

# National Association of Letter Carriers

## Branch 782

# E.A. Baker Union Update



ARVIN  
CALIFORNIA CITY  
McFARLAND  
TAFT

AVENAL  
DELANO  
MOJAVE  
TEHACHAPI

BAKERSFIELD  
EDWARDS AFB  
RIDGECREST  
TRONA

BORON  
LAMONT  
SHAFTER  
WASCO

**CHARTERED FEBRUARY 25, 1901**



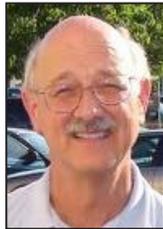
NUMBER 11

WEB VERSION

NOVEMBER 2016

at the

# Mike:



Even though the final outcome of the election indicates that the country is still divided as ever, I think one thing that almost all of us can agree upon and be glad about is that one of the most hate-filled, name calling, divisive, denigrating and mean-spirited Presidential campaigns in recent history is finally over.

## OFFICIAL NOTICE OF ELECTION OF OFFICERS

### OF NALC "GOLDEN EMPIRE" BRANCH 782 AND DELEGATES TO THE 2017 STATE CONVENTION

Elections will be held for the following Branch offices: **Sergeant-at-Arms; and, three (3) Trustees.** The term of office will be three (3) years. Elections will also be held to determine delegates to the California State Convention.

The election will be conducted by secret ballot at the regular General Meeting on November 22, 2016 at 7:00 P.M. at the Branch 782 Union Office, 2628 "F" Street, Bakersfield, California.

**P**olitical pundits will be discussing this election for years to come in an attempt to find out why a lot of the polls were so wrong in their predictions. Obviously, the President-elect's claim that the election was rigged was a total fabrication.

The last year has been nothing but a barrage of negative and offensive comments and very little dialogue of actual policies to address all the important issues facing our country. The outcome of the election was very disappointing, to say the least, for the NALC.

One candidate was pro-union and believed in collective bargaining

whereas the President-elect has been openly anti-worker, anti-union, anti-federal employees and has even refused to negotiate with his hotel employees even after being ordered to do so by the Labor Board. It should have been an easy choice for any union or working person.

It appears that the final outcome will show, for the second time in 16 years, that the losing candidate received more votes than the one who won the election. So clearly, it cannot be claimed by politicians that the President-elect somehow received a mandate of the people.

*Continued on next page...*

Time will only tell what repercussions this election has for the country and the NALC in particular.

However, the mission of the NALC has not changed and the NALC will work with anyone who supports our position, regardless of the party affiliation, to insure Carrier's rights and benefits are protected.

However, with the President-elect and both the Senate and House of Representatives being of the same party, the normal checks and balances to prevent abuses of power will not be available. It will be undoubtedly more difficult and require all Active and Retired Carriers to help the NALC achieve all the goals of protecting our rights and benefits of all Carriers.

The challenges will be many but I am confident our National officers are fully prepared to fight any attempts to take any long fought for Letter Carrier benefits and rights away but it will require that *all* Letter Carriers help them in their efforts.

Also, I want to thank the California State Letter Carriers President John Beaumont and Eric Ellis for all their hard work over the years lobbying Congressmen and Senators in protecting Letter Carriers' rights and benefits. I hope I see you at the Branch General meeting to elect the Trustees, Sergeant-at-Arms and the State Convention delegates.

MIKE TOWERY

*What your NALC convention delegates could have learned about in the workshops...*

# 29 Years, 11 Months and 17 Days

I attended a seminar at the National Convention that was entitled "29 Years, 11 Months and 17 Days". It featured an actual event for a fellow Letter Carrier that YOU need to be aware of.

For employees covered under the Federal Employees Retirement System (FERS), immediate retirement eligibility is a combination of Minimum Retirement Age (MRA) with 30 years of creditable service; or age 60 and 20 years of creditable service; or age 62 with 5 years of creditable service. These are the basic rules but there are variables, so become aware of YOUR specific situation.

When a person requests a printout of their retirement numbers, there will be two totals for amount of Federal service. One number is the actual amount of time "worked" and the other is a pension

computation figure that includes credit for unused sick leave.

The person that the course was named for had only "worked" the 29, 11 and 17 (but had over 30 years of time which included unused sick leave) when computing his pension. He went ahead and retired and when the Office of Personnel Management (OPM) looked over his paperwork they discovered that he had worked less than 30 years, was only 56 years old and therefore his pension would be penalized 5% for every year he was under 62 years of age (6 years of age x a 5% per year penalty = **A 30% REDUCTION IN HIS PENSION**). **OUCH!!!**

You would hope that someone in USPS Shared Services would have noticed this and pointed it out to this person but that did not happen and the Carrier was not

by Ron Blazel, Trustee  
NALC Branch 2

aware of the penalty aspect so he went ahead and retired.

OPM's view on this was too bad, so sad, thanks for playing. Which, of course, sounds harsh but when you look at the volume of work OPM does you can see why they can't bend the rules for one person.

Bottom line is this...if you are getting ready to retire at your MRA, *make absolutely sure* that you have actually worked at least 30 years. The Carrier on whom the title of this article is based lost thousands of dollars by not working 13 more days.

Article courtesy of the West Allis, WI  
October 2016 NALC Branch 2 *Pioneer*

## — PENALTY OVERTIME EXCLUSION —

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC and USPS-APWU National Agreements, the **December period** (during which PENALTY OVERTIME REGULATIONS ARE NOT APPLICABLE) consists of four consecutive service weeks. This year, the December period begins Pay Period 25-16, Week 2 (December 23, 2016) and ends Pay Period 01-17, Week 1 (December 30, 2016).

# Minutes of the October 2016 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery at 7:00 p.m. on the 25th day of October, 2016 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Jerry Patterson. All members of the Executive Board were present. The stewards were present from Arvin, Avenal, Brundage, Delano, Downtown, East Bakersfield, Hillcrest, Lamont, McFarland, Oildale, Shafter, South and Taft. Also present was Newsletter Editor, Basil Zuniga; Webmaster, Rick Plummer; Photographer, Anita Holderman; Asst. Treasurer, Debbie Guillet; Asst. Recording Secretary, Norma Hamer; Asst. Financial Secretary, Marcy Rodriguez, OWCP Rep. Rick Gerdes, Frank Martinez of the Social and Recreation Committee. The minutes of the September 27, 2016 meeting were read and accepted with no additions or corrections. A thank you card was read from the family of Lisa Herrera whose husband passed away recently.

**APPLICATION FOR MEMBERSHIP:** Applications were received from Gerardo Renteria, Downtown; and Dallin Payne, Wasco.

## REPORTS OF STANDING AND SPECIAL COMMITTEES:

Teresa Ortega thanked those who helped with the picnic set up and clean up. A special thanks to Angie Hernandez, Norma Hamer, Tami Foshee, Evelyn Gauthier and Maria Valenzuela. She reported that we served 204 people, of which 23 were guests.

## OUT THERE



was Dole Court's turn, so next month will be Stockdale. Paul Greenfield of the Social and Recreation Committee reported that there will be tickets to the Condor's "Teddy Bear Toss", Christmas Town and the Holiday Lights at CALM. He also informed members that there has been a problem with flyers and infor-

mation getting to each station. Frank Martinez will bring the information to the Steward Meeting and the stewards will post it in each station. Kim Gerdes reported that there are 858 books remaining. We need to sell 468 more to break even and then the proceeds will go to MDA. Basil Zuniga donated a book for a drawing tonight. Mark Ramirez reported on Open Season for Health Benefits, November 12 – December 14. He discussed the rates for each of the plans.

**NEW BUSINESS:** Eric Ellis, District 8 Representative, attended the meeting to present Cierra Castle, daughter of Hillcrest Carrier Brian Castle and his wife Carla, with a plaque for receiving the Saxsenmeier Scholarship. He discussed the future of the USPS and the upcoming election. He encouraged members to contact Congressman Kevin McCarthy to make sure he knows that we want to keep door delivery, especially with the large number of thefts from neighborhood boxes. Also to inform the congressman that we support allowing CCA time to count towards retirement. He informed member that the CSALC is supporting Congressman Valadao- R, because he supports carrier issues.

**GOOD OF THE ASSOCIATION:** Mike Munoz made a motion that the delegates returning from convention should write an article in the newsletter about the convention. Seconded by Dicie Wilder and the motion passed. Basil Zuniga reminded delegates that they should report back about the classes they attended and the convention sessions because the branch made an investment in the delegates and they should share the information with members. He also reported that Fred Acedo has been ill. Mike Towery asked that Basil relay to Fred that the Branch wished him well. Kim Gerdes reminded members that requests for absentee ballots must be received by November 8.

**FINANCIAL SECRETARY'S REPORT:** Anita Holderman reported that \$13,590.57 was collected for October.

**TREASURER'S REPORT:** Molly Biggar reported:

Beginning Balance	\$64,672.67
Dues and Income	\$13,138.99
Total Balance	\$77,811.66
Total Expenses	\$ 7,758.61
Ending Balance	\$70,053.05

The MDA 50/50 Drawing was won by Ralfie Ochoa. The drawing for the **Out tHeRe** book was given to Saxsenmeier Scholarship winner Cierra Castle. The Drawing for \$300.00 would have been won by Kim Pumphray who was not present. Mike Towery thanked Eric Ellis and Brian, Carla and Cierra Castle for attending the meeting tonight.

There were 40 members and 7 guests present.

The meeting adjourned at 8:09 p.m.

Respectfully Submitted,

KIM GERDES

# In an Instant...DISASTER!

## *An Account of Dangerous Park Points*

David Betts, a transitional employee started his carrying career in Concord, New Hampshire. Then — as a CCA — he was transferred to Branch 44 in our Exeter Office.

by David Betts and  
Editor Pete Prunier,  
NALC Branch 44

**In my interview David said he loved carrying mail. He told me that he was not even supposed to be delivering that route on the day in question. You see it was his birthday two days before tragedy struck, and he was supposed to meet up with some college friends. No one can tell the story better than David so I am going to turn the article over to him.**

My accident was on Friday the 21st of March two years ago. I was on the City route 2 in Exeter. I was at a parking point getting a loop ready.

