

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1891



WEB VERSION @WWW.782NALCCOM

DECEMBER 2012

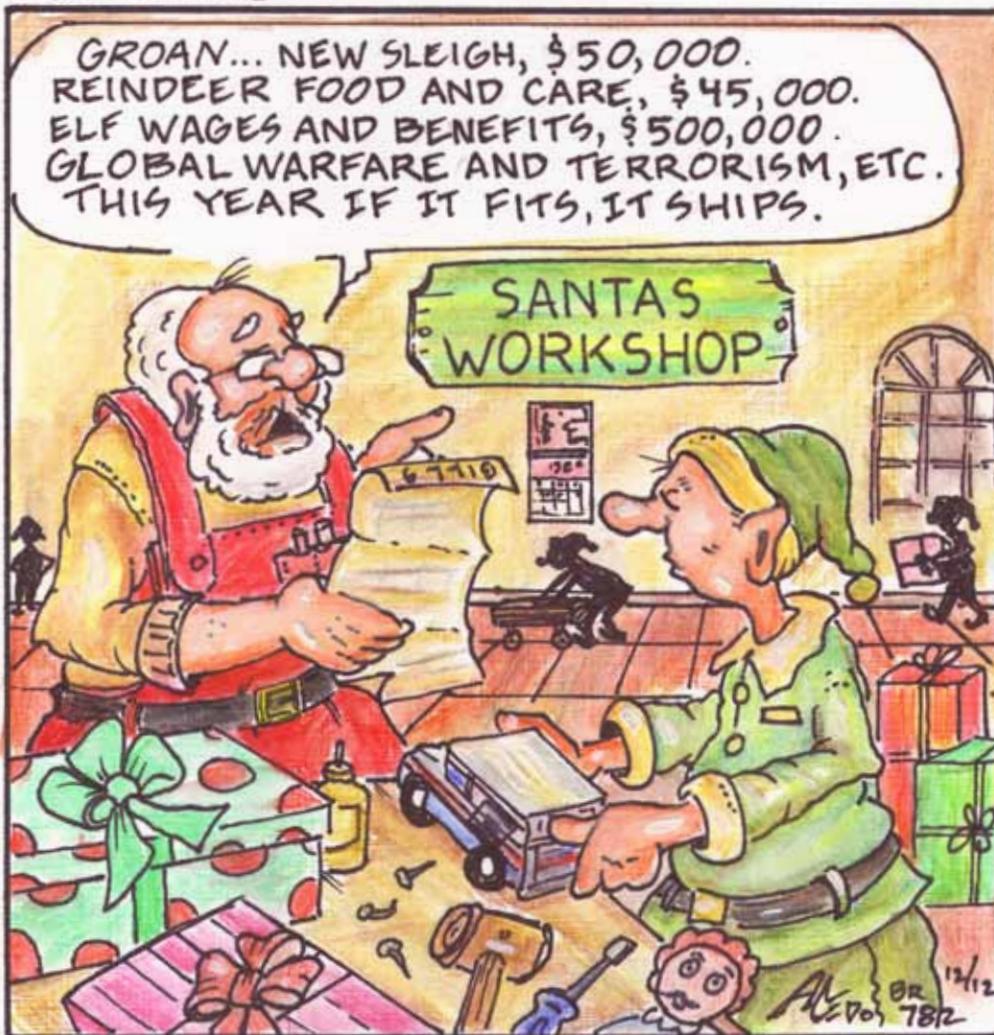
Our December General Meeting is on the third Tuesday of this month. AND?? We will be having

a catered meal! Yum!!!

However, we voted. AND?? Well... we decided that we should ALL bring a dessert to share.

Hope to see you there!!!

OUT THERE



Minutes of the November 2012 General Meeting

The regular meeting of Branch 782 was called to order at 7:00 p.m. by President, Mike Towery on the 27th day of November, 2012 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Darryl Holderman. All members of the Executive Board were present except Vice-president, John Ortega and Trustee, Lucinda Martinez. The stewards were present from Arvin, Camino Media, Downtown, East Bakersfield, Hillcrest Lamont, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was Newsletter Editor, Basil Zuniga; S.A.N.E., Fred Acedo; Webmaster, Rick Plummer; OWCP Rep., Rick Gerdes and Photographer, Anita Holderman. The minutes of the October 23, 2012 were read by Assistant Recording Secretary, Mabel Bullis, and were accepted with no additions or corrections. Recording Secretary, Kim Gerdes read a letter from President Rolando asking for donations to the Postal Employees Relief Fund to help the victims of hurricane Sandy.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Basil Zuniga reported that he was not sure that anyone was going to show up. But they did and the newsletter done. Stockdale carrier, Tina Harbour suggested that a schedule be posted in the newsletter so that carriers will know when their station will be folding. Next month will be Camino Media's turn.

GOOD OF THE ASSOCIATION: Mike Towery reported that Mike Munoz is now the steward for Lamont in addition to Arvin. Jerry Patterson made a motion to take some money from the checking account and add it to the State Convention Fund. A discussion was held and the motion was withdrawn. Deven Patterson reported that South Station is sending a care package each month to a soldier. She made a motion that the branch donates

\$50.00 per month to send a care package to a soldier. The motion was tabled until next month so the motion can be published in the newsletter. Basil reminded anyone with a high school senior that the deadline for the Saxenmier Scholarship is December 31. Mike Towery reported that the Stewardship meetings will be on the 5th and 12th this month. The budget meeting is on the 5th following the steward meeting and the General Meeting will be on the 18th. He then discussed the carrier from Arvin that is being excessed to Bakersfield because of "no work." He also reported that there are issues with the PTF Memorandum, management doesn't agree with what was signed. Mike asked if the members would like to have a potluck or a catered meal at the December meeting. It was decided that we would have a catered meal and that Teresa Ortega will make the arrangements. Pam Smith suggested that the members bring dessert. Mark Ramirez discussed the Health Benefit Plan and Open Season.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that adjusted amount collected for September is \$17,252.96. The adjusted amount for October is \$17,257.22, and the amount collected for November is \$6,215.82

OUT THERE



TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$68,922.23
Dues and Income	\$11,464.96
Interest Income	\$ 1.01
Total Balance	\$80,388.20
Expenses	\$21,000.67
Ending Balance	\$58,388.53

The Drawing for \$300.00 would have been won by Bill Diffee if he had been present.

