

National Association of Letter Carriers

Branch 782 E.A. Baker Union Update

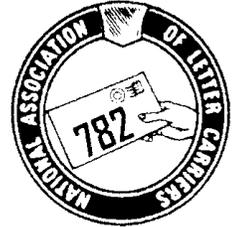


ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

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MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO



CHARTERED FEBRUARY 25, 1891

WEB VERSION @ WWW.782NALCCOM

DECEMBER 2011

If you're "here", you've gotten to the latest "web" version of the *NALC BRANCH 782 E.A. BAKER UNION UPDATE*. Thank you for taking a look! For context, our web version augments the printed material published in our regular monthly newsletter. And, we build on that to let you explore some additional insights provided by other Letter Carriers around the country. Obviously, this "digest" reflects selections that caught my interest...

Why do I do this? It is prohibitively expensive to publish our newsletter with a bunch of pages. However, ***THERE IS JUST SO MUCH RELEVANT INFORMATION OUT THERE THAT IS AVAILABLE IN THE MANY NALC NEWSLETTERS FROM ALL OVER THIS GREAT COUNTRY OF OURS!!*** This format provides us a great opportunity for sharing pertinent information with any individual Branch 782 member who wants more.

So...what kinds of things can you find as you electronically "flip" through the pages that weren't in the original print version??? (For perspective, the December 2011 print version had twelve pages, the web version has 28 pages.)

Pages 5-6 provide more information about retiring Bakersfield Postmaster "J.B." Page 7 reprints national NALC President Rolando's December article. Page 8 posts Branch 782 Vice-President John Ortega's December article. The same page also gives a preview of something **special** for January. Pages 12-14 is an expanded format of AP reporter Hope Yen's article along with some Fred Acedo cartoons. Page 15 is a reprint from Phoenix, AZ Branch 576. Pages 16 - 17 republishes a vitange collection of Fred Acedo "Out There" cartoons. What does "The Book" say about delivering parcels? Check out page 20. What did American President Franklin D. Roosevelt tell Congress that he wanted for American workers in 1944? Read about it on page 21.

Sometimes, you need to understand where you came from in order to be able to determine where you are going. Learn about some of YOUR history and how it shaped your Letter Carrier world today. Read **AND** understand the information on pages 22-25. You may think that you might never have to deal with an on-the-job injury. Hopefully, you won't! However, please make the time to understand some of the basic concepts in this article reprinted from Tacoma, WA Branch 130. Ignorance is no defense in protecting yourself...

MOST IMPORTANTLY: DON'T FORGET TO CHECK OUT FRED ACEDO'S CARTOONS! THEY ARE ABSOLUTELY AMAZING!!!

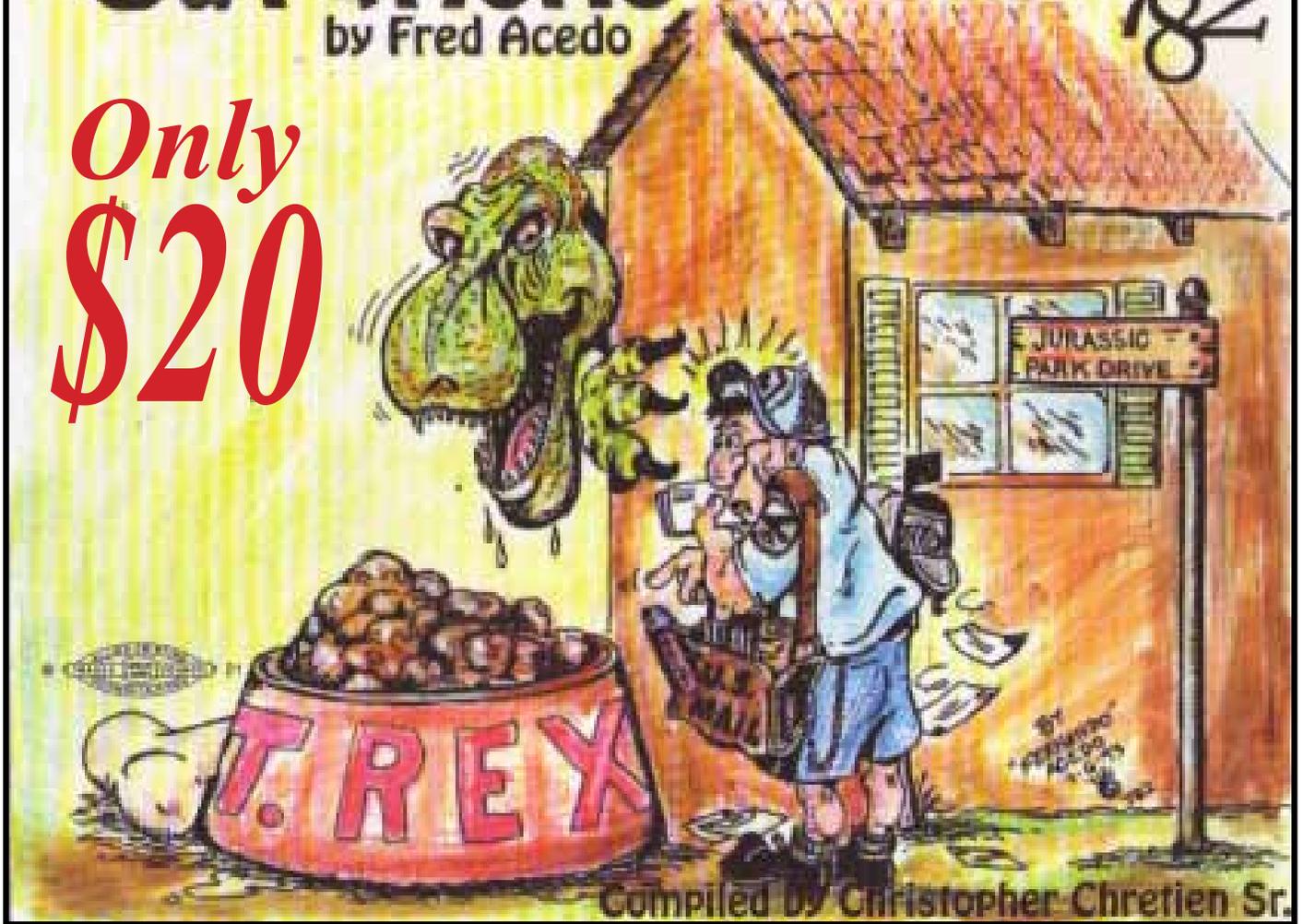
Electronically Yours,
Basil Zuniga, Branch 782 Editor-guy

***And now???* An Adversisement for a great, great, **GREAT** book that you can buy...**

“Out there” by Fred Acedo

BRANCH
782

Only
\$20



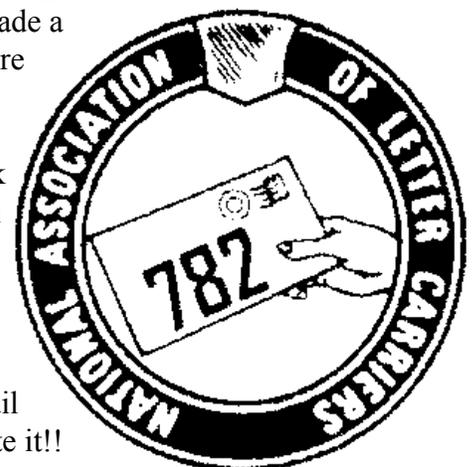
So what is this advertising message about? **THIS** is an MDA fundraiser. We are asking for **YOUR** help!!!!!!

We envisioned that all 2,500 copies of this book would be sold at the national NALC Convention in Anaheim in 2010. Didn't happen. We still have about 1500 copies of this book waiting to be sold before we can make our anticipated MDA donation. And—to add a little twist—a member made a motion at our general meeting that we had to sell **ALL** of the books before we could make our donation...

The book (about, for and by members of the NALC) chronicles the work of Branch 782 S.A.N.E Fred Acedo through the first nine of his nineteen years producing outstanding glimpses into who we are.

So...you may ask, what can you do? **ORDER A BOOK!!!**

Contact Kim Gerdes at (661) 301-9676; or, try her at the following e-mail address: "krgerdes91@hotmail.com". Please help us out. We'd appreciate it!!



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Branch 782

E.A. Baker Union Update



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VOLUME LXXXII NUMBER 12

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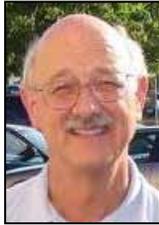
Congratulations to Bakersfield Postmaster "J.B." Broulliard! We wish you a long, healthy retirement!



Pictures clockwise from upper left corner: Bakersfield Postmaster "J.B." puts in some sweat equity to make the 2010 NALC Food Drive successful; Branch 782 President Mike Towery and "J.B." share some humor before honoring retiring Letter Carrier Tommie Herrera; "J.B." shows some power-hitting ability and athletic prowess in a USPS Softball tournament; More elbow grease as "J.B." joins a crew painting over graffiti on USPS NDBCUs; and, finally, "J.B.", and the future Mrs. Anita Broulliard, enjoying the festivities at the USPS Holiday Dinner Dance. Pictures on cover and on page 3 by Anita Holderman, NALC Branch Photographer.

Thanks for the Memories!!!

at the
Mike:



Let me share a phrase with you: “The tail doesn’t wag the dog...” The work climate in any given location is set by the person at the top.

For seven years, in Bakersfield that person has been Postmaster Jim Broulliard.

As he retires from the USPS, I want to share a few things “for the record”.

I remember an early conversation with “J.B.”. He was in Bakersfield serving as an OIC. He had made the rounds to various stations to introduce himself and he was surprised at how friendly employees seemed to be. At every single unit, there were pleasant smiles and expressions of welcome. It was really something that impressed him.

That atmosphere was something that helped him decide to apply for the position of Bakersfield Postmaster. He believed in the concept of teamwork and felt that people here would lead to overall success.