The next thing I remember I was waking up on the ground. I didn't know where I was or why I was on the ground, I tried to get up and start running — just run and get out of there.

I couldn't get off the ground, I tried. My leg was stuck. Then I heard someone say, "Stay still. Don't get up." That's when I knew, I was in an accident.

I was in and out of consciousness. I needed to call my wife. Was anyone else hurt? Where this parking loop is, a bus stop for a school is right there on the same corner where you park. No kids were there at the time.

Then, I passed out. Woke up on the stretcher. Then, passed out again. Woke up in the ambulance. Passed out and woke up in the CAT Scan at the hospital. Never really lost consciousness again.

My wife showed up in the ER. They let her in to see me. She was eight and half months pregnant at the time. When I saw her I knew this was going to be a long haul.

I was transferred down to Boston. Down there they started to work on my injuries. I had x rays done and more screening done. The surgeons put 70-80 stitches and a gravity drain in my scalp for the eight inch laceration.

They said my scalp was "degloved" from my head. (Google it.)

I also had an AC joint separation in my left shoulder. And lots of cuts and scrapes and bumps and bruises. My hospital stay was horrible. After two nights of being there I had enough and was brought home.

My wife was waiting for me at home. My daughter (who was a 3 year old at the time), was at my in-laws till I got settled.

After about a week I developed blood clots in my left leg. *Another* trip to the local hospital.

**OWCP is not fun.**

My AC joint claim was denied, because of terminology. Blood clots also denied. Both of those have been fought and been accepted to my case.

I have also had issues with my right shoulder, neck, upper back, left eye, and a concussion. All of those have not been accepted. and are still being fought through the union. I am glad I had Workers Comp, but dealing with them is more stressful than the accident itself.

I am back to work and I am in pain all day. Some days are better than others; but, still, so much pain.

The worst part of the whole episode, was my personal life.

My wife was eight and a half months pregnant at the time of the accident. She not only had to take care of herself, but had to take care of me, our 3 year old daughter, our dog, and house.

The last few days of her pregnancy I should have been rubbing her back and feet, taking care of her. Instead she was shoveling the walk way, walking the dog, taking care of our daughter, and working at her job as well as me.

I couldn't help her when she went into labor. She needed me and I feel like I wasn't even there for her in the labor room. I could not help her physically like I did when our daughter was born.

Our son was finally born, and I couldn't hold him as long as I wanted to. My son was too much for me. I couldn't really hold him for about two months.

***All I wanted to do was hold my son, and help my wife, but I couldn't.***

Another low point for me that I will never forget, is my daughter telling me that she was scared of me. "Papa your head is scary." That tore me apart. I never want my little girl to feel that way. It kills me that she had to see me this way.

It's been over two years and I still get upset from time to time when I think of what was taken from us. I can't play on the ground with my son for very long because I get uncomfortable from the pain. All he wants to do is play in his sand box or wrestle on the ground with his Papa.

My daughter, I wish I could swing her around in the air like the Irish princess she is and should be treated like. But, I can't because of the pain.

She likes to wrestle her Papa too when she gets a chance...when I'm feeling a little better.

All of this happened because of poor parking points. and a person not paying attention while driving. He was trying to pick up a sandwich that fell on the passenger floor board.

I never heard him coming. He never saw me and never hit the brakes. Just ran right into me.

Accidents can happen any where at anytime. We can try to protect ourselves by parking in safer parking points.

***If you feel unsafe for any reason, get your parking points moved!***

***Try to give yourself a better chance to survive unscathed!***

***Please take the time to think of how to protect yourself!***

***You never want to put your family and yourself, through an ordeal like this.***

***This article courtesy of the Manchester, NH 44 Magnum published in October 2016. I sincerely hope you all take it to heart!!!***

***My thanks to Pete Prunier and David Betts!***



***This article was featured in our October web version. The message NEEDS to be reinforced...***



David Betts and other Carriers who have been injured at dangerous park points were greeted by NALC Convention Delegates in Los Angeles.



***...If your manager is not enlightened as to the pain...Brothers and Sisters have suffered, share this column with them. If you feel that any of your park points are unsafe and unnecessarily expose you to the hazard of traffic at your back, turn in a Form 1767. If the hazard report is not responded to favorably, take this issue to your Union Steward or Branch Officers...***

***"Manny" Peralta, NALC Director of Safety and Health — April 2012 Postal Record***

# Light Duty vs. Reasonable Accommodation

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

Letter Carriers should be aware that if they are injured *on-the-job*, the Postal Service must provide a **Limited Duty** assignment to the injured employee, which is within the employee's medical restrictions. The Postal Service's motivation to provide Limited Duty assignments to injured on-the-job employees should be to avoid lost work-day injuries.

When a Letter Carrier becomes permanently ill or injured *off-the-job*, the NALC has attempted to address these concerns by negotiating **Light Duty** provisions in Article 13 of the Collective Bargaining Agreement (CBA). The CBA does provide for Light Duty assignments for both temporary and permanently ill or injured employees. My focus will be on the language surrounding "permanently" ill or injured employees.

## JCAM Page 13-2: Section 13.2.B.1 B. Permanent Reassignment

1. Any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any fulltime regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties.

The reason that the language specifies that the request is voluntary is because the request for Light Duty under Article 13 you agree that the assignment, the area of the assignment, the hours of duty, and the number of hours that you would be allowed to work, would be at the discretion of the installation head (Postmaster). Also if management provides a Light Duty assignment, they can require medical documentation as often as they see necessary, and at least once a year. Other contractual protections, such as a guarantee on the amount of hours worked, or assignments based on seniority, are waived when an employee submits a Light Duty request under Article 13.

The EEOC has affirmed that an employee who voluntarily applies for a light duty assignment under Article 13 has "no guarantee of eight hour work days". (See *Irving v. Runyon*, EEOC No. 01940501 November 1st, 1994).

The EEOC has recognized that potentially permanently ill or injured employees lose certain rights when they apply for Light Duty under Article 13. Referring to Article 13, the EEOC stated "that a policy like this may have to be modified in cases where an individual with a disability needs a reassignment". (*Tolar v. Henderson*, EEOC No. 01965083 16 December, 1998).

When Letter Carriers have a permanent off-the-job illness or injury, the Postal Service **MAY** provide the employee with a Light Duty packet or form. Unfortunately, once the Letter Carrier submits a request for permanent Light Duty, they may find that they are subjected to removal action for failure to perform the essential functions of their position.

The key to fighting this type of action is determining whether the illness or injury constitutes a "disability" as defined by the Rehabilitation Act and the Americans with Disabilities Act. The disability must affect "major life activities" to qualify under the definition. Also, the illness or injury cannot be of a temporary or transitory nature. The Supreme Court has made rulings regarding persons with disabilities and have stated if the disability can be overcome with corrective measures (with medications or prosthetics), then the person can fail to meet the definition of a disabled individual.

If a Letter Carrier meets the definition of a disabled person, then the employee should submit a request for **Reasonable Accommodation**. This request is not only covered by the Rehab Act and the ADA, but USPS Manual EL-307 specifically addresses the procedure for making such a request.

## EL-307. Section 130: Applicable Laws 131 The Rehabilitation Act

The Rehabilitation Act prohibits discrimination against qualified employees and job applicants with disabilities in the federal government, including the United States Postal Service.

The Rehabilitation Act also imposes an obligation on the Postal Service to find reasonable ways to accommodate a qualified individual with a disability. In other words, the Rehabilitation Act requires the Postal Service to consider ways to change the manner of doing a job to allow a qualified person with a disability to perform the essential functions of a particular job, or to be considered for a position he or she desires.

Reasonable Accommodation provides protections under the law which allow a carrier, through their physician, to specify what



Source: **OuT tHeRe** book (cartoon published in 1994), page 19

accommodation(s) they require, as well as ensure that the employee is entitled to other privileges and benefits of employment (simply being able to work eight hours). *Remember, the EEOC when examining a light duty request has stated there is no eight hour guarantee.*

Whenever an employee makes a request for reasonable accommodation, it should start an interactive process. Management becomes obligated to discuss accommodations with the Letter Carrier, and make specific searches for a position that the Letter Carrier could perform. The EEOC has taken the position (in EEOC v. Supervalu and in similar ADA cases) that an employer cannot restrict light duty in such a way because it has the effect of discriminating against individuals with disabilities.

Management — once realizing that a Carrier's request for reasonable accommodation required management participation in the interactive process — created the "District Reasonable Accommodation Committee" (DRAC). The DRAC is intended to meet management's obligation to participate in that interactive process. There have been more than a few occasions when a supervisor or manager will advise a Carrier, who has made a request for reasonable accommodation, and they will appear before the committee to represent the Carrier's interests. *Can you really believe that a supervisor, who may have refused to provide the requested accommodation, is really going to represent the Carrier's best interests at a DRAC meeting?* This is why the branch has EEO Representatives to help. The role of the DRAC pertaining to light, limited and rehab duties positions is as follows:

### **EL-307 Role of the Reasonable Accommodation Committee: Section 641 Limited Duty, Light Duty, and Permanent Rehabilitation Positions**

Most limited duty and temporary light duty requests are not initially referred to the RAC. Instead, they are processed through the mechanisms provided by Federal Employees' Compensation Act (for limited duty) and the respective collective bargaining agreements (for light duty). Nonetheless, there are circumstances in which an employee in a light duty, limited duty, or permanent rehabilitation assignment can raise issues that warrant referral to the RAC. For example:

- \* When an employee has an illness or injury that may also qualify as a disability under the Rehabilitation Act and the employee seeks accommodation for that disability, referral to the RAC is appropriate.

- \* When an employee seeks to leave a light duty, limited duty, or permanent rehabilitation assignment position and obtain a different job, the RAC must assess the situation to see if the employee can perform in the position desired, with or without reasonable accommodation.

