

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1891



WEB VERSION @WWW.782NALCCOM

NOVEMBER 2012

It's not over until it's over. And? Guess what???

Please deliver two brief messages:

Congratulations to all who worked so hard for NALC's endorsed candidates in this year's elections. Thanks to you, the new Congress will be much better for Letter Carriers and working people than the current Congress.

Unfortunately, the current Congress still has work to do before it adjourns and we have no time to rest. The lame-duck session of the 112th Congress began this week and it's clear that both active and retired Letter Carriers still have a lot on the line. Budget talks that could affect the Postal Service and our retirement and health benefits are now taking place between President Obama and the leaders of Congress. We also learned this week that the chairmen and ranking members of our committees in the House and Senate are meeting behind closed doors to negotiate a "compromise" postal reform bill before the end of the year.

We strongly oppose action on postal reform during the lame-duck session of Congress. Both of the House and Senate bills, H.R. 2309 and S. 1789, are deeply flawed measures designed

to downsize (Senate) or dismantle (House) the USPS—at a cost of tens of thousands of our jobs.

Press reports indicate that Sen. Joe Lieberman (I-CT), the retiring chairman of the Senate Homeland Security and Governmental Affairs Committee, is proposing to immediately suspend letter mail delivery on Saturday but retain parcel delivery six days a week. Billed as "compromise," it still would eliminate 25,000 City Carrier jobs and drive more business away from the Postal Service by undermining the value of our service. Moreover, stand-alone parcel delivery would not be generally profitable on Saturdays if parcels were not delivered along with letters and flats. This is not a compromise at all, nor would it secure the future of the Postal Service since it does not address the crushing retiree health pre-funding burden.

I need you to call both of your senators as well as your House member at their local district offices between this Monday, Nov. 19, and Wednesday, Nov. 21.

Tell them to oppose any action on postal reform until next year; we oppose the adoption of any backroom deal designed to slash service and destroy jobs at the Postal Service.

Tell them that federal and postal employees already have sacrificed over the past four years with pay freezes and other job cuts, and tell them that they should oppose in the fiscal cliff negotiations any discussion of cuts to federal pensions and health benefits.

Please urge your co-workers who are not e-Activists to make these calls as well. NALC will use every means to keep you informed in the days and weeks ahead. If we all do our part, we can protect our jobs and the future of the Postal Service.

Thank you.

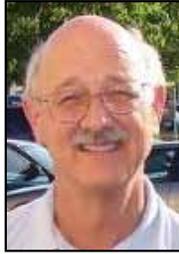
In Solidarity,

Fredric V. Rolando, President
National Association of Letter Carriers

It's NOT Over...

Continued from back cover...

at the Mike



a faulty compromise that focuses only on service cuts, Congress should take carefully measured steps to address pre-funding—especially since the pre-funding account already contains more than enough cash to meet the health benefit needs of future retirees for decades to come.

Addressing pre-funding would help take away the manufactured sense of urgency and allow the entire postal community—employees as well as lawmakers and managers—to come together to develop a forward-looking business plan to help the Postal Service succeed in the 21st century.”

“That’s still a lot of money, but it needs to be stressed that it’s about half of the \$4.9 billion in losses recorded the previous year. Rather than charging ahead with

Unfortunately, as you can see, that fight is not over. We—*meaning all the Letter Carriers in the Branch*—are going to have to work together to convince our Congress-

sional Representatives and Senators that cutting service is not the way to insure a prosperous Postal Service.

I know the fight is going to be tough. But, I am confident our National Officers are up to the task. However, they can’t do it alone. It is going to take all of us. So, in the upcoming months, it is important to keep informed. You can start by attending the Union meeting on November 27, 2012... Then, armed with information, you’ll be ready to take action!

Please have a healthy, happy and memory-filled Holiday Season!

MIKE TOWERY
Branch 782 President

Shari Coronado wants to share something with everyone...



(l-r) Betsy, Abel and Dalia Patino. Their Mom-made Halloween costumes, complete with satchel, socks, pen and 3849’s have them ready them to get started!



2012 Kern County Fair Pony Express Opening Ceremony

Participants have been riding through Lamont to open the Fair for years. Postal employees (l-r): David Rivera, Maria Ramirez and Kenneth Bankhead.



These are great pictures of Lamont’s newest Carriers...

Betsy Patino (age 4) shows she’s ready to head out to the route.

Dalila Patino (age 3) wonders how she’s going to deliver all those trays...

Abel Patino (age 2) looks so much taller in this picture than he really is.

Hello Brothers and Sisters

Well the elections are over, and I am sure everyone is glad about that! Dianna Herrera was released by National to work full time on the campaign. She was amazing bringing her organizational skills and keeping everyone in line.



It was a great experience! We worked with the Central Labor Council. It was a pleasure working with Donnie Williams, Rob England, and Mike Jennings and all the others that came.

The reason for this article is to recognize NALC Branch 782 Carriers who volunteered their time. I want them to know how much we appreciated their help!

Retired Carrier Bob Mitchell gave us *a lot* of his time. Diana and I took him to Las Vegas for a weekend to introduce him to Precinct Walking, I wasn't too sure he liked it, but he got the hang of it really quick.

Norma Hamer, Shari Sharp, NALC Branch 782 Vice-President John Ortega, and his wife Annette, also joined us in Vegas to Precinct walk. Bob Mitchell also came and made a lot of calls and knocked on lots of doors.



Norma Hamer and Basil Zuniga came out to help us make calls. Hillcrest's new PTF Glenda Beaver and her daughter, Sara, came out on a Sunday to knock on doors as we tried to educate the households on Proposition 32. The work is *not* glamorous. But, it *IS* necessary.

We didn't get John Hernandez elected; and Kevin McCarthy is still our Congressman, but we can only hope that Congress will get their act together and we can move forward.



Once again, a big THANK YOU to ALL who did volunteer their time and energy!!!!

I know it wasn't easy. **THANK YOU to ALL who voted "NO ON PROP. 32!"** It is so important that our voices not be silenced.

Till Next Time,
PAM SMITH

Minutes of the October 2012 General Meeting

The regular meeting of Branch 782 was called to order at 7:00 p.m. by President, Mike Towery on the 23rd day of October, 2012 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Darryl Holderman. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest Lamont, Oildale, Shafter, South, Taft and Wasco. Also present was Newsletter Editor, Basil Zuniga; S.A.N.E., Fred Acedo; OWCP Rep., Rick Gerdes and Photographer, Anita Holderman. The minutes of the September 25, 2012 were read by Assistant Recording Secretary, Mabel Bullis, and were accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from Michelle Minkey, Manuel Ramirez, Rupinder Kaur, Ana Aldaro and Samson Sanchez Jr.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega exclaimed "It's Over!" "I think I made Budget." There was a big turnout, everyone had a good really time. The lazer tag and Bingo were big hits. She thanked Mike and Autumn Meza and her friend Christine. Also thanked the Holdermans, Norma Hamer, Rick Gerdes, Paul Salazar and his kids. She also thanked her kids who also helped out. Mike Towery thanked Teresa for all her work, "She makes it look easy." Mike asked that Treasurer Molly Biggar and Teresa have a final total to present to the membership at the next meeting. Basil Zuniga reported that the turnout from Dole Ct. was small, but we still got it done early. Mabel Bullis did the cooking and he thanked her. Next month will be Stockdale Station's turn. He said that he is still working on the Web version. But be sure to check it out, there are lots more pictures and they are in color. Mabel Bullis reported that there are 1249 books remaining. Fred Acedo sold 7 at the Fair and she and Basil sold 10 at the Fresno Br. 231 General Meeting. A discussion was held about selling books at other branch meeting.