If I were to think of a description of his tenure, I would have to say that he is a tough manager, but he is also a fair manager. Essentially, he felt that each person should do his/her job. And, he made a personal commitment to that. He ensured that whether a person was a manager, supervisor, or craft employee they understood how important that was.

OUT THERE



Obviously, we had our disagreements. But—to his credit—I feel that he was a man of his word. There was never one occasion when he failed to meet with me if the need arose. We resolved many issues before they became serious problems; and, when serious problems did arise, we found ways to deal with them expeditiously.

I wish him a long and healthy retirement. Hopefully, when he thinks of his time in Bakersfield, it will bring a smile to his face.

MIKE TOWERY
NALC Branch 782 President

“J.B.”—Thanks for the Water



I am like the vast majority of Bakersfield Letter Carriers. I didn't have many personal interactions with “J.B.” He was at many NALC events I was involved in and he was usually pretty active with his support. I would hear from other Branch Officers or Stewards who knew him who said he was an okay guy.

He was present during my consultation after a route adjustment, and he seemed to know how to break down all the numbers. I've been told that he wasn't the type of postmaster who had gotten to where he was without really knowing what his managers and supervisors were supposed to know. (If you've been around for awhile, you know that this hasn't always been the case—maybe it's not a pre-requisite for becoming a postmaster.) Anyway, “J.B.” knew his job.



At South Station (as in most places), we've had a series of managers and supervisors come and go through the years. Our building was built around 1984. For a large chunk of that time, a drinking fountain by the door Carriers enter after coming off the street didn't work.

Of course, this wasn't really that big a thing to anybody else other than a Carrier coming off the street in July or August...

“J.B.” came in to the station must have tried to get a drink and noticed that no water came out of the spout. Or maybe somebody mentioned the drinking fountain to him. At any rate, something interesting happened: It got fixed.

I don't remember him taking credit. I think that he just figured that this was part of his job—something that none of his predecessors seemed to consider important.

BASIL ZUNIGA



The pictures on pages one and three are courtesy of NALC Branch Photographer Anita Holderman.

How in the heck did “J.B.” get to Bakersfield???

Jim “J.B.” Broulliard started in the Postal Service as a Letter Carrier in Sherman Oaks, CA in December 1977. It was here that he met and became friends with Mr. Michael Martino and their careers have been parallel for the last thirty-two years.

He was recruited as a 204-B and was served in Panorama City. In 1985, Jim earned his first management promotion as the Supervisor of Delivery and Collections at Panorama Station. This is where he became acquainted with Mr. Ralph Tapia who was serving as the Manager, Customer Service.

Soon, Ralph went off to work in the Delivery and Collection for Mr. Richard Ordonez (“R.O.”). In 1986, Jim joined the two as a Delivery and Vehicle Programs Analyst. In 1988, “R.O.” called “J.B.” into his office and told him that he was being detailed to San Fernando and that he needed to report to Mr. Jose Castellanos in San Fernando.

“J.B.” served as the General Supervisor, MCA and Manager, Customer Service in Sepulveda. In 1989, Jose Castellanos promoted Jim to the Manager, Customer Service at the Sylmar Station.

In 1990, Mr. Castellanos was promoted to the Postmaster of Pasadena and—once again—promoted “J.B.” to the position of Manager, Customer Service in Pasadena, California.



In 1993, Jim lost this position in reorganization; but, Gene Howard (District Manager) promoted him to the position of Glendale Postmaster. “J.B.” remained in Glendale until asked by “R.O.” (now the District Manager) to serve as the acting MOPS for the Van Nuys District. In 1996, “J.B.” was once again promoted by “R.O.” to the MOPS job and then, in 2003, “R.O.” promoted “J.B.” to the MPOO position.



“J.B.” also worked with “R.O.” on a detail to the Pacific Area as an Analyst and later worked for the Area MOS, Mr. Kerry Wolny, as the acting Manager, Delivery Programs Support.

Soon, Kerry was off to Sierra Coastal as the District Manager and, in 2006, Kerry promoted “J.B.” to his current job as the Postmaster of the Bakersfield Post Office.

“J.B.” has enjoyed the support of his family throughout his career.



Battling on three fronts to save America's Postal Service



Harry Truman famously said that “if you want a friend in Washington, get a dog.” That remark resonates in 2011 as we fight to save our jobs and the future of America’s Postal Service. In politics, reliable friends are hard to come by. So as we battle on three distinct legislative fronts, we cannot rely solely on congressional friends to save the USPS. We have to rely on each other, too. And we have to do it even as we work to negotiate a new labor contract. Fortunately, NALC’s membership and activists have responded magnificently to the challenge of this three-front legislative war. Let’s take stock of the situation.

In the House of Representatives, the GOP leadership of our oversight committee has produced a bill, H.R. 2309, that seeks to exploit the financial crisis that Congress created to radically downsize the Postal Service and gut our collective-bargaining rights. It would destroy the quality of mail service by eliminating Saturday delivery and door-to-door service, and therefore drive more mail out of the system—at a cost of tens of thousands of city carrier jobs. It would empower unelected commissions to dismantle our retail and processing networks and to rewrite our labor contracts over our objections. And it would not address the true cause of the financial crisis: the unfair burden to pre-fund future retiree health benefits.

In the Senate, a better but ultimately misguided bill (S. 1789) crafted by Sens. Lieberman, Collins, Carper and Brown would lead to the more gradual dismantling of the Postal Service. It would preserve six-day delivery, but for just two more years, and implement a less draconian reduction in door-to-door delivery. But the end result would be the same as with the House bill: a drastically diminished USPS and tens of thousands of lost jobs. Meanwhile, the financial relief provided by the bill—modestly restructuring the pre-funding burden—would fall far short of what is needed to return the USPS to profitability. Sadly, the bill drops the only real solution to funding this burden: the use of the fairly calculated postal surplus in the Civil Service Retirement System. Without it, the pre-funding mandate should be suspended.

Finally, as this issue goes to press, the Joint Select Committee on Deficit Reduction, the so-called House-Senate “super committee,” is set to announce its recommendations for reducing the nation’s deficit by \$1.2 trillion over the next 10 years. It is considering the elimination of Saturday delivery in its package of budget cuts, even though we receive no taxpayer money.

NALC has mobilized its resources and its membership in unprecedented ways in recent months to fight back. Through a combination of intensive grassroots lobbying, persistent public outreach and a national media campaign, we have educated the public on the true nature of the crisis and why dismantling the Postal Service will not save it. Over the past two months, we have:

- Organized more than 500 public rallies at congressional offices around the country to build majority support in the House of Representatives for H.R. 1351, a bill that resolves the pre-funding crisis in a sensible manner.
- Launched a massive petition drive in support of Saturday delivery that has collected more than three-quarters of a million signatures from Americans in less than three weeks.
- Held a town hall meeting by telephone in which an astonishing 57,000 members joined to learn how to lobby their congressional representatives about the dangers of H.R. 2309 during the Veterans Day recess and how to weigh in on the markup of S. 1789 in the Senate.
- Unveiled an advertising campaign highlighting the contributions of America’s veterans to the success of the Postal Service and the need to provide job opportunities to returning soldiers at a time of mass employment in our country.

Thanks to the tireless activism of so many members, we are delivering a clear message to Congress: We will do our part at the collective-bargaining table, but Congress must do its part to save America’s Postal Service as well. We have something that President Truman didn’t mention—not just friends, but brothers and sisters. Thank you all, and solidarity forever! ✉

Johnny on the Spot



As Christmas and the New Year quickly approach, I would like to wish everyone and their families Happy Holidays.

It has been a very busy year for the NALC and the Postal Service with many disagreements on the way to save our company from the financial trouble it is

in. Many of my articles this year have been on this very complicated subject. I am sure most of my articles next year will be on the same subject: saving jobs and keeping the Postal Service from destroying itself.

Many thanks go out to all of the members who got involved this year in one way or another. Whether it was participating in the Food Drive (The Largest One Day Food Drive In The World), attending the Labor Rally in front of the courthouse on Truxtun Ave; getting signatures on the petitions to Save 6 Day Delivery; attending the Save The Postal Service Rally at Congressman McCarthy's office; gathering donations at the NALC "Fill The Satchel Day" for the Muscular Dystrophy Association; or, attending a General Meeting. A very big

thanks to you Brothers and Sisters who donate to COLCPE. This money is needed now more than ever to ensure our voice is heard on Capitol Hill!

Once again, thank you all and HAPPY HOLIDAYS! Hope to see you at the General Membership meeting on Tuesday December 20th. It's also our holiday potluck.

Congratulations to Postmaster Jim Brouliard on his upcoming retirement at the end of this year! I had the opportunity to get to know "J.B." while I was on the RAP details. He started his career as a Letter Carrier and has quite a few stories about life as a Carrier. To our benefit, he always supported having a good relationship with our local union. I hope he has a long and enjoyable retirement.

Another congratulations goes to Lynn Kritsch who will be retiring at the end of the year also. I'm not sure what exactly her title is but it seems like she did a little bit of everything from posting jobs to helping employees plan for retirement. Have a long and happy retirement, Lynn!