In addition, an employee with a disability may request permanent or long-term light duty, believing it to be a reasonable accommodation. In such a case, the RAC may appropriately explore accommodation with the employee. The RAC's role is limited, however, to evaluating the employee's eligibility for accommodation and the availability of accommodation under the law. The RAC does not make a decision on the availability of light duty because the installation head is responsible for granting or denying light duty, pursuant to the terms of the collective bargaining agreements.

I'm being told the local DRAC is requiring Letter Carriers to apply for light duty. I'm unaware of any contractual provision to support this. I believe this is happening as the local DRAC is looking to push the decision making process onto installation heads and absolve the DRAC of making a decision. As stated

above if the Carrier has an illness/disability within the provisions of the Rehab Act the DRAC is required to examine it and if a carrier believes permanent or long term light duty is necessary that is the considered the "reasonable" accommodation" as per EL-307 Reasonable accommodation after appointment states:

### **541.2 Reasonable Accommodation for an Employee Who Requests Light Duty**

The term "light duty" is a contractual term. It refers to temporary work assignments - not positions - requested by eligible employees who have impairments from non-job-related medical conditions. Light duty is governed by Article 13 of most collective bargaining agreements and provides for the assignment of work, if available, to an employee unable to perform his or her regular duties. Therefore, light duty requests are handled by the installation head (or appropriate designees) pursuant to the terms of the relevant contract, rather than by the Reasonable Accommodation Committee or reasonable accommodation decision maker. However, it is important to recognize that an employee with a disability under the Rehabilitation Act may request light duty, believing it to be a reasonable accommodation. In such instances, the Reasonable Accommodation Committee or reasonable accommodation decision maker is the appropriate party to explore accommodation with the employee.

OUT THERE



Originally published October 2003

It is important for ill or injured Carriers, and for union leaders and members to know the differences between Light Duty and Reasonable Accommodation. Currently, Article 13 can pose potential threats for disabled and/or ill or injured employees. Union members and leaders should discuss this issue at the local level to determine whether language of Article 13 should be supplemented to incorporate the proper protections of employees under the Rehabilitation Act and the ADA or these processes should be done separately so as to not put employees in harm's way.

Article courtesy of the Buffalo, New York  
October 2016 NALC Branch 3 BUZZ

# 2017 Carl J. Saxsenmeier

## Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2017 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 6, 2017.** The Chair will send scholarship packets to all applicants by the end of January 2017. 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 2017 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 \_\_\_\_\_

**NALC Branch 782**

# DOHERTY & DONELON SCHOLARSHIPS

**Deadline: This form must be returned to NALC Headquarters no later than December 31, 2016.**

## 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, 2016.

## 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, 2017. (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, 2017.

## 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 2016-17 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, 2016, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

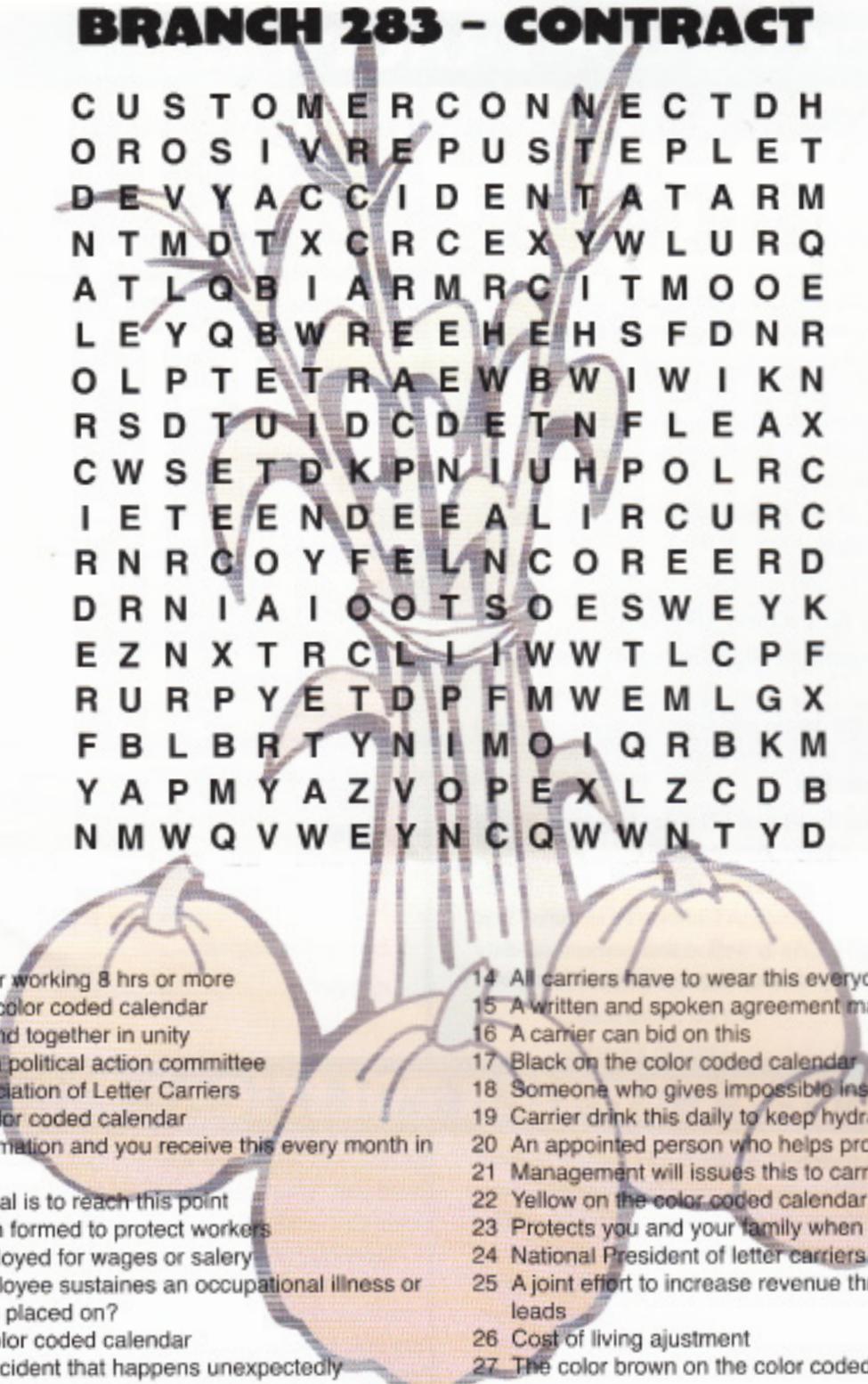
\* *Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.*

A fact probably unbeknownst to most of you: NALC Branch 782 S.A.N.E. Fred Acedo and his wife, Toni, enjoy (?!?!?) the challenge of trying to figure out crossword puzzles.

This particular page which comes to us courtesy of the October 2016 Houston, Texas NALC Branch 283 *Houston Letter Carrier* might bring a few cross words out of you...

## BRANCH 283 - CONTRACT

C U S T O M E R C O N N E C T D H  
 O R O S I V R E P U S T E P L E T  
 D E V Y A C C I D E N T A T A R M  
 N T M D T X C R C E X Y W L U R Q  
 A T L Q B I A R M R C I T M O O E  
 L E Y Q B W R E E H E H S F D N R  
 O L P T E T R A E W B W I W I K N  
 R S D T U I D C D E T N F L E A X  
 C W S E T D K P N I U H P O L R C  
 I E T E E N D E E A L I R C U R C  
 R N R C O Y F E L N C O R E E R D  
 D R N I A I O O T S O E S W E Y K  
 E Z N X T R C L I W W T L C P F  
 R U R P Y E T D P F M W E M L G X  
 F B L B R T Y N I M O I Q R B K M  
 Y A P M Y A Z V O P E X L Z C D B  
 N M W Q V W E Y N C Q W W N T Y D

- 
- |   |   |
|---|---|
| 1 You get this for working 8 hrs or more  | 14 All carriers have to wear this everyday                          |
| 2 Green on the color coded calendar   | 15 A written and spoken agreement made to be followed               |
| 3 When you stand together in unity  | 16 A carrier can bid on this  |
| 4 A non-partisan political action committee   | 17 Black on the color coded calendar                                |
| 5 National Association of Letter Carriers   | 18 Someone who gives impossible instructions                        |
| 6 Red on the color coded calendar   | 19 Carrier drink this daily to keep hydrated                        |
| 7 Provides information and you receive this every month in the mail.                | 20 An appointed person who helps protect a carriers rights          |
| 8 Everyone's goal is to reach this point  | 21 Management will issues this to carriers                          |
| 9 An association formed to protect workers  | 22 Yellow on the color coded calendar                               |
| 10 A person employed for wages or salary  | 23 Protects you and your family when a illness accures.             |
| 11 When an employee sustaines an occupational illness or injury they are placed on? | 24 National President of letter carriers                            |
| 12 Blue on the color coded calendar   | 25 A joint effort to increase revenue through letter carriers leads |
| 13 Unfortunate incident that happens unexpectedly                                   | 26 Cost of living ajustment   |
|   | 27 The color brown on the color coded calendar                      |

# Does knowing what you are supposed to know and do make a difference?

## YES, it does!!!

by John J. Piffner,  
Vice-President  
NALC Branch 373

I had been hearing stories of the postmaster counting Carriers' mail at the Northeast and had seen it at West. So it was no surprise to me when the postmaster decided to count my mail. I was standing at the time clock waiting to clock in when the postmaster and Molly supervisor, both with clipboards, walked up and stood by the garage door.

When I clocked in I said: "**Line19.**" Molly supervisor said right away: "We know what line it is." Postmaster told Molly supervisor: "John knows the line numbers, he knows how to do this, he could do it himself." (Right away I thought, "Then why are you doing it?")

After doing my vehicle check I walk over and get the scanner and tell them, "**Line 21, scanner check.**" The postmaster then explains to Molly supervisor what line 21 is for. I then proceed to the throwback case and say, "**Line 15, withdraw mail.**" I then proceed over to my case.

