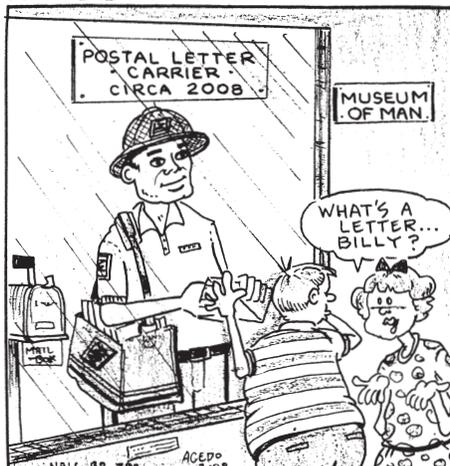
Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

# 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. **782** City \_\_\_\_\_ State \_\_\_\_\_

My name is \_\_\_\_\_

My address is \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone No. \_\_\_\_\_

Signature of branch officer

Signature of NALC parent member  
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. \_\_\_\_\_

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.

# 2020 Carl J. Saxsenmeier

## Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2020 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 3, 2020.** The Chair will send scholarship packets to all applicants by the end of January 2020. The scholarships are available to the children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2019 award announcement. Applicant's parent / grandparent must be a member in good standing of the NALC for at least one year prior to applying. Applicant must be a high school senior when applying. Saxsenmeier Scholarship awards are issued in the year of graduation and are not renewable.

**Jeff Parr**

**Saxsenmeier Scholarship Chair  
1177 Levine Dr-Santa Rosa, Ca 95401  
707-523-1818**

**Saxsenmeier Scholarship Application  
(Please Print)**

Student's Name: \_\_\_\_\_

NALC Member's Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

City / State/ ZIP \_\_\_\_\_

Home Telephone: \_\_\_\_\_

Cell / Fax: \_\_\_\_\_

Email Address: \_\_\_\_\_

Applicant's Signature: \_\_\_\_\_

NALC Member Signature: \_\_\_\_\_

Relationship to Applicant: \_\_\_\_\_

**Local NALC Branch Officer Signature required for verification of member in good standing:**

NALC Branch

Officer Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Branch Officer

Printed Name: \_\_\_\_\_

Branch Number: \_\_\_\_\_

**782**

from the  
**editor-guy**

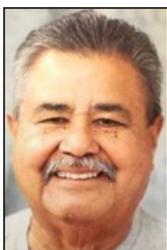
If you're here, you may notice that the web newsletter is longer than the print version. Each month it usually is. I provide the file to folks who might be interested. Here is an example of an email that I mailed out as I shared last month's August web version:

**Sun, Aug 25, 2019 at 10:09 PM** "Howdy Do, Lois! (Branch Retiree in Tennessee) Don't know if any of this will be of interest since you are also an "Old Fart" like me... Be Well! *Basil Zuniga*"

**Wed, Aug 28, 2019 2:40 pm** "Hey friend, this was loong! And you are right, some of it was totally foreign! You know, I was probably weird but I loved working at the Post Office for most of my career. I was sad when I had to give up carrying because of back injury yet still enjoyed being with friends at work. But you know, as I look at what is happening I gotta say that I am glad I am no longer part of it. Three routes at a time? Change labels and do three more? What moron came up with this? Well, whatever, I don't have to do it. I am thankful the years are behind me. I have lots of good memories to hold onto. I will keep reading about the new stuff and will be thankful I am not experiencing it! Hopefully carriers are able to make the best of the bad situations and will look for the positives. Best wishes, *Lois Miller*"

That said, I want to let you know — just in case this is your first venture into the world of the Branch 782 web version of your newsletter — that I have a certain "target" audience that I consider every time I cobble together *any* issue. **IT IS YOU.** (You may be a brand new CCA; you may be a Carrier with not enough years under yoke to be able to retire; or, you may be one of those old-timer Retirees who has moved to another part of the USA.) When I go through the many newsletters which arrive in the Branch 782 office from all over the country, I am always amazed at the talent, concern and insights shared by Letter Carrier writers from throughout the entire **National** Association of Letter Carriers. There's never enough space to share everything with you. However, I do try.

And, sometimes... A local event, like the passing of a certain person, needs to be shared with those of us who've been around awhile.



## FREDRIC JAMES CASTRO "FREDDY J" March 2, 1938 - August 29, 2019

Fredric James Castro "Freddy J" was born March 2, 1938 to Mary Soria Castro and Emilio Castro. Raised with his sisters Mercy and Kathleen as well as brother Chris Castro. He went home to be with the Lord on August 29, 2019.

Freddy J attended Our Lady of Guadalupe church and school where he served as an alter boy and played touch football on the 5th and 6th grade teams. He continued his education at Graces Jr. High and Garces Memorial High School.

While In high school he played football where he was a member of the 1953 Valley Championship team and was blessed by brother Justin with the nickname "Tiger." In his Senior year he was elected student body treasurer and captain of the varsity football team. After high school he served in the US Army. He returned to Bakersfield and continued his employment with the US Postal Service for 37 years.