There were 26 members present.

The meeting adjourned at 7:38 p.m.

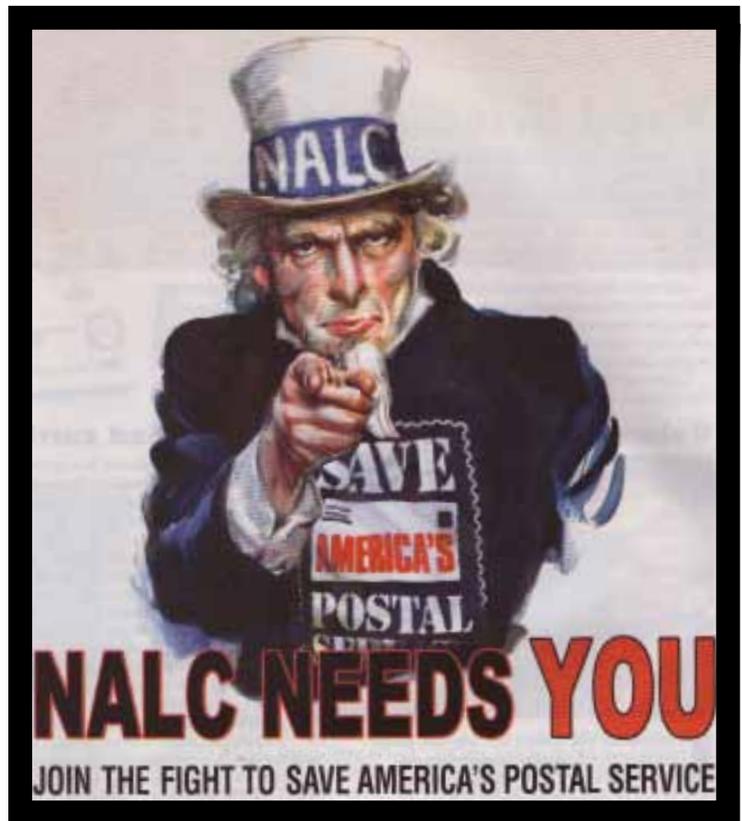
The 50/50 MDA Drawing was won by Shiela Wiley.

KIM GERDES
NALC Branch 782 Recording Secretary

NON-MEMBER LIST OCTOBER 2012

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

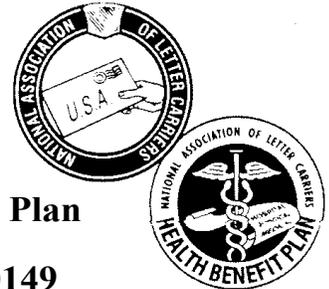
AVENAL (93203) 100% UNION!!!	DOLE COURT (93308/12) S. Hancock D. Morris
ARVIN (93209) 100% UNION!!!	STOCKDALE (93309) J. Oh
DELANO (93215) L. A. Campos C. V. Quebral	CAMINO MEDIA (93311/13) 100% UNION!!!
LAMONT (93241) 100% UNION!!!	MOJAVE (93501) 100% UNION!!!
McFARLAND (93250) 100% UNION!!!	CALIFORNIA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



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

2012 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

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

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

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

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

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

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

Some Websites for You...

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

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

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

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

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

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

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

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

OPEN SEASON for 2013 NALC HEALTH BENEFIT PLAN

**YOU ONLY HAVE UNTIL
DECEMBER 10TH...**

Our NALC Health Benefit Plan is rated in the "TOP" of all health plans available to Federal employees. Savings triggered by our NALC Officers' sensible approaches to cost-effective decisions are funnelled back into MEMBER CARE. They do NOT become profits for investors. Also, actions taken by "our" Plan are based on providing the best possible medical care NOT on cutting medically justified tests, consultations or needed therapies in order to "save money" at the expense of saving lives.

Also, one key question you need to find out with your health benefit plan if it is not the NALC HBP: **Does YOUR provider have a life-time cap on how much they will pay out?**

Many Plans do. And, you need to realize this! **REALLY!!!!!!**

Although the dollar amount may seem so large that no one could ever spend this much, we hope that you'll never find out how quickly patient care for chronic and severe conditions can reach this "trigger". Check out the "Catastrophic Limits" provision offered by the NALC HBP. *This* is the **REAL** reason that you need insurance. Ultimately, you *do* get what you pay for...

MARK RAMIREZ

A proud NALC Health Benefit Plan Member
NALC Branch 782

And you thought YOU had it bad???

At **DAWN** the telephone rings. "Hello, Senor? This is Ernesto, caretaker at your country house."

"Uhhmm, yes, Ernesto... What can I do for you? Is there a problem?"

"Um, I am just calling to advise you, Senor Rod, that your parrot...he is dead"

"My parrot!!! Dead??? The one that won the International competition?!?!?"

"Yes, Senor. That's the one."

"Damn! That's a pity! I spent a small fortune on that bird! What did he die from?"

"From eating the rotten meat, Senor Rod."

"Rotten meat??? Who the hell fed him rotten meat?"

"Nobody, Senor. He ate the meat of the dead horse."

"Dead horse!! What dead horse?!?!?!?"

"The thoroughbred, Senor Rod."

"My prize thoroughbred is dead!?!?!?"

"Yes, Senor Rod. He died from all that work pulling the water cart."

"Are you insane?!?!?!? What water cart?!?!?!?"

"The one we used to put out the fire, Senor."

"Good Lord!!! What fire are you talking about, man???"

"The one at your house, Senor! A candle fell, the curtains caught on fire, and...well the house, she is gone."

"What the hell!!! You mean my mansion is destroyed because of a candle?!?!?"

"Yes, Senor Rod."

"But, there's electricity at the house!! *What in the Hell* was the candle for???"