I tell the postmaster and Molly supervisor, "**Line 23, counting mail.**" Molly supervisor tells me that they had already counted the mail and that I did not need to. The postmaster tells Molly supervisor that I have the right to count the mail to verify that it was counted accurately. I counted all the mail for the day. After I was done counting the mail I said, "**Line15, withdraw of mail.**" I stayed on line 15 until I had cut all the straps and pulled all the shrink wrap off the bundled flats.

When I took my break I said, "**Line 18.**" After casing all the flats and letters, I then said, "**Line 23, counting mail**" and started counting the Penny Savers. Right away

the postmaster asked why I was counting them. I said that the previous postmaster and Bob supervisor had instructed me not to case them in but since all the other routes that have mounted deliver were doing it they allowed me to continue to do it. The Postmaster said that she was instructing me not to case the Penny Savers in but to carry them as a third bundle. I said, "Okay." And, I then tell her, "Put me on **Line 16.** The mismanager happened to be standing there and objected to me being on line 16 (collating third bundle mail). The postmaster told her mismanager that I have the right to be on line 16 when I use office time to cut the straps off third bundle mail and put the bundles in order.

While I was handling the Penny Savers, the postmaster told Molly supervisor that the SPRs had to be counted. Right away I told them that they could not dig the SPRs out of the orange tub, that I was supposed to do that. The postmaster said she would leave them alone but asked me to give them the count later.

When I was all done casing the mail I told the postmaster and Molly supervisor, "Put me on **Line 21** for parcel time. The postmaster questioned my why. I replied that the clerks, at management instruction, throw all the SPRs into the parcel tub and that every day I have to use office time to pull them out. I told the postmaster and Molly supervisor that the M-39 states that SPRs are to be sorted on office time, that they are to be lined up on the case ledge. After I pulled down the mail I lined up the SPRs and put them into separate trays.

### **SO WHAT IS THE GOAL OF ME RELATING ALL OF THIS?**

Simple. If you know how to do this you will not be intimidated by the postmaster and her minions counting your mail. If you take the time to actually count the mail yourself, you are telling them that they are not going to intimidate you.

They believe that you are not casing fast enough because they believe DOIS is accurate. *However, DOIS doesn't take into consideration that you have to dig out the SPRs. DOIS doesn't take into consideration that you have to break down third*

*bundle mailings. And the list goes on and on.* So, I believe that having them count my mail is a good thing because I had the chance to educate them on the **REAL** time it takes to get the mail ready for delivery, regardless of how much time DOIS indicates I should be using.

**3996.** But the fun didn't end there, folks. After spending considerable time counting the mail and educating management on the mail count, and after considering the amount of volume that needed to be delivered, I put in a 3996 for one hour and thirty minutes. The stupidvisor took the 3996 and went over to his computer to see what DOIS had to indicate. The stupidvisor only approved me for 45 minutes. I told the stupidvisor that I would be out till 5:30 pm and that I was not going to call in. I told the stupidvisor that I was not going to use my cell phone to call if he cannot accept my honest assessment of my workload. The stupidvisor replied that he did not think I needed all that time.

At 2:45 I assessed what time I would finish my mail route then drove from Stoney Point all the way back to the post office. I entered the building and walked over to the stupidvisor who was sitting at his precious computer. I told him that I projected that I would be working till 5:30 **PLUS** I would have to add extra time to that **BECAUSE OF THE TRAVEL TIME FROM THE ROUTE AND BACK.** I told him that I should finish by 6:00. He notated something on a clipboard. I told him to have a nice afternoon and left.

**AND MY POINT IS?** I make an honest assessment of the time it will take to deliver the route. If management does not want to accept that, that's their right. However, if they are not going to approve the time it takes for me to get the job done, if they are not going to accept that I give them an honest 3996, I am not going to do them a favor and use my cell-phone to call in. I am going to drive back to the office. Or? They can tell me where the nearest pay phone is to my route. If more Carriers took actions like this, management would be less inclined to argue with you when you submit a 3996...

An excerpt from an article originally in the November 2016 Cedar Rapids, Iowa NALC Branch 373 Eastern Iowa Reporter.

# 2016 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	1-888-636-6252
<b>"24/7 Nurse Hotline"</b>	<b>1-877-220-6252</b>
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
<b>CIGNA Plus (Dental Discount)</b>	<b>1-877-521-0244</b>
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

### "OuT tHeRe"



## NALC Health Benefit Plan Members:

The NALC Health Benefit Plan does not cover "Dental" except in cases of accidental injury to teeth. See plan brochure for coverage.

### But we do have a Dental Discount Program!

Members covered under the NALC HIGH OPTION PLAN must enroll BY PHONE ONLY! The member must call 1-877-521-0244. The cost is \$3.75 per month for "Self Only" \$5.50 per month for "self and family". The savings/discount is around 25%.

Once you have enrolled in Dental Discount Program, you will log on to [www.CignaPlussavings.com](http://www.CignaPlussavings.com). On this site (in the right corner), it will show "FIND A DENTIST".

Type in your city and zip code, and select a dentist.

Or print the page/pages and call the dentist you have selected to make sure they are accepting new patients and, that they are STILL ENROLLED in the CignaPlussavings dental program.

"This is a summary of some of the features of the NALC Health Benefit Plan High Option. Detailed information on the benefits for the 2016 NALC Health Benefit Plan can be found in the official brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure."

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**

# PREMIUMS for the 2017 NALC Health Benefit Plan

Open Season for selecting your health benefit plan for the 2017 year will start November 14th through December 12th of 2016. I have the new bi-weekly premiums for Active/ full time employees and the monthly premiums for the Annuitants (Retirees).

During last year's 2016 open season, the NALC Health Benefit Plan enrolled over 7000 new members, let's hope this will continue for the 2017 season. As union members we must understand, the national percentage of unionized members in the U.S. has declined from about 35% to 7% at present. Our/Your union WILL BE STRONGER if we are enrolled in OUR union-owned, NOT FOR PROFIT NALC Health Benefit Plan. Support and Strengthen our/your union, by enrolling in the NALC Health Benefit Plan during this year's Open Season !!!!!

**Active/Bi-Weekly  
High Option Self Only \$65.09  
(Self + One \$149.76)  
Self & Family \$139.35**

NOTE: The premium is less for Self & Family than Self + One

**Annuitants Monthly  
Self Only \$167.70  
(Self + One \$ 381.74)  
Self & Family \$363.76**

NOTE: The premium is less for Self & Family than Self + One

**Active/Bi-Weekly  
Consumer Driven Self Only \$44.46  
(Self + One \$96.17)  
Self & Family \$96.39**

**Active/Bi-Weekly  
Value Option Self Only \$36.49  
(Self + One 78.93 )  
Self & Family \$ 79.39**

A Non-HBP note of an additional option to augment your health care: Open Season BENFEDS supplemental Dental & Vision plans for Federal employees will be this November through December. Visit the BENFEDS website for details.

Premiums are not available for the NON-CAREER CCAs as the National contract is still in negotiations.

MARK RAMIREZ  
Retiree and NALC HBP Representative  
The Golden Empire Branch 782



## Health Prescription: Humor from Mark Ramirez!

**BE VERY CAREFUL WHAT YOU SAY TO YOUR WIFE. ALWAYS, THINK TWICE — THEN, SAY NOTHING!!!**

**Wife:** "Dear, I can remember when you would say, how hot I was."

**Husband:** "Honey, you're still hot. Now, it's just in flashes."

**Rodney Dangerfield**

All marriages are happy marriages. It's trying to live together, that causes all the problems.

**Shirley Winters**

My wife is a light eater. As soon as it's light, she starts eating!

**Henny Youngman**

Do you know what it means to come home at night to a woman who will give you a little love, a little attention, and a little tenderness? **IT MEANS, YOU ARE IN THE WRONG HOUSE!** That's what it means!

"I am" is reportedly the shortest sentence in the English language. Could it be that "I do" is the longest sentence?

**George Carlin**

You know what I did before I married? Anything I wanted to!

A good wife always forgives "Her" husband when "She's" wrong.

**Milton Berle**

My wife dresses to Kill! She cooks the same way...

**Henny Youngman**

I never mind my wife having the last word. I am delighted when she gets to it!!!

**Walter Matthau**

Wife says to husband: "So... you want breakfast in bed? Sleep in the kitchen!!!"

**Rodney Dangerfield**

# An Extra \$40? Yes, but not forever!

All NALC High Option, Consumer Driven Plan, and Value Option Plan members should go to our NALC website located at [www.nalchbp.org](http://www.nalchbp.org). "Click on" High Option, Consumer Driven, or Value Option. Then, under your health plan choice, "click on" Member Resources. Choose Health Risk Assessment and click to register. **(This is an tool designed for YOUR health!)** Create a user name, and password. The program will ask you to choose "one" of three valuable incentive gifts before completing the health assessment survey:

1. \$40.00 CVS gift card (LIMIT: Two \$40 CVS gift cards per family)
2. Family CignaPlus discount dental program (one calendar year)
3. Wearable activity tracking device (one calendar year)  
Two wearable tracking devices per family

**The assessment takes about 25 minutes, and is very simple to complete.**

**Important Health Risk Assessment Info for all of you *and* Teresa Ortega...**

**The \$40 CVS Gift Card will cease as of 2017. But, NALC Health Benefit Members: There */S* still time to claim your \$40 CVS GIFT CARD!**

***THE OFFER ENDS DECEMBER 2016...***

**This a very simple way to snag a FREE \$40 CVS Gift Card!**

## NALC Health Benefit Plan is

- Union Owned•
- Union Operated•
- Not-for-Profit Plan•

**The Plan's mission is to provide our members accessibility to quality medical care while maintaining a comprehensive benefit package. We pride ourselves in offering excellent benefits with affordable premiums.**

### OUR HISTORY

**1950:** NALC started its own independent health benefits plan with two employees housed in a single room. Membership totaled **4,116**.