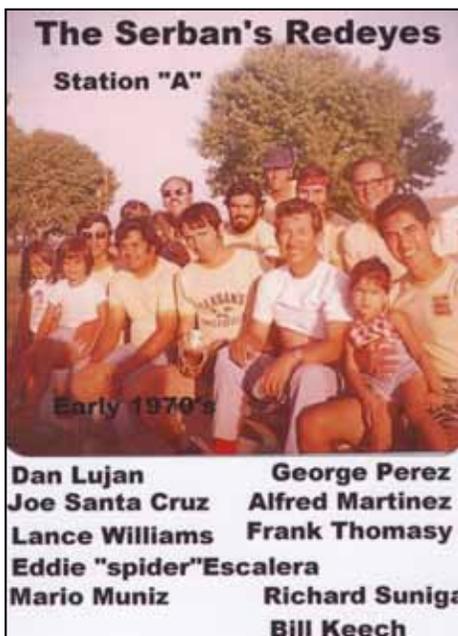
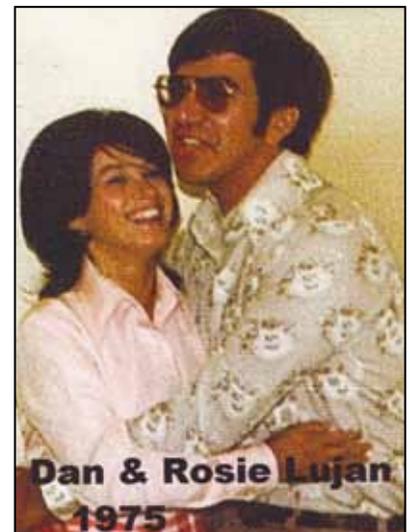
FYI, Lynn actually interviewed me when I was hired for the Postal Service, so now you know who to blame.

Respectfully,

JOHN ORTEGA
Branch 782 Vice-President

Where are they now???

You might have worked next to that person in the next case for years. Then...they retired and (once in a while) you've wondered where they are now.



Well, next month we are going to list every single NALC Branch 782 Retiree who has maintained their membership and let you know what city they live in.

Check it out in next month's newsletter!

NALC Branch 782 Christmas Party!

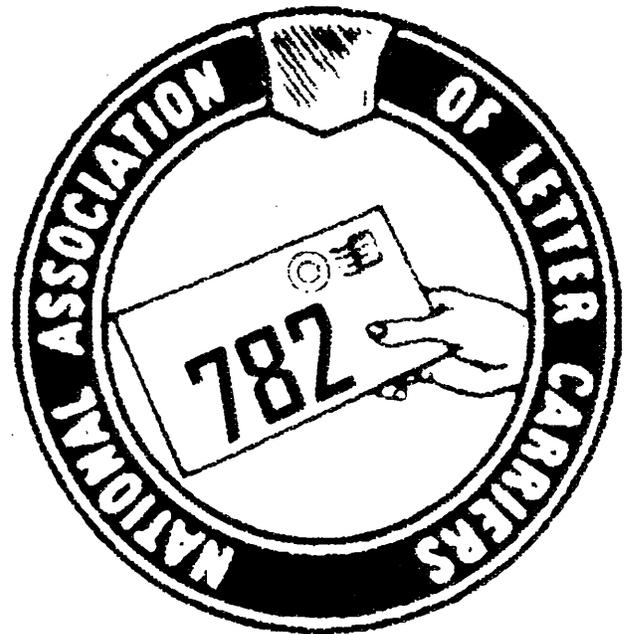
Let's get together to have a good time together! Come see folks that you haven't seen in awhile because they work in other units.

The food is going to be good because we're all going to pitch together and make it a great potluck experience!!

OUT THERE



Mark Ramirez	Yak & Cheese **
Kim Gerdes	Salad/Dessert
Anita Holderman	Main Dish/Mexican
Pam Smith	Rolls
Dianna Herrera	Cheesy Potatoes
Norma Hamer	Chicken Dish
Jerry Patterson	Potato Salad
Sheri Sharp	Pumpkin Pie/Jello Cake
Randy Courson	Main Dish
Mike Meza	Something Good
Alvie Ramos	Pumpkin Pie
Ramon Herrera	Rice Dish
Rafaela Ochoa	Salad?
Hermi Encinas	Green Casserole
Frank Martinez	Dessert
Deven Patterson	Main Dish Meat
Danny Blair	A Surprise
Rick Plummer	Artichoke Dip & Chips
Judy Kiyoshi	A Surprise
Basil Zuniga	Green Chicken Enchilidas
Mike Towery	Potato Salad



** of course it will be made with imitation YAK! We certainly don't want those PETA people raiding our Union Hall. Real Yak can be tough (not to mention the long hair in everything). Basil, it's been nice yaking at ya....

December 20, 2011

Minutes of the November 2011 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 22nd day of November at the Branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Darryl Holderman. All members of the Executive Board were present. Stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Lamont, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was Editor Basil Zuniga; Webmaster Rick Plummer; S.A.N.E. Fred Acedo; OWCP Representative Rick Gerdes; Photographer Anita Holderman; Assistant Recording Secretary Mabel Bullis; Legislative Representative Diana Herrera; and Frank Martinez of the Social and Recreation Committee. The minutes of the October 25th, 2011 meeting were read by Assistant Secretary Mabel Bullis and were accepted with no additions or corrections. The communications were read by Secretary Kim Gerdes.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Basil Zuniga thanked Brundage Station for the large turnout. Next month will be Dole Court's turn. He thanked Anita Holderman for the list of retirees, and Rick Gerdes and Mario Muniz for being the contact people for the Veteran's project. He would like to start a "Whatever happened to..." project in the next newsletter. He reported that the Web version of the newsletter is not complete yet but will be soon. Frank Martinez reported that there has not been a Social and Recreation Committee meeting recently. He reminded members that discount movie tickets are still available. Call Carmen Castillo at 391-6107. Mabel Bullis reported that there were no book sales this month.

GOOD OF THE ASSOCIATION: Mike Towery asked the membership present if they would like to have a Potluck or a catered dinner at the December meeting. Jerry Patterson made a motion that we have a Potluck at the December meeting. Seconded by Deven Patterson and the motion passed. Diana Herrera informed members who have a Worker's Comp injury (and are permanent and stationary) should be receiving a questionnaire from National regarding a Class Action Lawsuit. She advised that those who receive it please return it to National. She also asked that anyone who still has petitions for the 6 Day Delivery to please get them to her. It is not too late to get more signatures. Mike Towery reported that President Rolando had a press release informing members that the Contract Negotiations have been extended to December 7th. The Mail Handler's negotiations were also extended. The Postal Service offered the mail handlers: 40% non-career employees, do away with all Local Agreements,

no overtime after 8 hours, only after 40 hours. If no agreement can be reached, the Contract will go to mediation and then to arbitration. He also reported that he went to Trona, Ridgecrest and Mojave. Postmaster Jim Boulliard will be retiring on January 3, 2012. Also retiring soon are Lynn Kretch, Alan Conner and Doug Stevenson. Webmaster Rick Plummer talked about the web version of the newsletter. There are extra photos and articles. He has recently started a Facebook page for the Branch. He welcomes any comments and or photos. Mike Towery recessed the meeting while the Election Committee tabulates the results of the election. Basil Zuniga - 55, Darryl Holderman - 35, Anita Holderman - 35, Randy Courson - 32, Mike Meza - 27, Judy Kiyoshi - 22, Kim Gerdes - 20, Molly Biggar - 19, Pam Smith - 17, Rick Gerdes - 17, Norma Hamer - 15, Mabel Bullis - 15, Shari Sharp - 15, Diana Herrera - 13, Sheila Wiley - 12, Teresa Ortega - 11, Frank Martinez - 11, Deven Patterson - 10, Jerry Patterson - 7, Paul Salazar - 6. Mike Towery thanked John Ortega for heading the Election Committee. John in turn thanked his "crew" for their help.

IMPROVEMENT OF THE ASSOCIATION: Shari Sharp made a motion that the Branch send \$225.00 to the CSALC for the ad they are running during the holiday week. Seconded by Mickey Cameron and passed. Mark Ramirez made a motion that the Branch purchase a turkey roast for the Potluck, not to exceed \$100.00. Seconded by Anita Holderman and passed. Mike Towery had a drawing for McDonald gift cards left over from the picnic. They were won by Jerry Patterson, John Russo, Bill Marchand, Hermie Encinas, Rick Gerdes and Molly Biggar.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$17,432.31 was collected for the month.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$66,524.24
Dues and Income	\$ 11,944.83
Interest Income	\$ 8.44
Balance	\$78,477.51
Expenses	\$ 14,001.27
Ending Balance	\$64,476.24

The MDA 50/50 Drawing was won by Norma Hamer. The Drawing for \$500.00 would have been won by Gary Burgwald if he had been present.

HBP Mark Ramirez had a drawing for two T-shirts from the Health Benefit Plan which were won Shari Sharp and Norma Hamer.

There were 38 members present.

The meeting adjourned at 8:24 p.m.

Respectfully submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

NON-MEMBER LIST DECEMBER 2011

AVENAL (93203)
100% UNION!!!

ARVIN (93209)
100% UNION!!!

DELANO (93215)
L. A. Campos
C. V. Quebral

LAMONT (93241)
100% UNION!!!

McFARLAND (93250)
100% UNION!!!

SHAFTER (93263)
L. M. New
M. D. Voights

TAFT (93268)
M. R. Marin
B. W. Krier
K. J. Hughes

WASCO (93280)
100% UNION!!!

DOWNTOWN (93301)
D. Pearce
J. Cruz

EAST BAKERSFIELD (93305)
G. S. Saran

HILLCREST (93306)
A. White

BRUNDAGE (93307)
D. Kinglee

DOLE COURT (93308/12)
S. Hancock
D. Morris

STOCKDALE (93309)
J. Oh
P. A. Medrano
P. M. Russell

CAMINO MEDIA (93311/13)
100% UNION!!!

MOJAVE (93501)
100% UNION!!!

CALIFORNIA CITY (93504)
100% UNION!!!

BORON (93516)
100% UNION!!!

EDWARDS AFB (93526)
100% UNION!!!

TEHACHAPI (93561)
100% UNION!!!

TRONA (93562)
100% UNION!!!

RIDGECREST (93555)
B. J. Leroy
L. M. Montano
H. G. Blanco
S. R. Pierce

We are an "Open Shop". MEMBERSHIP IS VOLUNTARY.
369 Letter Carriers are in the complement assigned to cities represented by our Branch. ONLY 21 ARE NON-MEMBERS. We are 94.3% organized!

A CUSTOMER'S RESPONSE

I would like to share this response from a very well informed customer who wrote a recent letter-to-the-editor. I hope that you share with your family members and friends.