"Well, it was for the funeral, Senor Rod."

"WHAT????????? WHAT BLOODY FUNERAL??!"

"Your wife's, Senor Rod. She showed up very late one night and I thought she was a thief, so I hit her with your new Taylor-Made R580 XD golf club."

LONG SILENCE...

FOLLOWED BY EVEN MORE SILENCE...

"Ernesto!!!! If you broke that driver, you are in deep, DEEP crap!!!"

**Laughter lowers
blood pressure...**

**MARK
RAMIREZ**

2013 Carl J. Saxsenmeier

Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2013 Carl J. Saxsenmeier Scholarship Program. **All applications must be sent to the Scholarship Chair by January 4, 2013.** The Chair will send scholarship packets to all applicants by the end of January 2013. The scholarships are available to the dependent children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2013 award announcement. Applicant's parent / grandparent must be a member in good standing of the NALC for at least one year prior to applying. Applicant must be a high school senior when applying. Saxsenmeier Scholarship awards are issued in the year of graduation and are not renewable.

Jeff Parr

Saxsenmeier Scholarship Chair

1177 Levine Dr-Santa Rosa, Ca 95401

707-523-1818

Saxsenmeier Scholarship Application

(Please Print)

Student's Name _____

NALC Member's Name _____

Home Address _____

City / State / Zip _____

Home Telephone _____

Cell / Fax _____

Email Address _____

Applicant's Signature _____

NALC Member Signature _____ Relationship to Applicant _____

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

NALC Branch Officer Signature _____ Title _____

Branch Officer Printed Name & Number _____

DOHERTY DONELON SCHOLARSHIPS

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

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2012.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2013. (Computer-generated printouts of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2013.

Regulations

- Scholarship is to be used toward pursuing undergraduate

degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be cancelled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.
- Doherty Scholarship awards will be \$4,000 per year and the

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

- Children of NALC national officers are not eligible.

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

SCHOLARSHIP APPLICATION

Date _____ (Please print clearly)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2012-13 school year.

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Signature of NALC parent member
(or spouse if deceased)

Signature of branch officer

NALC parent's Social Security No.

Title Date

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

This form must be returned no later than December 31, 2012, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

AdoptaPlatoon's Suggested Snack Food & Miscellaneous Items

January 2011

All food items must be appropriately sealed / and prepackaged

WHAT CANNOT BE SENT: Pork products, Alcohol, Pornographic materials, liquid hand sanitizer, or Aerosol cans. Due to the extreme heat, chocolate is not mailed during the summer months. Visit the USPS at <http://www.usps.com> to learn more about APO/FPO mailings and view sizes of postal boxes available. Call 1.800.610.8734 to order free shipping supplies. Visit the Military Postal Service Agency to learn even more <http://hqdainet.army.mil/mpsa/mid.htm>.

Canned Items

Canned fruit
Chicken and/or packs; pop-top
Peanut butter / Jelly
Sardines
Tuna and/or packs (tuna in pouches are best)

Condiments

Cajun seasoning
Catsup
Garlic salt
Honey packs
Hot sauce
Lawry's
Mayo
Mustard
Relish
Salad dressings
Salsa (don't forget the taco chips)
Salt/pepper, sugar packets
Spices
Sweet N Low



Ground Coffee (if they have a coffee-maker

– be sure it's unflavored ground coffee)
If you send coffee beans – be sure to send a coffee grinder
Tea / Hot Chocolate
Instant Cappuccino
Coffee creamer
Hot chocolate mixes
Instant coffee
Tea bags

Microwavable Foods

(if they have a microwave)
Mac & Cheese
Popcorn
Brownie mix
Various mini dinners
Instant oatmeal
Instant soups / soups in pop-top containers



Powdered Drink Mix Singles

Crystal Light
Gatorade
Juice boxes
Kool-Aid
Propel, etc.

Snacking Foods

Beef Jerky / beef sticks, summer sausage
Cheese spreads / small Velveeta cheese blocks
Dry Cereal
Chex Mix
Chips
Cookies
Crackers for snacking
Doritos
Dried fruit
Energy bars / Cereal Bars / high protein bars / Granola Bars
Fruit pies
Gum, Hard Candy wrapped (no chocolate in summer)
Little Debbie's & other snack cakes
Nuts (all kinds)
Pudding cups



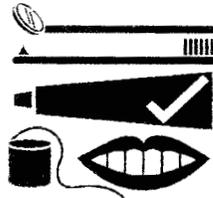
Toiletries

Advil, Tylenol, Cold/Cough drops, Sinus Meds
Antacids
Antibiotic Cream (Neosporin)
Anti-Bacterial Wipes
Baby Oil, Baby Powder
Baby Wipes
Bath mat
Bath/hand/wash towels (dark colors)
Blankets for cooler weather
Body Wash / soap (be sure to triple pack the soap and not put it near the food as it leaves the smell of soap on the food)
Chapstick
Clothes Pins/Line
Contact Lens Cleaner
Cotton Balls
Dental Floss
Deodorant
Disposable hand and feet warmers
DUSTING CLOTHS for removing the sand from everything and every surface
Eye Drops
Eyeglass Kit
Face Soap
Foot Inserts for boots
Foot/Boot Powder
Insect Repellent Wipes/ non aerosol spray with Deet (need in spring/summer)
Imodium
Laundry Soap / Fabric Softener
Air Freshener



Toiletries continued

Lotion for body and hand
Mattress toppers
Mirror
Mouthwash
Nasal Spray/Drops
Packaged Wet Ones / baby wipes
Pepto Bismol
Pillow with pillowcase
Pocket Size First-Aid Kit
Puma Stones for feet
Q-Tips
Shampoo
Sunglasses
Sunscreen
Toenail/Fingernail Clippers
Toilet Paper
Tooth Paste / Tooth Brush
Tooth Picks
Twin Fitted dark sheets
Vitamins



Men: Razors, Shaving Cream in a tube, after-shave lotion (no fragrance)

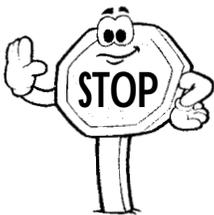
Women: Panty Liners, feminine hygiene products, conditioner, brush/comb hair clips/bands, non-aerosol hair spray, hair gel

Suggested Clothing

Hats, bandanna; Socks – white for PT; black for everyday wear with uniform

Men's T-shirts and underwear (all sizes)
BROWN or GREEN colors for the T-SHIRT if possible. Proper issued military t-shirts can also be acquired at Army Surplus stores.