GOOD OF THE ASSOCIATION: Mark Ramirez made a correction to the NALC HBP premium for self and family that was printed in the Newsletter. It should have been \$103.26 for self and family. He reminded the mem-

bership that Open Season is coming. The NALC has a "Great Plan." There have been some changes regarding prescriptions. There are Generic, Formulary and Non Formulary. If you have any questions or problems be sure to call Mark. His phone number is in the newsletter. Pam Smith reported on the COLCPE sign up at the picnic. She now has wireless for her computer and can help the members sign up to donate to COLCPE. Glenda Beaver, PTF at Hillcrest, won the \$100.00 drawing at the picnic. She reported that they will be doing precinct walks every Saturday from 9:00 a.m. to 1:00 p.m. and phone banking Monday thru Thursday. Contact Pam to volunteer. Molly Biggar reported that there will be an Audit tomorrow evening at 6:30. Mike reported that the Steward meeting will be November 7th. Deven Patterson asked the members for donations for the Breast Cancer 5k. Molly Biggar reported that there are uniform pants at the office, size 38 and 46 regular, for anyone who wants them. Mabel Bullis asked if any members still needed calendars. She will be ordering more. Mike Towery discussed the PTF Memorandum. Approximately 2600 - 2700 PTF's will be converted to regular to fill any residual positions. It was also agreed that management could hire 3400 TE's, for each TE hired a PTF will be made regular at that installation. Bakersfield does not have any residual positions, ours are all withheld. There is one residual in Ridgecrest.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$6,233.60 has been collected so far for October.

Out there



TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$71,511.14
Dues and Income	\$10,962.57
Interest Income	\$5.47
Total Balance	\$82,479.18
Expenses	\$13,556.95
Ending Balance	\$68,922.23

The Drawing for \$250.00 would have been won by Shiela Wiley if she had been present.

There were 28 members present.

The meeting adjourned at 7:32 p.m.

Respectfully submitted,

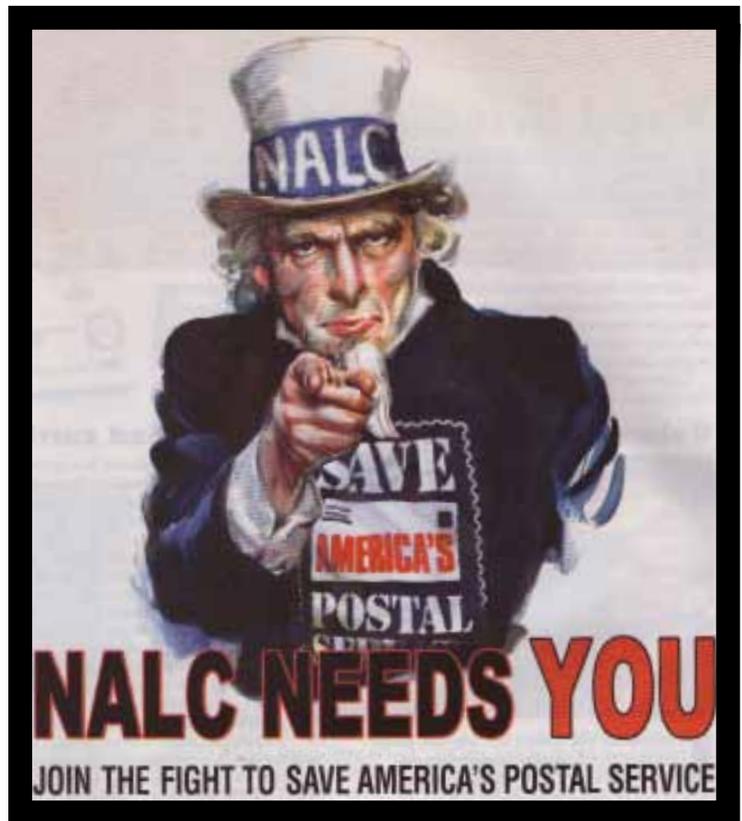
KIM GERDES

The 50/50 MDA Drawing was won by Norma Hamer.

NON-MEMBER LIST OCTOBER 2012

If we all don't stick together now, there's going to be no one left to blame... We ALL should be Carriers in a Common Cause. Really? YES!!

- | | |
|---|---|
| AVENAL (93203)
100% UNION!!! | DOLE COURT (93308/12)
S. Hancock
D. Morris |
| ARVIN (93209)
100% UNION!!! | STOCKDALE (93309)
J. Oh |
| DELANO (93215)
L. A. Campos
C. V. Quebral | CAMINO MEDIA (93311/13)
100% UNION!!! |
| LAMONT (93241)
100% UNION!!! | MOJAVE (93501)
100% UNION!!! |
| McFARLAND (93250)
100% UNION!!! | CALIFORNIA CITY (93504)
100% UNION!!! |
| SHAFTER (93263)
L. M. New
M. D. Voights | BORON (93516)
100% UNION!!! |
| TAFT (93268)
M. R. Marin
B. W. Krier
K. J. Hughes | EDWARDS AFB (93526)
100% UNION!!! |
| WASCO (93280)
100% UNION!!! | TEHACHAPI (93561)
100% UNION!!! |
| DOWNTOWN (93301)
J. Cruz | TRONA (93562)
100% UNION!!! |
| SOUTH STATION (93304)
100% UNION!!! | RIDGECREST (93555)
B. J. Leroy
L. M. Montano
H. G. Blanco
S. R. Pierce |
| EAST BAKERSFIELD (93305)
100% UNION!!! | |
| HILLCREST (93306)
100% UNION!!! | |
| BRUNDAGE (93307)
D. Kinglee | |



**We are an "Open Shop".
MEMBERSHIP IS VOLUNTARY.
369 Letter Carriers are in the complement
assigned to cities represented by
our Branch. ONLY 16 ARE NON-MEMBERS.
We are 95.67% organized!**

Opinions, Facts and More...

from the
editor-guy

If you read what's on these next six pages, I will be amazed? Yes? I will be!!!

The vast majority of Letter Carriers clock in, have some interactions with a few fellow employees and the supervisor, deal with the mail that day and maybe a few customers or some dogs—and then? They clock out and go home.

People who have chosen to become NALC Branch Presidents are *always on the clock*. Really.

THINK ABOUT THAT...

This excellent article from the October 2012 NALC Branch 373 *Parlor City News* is lengthy. Actually, it is **really** long. However, it gives you some insight into what goes into the work of ensuring that your Rights and Benefits are protected.

BASIL R. ZUNIGA
Branch 782 Editor-guy



President's Report

by Bryan Rubner
NALC Branch 373

The overtime desired list is a voluntary list. Carriers have a choice as to whether they sign the overtime desired list. The purpose of the overtime desired list is to protect carriers who do not want to work overtime from being mandating to do so. While there are certainly reasons for refusing overtime, this continues to be an issue at both stations. Carriers may be excused from mandatory overtime for birthdays, illnesses, anniversaries, or deaths, as well as other exceptional reasons based on equity.

'Based on equity,' means that if management makes an exception, and allows a carrier to be excused from overtime to get their haircut, then they have to allow the next carrier to do the same thing. Bowling leagues, volleyball leagues, haircuts, manicures, having taxes prepared, getting groceries, oil changes, looking for new carpet or furniture, Hawkeye football games, etc., are not exceptions. They should not be used as a basis for management to allow carriers to refuse overtime.

If you have a temporary dilemma in your life, which is going to require you to not be available for overtime when needed then perhaps you should take your name off of the overtime desired list. Overtime desired lists are posted every three months. I believe that there is probably a time in each of our life's when we should consider the work assignment list or no list at all. Whether it is a weekly sporting opportunity, or whether its kids in sports. Extended illnesses would be another reason.

Refusing overtime only becomes an issue when management is mandating overtime to non ODL carriers. Non ODL carriers have not signed up for overtime, and have a greater right to not work any overtime versus an ODL refusing due to any of the reasons stated above, among any other reason. If you are required to work you're SDO (scheduled day off) and you have commitments that are important and management can allow you the time off without mandating non ODL carriers then this is absolutely acceptable. If it's your SDO and you are required to work and you have commitments that are important and management will instead mandate a non ODL carrier to work overtime, then it's not acceptable.

There is a lot of tension between ODL carriers and non ODL carriers currently, and it's completely understandable. It's frustrating to a non ODL carrier to return to the office well after ODL carriers have gone home, or let alone not have been sent out because they refused the opportunity. Is it the ODL carriers fault? Yes and no. As stated before, this is a choice the ODL makes, and the ODL should fulfill their obligation. But it's more the fault of the idiots that are supervising, that are too chicken crap to require

Editor-guy note: This article appears, anatomically, "in situ". In other words, it was reproduced—along with the political graphics—as originally published. It really was a work of art! Hopefully, you'll agree.

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the ODL to work.

It's been awhile since I have taken this tone with management. We currently have a management staff that has absolutely no idea what they are doing. Their solution is to take the easiest way out. I recently asked to be excused from my SDO due to a family birthday. I can't remember if this is the first time that I have done this in my career or the second. I was criticized for doing so. The criticizer refuses overtime on an almost weekly basis. Can you say hypocrite?