"There is an editorial saying that Rep. Darrell Issa's HR. 2309 bill to gut the Postal Service is the best solution is absolutely wrong. The Postal Service is the only federal government agency required to pre-fund employee pensions Congress has required funding of retirement benefits for 75 years, a term unheard of in other plans. Without this mandate, the Postal Service has actually made a \$700 million profit the last four years. Eliminating this huge fiscal burden would be the first step to continued Postal Service solvency.

The proposal to eliminate Saturday delivery would mean curtailing service would force many users to pay more for mail service, close local post offices and processing centers and reduce salaries and benefits has been a Republican Party goal for decades. They want to privatize the Postal Service because there is money to be made delivering mail. The idea of a decent wage and benefit package for workers is an anathema to Republicans. Corporate profits achieved through part-time jobs with no benefits for all workers are the Republicans dream.

Setting up a commission to "trim" benefits and wages and downsize the workforce is another waste of money. The Postal Service could save huge amounts of money by eliminating most of its management positions as the ratio of managers to craft workers is 1 to 6. That means for every six people actually working one person is being paid more money not to. The local postmaster position in every office is no longer needed. This position pays \$80,000 and up and has no purpose in an electronically connected

postal accounting system. Ask the people who do the actual work how to save money instead of having a politically biased group of politicians try to come up with something realistic.

And finally, the Postal Service has been self-sustaining since 1972 the USPS is funded by stamps and postage. No taxpayer subsidies have ever been used since that date. The Republicans are trying to bust the unions in this contract negotiation year by sending out the same misinformation to the people who don't know how the labor market used to be. Jobs with most companies used to be full time with a decent wage and benefits. That was the norm. For some reason, people have accepted part time jobs with no benefits as the new norm and are upset when they hear about someone having a decent job with good wages and benefits.

Mention the word "union" and a lot of people get angry, thinking unions have caused all the money problems faced by municipalities and governments. The plain fact is unions brought the American labor force out of the dark ages in the early 20th century and are the reason most jobs used to come with a good wage and benefit package. It is obvious we are headed in the wrong direction because we are not remembering our history. Why is it wrong to have a good job with good pay and good benefits? The Super Committee has it why can't we. The Postal Service can be saved but Rep. Issa and Sen. John McCain's bill will not save it. Why make it worse with congressional oversight leading to privatization? That bill will end the Postal Service."

In Solidarity,

DIANA HERRERA
Legislative Liaison

Postal cuts to slow delivery of first-class mail

By HOPE YEN | AP

Out There



“Out There: cartoon originally published in the May 2011 *E.A. BAKER UNION UPDATE*

WASHINGTON (AP) — Facing bankruptcy, the U.S. Postal Service is pushing ahead with unprecedented cuts to first-class mail next spring that will slow delivery and, for the first time in 40 years, eliminate the chance for stamped letters to arrive the next day.

The estimated \$3 billion in reductions, to be announced in broader detail on Monday, are part of a wide-ranging effort by the cash-strapped Postal Service to quickly trim costs, seeing no immediate help from Congress.

The changes would provide short-term relief, but ultimately could prove coun-

terproductive, pushing more of America's business onto the Internet. They could slow everything from check payments to Netflix's DVDs-by-mail, add costs to mail-order prescription drugs, and threaten the existence of newspapers and time-sensitive magazines delivered by postal carrier to far-flung suburban and rural communities.

That birthday card mailed first-class to Mom also could arrive a day or two late, if people don't plan ahead.

“It's a potentially major change, but I don't think consumers are focused on it and it won't register until the service goes

away,” said Jim Corridore, analyst with S&P Capital IQ, who tracks the shipping industry. “Over time, to the extent the customer service experience gets worse, it will only increase the shift away from mail to alternatives. There's almost nothing you can't do online that you can do by mail.”

The cuts, now being finalized, would close roughly 250 of the nearly 500 mail processing centers across the country as early as next March. Because the consolidations typically would lengthen the distance mail travels from post office to processing center, the agency also would lower delivery standards for first-class mail that have been in place since 1971. Currently, first-class mail is supposed to be delivered to homes and businesses within the continental U.S. in one day to three days. That will lengthen to two days to three days, meaning mailers no longer could expect next-day delivery in surrounding communities. Periodicals could take between two days and nine days.

About 42 percent of first-class mail is now delivered the following day. An additional 27 percent arrives in two days, about 31 percent in three days and less than 1 percent in four days to five days. Following the change next spring, about 51 percent of all first-class mail is expected to arrive in two days, with most of the remainder delivered in three days.

The consolidation of mail processing centers is in addition to the planned closing of about 3,700 local post offices. In all, roughly 100,000 postal employees could be cut as a result of the various closures, resulting in savings of up to \$6.5 billion a year.

Expressing urgency to reduce costs, Postmaster General Patrick Donahoe said in an interview that the agency has to act while waiting for Congress to grant it authority to reduce delivery to five days a week, raise stamp prices and reduce health care and other labor costs.

The Postal Service, an independent agency of government, does not receive tax money, but is subject to congressional control on large aspects of its operations. The changes in first-class mail delivery can go into place without permission from Congress.

After five years in the red, the post office faces imminent default this month on a \$5.5 billion annual payment to the Treasury for retiree health benefits. It is projected to have a record loss of \$14.1 billion next year amid steady declines in first-class mail volume. Donahoe has said the agency must make cuts of \$20 billion by 2015 to be profitable. It already has announced a 1-cent increase in first-class mail to 45 cents beginning Jan. 22.

“We have a business model that is failing. You can’t continue to run red ink and not make changes,” Donahoe said. “We know our business, and we listen to our customers. Customers are looking for affordable and consistent mail service, and they do not want us to take tax money.”

Separate bills that have passed House and Senate committees would give the Postal Service more authority and liquidity to stave off immediate bankruptcy. But prospects are somewhat dim for final congressional action on those bills anytime soon, especially if the measures are seen in an election year as promoting layoffs and cuts to neighborhood post offices.

Technically, the Postal Service must await an advisory opinion from the independent Postal Regulatory Commission before it can begin closing local post offices and processing centers. But such opinions are nonbinding, and Donahoe is making clear the agency will proceed with reductions once the opinion is released next March.

“The things I have control over here at the Postal Service, we have to do,” he said, describing the cuts as a necessary business decision. “If we do nothing, we will have a death spiral.”

The Postal Service initially announced in September it was studying the possibility of closing the processing centers and published a notice in the Federal Register seeking comments. Within 30 days, the plan elicited nearly 4,400 public comments, mostly in opposition.

Among them:

—Small-town mayors and legislators in states including Illinois, Missouri, Ohio and Pennsylvania cited the economic harm if postal offices were to close, eliminating jobs and reducing service. Small-business owners in many other states also were worried.

“It’s kind of a lifeline,” said William C. Snodgrass, who owns a USave Pharmacy in North Platte, Neb., referring to next-day first-class delivery. His store mails hundreds of prescriptions a week to residents in mostly rural areas of the state that lack local pharmacies. If first-class delivery were lengthened to three days and Saturday mail service also were suspended, a resident might not get a shipment mailed on Wednesday until the following week.

“A lot of people in these communities are 65 or 70 years old, and transportation is an issue for them,” said Snodgrass, who hasn’t decided whether he will have to switch to a private carrier such as UPS

for one-day delivery. That would mean passing along higher shipping costs to customers. “It’s impossible for many of my customers to drive 100 miles, especially in the winter, to get the medications they need.”

—ESPN The Magazine and Crain Communications, which prints some 27 trade and consumer publications, said delays to first-class delivery could ruin the value of their news. Their magazines are typically printed at week’s end with mail arrival timed for weekend sports events or the Monday start of the work week. Newspapers, already struggling in the Internet age, also could suffer.

“No one wants to receive Tuesday’s issue, containing news of Monday’s events, on Wednesday,” said Paul Boyle, a senior vice president of the Newspaper Association of America, which represents nearly 2,000 newspapers in the U.S. and Canada. “Especially in rural areas where there might not be broadband access for Internet news, it will hurt the ability of newspapers to reach customers who pretty much rely on the printed newspaper to stay connected to their communities.”

—AT&T, which mails approximately 55 million customer billing statements each month, wants assurances that the Postal Service will widely publicize and educate the public about changes to avoid confusion over delivery that might lead to delinquent payments.

Continued on next page...

“Maine Sen. Susan Collins—the top Republican on the Senate committee that oversees the post office—believes the agency is taking the wrong approach.”

OUT THERE



“Out There: cartoon originally published in the August 2011 *E.A. BAKER UNION UPDATE*

forward ideas that could well accelerate its death spiral,” she said, urging passage of a bill that would refund nearly \$7 billion the Postal Service overpaid into a federal retirement fund, encourage a restructuring of health benefits and reduce the agency’s annual payments into a retiree health account.

That measure would postpone a move to five-day-a-week mail delivery for at least two years and require additional layers of review before the agency closed postal branches and mail processing centers.

“The solution to the Postal Service’s financial crisis is not easy but must involve tackling more significant expenses that do not drive customers,” Collins said.

In the event of a shutdown due to bankruptcy, private companies such as FedEx and UPS could handle a small portion of the material the post office moves, but they do not go everywhere. No business has shown interest in delivering letters

everywhere in the country for a set rate of 44 cents or 45 cents for a first-class letter. Ruth Goldway, chair of the Postal Regulatory Commission, said the planned cuts could test the limits of the Postal Service’s legal obligation to serve all Americans—regardless of geography—at uniform price and quality.

“It will have substantial cost savings, but it really does have the potential to change what the postal service is and its role in providing fast and efficient delivery of mail,” she said.

Courtesy Author Hope Yen in her Associated Press story Sun Dec 4, 2011 9:17 AM EST

The company is also concerned that after extensive cuts the Postal Service might realize it cannot meet a relaxed standard of two-to-three day delivery.