**Mid '50s:** Membership grew to **30,000**. The independent health plan employed 26 employees and occupied three rooms located in the NALC Headquarters building in Washington, D.C.

**Early '60s:** Became part of the Federal Employees Health Benefit Program. Enrollment quadrupled to **101,503**. The Plan used every available office space at the headquarters building. The auditorium became the file room.

**1972:** The NALC HBP continued to grow in the Federal program. The entire Plan moved to Reston, Virginia, by the end of the year. The staff comprised 229 employees and membership totaled **141,177**.

**1980s:** The computer age hit the Plan. All analysts were equipped with computer terminals and claims were processed through a computerized system.

**1990:** Again the NALC HBP was "bustin' at the seams" with 520

employees and a membership of **220,000**. The Reston building was inadequate, so the Plan moved to Ashburn, Virginia, on June 8, 1990.

**2010:** This year marks our 60th Anniversary! We have endured, prospered and we continue to grow.

**2014:** The NALC HBP added two new options in 2014! We now offer the NALC Consumer Driven Health Plan (CDHP) and NALC Health Benefit Plan Value Option.



# It's Dark, Can't You See?

Have you noticed the sun is setting earlier already? It won't be long until we set the clocks back to Standard Time. Another annual sign of autumn's approach is postal management's moving starting times. Here then, are your guidelines to follow when the shades of night fall while you are still on the clock delivering mail. PLEASE, follow them to avoid getting undeserved discipline:

1. If your day's workload would indicate you may not be finished delivering mail prior to the end of safe daylight, you must inform your immediate supervisor of this fact. Then, ask them how you are to deal with the situation. Follow their instructions.
2. If you are delivering mail and realize darkness will occur before you complete your assignment, call the immediate supervisor and inform them of your situation. Ask them for instructions and follow their instructions.
3. Should darkness begin to impair your progress and produce unsafe conditions, call the immediate supervisor and inform them that it has become too hazardous, with reasons given. Ask them for instructions and follow their instructions.
4. If you were instructed to attempt delivery of the mail in the darkness and the unsafe conditions remain, attempt delivery until YOU determine it has become too hazardous. Then return to the office.
5. If upon return to the office you still have undelivered mail, report this fact to the supervisor. State all the factors which lead you to believe the conditions had become too hazardous.
6. If the supervisor instructs you to attempt delivery of the remaining mail, follow their instructions, until YOU once again determine the conditions are too hazardous.
7. Once again, inform the supervisor of any curtailed mail and state the reasons this mail was curtailed.

Yes, this sounds like an exercise in futility, but you are protecting yourself from the charge of failure to follow instructions. Just ask me if you don't believe it. And, understand that just because it is dark, doesn't necessarily excuse curtailing mail deliveries.

There must be a safety factor involved to warrant curtailing of mail deliveries. And above all else: Follow their instructions!

JERRY PYFER

Article courtesy of the Rockford, IL  
Branch 245 Newsletter published in October 2014.

## Working in the Dark

Only an individual Letter Carrier can make a determination on what is safe or unsafe. This includes working in the dark. Arbitrators have ruled both ways when it comes to what is unsafe. Darkness is sometimes very subjective. What is dark to one Letter Carrier may not be dark to another.

Also, circumstances may alter safety concerns. An example would be, if a Carrier is delivering to an apartment building lobby that is well lit, that may not be a safety issue. On the other hand, delivering house to house in a completely residential area with no sidewalks past sundown is very likely to be a safety concern.

Often times it is very difficult (and possibly unsafe?) to deliver mail from a vehicle to curbside boxes when it is completely dark, even if the dome light in the truck is used. Being able to see the mailbox or a hazard could be an issue.

While each situation is different, be guided by the following: if you feel unsafe due to possible traffic, safety or pedestrian concerns, either call the office or bring the mail back. Be sure to complete PS Form 1571 — Undelivered Mail Report. Be sure to hand the form to your Supervisor immediately. If local policy dictates, call the office first to advise of pending darkness.

Additionally, you should also fill out PS Form 1767 — Report of Hazard, Unsafe Condition or Practice. Remember to be consistent and work this way all the time. Don't make exceptions for overtime, or during the holidays in December.

Finally, if you bring mail back, be certain it is due to a legitimate unsafe condition; because it is very possible that Management will try to issue discipline.

Article courtesy of the *Westchester Carrier* published by  
Peekskill, New York NALC Branch 693 in Volume 12 Issue 17

# Planning to retire?

## Information for NALC members (\*) who want to plan...

While the Office of Personnel Management (OPM) makes all decisions regarding retirement entitlement, current employees are required to apply for retirement through the USPS Human Resources Shared Services (HRSSC). HRSSC can be reached by calling 877-477-3273, option 5.

When calling HRSSC, be prepared to provide your Employee ID and PIN. Upon request, HRSSC will:

✉ Mail an individualized annuity estimate based on a projected retirement date provided by the employee; Schedule and provide telephonic individual pre-retirement counseling;

✉ Mail a packet of information (usually called the ‘blue book’) of forms and guidance.

HRSSC retirement services can alternately be accessed by employees close to retirement eligibility on-line using the LiteBlue eRetire application. Employees must know their Employee ID and USPS Pin numbers to access eRetire. The LiteBlue eRetire application allows the following:

✉ View and print individualized annuity estimates;

✉ Request and obtain a retirement application packet in one of two ways:

✉ Download and print a retirement application packet;

✉ Order a retirement application packet and receive it in the mail

✉ Schedule a retirement counseling session.

In addition to information available from the USPS HRSSC, retirement information is available from OPM; and retirement information and advice is available to NALC members from the NALC Retirement Department.

The NALC Retirement Department publishes a leaflet titled “Preparing for Retirement,” and Question & Answer booklets on retirement matters for CSRS and FERS.

(\* Text is bigger for older folks...)

Article courtesy of *The Snitch* published in August-September 2016 by Mt. Clemens, Michigan NALC Branch 654.

## Retirement Counseling

Letter Carriers approaching retirement eligibility have a contractual right to individual pre-retirement counseling from the Postal Service, upon request. The purpose of the counseling is to promote fully informed retirement decisions by employees.

The Postal Service individual counseling is provided telephonically by a retirement specialist at the USPS Human Resources Shared Services Center (HRSSC). Letter Carriers initiate and schedule the counseling session by calling HRSSC at 877-477-3273 option 5, or online at the Liteblue eRetire application.

Letter Carriers have a right to this individual counseling on the clock, if desired. When a Letter Carrier wishes to receive the counseling on the clock, local management must arrange reasonably private space. The Letter Carrier has the right to have his or her spouse and/or an advisor present during the counseling. The counseling will include (but not be limited to) assistance with completing forms (e.g., StandSF2801 and any other forms related to FEGLI, FEHB, and TSP) and military and civilian service deposit issues.

If a Letter Carrier is unable to begin or complete a scheduled individual retirement counseling session, that issue will be addressed at the local level jointly by the union and management.

The Postal Service is required to provide individual and group retirement counseling. That obligation flows from law (the Civil Service Retirement Act and Federal Employees Retirement Act), Office of Personnel Management guidance (OPM is the federal agency that has authority to administer the CSRS and FERS), USPS Employee and Labor Relations Manual provisions, and national level settlements with the NALC.

Should you encounter any difficulties obtaining individual retirement counseling, contact the NALC Retirement Department for assistance.

# MILITARY BUY BACK, JUST DO IT!

by Ron Blazel, Trustee  
NALC Branch 2

This article is aimed at any employees that were members of the United States Military before joining USPS — *but especially those newer employees.*

When I started at USPS back in 1988 I attended employee orientation. The fella that was running the seminar mentioned military buy back and having served in the Navy I went to ask him more about this. His response was to ask my age and when I said 25 he told me not to worry about it because I would have to work 30 years anyhow. **WRONG. SO WRONG. SO VERY WRONG!!**

At least after 28 years I am no longer bitter?

Here is the real story on this: While serving in the military you are not subject to Social Security withholding. When you start with USPS you do contribute to Social Security. You can have your military time count towards your retirement if you do the **Military Buy Back**. Basically, the amount of Social Security you would have paid based on your military earnings is submitted to the government and your years of service are added to your USPS years of service.

The caveat to this is that you have a two year window to make your Military Buy Back deposit interest free. If you don't buy

back your military time within the first two years you are eligible to enroll in FERS (Federal Employee Retirement System) **THIS AMOUNT STARTS ACCRUING INTEREST.**

In my instance, if I had done my buyback immediately it would have cost me \$800. The combination of my own ignorance, life circumstances, and that TERRIBLE, TERRIBLE advice given me at orientation (still not bitter) resulted in my having to pay over \$2,800 to buy back my military time at a later date. In the long run I will still come out ahead because those 4 years of time in the Navy will add nicely to my pension computation.

## SO, IF YOU ARE A NEWER EMPLOYEE THAT SERVED IN THE MILITARY, DO YOUR MILITARY BUY BACK.

I know that being a new employee, probably younger in age and so many other things going on in your life that planning for retirement is way down your list of things to do. But, contact Shared Services and get the ball rolling to do your buy back. Maybe you decide not to do your Military Buy Back because you aren't sure if you plan to retire from the USPS. I would still advise you to buy it back right away.

If you end up leaving the USPS before you are vested in FERS you can always request to have your Military Buy Back deposit returned to you. So you can see there is no risk to doing your Military Buy Back right away. It will save you money now and give you much more money at retirement.

Article courtesy of the West Allis, WI  
October 2016 NALC Branch 2 *Pioneer*

## Military disability benefits and workers' compensation

Military veterans are, and have been, important and valued members of the Letter Carrier craft. Many veterans come to carry mail with service-connected disabilities and have long, injury-free careers. For others, previous service-connected disabilities can be aggravated by the wear and tear of carrying the mail. Veterans should understand their rights under federal law to compensation for on-the-job injuries.