It seems that anytime I do something that everyone else has been doing for years, certain people get their panties all bunched up. However I would invite this criticizer to look back over the past year or more and count the times I have refused overtime, other than for a doctor's appointment which I schedule to the best of my ability on my SDO. It should be quite clear that my position is work the overtime when needed or take your name off of the ODL. Again speaking for myself, I have missed nearly every one of my children's sporting events; I have missed their practices, other school events and such; however it's my choice to be on the ODL. There have been times near the end of the QTR when I simply realized it just wasn't for me, at which time I removed my name, and signed back up at the beginning of the QTR.

I do not sympathize with ODL carriers who want to refuse for any of these types of events. I do however take sides with the non ODL who have been required to work due to such behavior by the ODL. While this sounds harsh to some, and inviting to others, the crux of the problem is that the idiots that are running this company are too stupid to hire anyone, and are too chicken crap to manage the staff that they currently have, and have no idea how to schedule carriers to meet the daily workloads in the most efficient manner. All of management inadequacies are causing tension between carriers. Keep that in mind before you take your frustrations out on another carrier.

Today one of the stupidvisors was telling me how they were asking ODL carriers if they wanted to go back out and relieve someone. The stupidvisor chuckled and said "he said no, he he." I looked straight at the stupidvisor and

said "I thought you were the one in charge." Again, this shows that we are being managed by a bunch of chicken turds.

This leads me to 3189's. These are the forms that are required to change your schedule for your personal convenience. It is mandatory that these forms are signed by the Union Steward. Not a Union Officer, a Union Steward. The stewards are as follows: Tank, Schade, and I, Lyle Lochner in Marion. If you have another person sign the form, then the form is not legit. The purpose of the Union signature is for the policing of the National Agreement. All stewards have been instructed to carefully consider these requests before signing them. I wrote a few months ago that this would be abused. It is being abused.

Again, I am on the side of the Non-ODL carriers when it comes to ODL playing games. We will not sign a request for an ODL to end their tour early to catch the last half of a football game. Take your name off the list. We will not sign a request for an ODL to go to a party. Take your name off the list. If you know you have commitments get off the list so that the Non ODL carriers are not working while you're at home sniffing on free money.

Off subject but briefly, the ODL grievances have dried up. Management has finally waked up. They have started to document ODL carriers who are not available, and this is considered when we withdraw these grievances. We will not sign a 3189 of a non ODL who wants to use the form to get out of overtime in the rotation. This is very rare. What I am saying is that lets say they are 15 routes down and they know that even after using the ODL it will require mandating. We are not going to approve the form so that you can be skipped over. Furthermore, in my office I will not sign the form until management has signed it and approved it.

The form 3189 can be used in 3 separate ways. Change your begin tour, change your end tour, and change your SDO. If an ODL simply wants to start earlier so that after they are done carrying their route and any overtime assignment, then that ODL carrier should request to change their begin time. This is not an issue. If that same carrier request to change their end time from let's say 4 to 3:30 then we will care

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fully consider the schedule and if it looks as though they will be forcing overtime, then we will simply not sign that slip. If a non ODL wants to change their end time and it appears they will be one of the carriers mandated then we will not sign that slip to allow you to be skipped over.

The Union Stewards are the ones taking all the crap for what management does. Do you think we are going to put our names on the slips, knowing that we are going to catch a bunch of crap from our members? Use these slips for special occasions and don't abuse them, and things will be fine. I don't want the day to come when they aren't approved at all.

At last month's meeting we used the new grill to prepare food. We had burgers and brats, potato salad and chips. For the most part people were making a fair donation. Others weren't. We're not providing a free meal, we are simply trying to break even so that we can fund the next meeting. Keep this in mind so that we may continue to fund the food. 3 or 4 dollars is a reasonable amount. I saw people kick in 5 bucks, I saw people kick in a buck, and I saw people not contribute at all. I'm not trying to come down on anyone by any means what so ever, I just don't want the perception that we are using Union Funds to finance food for the ones who attend meetings. With that being said this month we will have BBQ chicken, party potatoes and baked beans. If this month's event is funded properly we will throw around the idea of rib eye steak sandwiches in November, and then a potluck at Christmas. Fun, Fun, Fun.

Folks, please don't wear your postal uniform out in public on your SDO or while you're on annual leave. I was questioned by an inspector as to why a carrier on annual leave would be wearing their uniform in public on a bicycle. I stated that I did not know. It turns out that at least 2 carriers had seen another carrier who was on annual leave riding on his/her bicycle on a day that he/she was on annual leave and reported it to the inspection service. It was then suggested that perhaps it was to mislead someone into thinking they were going to work. Again, I

stated, I did not know. I then asked if he was referring to me, and I was told no. Next I told him to stop interrogating me and speak to the alleged Halloween Bandit. Don't get caught doing this, you could be in serious trouble. I was told by the inspector that this is misrepresenting yourself as a letter carrier when you're indeed not a letter carrier on that day. I was told its grounds for a removal. He would not tell me at which station the incident occurred. I asked him how I was supposed to address the carrier. He stated, why you don't write it in your article. I said okay. He next said he would like a copy of the article. I said no. End of that meeting, although it did leave me wondering. Durka!

The Iowa City branch voted 17-0 to merge with the Cedar Rapids branch. I will process the paperwork as quickly as possible. I believe there are overtime issues down there, and I believe I can straighten them out or at least get some remedies. There will be some by law changes within the next few months to make things fair for the Iowa City members in regards to holding branch positions, attending conventions, and so forth. Stay tuned. I will be in contact with the idiots that are managing that installation in the next few days, and look forward to educating and providing representation to those members. We will soon get them onboard with the newsletters and calendars and anything else that they need to settle in with our branch. Please welcome the Iowa City carriers as they deal with the same struggles that we do. I be-



lieve that we will make some adjustments to the meeting locations to accommodate these carriers. It may be necessary to change the meeting time to accommodate for travel to the meetings.

This leads me to some recent bylaw change suggestions. At the last meeting there was discussion about possible changes to the Bylaws in regards to meetings, nominations for delegates, and delegate compensation rules. Specifically it was discussed to 1) eliminate the July and August meeting, 2) have nomination for convention delegates in October instead of November, 3) reduce the number of meetings required to be nominated and receive funds from the branch.

My position is as follows. Meetings are not mandatory. Officers are not required to be in attendance provided they have been excused by the president. I have not once denied someone being excused. There is no reason to reduce the number of meetings. Currently we are getting an attendance of about 30 carriers. Times are tough and once a month members are able to come to the meeting if they want to and ask questions. Taking a 3 month break is not the right thing to do. I have spoken to members, officers and the maker of this proposal in the past when we barely had enough members for a quorum.

I have since changed my position on this and fell that it is not in the best interests of the branch or the members to reduce the meetings to 10 per year. Furthermore, we have air conditioning now so we're not dealing with the heat as in past summers. Even more than that, it takes membership approval for certain expenditures and these are the months near the National Convention and the Summer Picnic. My recommendation is to vote against this bylaw change.

There is no reason to move the nomination of delegates to October instead of November. The elections are in December and there's no reason to change the time of nomination. The maker offered no explanation for this change and my recommendation is to vote against this bylaw change. There was no explanation as to why to change the number of meetings other than that it is half of the suggested 10 meetings. This is promoting a whole list of candidates that are not involved to the extent where it is benefi-

cial to the branch to send these folks. My position is that in order to attend these conventions you should be active in the branch, so that it is most beneficial to the entire membership. My recommendation is to vote against this bylaw change.

At this point there has only been discussion and no formal bylaw change has been presented. Any member of this branch has the right to voice their opinion equal to what I have just done. As a matter of fact I will copy and paste your opinion in my article to assure equal exposure. I have been elected to protect the funds and the members. As you're all aware that's what I intend to do and what I have stated is only my recommendations. Feel free to vote however you chose if it comes to that point.

It seems that prime time has ended. Actually it doesn't seem like it, it has actually ended. The overtime has dried up to some extent and I look for the forced overtime to almost cease. Also 60 hour workweeks will not exist for the most part. Heck, you will be lucky to even get to work your day off. We are staffed fairly well with TE's and a lot of the overtime will go away and this will be monitored more closely by the NALC to assure that there's equity. Meaning if you work your day off and someone else doesn't the next week the NALC will be applying pressure to management to equal it out. Scary to some, inviting to others. This is good news for the non ODL, who have taken a considerable beating over the last year. Equity is not an issue when ODL carriers each work 60 hours per week. Equity will now be an issue.