Other companies standing to lose include Netflix, which offers monthly pricing plans for unlimited DVDs by mail, sent one disc or two at a time. Longer delivery times would mean fewer opportunities to receive discs each month, effectively a price increase. Netflix in recent months has been vigorously promoting its video streaming service as an alternative.

“DVD by mail may not last forever, but we want it to last as long as possible,” Netflix CEO Reed Hastings said this year.

Maine Sen. Susan Collins—the top Republican on the Senate committee that oversees the post office—believes the agency is taking the wrong approach. She says service cuts will only push more consumers to online bill payment or private carriers such as UPS or FedEx, leading to lower revenue in the future.

“Time and time again in the face of more red ink, the Postal Service puts

IT'S NO JOKE

by Al Linde, Editor

Want something to worry about? Read the October 24th issue of the Federal Times. As far as that is concerned; you will probably read a lot of 'gloom and doom' in any future issue of the Federal Times. I just happened to see this particular issue that was brought to my attention by a letter carrier who had read it. He was extremely concerned by the articles on 'ending FERS' and the cost of grievance activity and OWCP to the Postal Service.

Also; go to the NALC website at www.nalc.org and read the news about the super-committee and the recommendation to end Saturday delivery. After that, share all this info with your significant other and/or your children old enough to understand your job and retirement are at risk.

NOW. Tell them whether or not you are paying into COLCPE through automatic payroll deduction and whether or not you are signed up as an e-Activist.

Summary of Articles

Here is a snapshot of the articles.

The End of FERS. This is only one part of the headline in the October 24th issue. The article mentions that federal Workers have become the 'whipping boy.' Besides proposed wage freezes and ceasing step increases, the article refers to the fact that democrats and republicans have called for federal employees to sacrifice as part of the urgent need to cut federal spending. One such recommendation is to reduce the pensions of FERS employees with more than five years of service.

There is another call for FERS employees not to be allowed to count unused sick leave towards retirement and go to a 'high five' calculation.

Of course; this article has to reference Representative Issa, R-California, who also proposes raising retirement contributions of both FERS and CSRS employees. He wants FERS to go from .8 percent to 7 percent and CSRS from 7 percent to 10 percent.

Just Maybe

Maybe these proposals won't reach Postal employees but how can one ignore this 'writing on the wall?' The NALC leadership is trying to mount a successful battle with management over the negotiations of a new national contract. More importantly, they are mounting the battle to Save the Postal Service. No pay raise might hurt. A pay cut would hurt worse. But the end of Saturday delivery may be 'terminal.'

\$641 Million: The Price of Disgruntled Employees

This article 'airs our dirty laundry' concerning payouts in grievance settlements and compensation claims. The numbers come from the Postal Service and reports from the inspector generals office. The Postal Service is project-

ing for the coming year a cost of \$641 million for grievances and lawsuits. (Of course; this is a 'contract year.')

In 2008, grievance payouts were \$250 million and in 2009, \$179 million. The article unfortunately reports that it is unclear whether or not these payouts were legitimate or not! The Postal Service reported that it didn't do a very adequate job documenting settlements.

Another unfortunate story related to a union president of the mail handlers in Texas that was guilty of defrauding the Postal Service through class action grievances.

The article discusses the potential liabilities of a discrimination lawsuit involving the National Reassessment Process or NRP. More 'dirty laundry.'

Its Not Our Fault

You are probably proclaiming that the grievance payouts are for management's 'mismanagement' and why don't they stop violating the contract. You are exactly right; but it doesn't matter! The damage is done and the public and lawmakers just see the payouts as another cost that must be cut. But they may 'cut' the wrong thing if they are not educated about the real cause. That is up to each of us and our national officers to accomplish.

Union members have to do everything they can to educate the public and Congressional Representatives about the Postal Service. The most urgent of matters is the preservation of Saturday delivery. In spite of those carriers that can't wait to 'get weekends off,' we must not let lawmakers diminish the amount of service we give to America. We cannot open up the door to some 'fly-by-night' company that will take over Saturday delivery of 'circulars' at a cut-rate price.

Hopefully, lawmakers will see through the 'smoke and mirrors' and realize the true value of the Postal Service to America. We really can't rely on 'hopeful' thinking. We have to mobilize and GET the message out to lawmakers and also the American public who can also put pressure on their elected representatives.

Its Up To Me

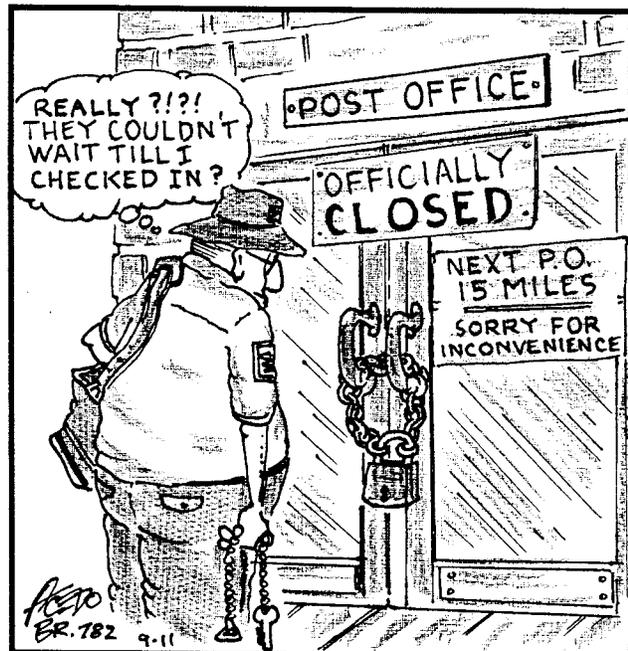
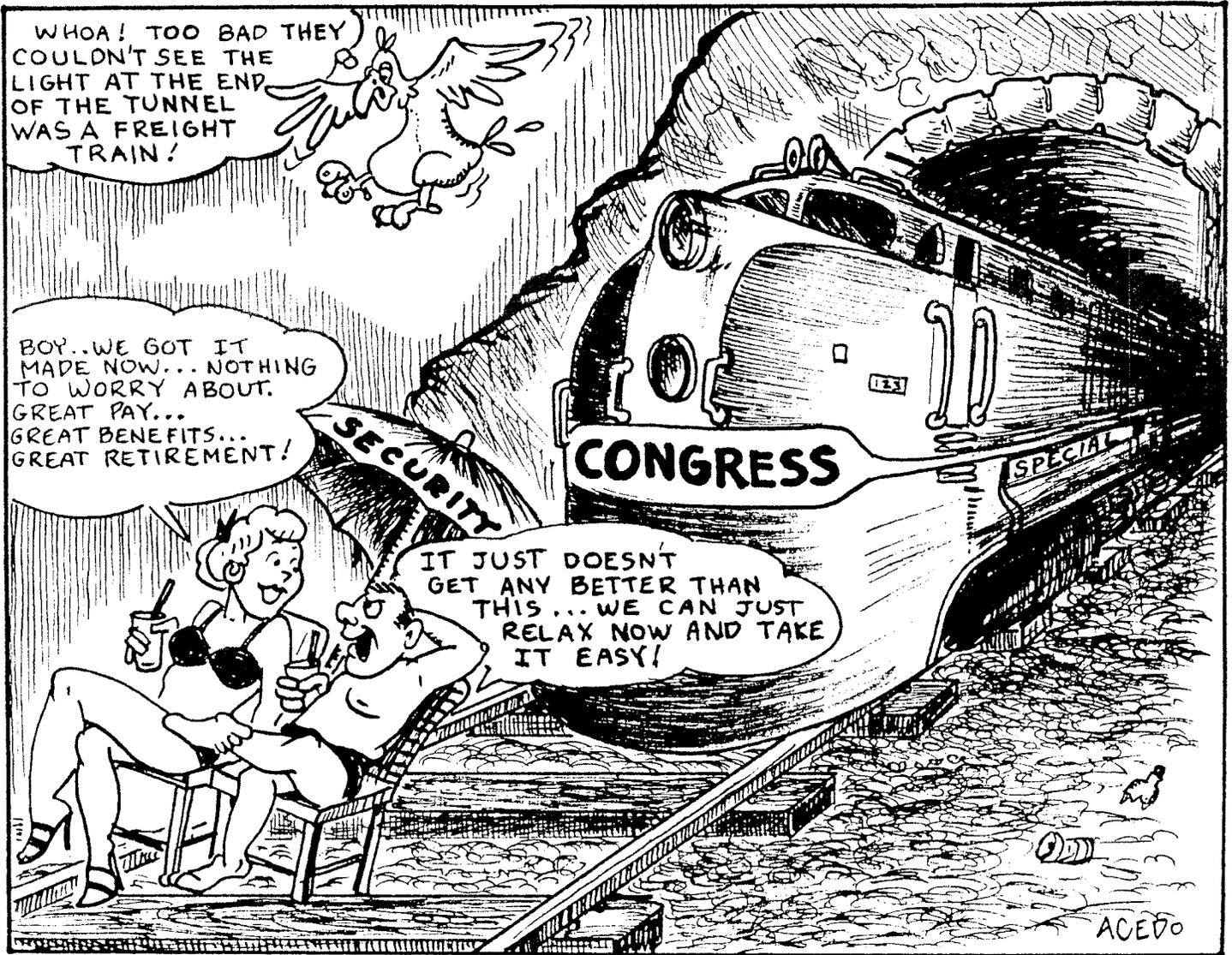
These types of articles are further evidence that there is plenty of adverse sentiment towards the Postal Service and union workers. If we do not defend ourselves, we risk the wrath of lawmakers that believe they are doing the right thing by cutting services.

Every member is needed to show the strength of numbers who wish to preserve the Postal Service. There are many, many organizations with many followers and millions of dollars in political action funds that want us to fail. We may be smaller, but we can be mightier, if we stand strong and act in unity.