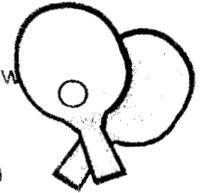
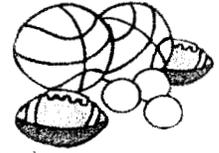
Women's sport bras and panties (all sizes)



What cannot be sent: Pork products, alcohol, pornographic materials, liquid hand sanitizer, or aerosol cans (they may explode). Do not send products in glass containers (unless they are bubble-wrapped a few times). Package all food items that may leak in zip-lock bags. Put all liquid items in a zip-lock bag. Due to the extreme heat, chocolate is not mailed during the summer months.

Suggested Fun Time Materials

Balls: soccer ball, baseballs, basketballs, volley ball sets, football
Batteries: AA- C -D -9 volt
Beanie Babies or stuffed animals (new please)
Board Games
Playing Cards
CD Player with CDs / send batteries
Dart Board with darts
Disposable cameras
DVDs (you can tape from television too)
Electronic/Battery Hand held games (include batteries)
Frisbee
Greeting Cards they can send back home (variety)
Mag flashlight bulbs,
Mailing Envelopes (no stamps) / Pens w
Stationary
Magazines (all kinds)
Mini Hand-held Fan or Water Misty fan
Nerf Balls
Packaged Poker Sets
Plastic bowls, spoons, forks, knives
PlayStation with games
Puzzle Books/Word Find Books
Sewing Kits
Small flash light for reading at night
Water guns
X-Box with games
Yo-Yo's
Zip Lock Bags & Plastic lock containers for sealing leftovers and personal items



Visit the USPS at <http://www.usps.com> to learn more about APO/FPO mailings and view sizes of postal boxes available. Call **1.800.610.8734** to order free shipping supplies. Visit the Military Postal Service Agency to learn even more <http://hqdainet.army.mil/mpsa/mid.htm>.

WE NEED TO SUPPORT OUR MILITARY!!!

This is the season for giving. Too many times when January rolls around we all forget about the "giving season".

This year, I wanted a way to keep the giving season going **ALL** year long. I feel that the Letter Carriers of NALC Branch 782 should take on a project to show our support for people in the

military; and, send them letters and care packages that will make their lives a little easier. And, we can post any letters that we receive from them.

At the November meeting I made a Motion: I moved that we allocate \$50 dollars a month from our Branch 782 member dues every month—for a year—to send Care Packages to a Sol-

dier, Sailor, Airman, Marine, or Coast Guardsman. The Motion was seconded by Basil Zuniga.

I ask for your support and urge you to vote in favor of this motion so that we can take on this project.

DEVEN PATTERSON
Sent from my iPhone

Together We Stand



By Robbie Elsaleh,
Moorpark Chief Shop Steward
NALC Branch 2902

I want to share this summary of an Arbitration award with you out of Kentucky.

A Letter Carrier's LLV malfunctioned which delayed him from delivery of his route. He was driven on the route by his supervisor in the super's personal vehicle.

At the beginning of his route, the Carrier attempted to run to make up time. The Carrier felt himself under a time constraint. (This is what management likes to refer to as "sense of urgency".) And? The supervisor just watched him run.

Shortly thereafter—in the course of making a delivery—the Carrier fell down the steps of a business customer, landing on and sustaining a hairline fracture of his elbow. It was a three-step stairway and the Carrier did not use the handrail. The Carrier was ultimately required to receive medical treatment.

What do you think happened next? Was the Carrier commended for his "sense of urgency"?

No, the Carrier was not commended for his "sense of urgency." In fact, he was issued a Letter of Removal and discharged from the Postal Service for not working safely. It didn't matter that the Supervisor was there watching him work the whole time and never told him to stop running.

The Postal Service stated in their removal that the weather was clear, the steps were in good condition and were dry, and that a handrail was present. They also stated that the Carrier was trained—when hired—on the proper procedure for going up and down steps and to use the handrail, to look at the step, and to place the whole foot on the step.

The Carrier was out of work for 6 months without pay pending the grievance outcome. He probably lost his house, his wife, his sanity, or close to it. Is this inhuman on the part of the USPS or what?

Luckily, the Arbitrator was a "human being" and made sense of all the facts. His decision was: "The Grievant failed to follow the safety procedure of holding a handrail while descending steps, fell and injured himself. The Arbitrator finds that the transient nature of the events that occurred on those steps; the sense of urgency for the timely delivery

of his mail that the Grievant exhibited; and the disruption of his normal routine that morning, contributed to the Grievant's failure to use the handrail. The Arbitrator finds that the Grievant lacked the presence of mind to grab the handrail but that, in view of these extenuating circumstances, his failure was of insufficient materiality or willfulness to constitute just cause for discharge. The grievance is sustained."