Currently we are in arbitration to settle our Contract. There are hearings scheduled through January and in all likelihood we will not see any type of contract until spring 2013. I believe that the NALC is doing its best to get a favorable contract. I believe we will be rewarded due to their hard work. There are times I think my position sucks. Hats off to our leaders at the regional level and the National Level, there's more to their jobs than overtime grievances. Take a minute to write them and tell them thanks. I know it's very rewarding when someone tells me thanks, or you're doing a good job, or I don't know how you do it. I'm sure it's just as rewarding to them. I'm serious, send small

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thank you cards. Identify yourself and tell them thank you.

National Association of Letter Carriers
100 Indiana Avenue NW
Washington, DC 20001-2144
Region 5 (St. Louis)
2029 Woodland Parkway
St. Louis, MO 63146

Did anyone at the West Station see who was counting mail for the rural carriers? It seems that it was Sheryl Wernimont. How many of you guys remember when Sheryl got caught stealing Iowa Hawkeye tickets out of the main stream. If you remember, then you will remember that she was promoted for her actions. What appalls me is that the United States Postal Service would subcontract out a retired criminal and put them on the payrolls. And then there was Sandy and Mike Potter. Don't get me wrong, I have no problems with Sandy and Potter, but I do wonder this. We are short staffed in the carrier craft. It's reached unprecedented levels. They have done nothing about it.

Their solution is to dump more work on the ones currently employed. Yet they can have all these idiots sitting around on their butts all day doing nothing, and they spend more money to provide salaries to retired management. Money that we supposedly don't have! Money that we supposedly don't have because management is incompetent and can't figure out how to do their jobs. Well how about this. Instead of forcing overtime, why don't we call up some of the re-

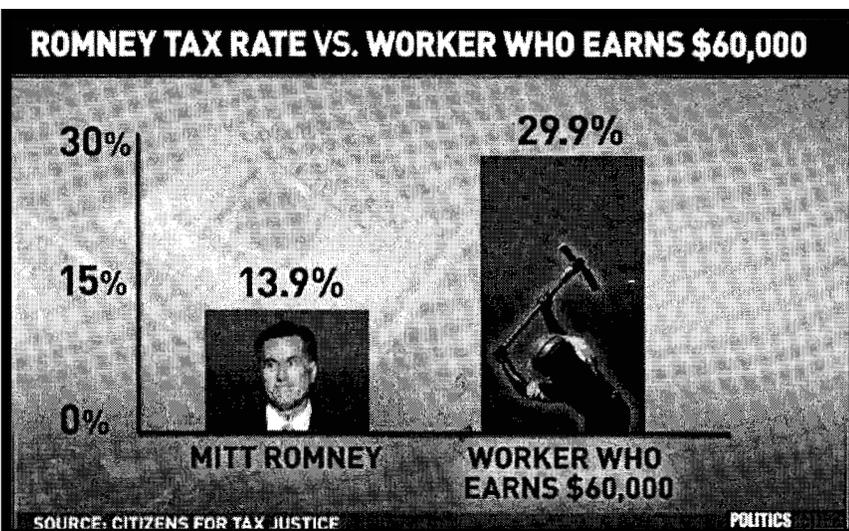
tired carriers and offer them additional work instead of forcing overworked non ODL carriers to give more. There's an idea isn't it?

Briefly, an explanation on OT remedies. I am waiting for an ideal situation to occur and will be sending another grievance through the system regarding compensation for non DOL. It was suggested to me that we won't get past the DRT team asking for administrative leave, as there are contractual provisions regarding administrative leave and how it is authorized. Therefore it was suggested to me by Regional NALC reps to seek compensatory leave instead, since there are no rules governing compensatory leave. So when the perfect situation occurs I will file a separate individual grievance. One in which an ODL carrier is given an 8 hour day, and a non ODL carrier is required to work overtime. A situation which includes documentation from the non ODL in which management was notified that the non ODL did not have under time (this is not happening, non ODL carriers are not documenting this and providing it to me or a steward).

Furthermore, if you're an ODL look at this example so that you can understand OT remedies. Let's say your SDO is Monday. Management limits you to 8 hours on Saturday. They do NOT force any overtime. On Monday they don't bring you in. You work 9 hours on Tuesday and 8 hours on Wednesday and again they did NOT force any overtime. On Thursday you work 10 hours. On Friday you work 10 hours and they mandate 4 carriers to carry 2 hour parts (8 hours of total OT). The very most remedy you could receive for the week is 2 hours on Friday.

If all other ODL carriers had reached 60 and were not available for any more OT on Friday, the most that can be done is compensate you for 2 hours on Friday, even though your weekly total is 45 hours. Compensation only occurs on days of mandating.

Furthermore let's say on Friday there were 8 ODL that also worked only 10 hours. The NALC has to determine who to pay the 8 hours to between you and the other 8 ODL carriers on Friday. At this point the steward will consider equity. If you have



20 more hours than the next person, then you most likely will receive nothing. It could be that 4 of the other carriers will be compensated 2 hours each.

Another issue is when an ODL carrier calls in sick on their SDO. This is viewed as unavailable and is considered when determining who to compensate. The steward will consider your hours plus the unavailable hours. Why is this example made? Because at least 3 carriers on the ODL have stated that they can call in sick and still be paid at the end of the week. While this could be true, a good steward would place this carrier at the bottom of the list when it comes to compensation. This is where your problem surfaces, both stations have good stewards.

Free money, as some call it, has turned into a game, at both offices. Management has created the game, and it is quite simple in reality. However the NALC monitors the game, to make it fair for all of the carriers involved, while the chicken crap supervisors and managers sit on their butts and scratch their heads everyday trying to figure out the daily and weekly schedules. We are out of prime time, and there is no reason for any mandating for quite some time to come now. The problem is you will still have the chicken crap supervisor that will bully the non ODL into going back out, while the ODL carrier refuses. Let us know about these instances so we can file grievances and again try for some relief for non ODL carriers. There is a favorable decision in the arbitration system specific to our region, ruled on by our Arbitrator. However it is in dispute right now and we will soon have it in our hands and will use it to build a file for ODL as well as NON ODL, and possibly that will put them in line.

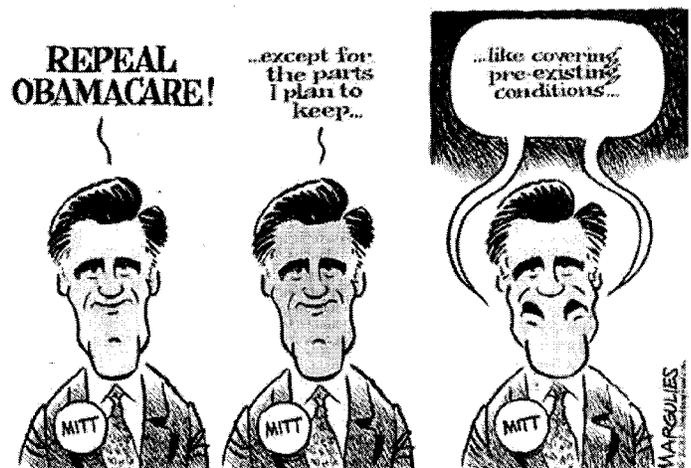
Recently John Schlueter has lost 2 more decisions at the DRT level. He tried to discipline a carrier for overestimating his workload. The carrier estimated 30 minutes, management went with the carrier and the carrier was done 40 minutes sooner than the estimate. The Union argued that this estimate was just that, an estimate, and could not be used to discipline the carrier. The Union's argument was more persuasive than Schlueter's. Next Schlueter tried to discipline a carrier for using more time on several other days than was used on the day of a

3999, which had comparable mail volumes. The Union argued that the mail was not counted and that even if it was, a one day count does not set a standard for which a carrier is subject to discipline. Again, the Union's argument was more persuasive than Schlueter's.

Finally, farewell to Patti Ralph. Patti is transferring to El Paso, Texas. I hate to see her go. She has been a friend to letter carriers in Cedar Rapids. Most things that went wrong truly were the decision of the idiots that are above her. She did stick her neck out for us more than once. You all know me, the one on steward time everyday right? I can't count the times I heard her in her office stick up for us. I can't count the times she took a butt chewing. And I can't begin to count the endless grievances that she resolved locally.