Military veteran Letter Carriers are eligible for protection under both the Department of Veteran's Affairs (DVA) and the Federal Employee Compensation Act (FECA) which is administered by the Office of Workers' Compensation Program (OWCP).

Letter carriers with DVA disability ratings are eligible for coverage under FECA if their job duties aggravate their pre-exist-

ing service-related disability. While such injuries are protected under FECA, veterans need to be mindful of both the benefits and the limitations the dual coverages of DVA disability and FECA impose.

Under FECA, an injured Letter Carrier whose claim is accepted is entitled to medical benefits and wage-loss compensation. For Letter Carriers with DVA disability ratings, applying for some FECA benefits may require an election between the DVA benefits and FECA benefits.

If the injury as a Letter Carrier is for the same body part as a service-related disability, an accepted claim under FECA can provide benefits for injury above and beyond the original DVA disability rating. An injury unrelated to a DVA disability rating is eligible for full coverage under FECA.

Be advised that FECA regulations address the apportionment of injury and require claims examiners to communicate with the DVA prior to the award of wage-loss compensation to prevent the dual payment of benefits. This is not always done properly, resulting in overpayments of FECA benefits.

Injured Letter Carriers with DVA disability ratings need to be alert to the danger of an overpayment. OWCP asks injured workers if they have ever applied for disability benefits from the DVA on forms CA-7 and EN 1032. Even if OWCP is duly notified of the DVA benefits, they may not adjust compensation, resulting in an overpayment. This can result in substantial charges for overpayment by OWCP, causing financial hardship on injured workers.

**For answers to your questions, contact NALC headquarters at (202) 393-4695.**

# November 11 was Veterans Day

You didn't have to carry that satchel, deal with your supervisor, or even hope that you didn't get bitten by a dog that day. You probably thought *THAT* was a pretty cool thing...

But, unless you served in the Military or have a member of your family who did, the day may not have really meant very much to you at all.

## THAT'S REALLY SAD...

Whether you took the time to realize it or not, you have a reason to be thankful to *EACH* and *EVERY* person who ever wore the uniform!

## THE WALL

It was a Saturday and the *Reader's Digest* had come in the mail. As I thumbed through it I saw a story called "The Wall That Heals". I stop, but then quickly passed it. It's been many years since I came back from Vietnam and I don't watch movies or read stories about "the Nam". It was in the past, it needed to stay there.

A few months later I pick up that *Digest* and open it to the story, for some reason it would not leave my mind. It kept pulling me back. I read the first paragraph and the tears start to flood from my eyes. I put the story down and never went back to finish it, but I knew that someday I had to go to "the Wall".

In 1987 we went to my wife Jeanne's high school reunion in Pennsylvania, I also planned a side trip to Washington DC. I told Jeanne and my youngest daughter, Diane, that I wanted to see the Monuments and Museums. But? I admit now that the the real reason was "the Wall".

In Washington we spent the first day walking through museums and art galleries, anything to avoid "the Wall".

The "Wall." I wanted to see it, I had to see it, but I was also afraid to see it.

On the second day we went to the Washington monument, but — because the crowd was too large — we walked to the Lincoln monument instead. Jeanne asked me where the Vietnam Memorial was; I tell her that it's off to the right and she said, "Let's go there."

No, not yet. For some reason I can't. I don't know why, I just can't do it. She knows something is wrong, I am distant. Here. But, not here. We look at the Lincoln monument but I don't really see it. My mind is on "the Wall"; it's pulling me. It's time.

Finally. It's time.

As we walk towards "the Wall" I fall silent, I become more distant, my heart is pounding, I find it hard to breathe. The "Wall" pulls me towards it.

We enter from the left. The first thing I see are the statues, I have no emotion to them. They almost look out of place, .....then I saw "the Wall".

Black granite half buried in the ground. Half buried like the war and the people that came back, half hidden like the conscience of the country. The tears flowed, I couldn't stop them, I didn't want to stop them. I can't see through the tears so I close my eyes and I am back on the flight deck, back in Vietnam. I can see it, smell it, touch it and hear it. I quickly open my eyes.....and I see "the Wall".

So many names, so many names. They were all young once as I had been, had so many dreams, had so many hopes. I close my eyes and let Vietnam flow over me. I stood there and sobbed. I cry for the ones that I had known, and for the ones that I did not know. We were all Brothers. We went to a land that hated us and came home to a land that hated us.

It wasn't supposed to be like that.

**Michael L. Murphy**  
**Attack Squadron 153,**  
**Ordnance**  
**USS CORAL SEA**  
**Vietnam 1967, 68, 69**

**Editor-guy note:** This is from a collection of accounts of Vietnam Era Veterans who shared insights on their military and post-military experiences.

# THANK YOU BRANCH 782 VETERANS!!!

With all due respect: A Heartfelt "Thank You for Your Service!" to Each and Every Military Veteran!!!





You continue to serve your country—  
**THANK YOU!**

## NALC Veterans Group

Complete this form and mail it to:  
NALC Veterans Group, c/o NALC,  
100 Indiana Ave., N.W., Washington, DC 20001-2144

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY, STATE, ZIP: \_\_\_\_\_

NALC BRANCH NUMBER: **782** BRANCH OF SERVICE: \_\_\_\_\_

### I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION  DISABLED AMERICAN VETERANS  VETERANS OF FOREIGN WARS

OTHER: \_\_\_\_\_

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. These veterans traded their military uniforms for Letter Carrier uniforms, and they continue to serve their communities and this great nation!!!

## NALC Veterans Group

Often, gratitude is expressed in words such as “thank you,” but it’s rarely followed up with any tangible expressions. **The creation of the NALC Veterans Group is intended to be something tangible and useful.**

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans’ rights and benefits within the U.S Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time Letter Carriers, as well as retired Letter Carriers—resources, rights information and a sense of camaraderie.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to Letter Carrier veterans. Members receive a pin as a symbol of gratitude for your military service and membership in the NALC. NALC is in the planning stages of developing the full concept of the NALC Veterans Group. We hope you are interested in joining.

*Most veterans can benefit financially from provisions in the federal retirement laws that permit inclusion of military service time in the total years of federal civilian service which would be credited. This could significantly increase retirement income.*

*There are two federal retirement systems that cover career postal employees. The Civil Service Retirement System (CSRS) and the Federal Employees’ Retirement System (FERS). Both retirement systems use “years of service” to determine in large part when you become eligible to retire, and how much you get when you retire.*

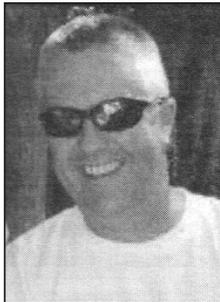
*The time you served in the U. S. Armed Forces can be added to your “years-of-service” for the purpose of determining when you become eligible to retire, and how much you receive once you do retire. Most veterans (but not all) must make a payment in order to obtain retirement credit for military service. This is called “making deposit for” or “buying back” your military time. The amount you pay, the amount of increased retirement benefits, and the rules regarding “making deposit for” military time are very different, depending on which retirement system you are in—FERS or CSRS.*

*For answers, the NALC Retirement Department can be reached by calling the NALC Headquarters switchboard at 202-393-4695.*

# Maintaining Membership in Retirement

Some things to consider...

by Patrick Mullen,  
Vice-President  
NALC Branch 2008



To retain NALC membership, retiring members must sign a Form 1189. Article 2, Section 1(e) of the *NALC Constitution* establishes this requirement:

“A Form 1189 (Dues Check-off Provision) must be signed by all retiring members within the NALC who wish to retain their membership in said organization, effective October 1, 1982.”

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

## How much are retiree dues?

National per capita dues for retirees are \$7 annually. Branch 2008 retiree dues are \$24 annually. Combined dues are \$31 per year or \$2.58 per month.

## How do I pay the dues

By direct deduction from your OPM annuity, on a monthly basis.

## How do I get a Form 1189?

Generally, NALC HQ mails all recently retired members a packet that includes Form 1189 when it is notified by the Postal Service of a retirement. The form is also available from many branch offices, from your NBA office or by calling the NALC Headquarters switchboard at 202-393-4695.

## How much are retiree dues?

After completing and signing the Form 1189, retirees must submit it to a branch officer. A local branch officer must also sign the Form 1189 and then submit it to NALC Headquarters.

## What is a CSA number and is it important to include it on the Form 1189?

The CSA number is an identifier assigned by OPM to each specific retirement application. **It is IMPERATIVE**

**that every Form 1189 include the CSA number**, because OPM uses that number to distinguish between retirement annuities for retirees with the same names. OPM cannot process a Form 1189 without the CSA number.

## What should I do if I don't know my CSA number?

Retirees should locate a letter or other communication that has been received from OPM. Every OPM communication to a retiree will include the CSA number.

---

## What are the advantages of remaining a member of the NALC in retirement?

- Free insurance. Every retired member is covered by a free \$5,000 accidental death policy through NALC's Mutual Benefit Association.
- Assistance in solving problems with OPM provided by the NALC Retirement Department.
- Information is provided about important retirement-related legislative proposals through Record, the NALC's monthly magazine.
- Continued participation in NALC governance. Retired NALC members retain the right to vote in branch, state and national elections; to vote on motions at branch meetings; and to hold office.
- A voice on Capitol Hill. The NALC actively lobbies congress on issues related to the Postal Service and retiree benefits.
- The cost is very low. In cases where the retiree retains the Federal Employees Health Benefit Plan (FEHB) and is covered by the NALC Health Plan, in almost every case, the annual retiree membership dues will be less than the \$35 annual charge for non-members.

## Why does the NALC encourage retirees to maintain membership?

Both active and retired members benefit greatly from the direct participation of retirees in the governance of the NALC. Retirees provide a conduit for the history and the traditions of both the letter carrier craft and the NALC to new generations of letter carriers. They provide a focus on the fight to obtain, preserve and improve retirement benefits—a fight that profits both retirees and current employees. They play a prominent role in legislative outreach, and have done so since 1939, when the Hatch Act was enacted. (Although the Hatch Act Reform Amendments of 1993 repealed some of the more onerous restrictions on active letter carrier political activity, retired members remain completely free from those restrictions.)