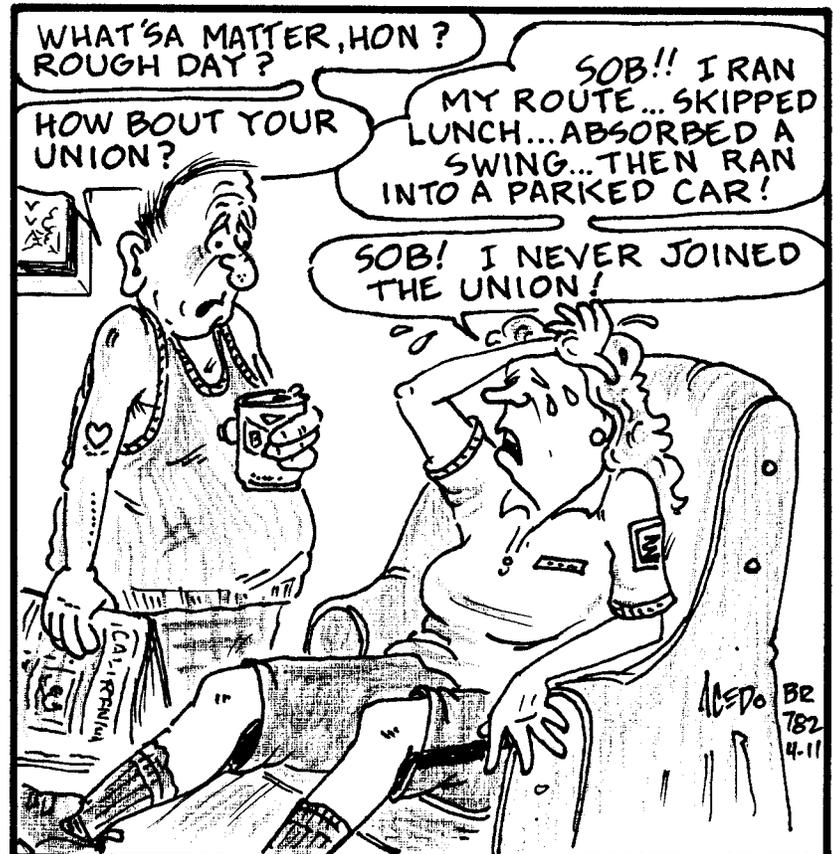
PLEASE!!! Don't let yourself be pushed and rushed to the point where you are unsafe!!! Follow Safety Rules and take your full lunch and breaks!!!

Everyone has their own pace/speed at which they can perform safely, comfortably, and efficiently. Conditions consistently vary. There is no set street pace that you must work at. Just be well organized, cautious and proficient.

The day you have a preventable accident due to negligence, is the same day management may take the keys away and send you home to wait by the phone. It won't matter that you've been skipping your lunch and running for the Postal Service for the past 10 years. It won't matter that you've been looking the other way while they abused the Carrier next to you. **ALL** that will matter is that you were unsafe or careless; and, especially if you injured or killed someone, God help you! Enough said on that.

This is a portion of an excellently written article which was published in the November-December 2012 Chatsworth, California NALC Branch 2902 Mail Bag News.

OUT THERE



You should read this...

Like a Broken Record?

by Susan Lewis,
Executive Vice-President
NALC Branch 3

One of the most annoying things in the world is to have a stupid song stuck in your head. You *never* have a good song stuck there; it's always the most ridiculous song or jingle. You're standing in front of the mirror brushing your teeth when out of the blue you start humming, "I've got a brand new pair of roller skates. You've got a brand new key."

And, unless you have a much better memory than I, those are the only words you know, and they repeat over and over and over. ARGH!

Someone (you know who you are!) almost ruined a perfectly good friendship by singing at his case. "My name is Michael. I've got a nickel. I've got a nickel, shiny and new." After it played in my head for about an hour and a half, I wanted to drive to his route and run him down. Every month, when I go to write this article, my head is paid a visit by the Barenaked Ladies singing, "It's all been done. It's all been done. It's all been done, beeeefore." What can I possibly say that hasn't been said before?

But here's the thing. Yeah, I know, there's *always* a "thing" with me...

At least once a week I hear from someone who insists that they have to skip their lunch or breaks in order to be back "on time". From the time of the first joint route adjustment process, it's

been repeatedly said that historical data (demonstrated ability) will be used to adjust routes. Carriers have been told how important it is to get **ACCURATE** data on a route in order to get an accurate adjustment.

Let's follow this idea to its logical conclusion. If your route is ten or fifteen minutes too long on an average day, you might think that you're doing yourself a favor (staying off the radar) by skipping a break or shortening

your lunch. What you are *really* doing is building management's case for an addition to your route. What?!!?? Each and every time you give back time, you add ammunition that will be used against you in future route adjustments. If you need extra time to complete your route **AND** take your lunch **AND** breaks, fill out a 3996 requesting overtime or auxiliary assistance. This isn't rocket science.

Let's move on to **Safety**. You can't possibly say that you've never heard the "**Safety** Thing" from me!! I feel as though it's been done to death; and, yet—unlike those in management—I believe that there *IS* such a thing as an accident. I do not believe that people intentionally hurt themselves. Whatever way you look at it, pain hurts! But, I also believe that haste, inattention and stress can contribute to accidents. So? Don't be in such a hurry! Pay attention to your surroundings. Work at a pace that doesn't induce stress. (The crazy thing about me preaching **Safety** is that if you happen to talk to the postmaster, he'll tell you darn near the same thing.)

There's lots of reasons I don't want you to get hurt on the job. Like I said earlier, pain hurts. Then, there's the whole OWCP thing. *What a pain in the ass that is!!*

On top of that, you gotta know that your supervisor is going to blame you for getting hurt. So, discipline is the next thing we'll be dealing with. Then? While you're out, somebody's got to deliver the mail... and we're so shorthanded now that Carriers who don't want to work overtime are being forced. Your absence is just going to add a few more Article 8 grievances to

the pile. Management's reasons for not wanting you injured are just as self-serving as mine. But, when it comes to **Safety**, why not just concede? Strictly on this point, we're on the same page!

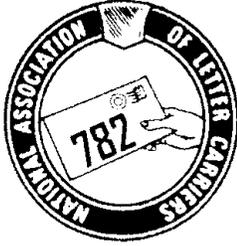
Now: **MY BIG ISSUE**: I am constantly disappointed in my Brothers and Sisters who allow their co-workers to be bullied and intimidated and do nothing to stop it. If your child, your wife, your brother, your mother, your sister was being tormented, wouldn't you want *their* co-workers to get involved? The people in your station who are constantly under the microscope are someone's family members. **AND?** If you think for one second that since management's attention is on them and therefore not on you, that you're somehow "safe", think again! If they get "*that* guy" do you honestly believe they'll stop? Success in discipline only emboldens them. If you're not the next in line, you're somewhere on the list... **WE CAN ONLY STOP THE INSANITY IF WE STICK TOGETHER.**

When you see an injustice, speak up. Write a statement if you have witnessed intimidation. Speak to your steward when you see a Carrier being bullied. We all deserve to work in a safe environment. Mornings suck just by the fact that they happen so early in the day. Nobody needs to dread them even more because of where they work, or who they work for.