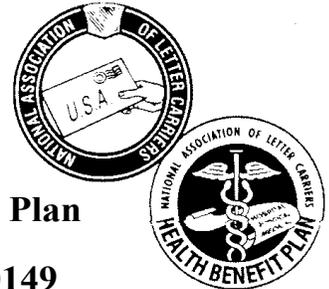
I had my battles with her, but I respected the fact that she had a job to do, and she returned that respect. I was able to resolve most things before people even knew they were happening. Patty was very generous with additional annual leave requests and she was compassionate to the needs of letter carriers personal issues to the extent that she could be. So yes, I am going to miss Patti Ralph. I thought she was nuts the first couple times I dealt with her. It will now be a struggle for a while, while I train her successor. And I will guarantee you all that the day is coming soon when each one of you says, geez, I wish we still had Patti. Good Luck Patti. I sincerely wish her and Ron the best of luck in their new positions.

Now watch your backs Westside carriers, the USPS is about to unleash the next monster manager. You scared? I'm NOT! I know how to follow instructions, and maintain my cool.



2012 NALC HBP Info

At a glance...



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
**Drug Prescription Retail	1-800-933-6252
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
NURSE ASSISTANT (24/7)	1-877-220-6252
CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
CIGNA Transplant Approval	1-800-668-9682
Quit Power (Smoking Cessation)	1-877-521-0244
CIGNA Health Rewards (Discounts)	1-800-870-3470
CIGNA Dental Discount Program	1-877-521-0244
Disease Management Program	1-800-227-3728
MEDICARE Managed Care Plan	1-800-633-4277
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-688-9889
Social Security Administration Info	1-800-772-1213
PostalEase Human Resources USPS	1-877-477-3273
Quest Lab Services (Bakersfield)	(661) 631-8520
LabCorp Lab Services	(661) 631-9258

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

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

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

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

"Non"-Medicare Claims Submit to
CIGNA (Payor I.D. 62308) or mail
to P.O. Box 18804, Chatanooga, TN
37422-8004.

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

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

Some Websites for You...

Center for Disease Control	http://www.cdc.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://americanheart.org
American Lung Association	http://www.lunusa.org
Diabetis Foundation	http://www.diabetis.org
YOUR Personal Health Record	http://www.nalc.org/depart.hbp
Asthma Information Center	http://www.ama.assn.org/special/asthma

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

Check out this PPO: Sendas Northwest Urgent Care
3409 Calloway Suite 101
Bakersfield, California 93312
Phone: (661) 587-2500
Hours: M-F 8:00 am - 9:00 pm; Sat & Sun 9:00 am - 7:00 pm

2013 Open Season for Benefeds.com November 12th to December 10th 2012

Benefeds.com is a website for federal employees who wish to enroll in a Supplemental Dental and or Vision plan for themselves and their families. It is separate from Our NALC Health Benefit Coverage, and totally another option for our members. The premiums vary from with Plan to Plan.

Just log on to BENEFEDS.ORG to review coverage and rates for each vision/dental plan. Or call 1-877-888-3337 for assistance.

I hope this information will assist our members who wish to enroll in a supplemental vision/dental plan.

Mark Ramirez, NALC Branch 782 HBP Rep.
(661) 834-5011

OPEN SEASON for 2013 NALC HEALTH BENEFIT PLAN

As our National contract negotiations are going to arbitration, our NALC Health Benefit Plan's coverage and monthly premiums will be negotiated by our HBP Director Brian Hellman and his team. They will meet with the Office of Personnel Management (OPM).

Even though we don't have all the information for the 2013 season, it is with the utmost importance that our NALC Union Brothers and Sisters take a good look at "OUR" Union's Health Benefit Plan during open season. With the anti-union climate swirling around our nation, we "MUST" stand up and support our Union. Why? The benefits we enjoy today can easily be taken away in the near future.

Our NALC Health Benefit Plan is rated in the "TOP" of all health plans available to Federal employees.

We own our plan, and any profits are returned to the our Plan. With our Health Benefit Plan, "we" can choose our doctors, hospitals, and other medical services in the CIGNA network, at super discounts.

The Open Season for 2013 will begin November 12 and run through December 10th 2012. The NALC Health Plan benefits for 2013 have added a number of new improvements to our Health Plan. The monthly premiums have increased slightly for active members. Our catastrophic (major medical) benefits, which includes Organ Transplants, cancer etc. is still an excellent benefit for our members and utilizing our CIGNA PPO network, requires less out of pocket for our members. Our Drug Prescription Program is excellent, and for our members who have Medicare as their primary, our Drug plan is as good or better than Medicare "D", so there is "no" reason to purchase Medicare D. Our Chiropractic benefit has been improved for 2013, and our foot care benefit is better for 2013. A couple of new benefits that have been added to our plan are: Hepatitis B vaccine for all adults ages 19 and older. Now covered, Measles, Mumps, and Rubella (MMR) vaccines covered, ages 19 thru 56. The Human Papillomavirus (HPV) testing ages 30 and older. New for 2013, alcohol and drug use assessment for children ages 11 through 21. Our Drug Prescription program; Network Retail Active members, Generic 20% of cost, Formulary brand 30% of cost, out of network, you pay 45% of cost.

Mail order or at a network Pharmacy, example, (CVS) 60 day supply \$8 generic, \$43 formulary brand, \$58 non-formulary brand, 90 day supply \$12 generic, \$65 formulary brand, \$80 non-formulary brand. "Medicare", mail order or network pharmacy, example (CVS), 60 day supply \$7 generic, \$37 formulary brand, 90 day supply \$10 generic, \$55 non-formulary brand.

2013 PREMIUM RATE INFORMATION

Self-only Annuitant	\$160.66 MONTHLY
Self and Family Annuitant	\$326.04 MONTHLY
Self-only Active	\$52.95 BI-WEEKLY
Self and Family Active	\$103.26 BI-WEEKLY
Transitional Employees (TE) Self-only	\$264.99 BI-WEEKLY
Transitional Employees (TE) Self and Family	\$575.43 BI-WEEKLY

I have been the NALC Health Benefit Representative for Branch 782 for over twenty-three years, and—***IN THOSE TWENTY-THREE YEARS—EVERY*** member who has enrolled in "OUR" NALC Health Benefit Plan has stayed in the NALC Health plan.

IT'S NOT JUST THE BEST HEALTH PLAN TO BE A MEMBER OF, IT IS THE ABSOLUTE BEST "UNION OWNED" HEALTH PLAN TO BE "PROUD" TO BE A MEMBER OF!!!

So? During the "OPEN SEASON", use the PostalEASE website to enroll. Or, call 1-877-477-3273. You will need your personal identification number (PIN). You can call the number above to request your PIN number. Postal form SF2809 can be used if it is still available for enrollment.

MARK RAMIREZ
A PROUD NALC HEALTH BENEFIT PLAN MEMBER
NALC Branch 782

Basil, I have something for our newsletter... Some say: "Laughter lowers blood pressure." It just makes me wet my pants! Mark Ramirez, HBP Representative

The Two Brooms

Two brooms were hanging in the closet, and after a while, they got to know each other so well, they decide to get married. The bride broom looked very beautiful in her white dress, and the groom broom looked very handsome and suave in his tuxedo. The wedding was lovely. After the wedding, at the wedding dinner, the bride broom leaned over and said to the groom broom, "I think, I'm going to have a little whisk broom."

"Impossible!" said the groom broom, "We haven't even swept together!"

Pick Your Saddle: "Maybe a Blonde Joke"

Judi went to a Dude Ranch on vacation. The cowboy preparing the horses asked, if she wanted a Western or English saddle? Judi asked what the difference was? "Well, said the cowboy, "one has a horn, and the other doesn't." Judi thought about it for a second,

"Just get the one without the horn, I don't think we'll run into much traffic out here."

Keeping Secrets

At a dinner party, several of the guests were arguing whether men or women were more trustworthy.

"No woman", said one man, scornfully, "can keep a secret!"

"I don't know about that!" answered a woman guest huffily.

"I have kept my age a secret since I was twenty- one!"

"You'll let it out some day," the man insisted. "I hardly think so!" responded the lady. "When a woman has kept a secret for twenty-seven years, she can keep it forever!"

And then it got quiet.



House On Fire

A blonde woke up in the middle of the night smelling smoke in her house. She ran downstairs to see what the problem was and saw that her kitchen was on fire. Grabbing her cell phone, she ran outside and called 911.