After returning from military service he would notice two attractive girls riding around Bakersfield in a Thunderbird. He finally found out the name of one of the girls Donna Mae Valdez, daughter of Lee Valdez and Lupe Barron Valdez. This meeting led to a 53 year marriage to Donna Mae and a family; son Craig Castro (Gail), daughter Stephanie Castro Bouse and daughter Kristi Castro Snider (Matt Snider) and son-in-law Barry Bouse. His four grandchildren were the loves of his life, Olivia Snider, Braydon Bouse, Gavin Snider and Lola Bouse.

Freddy J was always the life of the party, he loved dancing, being with his many friends and having a good time. Freddy J and Donna Mae had a group of friends in which they had a close special bond which included monthly and holiday dinners, tailgating at Renegade games and many many happy hours at the Mexicali. Freddy J was a marathon runner in his younger days and a golfer in his retired days. He was a very faithful man and his family always came first...he loved visiting his son's farm in Ohio and loved spending time with his grandkids in Orange County. Freddy J always looked forward to his annual camping trip with his grandkids which took place every August including this past August.

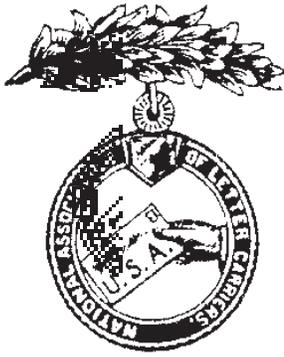
Freddy J was a warrior for 13 years and his family would like to thank Dr. Ravi Patel and the wonderful staff at CBCC for taking such good care of him all those years.

Please join us in celebrating this wonderful man on Friday, September 6th at St. Francis Church; 8:30am Rosary, 9:00am mass with a graveside service immediately following at Greenlawn cemetery, 3700 River Blvd. Bright colors and Hawaiian shirts are welcome!

**Source:** <https://www.legacy.com/obituaries/bakersfield/obituary.aspx?n=fredric-james-castro-freddy-j&pid=193790785>

We've all seen people come and go. There is a concensus that Freddie Castro was "one of the good guys" when it came to supervisors and managers. He was my first supervisor. If he hadn't "signed off", I wouldn't have been around for thirty-six years. Wow...

**At the end of "your day", I hope that you will also be able to say (as you think about your own memories) you knew some really good folks along the way!!! Furthermore, I wish you endurance for as long as you need it. Be Well!**



# Branch Officers

<b>President</b>	<b>Mike Towery</b>	<b>(661) 331-9171</b>
<b>Vice-President</b>	<b>John Ortega</b>	<b>(661) 809-8140</b>
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<b>Trustee</b>	<b>Paul Salazar</b>	<b>(661) 303-3603</b>
<b>Trustee</b>	<b>Darryl Holderman</b>	<b>(661) 332-9201</b>

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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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Arvin (93203)	Mike Munoz	(661) 304-5516
Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Vacant	(661) 331-9171
Lamont (93241)	Mike Munoz	(661) 304-5516
McFarland (93250)	Fernando Soto	(661) 331-9171
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Norma Hamer	(661) 619-1465
Downtown Station (93301)	Teresa Ortega	(661) 391-8026
South Station (93304)	Mike Meza	(805) 625-4541
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 303-3603
East Bakersfield (Alternate)	Ryan Woommavovah	(661) 331-9171
Hillcrest Station (93306)	Mike Meza	(805) 625-4541
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Shari Sharp	(661) 364-5544
Dole Court (93308)	Denise Ream	(661) 304-6625
Dole Court (Alternate)	David Treto	(661) 865-8922
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	Maria Valenzuela	(661) 496-5929
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Camino Media (Alternate)	Paul Salazar	(661) 303-3603
Mojave (93501)	Delga Loza	(661) 824-8332
California City (93504)	Ryan Gerstl	(761) 373-4180
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93523)	Vacant	(661) 331-9171
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Vacant	(661) 331-9171
Trona (93562)	Lynnel Howell	(760) 382-3030

OWCP Representative  
CCA Representative  
USPS Social Recreation Rep

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Gilroy Manglicmot  
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**Branch 782  
Website  
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**Rick Plummer, Webmaster**





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

# General Meeting Wednesday September 25, 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, Jessica Boles 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...

## Who wants a bouquet of lottery tickets!?!?

There will be an MDA drawing for \$250 worth of scratch off lottery tickets! You have a chance of winning this \$250 flower pot just by purchasing a raffle ticket for \$10. Best of all, all monies collected for this Lottery bouquet will benefit the Muscular Dystrophy Association.



Last year we raised over \$2,000. I am also looking for volunteers to sell the raffle tickets, to push them out there, get them sold so that we can raise funds!! I know we all work sometimes 6 days a week and long hour days... But, (there's always a "but") it's for a great cause!

Please contact me, Norma Hamer, at ( 661 ) 619-1465 if you are willing to help out with sales or if you'd like to purchase a/some raffle tickets!

Drawing will be held at the NALC annual picnic on October 13th at Jastro Park after food and fun! Winner need not be present to win.

**Just in case you want to hear about the possibilities when it comes to what YOU might win, continue reading about more specific considerations on page 5.**

### "Out tHeRe"



***Congratulations! You've made it to the web version! More info. More pix. More "schtuff"!***