I believe I've quashed the Barenaked Ladies! They may indeed be right in that it's all been done before...but now it's all been done again. I can temporarily banish their song from my head. That just leaves room for The Partridge Family singing "I Think I love You" or Toni Basil shouting "Oh, Mickey you're so fine. You're so fine you blow my mind. Hey, Mickey!"

Yeah...go ahead. Try getting THAT out of your head today!

Guess what? This is another excellent article that I hope you read courtesy of the *Buzz* published by Buffalo, NY Branch 3 in November 2012. Thank you very much, Editor Bill Campbell!!! You do a great job!!!



There is a challenge that I face each month. It is a very simple challenge.

How do I share as much as possible that might provide you with information to help you survive your entire time as a USPS Letter Carrier? There really is *a whole lot of information* out there which many NALC Branches publish in their newsletters. But, to reprint everything out there in our newsletter is impossible because costs are so prohibitive.

We now have an option. Our web version shares much, much more for you to consider. These next ten pages, hopefully, do that. And, we can do it at in an extremely cost effective method...

BASIL ZUNIGA

Sick Leave Improves Safety

-BJ Hansen, Vice President-

Sick leave protects your income when you're sick, and can also serve as short-term "disability insurance." Recently I was reminded how important that is when we get sick or hurt and can't work. One Saturday when I woke up I could barely even sit up. It turned out to be pneumonia. All of a sudden I was totally out of commission for three weeks. It sure feels great to be back at work after that!

Full-time carriers earn 13 days of paid sick leave for every year we work. PTF carriers earn up to 13 days of paid sick leave a year. Unfortunately, TE carriers don't earn any sick leave. They're supposed to use their annual leave (or LWOP) when they're sick. This approach is a growing trend in the current economy. It's the same fight that's going on right now for workers at Century Link. The new management doesn't want to pay for sick leave any more, among other things.

The Postal Service is looking for any opportunity to cut their immediate expenses. Between the outcome of the arbitration of our bargaining agreement and what Congress might do, a huge array of possible cuts are laid out on the table. While some cuts could save money right now, they might end up costing a lot

more in the long run. For example, a recent survey of workers found that employees who are not given paid sick leave are much more likely to suffer work-related injuries. These injuries can lead to costly liability for employers. The study, as reported by Fox News, found that employees with sick leave are 28 percent less likely to get injured at work. The study looked at 38,000

a recent survey of workers found that employees who are not given paid sick leave are much more likely to suffer work-related injuries.

workers from a variety of industries between 2005 and 2008. The link between reduced injuries and getting paid sick leave held even when variables that could affect injury rates like age, sex and pay rate were accounted for.

The reason for the increased chance of injuries when there is no paid sick leave is not that surprising. Many workers do not want to take the pay hit by taking unpaid time off and will force themselves to work when sick, according to the report. As a result, workers may be drows-

ier, less focused, and otherwise distracted when performing their jobs. This recent study supports previous research that found that employees who receive paid sick leave recover from illnesses more quickly, and suffer fewer complications from minor injuries. As workplace injuries cost employers money, cutting paid sick leave may not be a wise cost-saving decision.

When we retire, our sick leave balance is converted to months and days of service and added to the length of service used to compute retirement benefits. (Remember, under the Federal Employees Retirement System, FERS, you won't get full credit for unused sick leave unless your retirement is after Jan. 1, 2014.)

The dilemma carriers face is earning sick leave that management often disciplines you for using it. While saving sick leave is important, don't try to be a "hero" by working (and spreading germs) when you're sick. If you're not able to work for more than three days and you have to go to the doctor anyway, it's a good idea to find out if your leave qualifies for FMLA protection. FMLA is the Family Medical Leave Act, signed into law in 1993. Through its protection you can't be disciplined for utilizing your sick leave benefit.

Article courtesy of *The 79'er* published by Seattle, Washington NALC Bran79 in October 2012.

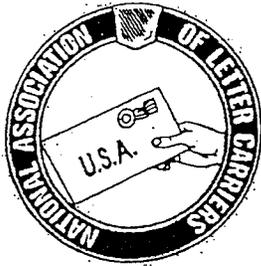
Despite nearly **\$16 BILLION** in annual losses announced by the U.S. Postal Service, all but one of the top five executives for the nation's mail service had an overall compensation increase this year, records show.

Postmaster General Patrick Donahoe, for instance, earned a base salary of \$276,840—*even without a bonus or incentive payout*. His overall compensation came to **\$512,093...** compared to \$384,229 in 2011.

Think Carriers will see a 34% pay increase in any new Contract per year???

Source: *Eastern Iowa Reporter*
Official Publication of NALC Branch 373

NATIONAL ASSOCIATION OF LETTER CARRIERS Central California Branch 231



POSTMAN'S VIEW

Representing City Carriers of
Chowchilla Clovis Coalinga Dinuba Dos Palos Firebaugh Fresno Fowler Hanford
Kerman Kingsburg Madera Mendota Orange Cove Oroshi Parlier Reedley Sanger Selma

Volume XVIII Number 12

- since 1892 -

December 2012

PRESIDENT'S REPORT

I hope everyone had a nice Thanksgiving and I hope you have a great Christmas and a Happy New Year.

My time as your Branch President is almost over. I will remain active and serve the branch as needed and/or at the request of President Richard Najera. I will remain available to assist Richard if and when the needs arise. Richard and the membership will continue to face difficult times ahead, but we will get through it with our usual hard work and dedication to our customers.

Sometime next year we will have a new contract, hopefully we will have a postal reform bill passed that will preserve our six-day service so we can continue to serve the American public as only we can.