The dispatcher responded "911. What's your emergency?" "I need you to come quick," the blonde screamed, "my house is on fire! Help me!!!"

"How do we get there?" "Duh!..... use the big red truck!"

MARK RAMIREZ,
Branch 782 NALC Health Benefit Representative

Jerry Says...

We all work for the same company: The United States Postal Service. **BUT**, some people in authority seem like they are doing what they can to cause our company to fail.

As a Union member of Branch 782—and having worked for the Post Office for thirty years plus before I retired—I have seen some good days and some bad days. But, **THIS** puts the icing on the cake! **I am SO very, very, very angry!!**

Some time back, I wrote an article that our office in Wasco was due to see retirements. It was going to cause short-staffing. And, (when I retired) it did that. The Carriers in Wasco are now working six days a week. They are working overtime—and even *Penalty Overtime*—just because they can't get any help. Management in Wasco has to *BEG* people to be released from their offices to help out in Wasco. It is more than just a problem with getting mail delivered. It is also a contributing factor in people becoming so tired that they could have safety problems or efficiency declines!!!

Working six days a week in a physical job like the one that we have is very difficult. *We're not sitting at a desk!* It is hard to feel rested when you have to come in every day and know that there is no relief in sight!

The only way that you can get a break is if you call in sick. **But?** Guess what? **THAT** just puts more of a strain on the other Carriers. So, instead of one or two hours of overtime, now each Carrier has to work more than ten hours a day *because the mail still has to be delivered and you're the ONLY ones around...*

I can't believe that Bakersfield Postmaster David Morrison would put the health of people at risk just because Wasco is an office that he's not in charge of. **WE ALL WORK FOR THE SAME COMPANY!!!** Someone told me that the reason that he

OUT THERE



doesn't want to release of the Bakersfield Carriers to help out in Wasco on their days off is because (somehow) **HIS** overtime hours will look bad. And, we all know, that upper management is all about looking good on "their" budget and not doing anything that will make them look bad.

Well, there **IS** a hiring freeze. We **CAN'T** hire people. (Who made *that* decision? Hmmmm...) People do get transferred; but, it seems like it takes forever for that to take place. At the District level, **MPOO Linda LaForce** needs to prioritize actions which can get people in locations like Wasco. *We are dying out here!*

It would be so frustrating to have accidents occur because the employees are just so burnt out! Why? Because, District honchos like Linda LaForce who keep the short-staffing in place will then tell the local postmasters to fire employees who have had accidents. And then? A bad situation will get even worse!

What is it that they want? Do they want to cause the USPS to fail so that it will lead to privatization? If *that's* their plan, they should be up front and tell people that's what they're doing. It seems to me that we have a bunch of extremely "dumb a*s" people in positions of authority (*like MPOO Linda LaForce*) who are more concerned with their own image of success than in helping the USPS survive. It's almost like they want to run the company into the ground. What are they thinking?????

Do you think I'm being too idealistic?

Too many times, I have seen managers/postmasters more than willing to do whatever they need to do to fire Carriers or Clerk. I can't remember the last time that I saw a manager fired...

I **KNOW** some of them should have been terminated for what they did on the clock while being paid by the USPS. Seems like those "bad" managers get moved around, cause more problems in a new location, and then get moved again. Instead of being an asset to our company, they are a waste.

What do *you* think?

JERRY PATTERSON
Wasco Shop Steward

And now...

The Biggar Issue

We have received donated uniform items at the Branch office that we are making available. I'll send the exact number of pants available after I count them again.

For now, we have:

two - 46 Reg (brand new)
two - 38-Reg (brand new)
& ? 38-Reg (slightly used)

Interested? We have items are for men and for women.

MOLLY BIGGAR
NALC Branch 782 Treasurer

VETERANS CORNER

Military members who have proudly served the United States of America and who have made personal sacrifices and a dedicated commitment to ensuring the security of our homeland in the preservation of the freedom I would like to inform you of one of the many programs that are available to you for you service.

In this article I would like to discuss the Department of Veterans Affairs (VA) VetSuccess program. The VetSuccess program is the Chapter 31 Vocational Rehabilitation and Employment Program. This program's primary function is to help veterans who have service-connected disabilities become suitably employed, maintain employment, or achieve independence in daily living.

Eligible Veterans who have received, or eventually receive, an honorable or other than dishonorable discharge, have a VA service-connected disability rating of 10% or more, and who apply for vocational rehabilitation services. The law generally provides for a 12-year basic period of eligibility in which services may be used. The 12-year period begins on the latter of these dates:

- Date of separation from active military duty or
- Date the veteran was first notified of a service-connected disability rating

A Comprehensive Evaluation is completed with a Vocational Rehabilitation Counselor that includes:

- A full assessment of the veteran's interests, aptitudes, and abilities to determine whether the veteran is "entitled" to VR&E services
- An assessment of whether service-connected disabilities impair the veteran's ability to find and/or hold a job using the occupational skills already attained
- Vocational exploration and goal development

By registering on VetSuccess.gov, you have taken an important first step in finding the career of your choice. We now encourage you to take the next step by posting your resume on VetSuccess.gov, as there are over 4,000 registered employers looking to hire qualified Veterans.

VetSuccess.gov

On the VetSuccess.gov website, you can conduct customized job searches, access resources to help you create a resume and cover letter, and find useful tips and suggestions to help you succeed in a job interview. We created VetSuccess.gov as a one-stop shop for Veteran employment, and hope you'll visit and take advantage of the resources that are available.

Veterans Retraining Assistance Program (VRAP)

If you or someone you know is unemployed; VA is still accepting applications for the Veterans Retraining Assistance Program. This program provides up to 12 months of education benefits at \$1,564 per month to unemployed Veterans between the ages of 35 and 60. Keep in mind, however, this program is limited to 99,000 participants and we have already received over 70,000 applications. For additional information, please visit the VRAP homepage (www.benefits.va.gov/vow/education.htm).

Thank You to All Vets!



Department of Labor One-Stop Job Centers

The Department of Labor operates over 2,700 One-Stop centers throughout the country that work directly with Veterans to find suitable employment opportunities. They have a service locator (www.servicelocator.org/) feature on their website and would be happy to assist you in finding employment opportunities in your area.

(Source U.S. Department of Veteran Affairs;
U.S. Department of Labor)

On a personal note our region of WNY has probably one of the best Veteran representatives in the country and her name is Tracy Kinn. Tracy is part of NYS Division of Veterans' Affairs, Amherst Town Hall, 5583 Main Street, Williamsville, NY 14221. For best response e-mail Tracy at tkinn@veterans.ny.gov or contact myself.

For further information or request feel free to contact Mark Leon, Eastside station , 716-842-4752/4753 or e-mail: MrR2Leon@aol.com.

Branch 782 Editor-guy note: This information is courtesy of a very dedicated individual who is a member of NALC Branch 3 in the Buffalo, New York area. On behalf of all of us, I offer my thanks to Mark for all that he does!

In Memorium

David George Oscars October 8, 1939 - October 26, 2012



David George Oscars, 73, was born October 8, 1939 in Wisconsin. David was the oldest of four children. In 1950, his family moved to Bakersfield, California where he lived for the rest of his life. David lost his battle against lung cancer and died in his home on Friday, October 26, 2012.

David graduated from Garces High School in Bakersfield. Soon after (in 1958) he enlisted with the United States Coast Guard Reserves. He served, faithfully, for 42 years. He followed in his father's footsteps and, in 1963, he became employed with the United States Postal Service. Once again, with honor, he served for 36 years. David retired from both the Coast Guard and Postal Service in 1999.

He was of the Catholic faith, a charter member of Our Lady of Guadalupe Counsel and became a 4th Degree Knight with the "Admiral Callaghan Assembly". David has also been a long time member of the Loyal Order of Moose, Stockdale Lodge #2178. David loved to fish, golf, hunt and travel. He was always watching or listening to sports, especially if the LA Dodger's were playing. He was well-liked and blessed with the ability to make friends where ever he went. He had many wonderful friends that he made within all of the organizations to which he belonged.