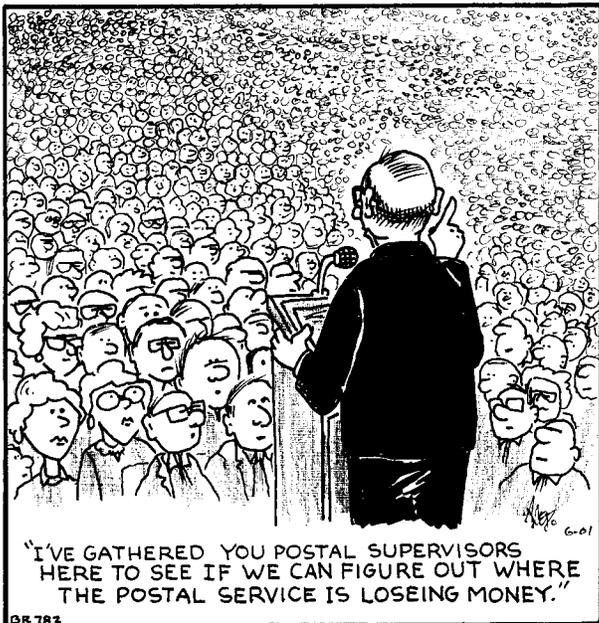
Please take these threats against the Postal Service seriously. Join us as an e-Activist and as an automatic payroll contributor to our political action fund-COLCPE.

The time is now. Don't wait until its too late.

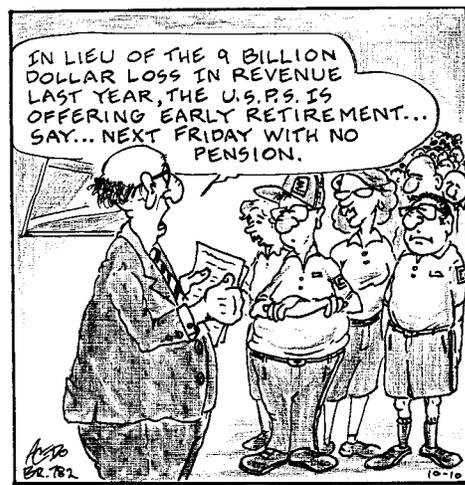
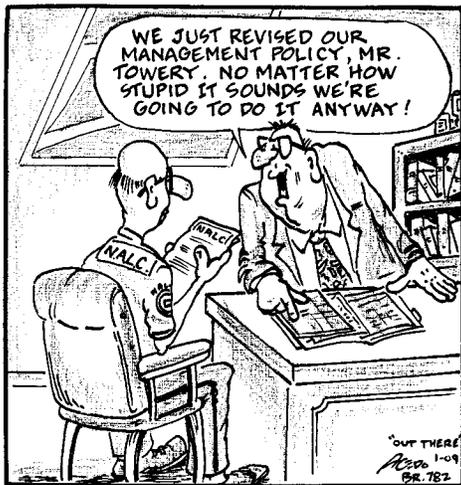
Article courtesy of the Phoenix, AZ *Carrier* published by NALC Branch 576 in November 2011



If you have an idea for a cartoon, you can contact Fred Acedo at P.O. Box 6532 Bakersfield, CA 93386. Of course, you never know what you are going to get when you enter Fred's world "Out There"...



These are "vintage" Fred Acedo cartoons which were published in past E.A. BAKER UNION UPDATES. Look closely at some of the dates when the cartoons were produced. Interesting? We think so...



2011 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

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

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

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

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

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

Some Websites for You...

Center for Disease Control	http://www.cdc.gov
National Library of Medicine	http://www.nlm.nih.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://americanheart.org
American Lung Association	http://www.lunusa.org
Diabetes Foundation	http://www.diabetes.org
Muscular Dystrophy Association	http://www.mdusa.org
Your Personal Health Record	http://www.nalc.org/depart.hbp
Asthma Information Center	http://www.ama.assn.org/special/asthma

* Failure to pre-certify will result in a \$500 reduction in benefits paid by our Plan. MUST notify the Plan prior to hospital admission with doctor name and dates.

** NALC Drug Prescription Program is MANDATORY generic (unless specified by your doctor, at additional cost to member). Preferred retail pharmacy 1st and 2nd fills, you pay 20% of cost of generic/30% of name brand. MAIL ORDER PRESCRIPTIONS when NALC is primary: 60 day supply \$8 generic, \$43 name brand; 90 day supply \$12 generic, \$65 name brand; 90 day supply \$5 for NALCSELECT generics (certain drugs); 90 day supply \$7.99 NALCPREFERRED generic (certain drugs), MEDICARE PROGRAM (when Medicare is primary); Retail network pharmacy: you pay 10% of cost of generic, 20% of cost for name brand, MEDICARE PRIMARY (mail order); 60 day supply \$7 generic, \$37 name brand; 90 day supply \$10 generic \$55 name brand; 90 day supply \$4 for NALCSELECT generic (certain drugs); 90 day supply \$4 for NALCPREFERRED generic (certain drugs); NALCSENIOR generic antibiotics are available; FREE for a 30 day supply, when Medicare is primary (certain antibiotics only).

MAIL ORDER SPECIALTY DRUGS (Bio-Tech drugs—VERY EXPENSIVE): Your cost for a 30 day supply is \$150; 60 day supply is \$250; and, 90 day supply is \$350. Some drugs (e.g. bio-tech asthma, diabetes, organ rejection, etc.) require prior approval before dispensing. You MUST call the Plan 1-800-237-2767.

Check out this PPO: Concentra Urgent Care
9500 Stockdale Highway Suites 100 & 101
Bakersfield, California 93309
Phone: (661) 282-4900
Hours>M-F 8:00 am - 9:00 pm; Sat & Sun 9:00 am - 7:00 pm

Mark Ramirez
(661) 834-5011
YOUR NALC Branch 782
Health Benefits Representative

Humor is the best medicine...

CHRISTMAS JOKE

Question: an honest Politician, a kind Lawyer, and Santa Claus saw someone drop a \$20 bill on the sidewalk.

Which one picked it up?

Answer: Santa... The other two don't exist.

TRAVELING CIRCUS

Following the tragic death of the human cannonball at the Traveling Circus, a spokesman said, "We'll have to get a man of the same caliber."

UNDERTAKER

A henpecked husband was advised by a psychiatrist to assert himself. "You don't have to let your wife bully you," he said. "Go home and show her who's boss". The husband decided to take the doctor's advice. He told his wife: "From now on, you're taking orders from me. I want my supper right now. Then, go up stairs and lay out my clothes. Tonight I am going out with the boys. Another thing, you know who's going to tie my bow tie."

"I certainly do," said his wife calmly looking him in the eye, "THE UNDERTAKER!"

THREE SURGEONS

Three surgeons were discussing who made the best patients to operate on. First Surgeon said, "Electricians are the best. Everything inside them is color coded." Second Surgeon said, "Librarians are the best patients. Everything inside them is in alphabetical order." Third Surgeon said, "NO. Politicians are the best patients to operate on. There's no guts, no balls, no brains, and no spine... plus, the head and butt are interchangeable!"

THE PASSWORD

During a recent password audit, it was found that a blonde employee was using the following password "MickeyMinniePlutoHueyLouieDeweyDonaldGoofySacramento".

When asked why she had such a long password, she said she was told it must contain at least eight characters, and include at least one capitol.

SPEAKING OF BLONDES...

This is the story of a blonde who was a passenger in a two-seater airplane. Suddenly, the pilot had a heart attack and died.

She frantically called, "May Day! May Day! Help me! Help me! My pilot had a heart attack and is dead."

"I don't know how to fly. Help me! Please help me!"

The blonde then heard a voice over the radio saying, "This is

the tower. I have received your message, and I will talk you through this. I've had years of experience with this kind of crisis. Now, just relax. Everything will be fine. Please give me your height and position."

"I'm five foot four inches, and I'm in the front seat."

"Okay," said the voice from the tower. "Repeat after me: 'Our Father Who Art in Heaven'..."

And, finally, I bring you: "WHO IS...?"

For some time, many of us have wondered about a very basic question. We find ourselves at a loss when someone says, "You don't know Jack Schitt!"

Well, thanks to my genealogy efforts as a highly trained, academically certified P.H.D., you can now respond in the most informed, intellectual way. I certify you now have the answer!

Jack Schitt is the only son of Awe Schitt.

Awe Schitt, the fertilizer magnate, married O. Schitt—the owner of Needeep N. Schitt, Inc. They had one son: Jack. In turn, Jack Schitt married Noe Schitt. The deeply religious couple produced six children: Holie Schitt, Giva Schitt, Fulla Schitt, Bull Schitt, and the twins Deep Schitt and Dip Schitt. Against her parents' objections, Deep Schitt married Dumb Schitt—who wasn't related—but, was a high school dropout.

After being married 15 years, Jack and Noe Schitt divorced. Noe Schitt later married Ted Sherlock (and because her kids were living with them) she wanted to keep her previous name. She was then known as Noe Schitt-Sherlock.

Meanwhile, Dip Schitt married Lodza Schitt, and they produced a son with a rather nervous disposition named Chicken Schitt. Two of the other six children, Fulla Schitt and Giva Schitt, were inseparable throughout childhood and subsequently married the Happens brothers in a dual ceremony. The wedding announcement in the newspaper announced the Schitt-Happens nuptials. The Schitt-Happens children were Dawg, Byrd, and Horse.

Dawg Schitt (the adventurous son who was full of himself) left home to tour the world. He eventually returned from Italy with his new Italian bride, Pisa Schitt.

NOW, when someone says, "You don't know Jack Schitt."—you can correct them.

Crock O'Schitt, P.H.D. (Piled Higher & Deeper)

REMEMBER: LAUGHING WILL LOWER YOUR BLOOD PRESSURE. BE HEALTHY! LAUGH OFTEN! PLEASE!!!!

MARK RAMIREZ

NALC Branch 782 NALC Health Benefits Representative

What does “The Book” say about delivering parcels???