In 2013 we will see route inspections in almost all zones in the city of Fresno and in many of the associate offices. You should be preparing yourself now for these inspections. Work as diligently and safely as you can, obeying ALL safety rules and regulations. Safety rules and regulations are part of our job and we get paid to do them. There is never an appropriate excuse for violating safety rules. Please see the route inspection schedule for the 936 and 937 elsewhere in this



by Ken Nunn

newsletter. I know in almost all cases the powers that be have made a decision to start route inspections on a day other than the usual Mondays so the week of inspection will cover two work weeks.

Route inspections are occurring at a time when the postal service claims we have no money. The USPS refuses to work jointly with the NALC to adjust routes as we have in the past few years, wasting more money. We have always been told it cost \$5,000.00 per route to conduct a seven day count and inspection. Of course we were told this many years ago so I would assume it

(continued on next page)

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is more expensive now, but if you look at the list of route inspections to be conducted you will notice there are 293 routes to be inspected and at the old rate of \$5,000.00 per route that totals \$1,465,000.00 just within our branch. Route inspections are being conducted all across the country, so just imagine what this is going to cost the USPS at a time when we are hemorrhaging big dollars, \$15.9 billion according to the USPS. Now, we have all heard we must run the USPS like a business, so one would have to ask one's self, what business would be so ignorant, arrogant (pick your own word here) as to proceed with this plan, the USPS that's who. Believe it or not they still can't figure out why we continue to lose money.

The route inspection schedule changed twice today, so I expect more changes before the time actually gets here. A few months ago they could not find enough managers/supervisors to count the 9 routes in Selma for one week, yet they have scheduled as many as 68 routes to be inspected the week beginning 3/16/2013. Don't tell anyone, they probably won't figure it out until they read this article. I expect this schedule to change many times before now and the beginning of the route inspections, because we all know the problems they have in making the right decisions the first time or second time or third time, etc.

Here is another waste of money by these "business" minded individuals. A couple of months ago (so I was told by several members of the management staff) PM Forrest was so proud of herself for finding a loophole in our contract that allowed her the right to detail clerks into our craft to carry mail. I wrote at that time that she was wrong and she should read the entire article 7.2.B and 7.2.C of the contract and she would discover she was wrong, but you can guess how that turned out. Now I was not at this management meeting where this conversation took place, I only know what I was told. I was told she was so excited and happy to have discovered this loophole that she just couldn't stop smiling and bragging about her find. Good for her, but the reality is there were several grievances filed for

this stupid decision to detail clerks into our craft and the Union prevailed in every case. The USPS now has to pay out thousands of dollars to the OTDL, PTF'S and TE'S in the offices where this occurred. This is just another waste of valuable USPS dollars for something that should not have happened. I guess there were too many words in article 7 of the contract to read them all, apparently she just read the part where she determined it said what she wanted it to say so she stopped reading. So almost \$1.5 million in route inspections just within our branch next year and thousands of dollars on just article 7 grievance settlements; wow is there any doubt why the ship is sinking.

ROUTE CHECK SCHEDULE 936 AND 937 OFFICES

OFFICE NAME	ZONE	# of Routes	START DATE
CEDAR	93725	7	3/9/2013
SUNNYSIDE	93727	29	3/16/2013
CLOVIS	93612	22	3/16/2013
KINGSBURG	93631	5	3/16/2013
MADERA	93638	12	3/16/2013
ASHLAN	93726	25	3/23/2013
CLINTER	93701	6	3/30/2013
CLINTER	93703	18	3/30/2013
CLINTER	93721	7	4/6/2013
CLINTER	93728	11	4/6/2012
CARDWELL	93704	22	4/13/2013
SANGER	93657	9	4/13/2013
SELMA	93662	9	4/13/2012
CARDWELL	93711	33	4/20/2013
CHOWCHILLA	93610	5	4/20/2013
WOODWARD PARK	93720	24	5/11/2013
WOODWARD PARK	93730	5	5/11/2013
WOODWARD PARK	93710	25	5/18/2013
CEDAR	93702	19	5/18/2013
TOTAL		293	

Thank you, Gary Bottoms!! Not only are you a great editor for Branch 231, you are also a great uniform salesman! I have the uniforms to prove that point! Thank you for being my friend through all of these years!
Basil Zuniga, the Branch 782 Editor-guy...

Whenever I find myself in a different city or town and I see a Letter Carrier delivering the mail or driving a postal vehicle, I always say to my family, "**HEY, there's one of MY people!**" I share this so that you know that **YOUR** people deal with the same things that you do...

SHOP TALK

With Jim Falvey - Chief Steward

We all will reach milestones in our lives if we stick around long enough on this earth. We mark them with anniversaries, birthdays, holidays, and various other means. I will be marking one of the most prominent in my life at the end of December. December 31, 2012 to be exact. On this day I will turn 55 years of age. Yes, I am old and you don't have to tell me that. My body tells me every day.

Because I am a CSRS employee this date carries much significance. It is the day I become eligible to retire from the Postal Service. My age of 55 coupled with 35 years and 5 months and 10 days makes me eligible to select retirement from the Postal Service. Every day as I leave for work the last thing I look at is my "blue book" (application for voluntary retirement from the USPS) as it sits on the counter by my front door. It is also the first thing I see when I return home and set my keys down next to it.

This serves me well as it gives me the impetus to go to work each day and the temperament I need when I return home. Why does it do that? Because I am going to join the KMA (kiss my a\$\$ club) on December 31st. This club membership entitles me have in my back pocket the ability to retire when I want. Pretty Sweet.

Now all that being said, I have committed to Branch 82 President Jim Cook that I would stay as Chief Steward until the end of his term, which is December of 2013. So it looks like I will be around at least an extra year past my eligible retirement date. After that..... who knows?

The fact that I have a retirement can only be attributed to one thing – **The NALC**. Congress did not just get in a benevolent mood and decide to grant Letter Carriers a retirement package. It took years and years of negotiation and persistence by our union to secure what every working person in America deserves after a lifetime of service to an employer. If you happen to be one of the misguided Carriers out there that thinks it just comes with the job because the USPS gives contributions towards it, then you live in a dream world my friend. If given the chance the USPS would jerk your retirement away so fast it would make your head swim (as my Mom would say).