Article courtesy of the Reading, Pennsylvania October 2016 NALC Branch 258 *NALCASTER*

# WHAT YOU SHOULD DO WHEN INJURED AT WORK

- Report your injury to your supervisor and fill out form CA1 (get a receipt and a copy of the completed form CA1). ***If possible also report your injury to your union rep at this time.*** When making your statement on the CA1, be sure to include time, date, place, all body parts injured and include what you were doing when your injury occurred. For example only; *On March 9, 2014 at 2:30pm while delivering mail in my duties as a letter carrier for the USPS, I slipped on ice and injured my right ankle and my back. Also be sure to check the box indicating your request for COP (Continuation of Pay). It is important to include that you were performing duties of your employment with the USPS.*
  - You will need a form CA16 (authorization for medical treatment).
  - you will need a form CA17 (to address possible restrictions).
- If you need immediate medical treatment, (bleeding, head injury, or life threatening injury) go to the Hospital/ Emergency Room.
- After you receive emergency treatment at the hospital, they will schedule a follow up appointment, You can accept the appointment, however, when you get home immediately contact the doctor of **YOUR CHOICE** and or specialist if required, confirm OWCP participation and make an appointment. Then call and cancel the follow up appointment made by the hospital/ER. **DO NOT GO TO THE APPOINTMENT SCHEDULED BY THE HOSPITAL/ER, OR URGENT CARE!** The doctor/ medical provider that you see for your second treatment or follow up will be your “doctor of record”. This doctor will manage your treatment. ***Although you may enter the hospital through the clearly marked Emergency, once you inform the staff that you have a work-related injury you will be unknowingly taken into the Workers’ Comp clinic. The doctors and staff of this office are under contract with your employer and may not be acting in your best interests.***
- Report your injury to your union representative **AS SOON AS POSSIBLE!** We can teach you how to track your claim status and view all submitted bills to the DOL. ***Your bills should not be submitted to your primary insurance; that is insurance fraud.***
- If your injury does not require emergency treatment, GO TO THE DOCTOR OF **YOUR CHOICE!** The doctor may be your family doctor or of the specialty your injury requires. When you make the appointment confirm the doctor will accept OWCP patients and is an approved OWCP participant. ***Your doctor will treat your injury with your best interest in mind.***
- Keep the USPS informed about your availability and restrictions for work. Diagnosis and treatment information are protected and confidential between you, your medical provider and the DOL. ***Disclosing diagnosis and treatment information to postal management may open your claim up for second guessing and unsolicited opinions from people without medical expertise. When discussing your restrictions and possible return to work with your doctor, understand the necessity for informing your doctor of postal interpretation of implied restrictions.***
- When you receive your claim number from the Department of Labor, it is your responsibility to give it to all medical providers involved in your treatment. They cannot properly send **YOUR** bills to the DOL without your claim number. ***If your providers do not get this information, you may end up in the Credit Bureau.***
- Never discard correspondence of bills from medical providers, DOL, or the USPS. Make copies and give copies to your union Representative, **NOT MANAGEMENT.** Keep all originals for your records.
- Be careful not to confuse the Postal Service’s injury Compensation Office with the Department of Labor’s Office of Workers’ Compensation. The Postal Service’s injury Compensation Office has no authority to approve or disapprove any aspect of your claim. All decisions will be made by the US Department of Labor’s OWCP Claim Representative assigned to your claim based on your statement and your doctor’s medical rationale. ***It is the claimants responsibility to prove that they were injured performing work-related duties.***

Article courtesy of the Reading, Pennsylvania  
October 2016 NALC Branch 258 NALCASTER

# Dicktation

**I** walk by the house on Greenleaf every day that I carry my route. And when I say “carry” my route that is exactly what I do.

In Royal Oak, we deliver mail the old fashioned way. Bag over my shoulder stuffed with parcels, flats stacked on my left forearm, and a bundle of letters in my left hand. My right hand is free to rifle through the letters and magazines as I walk from house to house and to reach into my satchel for the packages, big and small. With my one free hand I also operate the scanning device that tracks my parcels and my movement along the route for the day. It is also the hand that reaches for the railing or the sidewalk when I trip or slip on a crack in the sidewalk or an icy stair.

What I —and so many other Letter Carriers — do every day is called “door-to-door delivery”. It is sometimes a juggling act. But, I must say that I love it. And? I am gonna tell ya why...

It has been said that “The best part of any journey is the people that we meet along the way”. I believe that to be true, and every day for a walking Letter Carrier *is* a journey. We walk five to six miles a day on an average route in my city, and I would certainly call that a journey!

Now, let’s get back to that house on Greenleaf. I can see this image as if it were yesterday. A little two year girl is playing in the front yard of her house with Mom. She sees the mailman and starts jumping up and down with excitement. She hollers in the garbled tones of an enthusiastic child just learning the language something pretty close to “Mailman!” As the mailman walks up, Mom laughs and says, “She hasn’t even learned to say Daddy, yet!” The mailman responds, “We’re fine as long as she doesn’t put those two words together!” That mailman was me. And that two year old is now nine years old. She still calls me her best friend. The best part of any journey.

Allie doesn’t even live on Greenleaf any more. The family moved years ago. But we still see each other at least once a year during the Christmas season when Santa visits the Royal Oak Post Office. (That is a whole other story!) She writes me letters and even made me a beautiful knitted art piece last Christmas that I have hanging in my union office. I still have a crayon scribbling signed by her taped to my case at work. It says: “From your biggest fan, Allie”. She made that for me when she was three years old. Now

by John “Cementhead” Dick  
NALC Branch 3126

here is my point. Every Letter Carrier that does door-to-door delivery can tell you dozens of stories like this. That is the unique nature of our relationship with the American public. That is why we are voted year after year the most trusted employees in the Federal government workforce. But “door-to-door delivery” is now under serious attack.

For the time being we have staved off the forces that wanted to eliminate Saturday mail delivery. That was a hard fought battle and ironically we are now delivering seven days a week (parcels on Sundays). We won that battle because the American public demanded Saturday mail delivery.

But now we have legislative postal reform bills in both the House and Senate that have provisions pushing for the conversion of door-to-door delivery to curbside or centralized delivery points. The House bill H.R. 5714 is more extreme in this demand to move away from door-to-door delivery, but the Senate postal reform bill (S. 2051) also has some disturbing provisions in it regarding this matter to help the USPS “save a buck”.

Both bills are willing to throw away what I consider to be the best advantage of our beloved Postal Service — the human connection between patron and Letter Carrier. Once that is gone, we will be just another faceless corporation.

I wonder what Allie will have to say when she hears about these plans. She probably won’t be jumping up and down with excitement. And if these plans to end door-to-door delivery are enacted, she will probably forget about her best friend.

And more than one mailman will have his heart broken.

**PLEASE CALL AND WRITE  
YOUR CONGRESSIONAL  
REPRESENTATIVES AND  
TELL THEM YOU WANT TO  
PRESERVE DOOR-TO-DOOR  
DELIVERY!**

Article courtesy of the Royal Oak, Michigan  
October 2016 NALC Branch 3126 *New Vision*

# A Response to “Poor Performance”

by Joyce Pope, Shop Steward  
NALC Branch 183

Joyce Pope, long-time Santa Rosa Steward, responded to a note she found in a mailbox the day after a new CCA carried Joyce’s route for the first time.

Dear (customer name), I received this note in the mailbox yesterday:

*“Mailman (person) from 9-7-16, Getting our mail here at 7:30 is inexcusable. For people who go to bed early, it interrupts movies (Netflix) or having time to look at their mail or realize they even have it. How do you even get outgoing mail back on time? It just shows poor performance, not caring about your customers, etc... We are pretty tired of poor performing public employees. This isn’t the first time you’ve done this either. Yuck, (customer name)”.*

I agree that delivering at 7:30 p.m. is poor customer service! It is **NOT** the Carrier’s choice to deliver at 7:30 p.m. The Carrier on your route was in her first week of delivery. She was overwhelmed with the amount of mail given to her by her supervisor and could not finish without two other Carriers helping her. In addition to this entire route, she was given another part of a downtown route, which she had never before done, and that put her way behind.

We are mandated to continue delivering and have to follow instructions or face discipline. By 7:30 p.m. (when you are watching your Netflix that we delivered) we have worked 12 plus hours. We have missed dinner. We are still out delivering Netflix DVD’s, mail, and packages. On 9-7-16,

upon finishing our own routes, we were sent to deliver two hours on another route, and then sent out again. We still had Carriers out for over 2 1/2 hours past 7:30! That’s a 14-hour workday. That happens regularly. Someone then had to drive the mail to San Francisco — because we are mandated to move the mail to the plant on the day it’s picked up. *That employee worked until 2 a.m.*

When you say you “are pretty tired of poor performing public employees”, know that we Carriers are just tired in general and overworked. Yet we continue on, trying to get to every house in America, doing whatever it takes, no matter how much there is to deliver, no matter how much our bodies ache, how hot, cold, or wet it is, or whether we have any plans or people who love us waiting at home. We’ve often worked without days off, sometimes for weeks at a time. On this particular day, I got home so late I didn’t even have dinner. We ask for no sympathy, just some understanding of what we go through during the rest of our 12 hour work-day that you don’t see. We are public service employees, but we are paid by the postal products sold — meaning stamps and services, not the federal government. *In other words, we don’t get a nickel of your tax dollars.*

Please understand when you mention “poor performing public employee”, you have no context that allows you to assume the Carrier was performing poorly. Without any background on what occurred the day or days you got your mail late, you cannot claim the Carrier was performing her duties poorly.

We are also short-handed in the Clerk Craft which makes us late getting to the street because we wait for mail in the AM. We are short handed in the Carrier Craft, which means we are being mandated to work off assignment, which equals late delivery. Our start times were moved from 7:30 to 8:00 a.m. because the USPS can’t get us the mail earlier. Someone has to be first and someone has to be last.