David is survived by his three children, Karen Bosse of Bakersfield; Darryl (Pam) Oscars of San Clemente, CA; and, Lois Collum of Meridian, Idaho; 2 granddaughters, Breanne (Darren) Wright of San Diego, CA and Ashley Oscars of San Clemente, CA; great-granddaughter, Alyssa Wright of San Diego, CA; step-grandson, Mike (Julie) Bosse Jr. of Bakersfield; step-great granddaughter and grandson, Lily and Andrew Bosse of Bakersfield; sister, Barbara (Carl) Fanucchi of Bakersfield; brothers, Michael (Debra) Oscars and Joseph Oscars both of Bakersfield; 4 nephews and 1 niece. He is preceded in death by his wife, Louise Oscars; and his parents, George and Bertha Oscars.

Visitation was held at Basham Funeral Care (3312 Niles Street) on Thursday, November 1, 2012 with the Rosary recited at 7:00 p.m. Father Steve officiated funeral services at Our Lady of Guadalupe Catholic Church (601 E. California Avenue) on Friday, November 2, 2012. Internment followed at Greenlawn Cemetery (3700 River Blvd.) The Knights of Columbus Our Lady of Guadalupe Council 13925 served as pallbearers. After the Internment, a reception was held at The Knights of Columbus #977 Hall, 108 Goodman Street.

2013 Carl J. Saxsenmeier

Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2013 Carl J. Saxsenmeier Scholarship Program. **All applications must be sent to the Scholarship Chair by January 4, 2013.** The Chair will send scholarship packets to all applicants by the end of January 2013. The scholarships are available to the dependent 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 2013 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 & Number _____

DOHERTY DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2012.

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, 2012.

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, 2013. (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, 2013.

Regulations

- Scholarship is to be used toward pursuing undergraduate

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 2012-13 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Signature of NALC parent member
(or spouse if deceased)

NALC parent's Social Security No.

Signature of branch officer

Title Date

Only official scores (SAT/ACT) from the testing agencies will be accepted. No computer-generated scores (SAT/ACT) will be accepted.

This form must be returned no later than December 31, 2012, 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.

Becoming involved can lead to rewards...

Even though I have verbally said “Thank You!” to many members for voting me to be your delegate to the 2012 NALC National Convention, I have wanted to write an article ever since I came back in August. So, here it is...

Having a family of three kids (with two of them five years old and under) is a *lot* of work. To find time for myself—let alone give time to the Union—requires a certain dedication that most find hard to achieve. But, it is a commitment that I make willingly.

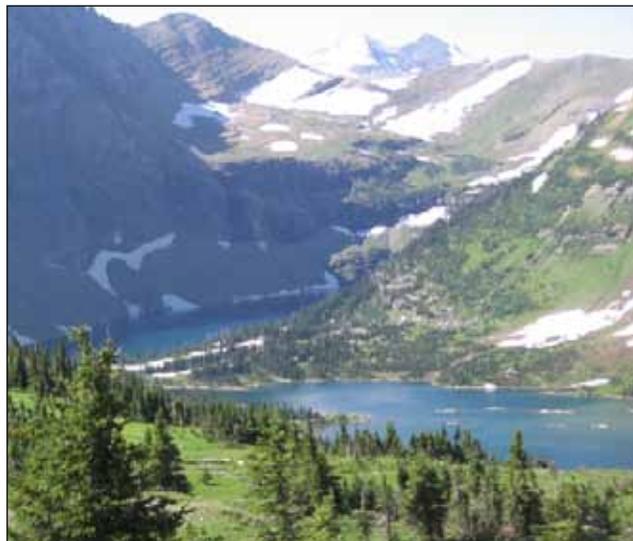
As I share this, I want to let you know that, because of my involvement as an NALC activist, I find that I am able to do many things which help protect my family as well as involving my family in the things that I do. This is a very special thing. Let me give you an example of how my becoming involved in the Union has been a benefit to my family.



My family and I took a month vacation by incorporating my duty to participate as an NALC National Convention delegate in Minneapolis, Minnesota.

I have never traveled by vehicle back East; and, let me tell you: ***IT WAS AN EXPERIENCE TO REMEMBER!!*** I would most definitely do it again. In fact, I’m already thinking about the 2014 National Convention in Philadelphia, Pennsylvania...

Just in case you are wondering why, let me fill you in on what the journey was like.



The various landscapes that we encountered were breathtaking! *From deserts to rolling hills to flat lands to mountains there is so much beauty in our country!* There were so many, many things to view along the way on our amazing venture. We went through Colorado to see Mt. Rushmore and Crazy Horse. Along the way, forest fires were making their presence felt. Luckily, where the authorities cut off the road access was the opposite direction we were heading.

After Mt. Rushmore and Crazy Horse, we went onward to Minneapolis. The mosquitoes were not as bad as the horror stories people were telling us about. I never got stung once...but it did take quite a bit of time to get used to the humidity!

After the Convention, we headed northwest. We went to see Custer National Forest, Glacier National Forest, Yellowstone National Forest, the Grand Tetons, the Royal Gorge, and we ended at Dinosaur National Forest. They all had awesome, breathtaking sights.

I couldn’t stop taking pictures. ***We came home with almost 3000 pictures taken.***

Actually, the pictures we took didn’t do justice to the beauty. You just have to see it in person to really take it all in!

This was my second National Convention and it seems as though each time I attend a Union function, I learn more and more pertinent information to be able to do my job better.

(In case you don’t know what I do for Branch 782, let me fill you in. I was a Steward. Now, I am a Branch Trustee and the Assistant Recording Secretary.)

The classes at the Convention were amazing!

I had little time to spend with my family during the week because I was up by 5:45 a.m. every day and had classes or delegate duties all day long till 5:30 p.m. In the midst of it all, I was involved with our effort to sell the “Out There” books. I was *exhausted* by the time I got back to the hotel to go to bed. Then? It would start all over again the next day.

It was a long week but it was well worth it.

I attended a variety of classes that were more geared to my current position and also sat in on various Steward classes. Even though I am not currently a Steward, it is always helpful to know our Carrier Rights. I want to stay informed enough to be able to step in if needed in the future. I also attended fiduciary and Secretary classes.

The other class (which too many do not know or understand or put too much thought into) was the Thrift Savings Plan (TSP) class. For those of you who are in FERS, it is ***VERY*** crucial to contribute as much as possible *as early as possible!*

If you are only doing the bare minimum, you are going to have a problem when you retire. The Postal Service is mandated to provide an automatic 1%. But, it will ***MATCH*** up to 4% ***IF*** you invest in your own future. If you are not *at least* doing that, you are throwing money down the drain that is “free”! We work too hard to do that.

We attend conventions to be amongst fellow Carriers from all over the country;



and, most importantly, to be able to bring back the knowledge and share it with our own fellow Carriers when we get back.

Please feel free to ask me anything and I will do my best to get the right information back to you or point you to the right person to be able to help you with your situation whether it's retirement, health benefits, an injury, your Rights in the office or out on the streets.

That is why we go to these classes. By no means is attending a Convention a "free" vacation. It's an investment to educate ourselves FOR our fellow members.

Our Union is one of the strongest unions out there. There are thousands of talented, educated and committed Union members who dedicate their time and energy for each and every Letter Carrier out there. **THEY GO ABOVE AND BEYOND THE CALL OF DUTY!!!**

There may have been a few "bad apples" in the bunch to have people think other-



wise, but—as a whole—it works because they work for you!

I have personally seen the hard work that goes into a grievance; the mounds of paperwork with all the facts; interviews; and information gathered to get a grievant his/her job back or to eventually make the Carrier "whole" again.

The NALC is, contractually, the ONLY Union that is here for us. If you have gotten out of a "bind", remember, it was NALC members who were there for you and did what they had to do for you.

We have many talented, educated and committed Union members in our own Branch 782. Each works hard delivering their own routes during the day and then turn into "Superstars" to be able to help you when you need it. Each individual member continues to do an outstanding job.

I want to thank these special people: our Branch 782 Executive Board; Newsletter Editor Basil Zuniga (South Station) and his assistant Juan R. Rodriguez (East Brundage Station); our amazingly talented Cartoonist Fred Acedo (Retired); Webmaster Rick Plummer (Retired); Norma Hamer (Shafter Station) and Shari Sharpe (Dole Court) who energetically organize our MDA efforts and annual Food Drive which used to be coordinated by Teresa Garcia (Dole Court); Pam Smith (Hillcrest Station) who does COLCPE and Diana Herrera (Plant) who is our Political Liaison; Teresa Ortega (Dole Court) who organizes our Annual Picnic; and Jerry Patterson (Retired) who helps wherever there is a need.