By Brian Bump
Senior Vice President



During the upcoming holiday season many of you will see an increase in the number of parcels being delivered to our customers. If the customer is not available to receive the parcel,

do you leave the parcel at the address or notify the customer with a PS Form 3849? Section 322.3 of the Handbook M-41 covers the proper procedures for leaving or notifying these parcels.

Section 322.31 requires that any parcel that does fit in the customer's mailbox or parcel locker (when available) **must** be attempted at the customer's door. If the customer is not available to receive the parcel, the procedures in Sections 322.311 and 322.312 of the M-41 apply.

A carrier is authorized to leave ordinary parcels (parcels not requiring the customer's signature, such as an unnumbered insured package) **only** if the mailer has endorsed the package “Leave If No Response”, or the recipient has given **WRITTEN** permission, on file at the Post Office, authorizing the carrier to leave parcels. Do not leave parcels based on verbal authorization from the customer; the authorization **MUST** be in writing. Even if there is authorization to leave a parcel, they must not be left if adverse weather can affect them.

If you are authorized to leave parcels, they still must be attempted at the door before leaving them. Section 322.311 describes when a carrier is allowed to leave parcels. It states:

When the Carrier Is Authorized to Leave Ordinary Parcels

a. *Parcels must not be left in an unprotected location such as a porch unless the mailer participates in the*

carrier release program by endorsing the package “Carrier-Leave If No Response” or the addressee has given written directions for an alternate delivery location. Examples of protected locations are a locked vestibule, locked hallway or with the doorman of an apartment building, inside a storm door of a residence, etc. Form 3849, Delivery Notice/Reminder/Receipt, with the “It Is located: _____” block completed must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate location. Parcels must not be left where adverse weather can affect them.

b. *By following the mailer's or addressee's instructions, the Postal Service provides customers with a more convenient way to receive parcels. Carriers are not liable for loss or theft where these instructions and postal regulations are followed.*

c. *Mailers who participate in the carrier release program understand that there are areas where the Postal Service will not leave parcels for security reasons. Mailers also understand that carriers do not leave packages without protection from inclement weather. If there is not a suitable location to leave a carrier release parcel, Form 3849 must be left.*

When you attempt a parcel and the recipient is not available to receive the parcel, but you know that there is usually someone available to receive parcels, do not leave a Notice (PS Form 3849) on the first attempt. Follow the procedures of Section 322.312 of the M-41 which states:

When the Carrier Is Not Authorized to Leave Ordinary Parcels

a. *When someone is usually available to receive parcels. When an ordinary or unnumbered insured parcel is not delivered on the first attempt and the carrier knows that someone at the address is usually available to receive parcels, do not leave Form 3849, Delivery Notice/*

Reminder/Receipt. Write the date and the carrier's initials and route number near the address and return the parcel to the office. Place the parcel in the gurney at the carrier's case. Attempt a second delivery on the next delivery day. If the parcel is not delivered after the second attempt, complete and leave Form 3849. Legibly endorse the form with the following information:

- (1) Article number (if applicable)
- (2) Date
- (3) Sender's name
- (4) Type of mail
- (5) Article requiring signature at time of delivery (if applicable)
- (6) Addressee's name and address
- (7) Amount due (if applicable)
- (8) Date and time customer can pick up article at post office.

b. *When someone is not usually available to receive parcels. If no one is available to receive the parcel and the carrier knows that someone at the address is not usually available to receive parcels, complete and leave Form 3849 (see exhibit 322.312b) after the first attempt. When the carrier does not know if someone is usually available to receive parcels, Form 3849 should be left after the first attempt. Endorse the parcel near the address, showing the reason for non-delivery, e.g., “No Response”, date delivery was attempted, and the carrier's initials and route number. Upon returning to the office, deposit the parcel in the designated place for undelivered parcels.*

As always, if your supervisor gives you instructions contrary to the information above, follow the instructions of your supervisor and let your Shop Steward or the Branch office know about the instructions.

This article is courtesy of the Sacramento, CA NALC Branch 133 *Swing Room Gazette* published in December 2011.

Thank you to Brian Bump and Branch 133 Editor Greg Price!

“The Economic Bill of Rights” Excerpt from President Roosevelt’s January 11, 1944 message to the Congress of the United States on the State of the Union[2]:

“ ...It is our duty now to begin to lay the plans and determine the strategy for the winning of a lasting peace and the establishment of an American standard of living higher than ever before known. We cannot be content, no matter how high that general standard of living may be, if some fraction of our people—whether it be one-third or one-fifth or one-tenth—is ill-fed, ill-clothed, ill-housed, and insecure.

This Republic had its beginning, and grew to its present strength, under the protection of certain inalienable political rights—among them the right of free speech, free press, free worship, trial by jury, freedom from unreasonable searches and seizures. They were our rights to life and liberty.

As our nation has grown in size and stature, however—as our industrial economy expanded—these political rights proved inadequate to assure us equality in the pursuit of happiness.

We have come to a clear realization of the fact that true individual freedom cannot exist without economic security and independence. “Necessitous men are not free men.”[3] People who are hungry and out of a job are the stuff of which dictatorships are made.

In our day these economic truths have become accepted as self-evident. We have accepted, so to speak, a second Bill of Rights under which a new basis of security and prosperity can be established for all—regardless of station, race, or creed.

Among these are:

The right to a useful and remunerative job in the industries or shops or farms or mines of the nation;

The right to earn enough to provide adequate food and clothing and recreation;

The right of every farmer to raise and sell his products at a return which will give him and his family a decent living;

The right of every businessman, large and small, to trade in an atmosphere of freedom from unfair competition and domination by monopolies at home or abroad;

The right of every family to a decent home;

The right to adequate medical care and the opportunity to achieve and enjoy good health;

The right to adequate protection from the economic fears of old age, sickness, accident, and unemployment;

The right to a good education.

All of these rights spell security. And after this war is won we must be prepared to move forward, in the implementation of these rights, to new goals of human happiness and well-being.

America’s own rightful place in the world depends in large part upon how fully these and similar rights have been carried into practice for all our citizens.

Basic Information and concept appeared in the Cedar Rapids, Iowa *Parlor City News* published by NALC Branch 373.

So, what does the current Congress believe in?

NO ON H.R. 2309

Hello, fellow Brothers and Sisters!

I want to encourage you to do your part in somehow ensuring the possibility that you will have a job...

As you all know many mail processing plants are closing across America. But, do you realize that it may be your Letter Carrier job that may be next? **Really!** So, what can you do?

All it takes is some time and effort to contact your Congressional Representative. And, just as importantly, have your family and friends do the same. Make a call or write.

Here are some highlights below you may want to address to them as I did.

1. HR-2309 would force the end of Saturday mail delivery service, hurting small businesses, rural customers, the elderly

and those who rely on the mail for medicine delivery.

2. HR-2309 would radically downsize the USPS and would eliminate 200,000 jobs and threaten the centerpiece of a \$1.3 trillion mailing industry that employs 7.5 million private-sector workers.

3. HR-2309 would force the closure of thousands of post offices, and would eliminate the heart of many American communities and would slow mail service.

4. HR-2309 would fail to address the true cause of the Postal Service's financial woes—the 2006 Congressional mandate to pre-fund future retiree health benefits—a burden faced by no other agency or firm.

Please help ensure middle-class jobs nationwide—many of them filled for decades by women, minorities and military veterans.

Remember with a blink of an eye **your** job can be gone too!!!!

DIANA HERRERA
Legislative Liaison

OUT THERE



Out tHeRe



from the editor-guy

Even though this is the holiday season, it's difficult to ignore a sense that changes are coming.

Processing plants are closing. Mail volume has dropped. The PMG and too many politicians take aim at employees like you and me and say that *we* are the reason that the USPS

has so many problems. *We* know that the major part of the problem is the congressionally mandated future retiree pre-payments. And????? My point is...

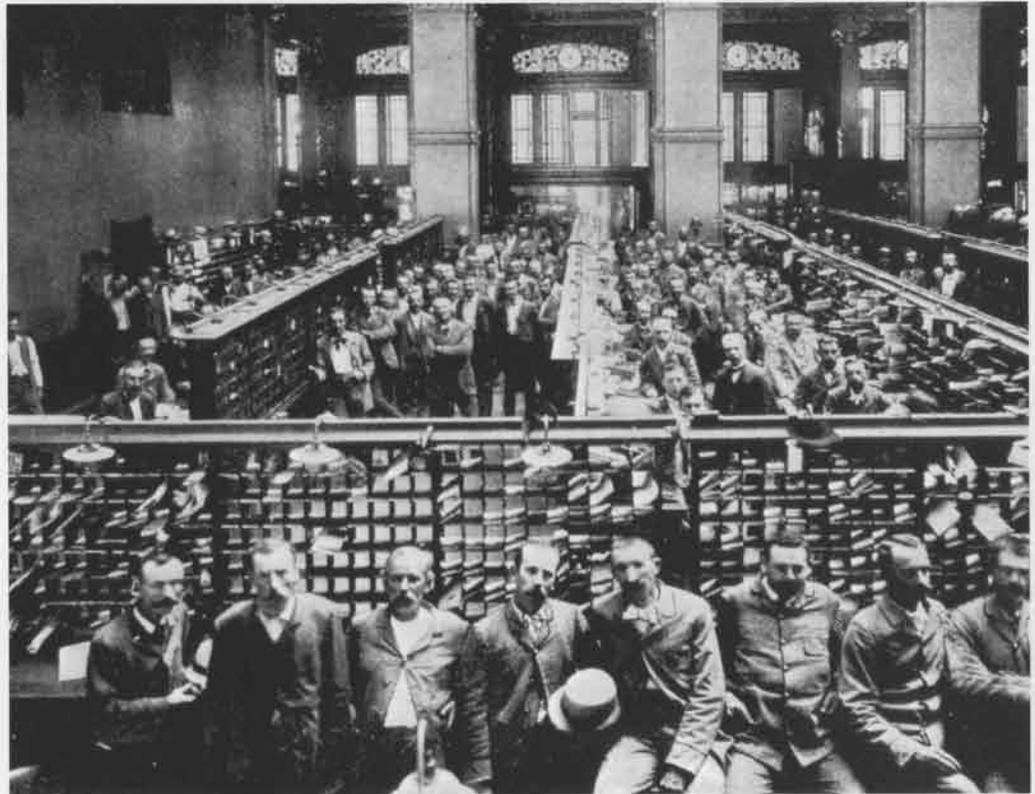
No one can accurately predict what is going to happen to our work world. That, in itself, is more than a little unsettling. Many of us "old timers" aren't going to have to cope with what looks to be major shifts in how we do what we do. Younger employees will...