**PLEASE** feel free to contact the post office and let them know how you feel: 707-526-0751.

Article courtesy of the Santa Rosa, California  
October 2016 UPDATE published by NALC Branch 183

## from the editor-guy

I don’t remember if I’ve ever shared this.

I’ve often spoken to other NALC editors. Some have told me that their members only want to read about local things.

I understand that.

But, I kinda sorta think that our mission as a labor organization is to provide all of you with information that might allow you to survive what you might encounter. If sharing what other Letter Carriers experience in different parts of the country will help you do that, I can justify reprinting the *many* excellent articles which appear in other NALC Branch newsletters.

I hope that you agree. This web version gives me a platform to share more info...if you read it. (Of course, there isn’t any real guarantee that you even read what’s in the printed version.) And? It’s also fun for me to showcase Acedo’s cartoons in color!

**This is a test: If you do read this, call me at (661) 205-1603.**

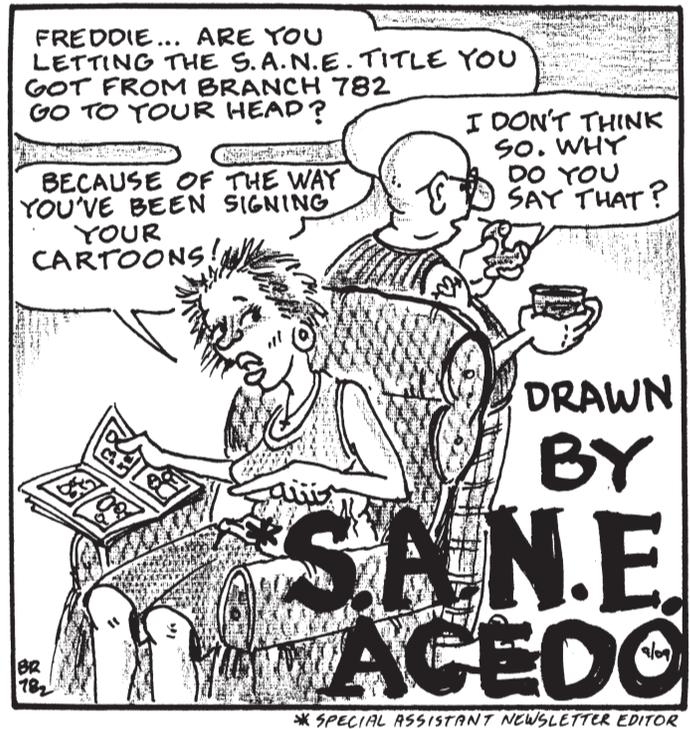
BASIL ZUNIGA



# 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.). If you have questions...please contact me. Call me. E-mail me. Write a letter to me.

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.) •

• Want a spiral binder to keep pages together? Add **\$6.00** (or save money & do it yourself). •

• Or? Order the CD-ROM with a PDF. Cost is **\$10.00**. Includes postage + bonus features. •

• Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!** •

• **\*\*\* 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!* •

.....

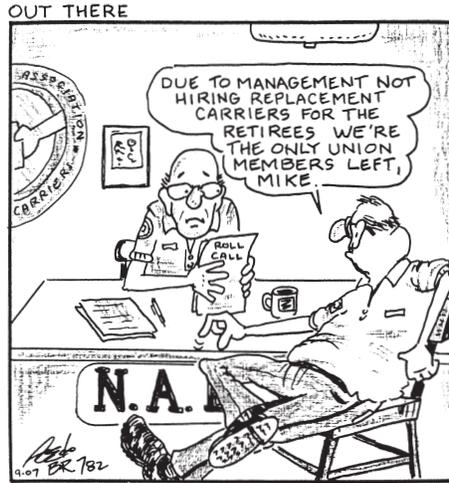
NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 205-1603

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

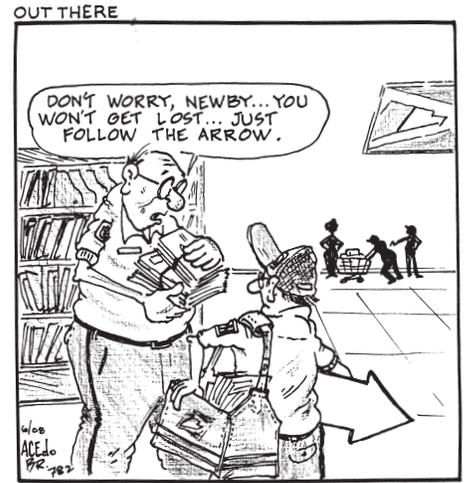
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...



Originally published April 2009



Originally published April 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009

# Out there & Tales of Yore

a collaboration

Basil, this is Fred Acedo.  
I sent this toon to Woodbury  
and the reply surprised me.

"OuT tHeRe"



Hi Fred! This is Great! I'll take this for a birthday present any day. August 20 is my birthday and this toon brought back a smile and a memory of Old Jack Davis — a veteran Carrier at St. Johns.

When I first started work as a PTF, Jack would announce my arrival at the P.O. by barking out my name "Mark, Mark, Mark!" sounding like a dog. I hated it at first, but soon came to realize that Jack just teased his friends. If he didn't like you, he left you alone.

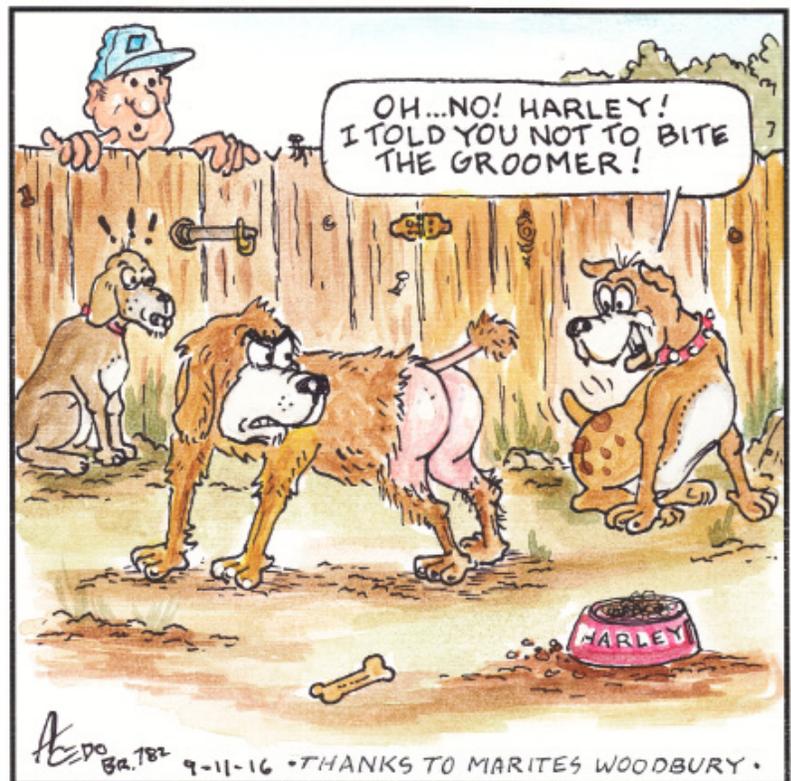
That's when I started to like hearing that barking every morning when I came to work. When Jack retired a few years later, I took over his route.

MARK WOODBURY, NALC Branch 2555

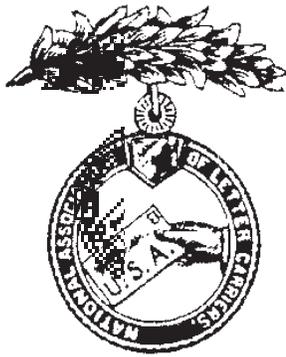
"OuT tHeRe"



"OuT tHeRe"



We still have 871 original **Out there** books for sale. The book contains some 500 cartoons published between 1993 and 2002. *We would love to sell each and every one of them!!* And? From 2003 through July 2016, we published **1100 more** Fred Acedo cartoons in our newsletter. Those cartoons have been compiled into a new book: *The NALC Editor Resource Book*. The new book is also available for purchase. Contact Branch 782 Editor-guy Basil Zuniga @ (661) 205-1603.



# Branch Officers

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E.A. BAKER UNION UPDATE is published monthly by Merged Branch 782 of the National Association of Letter Carriers, AFL-CIO.

The opinions expressed in this publication are those of the writer and are not necessarily those of the publication staff or of the Officers of the Branch.

The information contained in this publication is true and complete to our best knowledge. All recommendations, on equipment and procedures are made without guarantees on the part of the authors or of the organization. Because the quality of equipment, services and methods are beyond our control, the organization and its publication authors disclaim all liability incurred in connection with use of this information.

Information in this publication may not be used for illegal purposes.

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

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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Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Paula Hogg	(760) 373-8963
Trona (93562)	Lynnel Howell	(760) 382-3030

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Website  
www.782nalc.com**

**Rick Plummer, Webmaster**



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 "Golden Empire Branch 782"  
 2628 "F" Street  
 Bakersfield, California 93301  
 (661) 331-9171

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

# General Meeting

## Tuesday

### November 22, 2016

#### 7:00 p.m.

Branch 782 Office  
 2628 "F" Street  
 Bakersfield, California

**FORWARDING SERVICE REQUESTED**

Each and EVERY month,  
 Branch 782 sponsors  
 a drawing to encourage

**YOU**

to come to our Meeting\*.

*There was no winner  
 in October 2016!!!*

**This month YOU  
 could win \$350!**

\*The fine print: To win the money YOU have to be present when YOUR name is drawn!

### "OuT tHeRe"

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 M WEIGHT 28.



# Welcome New Members!!

Dallin Payne  
 Gerardo Renteria

*If you thought that the information in this was good, check out the web version of your newsletter at [WWW.782NALC.COM](http://WWW.782NALC.COM).*