We also have some awesomely, wicked (meaning Kick Ass) Stewards out there who do an absolutely phenomenal tremendous

job! *Each and every one of them are just fantastic!!!*

The leadership of our Branch 782 is second to none!

Branch 782 Vice-President and also Brundage

Shop Steward John Ortega; Our Branch Recording Secretary Kim Gerdes and Steward (Dole Court); Treasurer Molly Biggar; and, of course, "Our Big Honcho"—NALC Branch 782 President Mike Towery—make me feel blessed that they are at the helm! (Now, if only I could get to their status, HA!)

Each of these Branch 782 members take a lot of their own time from family, relaxing, and enjoying that time away from work. They all end up doing more work to do the things they do for our Branch and for our members every day. Be grateful and make sure that you give them your personal "Thank You!" **Each** of these individuals are committed to sustaining a strong Union.

Why do I say this? Because: If it wasn't for Unions in general, and specifically, the NALC which exists to protect YOUR Letter Carrier Rights — **YOU** wouldn't have the pay, sick leave, days off, job protections, overtime, medical benefits, or the possibility that you can retire with dignity some day!

Really? **YES. REALLY.**

MABEL BULLIS
A Proud and Grateful
NALC Branch 782 member



from the editor-guy

A Hello. A Good-Bye. And, a few other things...

A portion of my Letter Carrier duties involves the delivery of mail to the Valley Plaza Mall.

While there, one of the best things is the opportunity to see many of you or your family members. You happen to be good Americans who are helping out our country's economy! Thank you so much!!! Moreover, I also get to meet folks that I've never met.

Recently, I was approached by an older couple who (after saying hello) told me that they were looking for a specific business in the mall. As I've done with many others, I pointed them in the right direction and they thanked me.

About ten minutes later, I saw them and they thanked me again because they'd been successful. The lady mentioned that her husband used to be a mailman. I asked him where he had delivered. He smiled as he replied, "Right here in Bakersfield."

He went on to tell me that he had retired in 1977 and was now ninety-one years old. His name was Walter Heer.

I told Walter that—even though I had started with the Postal Service after he'd retired—I recognized his name because I'd seen it through the years on the mailing list of our newsletter.

When I told him that I was the Branch 782 Editor-guy, he and his wife both said that they enjoyed receiving our publication.

Imagine that! I got to meet someone who has been retired for some thirty-five years. *That* was quite a hello! It was also nice to see someone

who was obviously still sharp and fit after surviving a career as a Carrier.

Given the nature of life, sometimes sad things happen. Fred Acedo telephoned me one morning to tell me that he'd seen a notice of the death of someone named Dave Oscars. He told me that there were no details other than the age.

Fred asked me if I knew if it was "our" Dave Oscars. I told him that I hadn't heard anything but that I would find out. The next day, Danny Blair brought me an obituary notice from *The Bakersfield Californian*.

After retiring in 1999, Dave Oscars continued his NALC membership and could be counted on to attend the Branch 782 Retiree Dinners. Additionally, he was the middle generation of a family of Letter Carriers. He followed "in the footsteps" of his father, George, and later saw his daughter, Karen, carrying a satchel for a few years before she left the USPS for work in the medical field.

Although I wasn't able to attend the funeral because I was working, I was able to go to the vigil service the day before Dave was buried. It was nice seeing other Branch 782 members there (Jesse Avalos, Bill Curtis, Ray and Annie Franey, Lupe Arredondo and Homer Ruiz). I think that Dave would have liked that. In a relatively large gathering, I also saw Richard Rodriguez and even some customers from my route.

Another connection that I had with Dave is that—like him—I also served in the U.S. Coast Guard. Along with Rick Gerdes and Mark Carter, together we were a part of a relatively small band of "post-Coasties".

GOOD-BYE, DAVE!

All of this talk about retirees reminds me of a few other things that I want to share with you...

I was talking with Pam Smith recently when we were working on "Get Out the Vote". I asked her if there'd been many other Branch 782 members who had come out to help.

She shared something interesting with me. Pam told me that she was amazed at how

much time Bob Mitchell had devoted to this effort. In addition to his hours spent precinct walking and phone banking, she also laughed about something. Bob had to "Rough It" when he had travelled with Pam and Diana Herrera when they'd joined other activists during a campaign effort in Nevada.

Thank you, Bob! I wish that more people would have realized the importance of becoming active in trying to protect our future! I glad that the fact that you are now retired gave you the flexibility to do all that you chose to do. **Thank You!!!**

Pam also pointed out that she was really thankful for **ALL** members who had donated their time, energy and abilities.

Finally, I want to share a message that Norma Hamer has for all of you. It is an apology. But, it is more than that...

Norma makes a personal effort to do as much as possible in a loving committed way. When a person does this, sometimes (*IN FRONT OF GOD AND COUNTRY*) mishaps, mistakes or lapses take place.

I am *VERY* thankful for Norma. **SHE CARES!** She gets involved. She willingly invests her time, energy and talents to make *OUR* Letter Carrier world a better place. If everybody did that, it would be...

*Gosh, here it is again from me....
another apology for my mess up...*

*OOPS! I messed up. AGAIN!!!
Teresa Ortega...will you please
forgive me for thanking the wrong
Teresa for the Branch picnic??*

*I'm on my knees, but not really
begging!! HAHA!*

*Too bad Fred Acedo couldn't do a
chalkboard cartoon showing me
writing Teresa ORTEGA 100 times
on the chalkboard!!*

Many sorries to you...

NORMA HAMER
Chalk in Hand

BASIL ZUNIGA
Branch 782 Editor-guy



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We invite all members to contribute articles for publication. Copy, if possible, should be double-spaced (but doesn't have to be) but **MUST** be signed by the contributor.

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

In the hope that material contained herein may be of benefit to the goals of the National Association of Letter Carriers, permission is hereby granted to other NALC Branches to copy or use material and/or cartoons promulgated in this publication with our best wishes...but remember to cite/give us some credit.

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Rick Plummer, Webmaster



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FORWARDING SERVICE REQUESTED

Now that one of the most expensive and bitter presidential campaigns is over, it is time for Congress and the President to work together in order to solve the pressing problems the United States is faced with.

I want to thank several members of our Branch who spent a lot of their time and effort to insure that we had a President and Congressional representative who are willing to consider the needs of Letter Carriers.

Thank you, Diana Herrera! She was released from the Post Office to work full time doing phone calls and precincts walks.

Also, I wanted to thank Pam Smith, John Ortega, Norma Hamer and Shari Sharp for all the time they spent doing precinct walks.

I think special recognition should go to State Association President John Beaumont for his tireless efforts to elect a President, Representatives and Senators who might better support and establish Letter Carrier benefits.

Just as importantly, I wanted to also thank all those Carriers in the Branch that regularly donate to COLCPE.

Even though the election resulted in a President who is more receptive to the concerns of Letter Carriers, the House of Representative is still going to have Darrell Issa in charge of the committee dealing with the Post Office.

Unfortunately the fight to save six-day delivery and effort to address the pre-funding mandates has not changed.

Already, on Thursday, November 15th Senator Joseph Lieberman (I-CT), the retiring chairman of the Homeland Security and Government Affairs Committee, called a bipartisan meeting of House and Senate leaders to discuss his alarming idea. He wants to allow the U.S. Postal Service to end Saturday mail delivery service but retain package delivery service on that day.

I think President Rolando sums it all up in his response with the following statement on the NALC's website.

"While I'm sure Senator Lieberman's intentions are good, his notion not only is misguided, it falls into the trap of failing to address the root cause of problems the Postal Service continues to face.

In fact, his proposal completely ignores the 2006 congressional mandate to pre-fund seventy-five years worth of future retiree health benefits and to do so within just 10 years.

This crisis, *manufactured by Congress*, is what's creating on Capitol Hill a false sense of urgency to act immediately. There is no argument that something

must be done to solve the Postal Service's financial problems, but Lieberman's so-called compromise would eliminate 25,000 City Carrier jobs and drive more business away from the Postal Service by undermining the value of our service.

Almost \$11.1 billion of the Postal Service's reported \$15.9 billion loss this past fiscal year stems from the pre-funding mandate—an unfair burden that no other company or government agency bears.

In fact, leaving aside pre-funding and other actuarial adjustments, a fraction of the overall losses—\$2.5 billion—came from the actual delivery of mail," he said.

Continued on page 2...

at the
Mike