There is a legacy that has been passed on by the earliest NALC members. Faced with obstacles and struggles; saddled with oppressive work rules; knowing that there would be no retirement, sick leave, or even one day off a week, they persevered. *THAT* is your legacy. Will it be easy? Probably not. So, what can you do? Learn just a little about NALC history in the next few pages to gain some perspective about the roots of our organization. Learn. Become an activist. Protect your future by learning about your past...

BASIL ZUNIGA



Credit to: National Philatelic Collections, NMAH



The Post Office Department, extremely unhappy with passage in 1888 of the eight-hour law for carriers, openly ignored it for several months. Then the Department adopted a policy of deliberate evasion: It reinterpreted eight hours a day to mean eight hours a day for seven days a week—or 56 hours a week. For example, letter carriers who worked nine hours a day for six days still owed the Department two hours of work on Sunday. This deliberate misreading of the law was enforced throughout the country. But the NALC—with its feet barely on the ground—responded swiftly and forcefully. It sued the Federal Government.

The suit startled everyone, especially the Post Office Department. Even more startling was the result: The NALC won the case in 1893, when the Supreme Court awarded letter carriers a total of 3.5 million dollars, settling thousands of overtime claims against the Department.

This first successful battle with the Post Office Department helped consolidate the new labor organization. Letter



carriers formerly indifferent to the NALC or afraid to join because of management reprisals flocked to the union in great numbers. Its reputation as a fearless and successful advocate was permanently established—only four years after its founding meeting in Milwaukee.

The same year the NALC won its suit, the Post Office Department initiated a program which greatly aggravated its relations with the NALC and letter carriers. The program, called the “spotter system,” supposedly was designed to weed out inefficient and dishonest letter carriers to improve postal service. In reality, the spotter system was initiated to circumvent the newly-established civil service laws. It also harassed or forced from their jobs a good number of carriers who were active in the NALC. In fact, many letter carriers at the time believed the purpose of the system was to undermine the NALC.

The spotter system operated like this:

This page courtesy of the book *Carriers in a Common Cause* published by the National Association of Letter Carriers.



Credit to: National Philatelic Collections, NMAH

hundreds of men, hired by the Department as a reward for their political loyalty to President Grover Cleveland and the Democratic party, were assigned to travel secretly from city to city literally to spy on carriers as they worked and to report all violations of work rules. If a charge against a carrier was sustained, the postmaster could fire the carrier and hire a new letter carrier of the right political persuasion—that is, a Democrat.

The spotters, none of them with postal experience, did their jobs exceedingly well. By the end of 1893, approximately one-third of the entire letter carrier force in Chicago, Cleveland, and Philadelphia had been brought up on charges.

The activities of these Department spies were repugnant to say the least, and the charges they brought against carriers ranged from the trivial to the malicious. For example, in 1895, 40 spotters brought charges against 173 Chicago letter carriers. Fifty of the carriers were charged with stopping to answer questions or to speak to their patrons as they delivered the mail. Only two of the charges were of a serious nature.

An example of the more malicious charges carriers were forced to endure took place in Akron, Ohio, in 1895. A spotter was secretly watching a letter carrier on his route when the carrier happened to glance through a ground-floor window of a patron's home. Seeing a woman and child lying on the floor, he immediately entered the house, found the two almost suffocated by a gas leak, and carried them out to safety. The spotter reported the event to his superiors and recommended the letter carrier's dismissal for "deviation from his route." In the end, the carrier was suspended for 15 days without pay for violating postal work procedures.

Perhaps the most contemptible aspect of the spotter system was the manner in which carriers were told of the charges. In almost every case, letter carriers were not informed until months after the alleged violation had occurred. Then, without warning, carriers would be asked to explain their behavior to postal officials. Naturally, few carriers were able to remember and therefore could not adequately defend themselves.

This page courtesy of the book *Carriers in a Common Cause* published by the National Association of Letter Carriers.



This continual harassment gravely affected the morale of letter carriers. The NALC repeatedly protested to Department officials. The union submitted a formal protest on October 28, 1895, but the Department would not listen. Letter carriers were angry and frustrated, and no resolution was in sight. Finally, the press took up the carriers' cause. For example, the *Superior, Wisconsin Telegram* editorialized in 1895:

There may be some things which the present administration has done which the general public . . . will commend, but the setting of a gang of spotters to dog the steps of Uncle Sam's carriers is not one of them. . . . It is a shame and a rank injustice to place the reputations of thousands of honest, hard-working men at the mercy of a horde of irresponsible fellows whose chief anxiety is to earn their salaries. . . .

In March 1896, the spotter system was disbanded. Strong pressure from responsible newspapers had forced Congress to deny the Post Office Department further funds for the employment of these spies.



Credit to: National Philatelic Collections, NMAH

Hundreds of men . . . were assigned to travel secretly from city to city literally to spy on carriers as they worked.

**The previous three pages are reprinted from a history of
Letter Carriers and the NALC.**

That title of that history book is:

Carriers in a Common Cause

This page courtesy of the book *Carriers in a Common Cause* published by the National Association of Letter Carriers.

Discipline for Getting Hurt at Work?

by Art Hailey,
NALC Branch 130 Vice-President

Carriers who are injured on the job may now have more problems to deal with rather than just the usual complications in dealing with OWCP.

Management has taken an unusual position regarding safety issues and injured employees: Recently, Carriers have been issued discipline for simply getting hurt at work.

It seems that management believes that “progressive discipline” does not apply when it comes to safety. So, a Carrier who trips and falls on the route and scrapes an elbow, scratches a leg, pulls a muscle, etc. may soon find themselves subjected to an investigative interview. And, shortly thereafter, they may be issued a seven-day suspension for “Failure to Work in a Safe Manner”.

An “investigative interview” is usually a precursor to issuing discipline. But, it doesn’t have to be that way.

Management is required to conduct a thorough investigation prior to issuing discipline. Management is also required to investigate all accidents. An investigatory interview might well serve the purpose of investigating an accident, *but* it does not necessarily have to end with the issuance of discipline.

Article 16 of the National Agreement describes the procedure for discipline.

Pay attention now. **REALLY**. Really, pay attention.

Article 16, Section 1 states in part: “In the administration of this Article, a basic principle shall be that discipline should be **CORRECTIVE IN NATURE**, (emphasis added) rather than punitive. No employee may be disciplined or discharged except for just cause...”

A seven-day suspension issued to a Carrier who fell and scraped an elbow—or otherwise suffered an on-the-job injury—should be considered punitive and **NOT** corrective. Carriers should not be penalized for getting hurt at work.

However...

If a Carrier were found to have knowingly violated “a safety rule” or otherwise have failed to take reasonable safety precautions... and was then to have become injured, then discipline might very well be justified...

DO YOU UNDERSTAND WHAT YOU JUST JUST READ?

Let’s go over this one more time. And, this time, try to read it out aloud to yourself as you go over what you just read. As you read, think about what you are saying.

If a Carrier were found to have knowingly violated “a safety rule” or otherwise have failed to take reasonable safety precautions... and was then to have become injured, then discipline might very well be justified...

Hmmm...

One example I frequently use is this: If a Carrier climbs over a 6-foot fence in order to take a “shortcut” and is subsequently injured because of climbing the fence, then discipline might be justified for failure to work in a safe manner.

There is not a specific rule that prohibits Carriers from climbing fences to take a shortcut; however, it is reasonable to expect that climbing a fence is not a safe work practice.

Safe Work Practice. Think about that one. Who is it that decides how to work safely? Oh, yes. That would be you...

If you are not working safely, management has the duty to correct your behavior to ensure that you will work safely.

Under Article 16, page 16-2 of the *Joint Contract Administration Manual (JCAM)* states, in part, “The requirement that discipline be ‘corrective’ rather than ‘punitive’ is an essential element of the ‘just cause’ principle. In short, it means that for most offenses management must issue discipline in a ‘progressive’ fashion, issuing lesser discipline (e.g. a letter of warning) for a first offense and a pattern of increasingly severe discipline for succeeding offenses (e.g. short suspension, long suspension, discharge). The basis of this principle of ‘corrective’ or ‘progressive’ discipline is that it is issued for the purpose of correcting or improving employee behavior and not as punishment or retribution.”

So, what should you now know?

All employees should strive to perform their duties both efficiently **and** safely.

Do not take unnecessary actions that put your safety at risk.

Be sure to report all accidents **PROMPTLY** after they occur—even if you just scraped a knee.

If you are issued any type of discipline, contact your Shop Steward immediately!! Request that a grievance be filed on your behalf!

Article courtesy of the December 2011 NALC Branch 130 *Flame* published by NALC Branch 130 in Tacoma, Washington.
Thank you, Newsletter Editor Maila Graham!!!



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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 opions 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.

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

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

In the hope that material contained here-in 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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Non-Profit Organization
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General Meeting
Tuesday
December 20, 2011
7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

Don't forget!!! General Meeting this month is on the third Tuesday. And, we are going to have a potluck... Bring a delicious dish to share!

Our guest will be retiring Bakersfield Postmaster "J.B." Broulliard.



Happy Holidays!

Don't forget to check out the web version of this newsletter! More is better... Go to out WWW.782NALC.COM