Letter Carriers have a fight ahead to protect and preserve our retirements and other benefits won through the collective bargaining process. Even this very process we call collective bargaining is under threat from the likes of Rep. Darrell Issa (R-CA). At some point you

are going to have to stick up for yourself and take some action. Write and/or call your congressional and senatorial representatives. You must become an NALC e-activist. You can do so by going to nalc.org and clicking on the e-activist highlighted on the right side of the web page. You can participate in a rally or phone bank when Branch 82 holds them.

We all have demands upon us as fathers, mothers, sons and daughters. We all have personal lives that cause us to detach from "post office issues" when we are not at work and on the clock. It challenges us to take that extra step and show up at a rally or take time to call or write an elected representative. But think about this, we all have a retirement benefit and I'm pretty sure we would all like to keep it. It is going to require a little work from each and every one of us. Are you up to it? I have mine and soon I will be in the KMA club. I want to see you get to join that club too.

By the time you are reading this we will be into after dark/mandatory overtime season. There should be a number of TE's being hired and some possible changes in truck schedules that should impact the amount of after dark delivery and mandatory overtime. I will take a wait and see attitude on that based on past experiences, enough said.

One of the effects of this time of year is an increase in grievance activity at the station level to deal with the after darks and article 8 violations. This could result in your shop steward having to give up all or parts of their route to other carriers to deliver. Unfortunately sometimes resulting in mandatory overtime. Many times the supervisor will announce that the mandatory OT is because the steward can't carry his/her route because of steward time. Don't fall for that old BS. The reason the steward can't carry is because management violated the contract – pure and simple. No contract violation – No steward time. Please support your station steward when management disparages them. A shop steward would be perfectly happy to carry their route every day and never have to file a single grievance. All it would take is for management to not violate our contract.

Now comes my favorite part. I want to wish you and your family the most joyous and festive of holidays and may the coming New Year bring glad tidings and good health to you and your loved ones. Here's looking forward to 2013.

This article originally appeared in the December 2012 NALC Branch 82 newsletter, *The "B" Mike*.

The author, Jim Falvey, is a long-time, committed NALC activist. As I read his message, I realized something. And, that realization gave me a chance to pause to think about a few things... I, too, am rapidly approaching the point at which I will be jumping into a different existence...

Basil Zuniga, Branch 782 Editor-guy

Help postal employees affected by Hurricane Sandy!

A harm to one
is a harm to all

Donating \$10 immediately is simple*: Text "PERF" to 50555

Online and mail donation options below



For more than 20 years, the **POSTAL EMPLOYEES' RELIEF FUND (PERF)** has been NALC's means to provide financial support directly to letter carriers in need. We need to make sure that harm to those hit by Hurricane Sandy is met by the strength and solidarity of all of NALC.

For updated information, go to nalc.org/sandy

*\$10.00 donation to the Postal Employees' Relief Fund. Charges will appear on your wireless bill, or be deducted from your prepaid balance. All purchases must be authorized by account holder. Must be 18 years of age or have parental permission to participate. Message and Data Rates May Apply. Text STOP to 50555 to STOP. Text HELP to 50555 for HELP. Full Terms: mGive.org/T. Privacy Policy: mGive.org/P

Donations can be made:

- Online at postalrelief.com
- On your phone by texting "PERF" to 50555 (\$10 donation)*
- By sending a check made payable to "Postal Employees' Relief Fund" to:
*Postal Employees' Relief Fund
P.O. Box 7630
Woodbridge, VA 22195*
- By contributing to PERF through the Combined Federal Campaign (CFC) by designating #10268

Your donations are tax-deductible.

This page is courtesy of the NALC Branch 1227 Wichita Falls, Texas December 2012 *Red River Carrier*: Thank You, Stan Fox, Branch 1127 Editor!

from the editor-guy

The print version of our newsletter contained an excerpt from this article which is now re-printed in its entirety with some vintage Branch 782 S.A.N.E. Fred Acedo cartoons. I hope that you receive the benefit of some great insights...

BASIL ZUNIGA



Together We Stand

By Robbie Elsaleh,
Moorpark Chief Shop Steward
NALC Branch 2902

Forgive me Carriers for I have procrastinated, it has been twelve months since my last Article. Although I've neglected to write, I have not been idle.

In the past twelve months I've served as a DEAT member under the final JARAP MOU agreement, I served on two details at District Safety as a DSI; I attended National & State training; participated in informational pickets and rallies; continued educating myself by reading anything I could get my hands on concerning our contract and the Postal Service; and...?

Most importantly, I continued representing you on the work-room floor!

So as you can see, I constantly look for ways to increase my knowledge base that would ultimately benefit us Carriers in the future. I think the limitless NALC & Postal information available out there is my main jam-up as far as writing articles goes.

The more I learn, the more I realize there's so much more I don't know. So when it comes time to compose something, I start researching a subject...and? That leads me off topic on other issues, which causes my mind to travel in various directions, and it becomes difficult to get back on track on the subject I started with. Subsequently, time runs out and the *Mailbag* goes to press. But anyways, enough about me....

Today, I just heard that our memorable Postmaster might be returning from exile soon and thus, an article topic was born. If what I hear is accurate, he will be back before this article hits your mailbox.

First and foremost, I realize that nobody is perfect, I surely am not, but I certainly don't hold grudges. I don't dwell on things, and I don't wish people ill; that's a waste of our precious time on earth. What's done is done. I just deal with the current events as they happen that require my attention.

Having said all that, I truly hope that during his hiatus he was able to reflect on his personal attitude and wrong doings of the past and aspired for improvement as any decent individual should.

In all seriousness and sincerity, I do hope that we do not repeat history because it will only harvest the same results in the end (grievances up, morale down, and unpleasant atmosphere for all).

I definitely do not want that. I know you (the Carriers) do not want that. And—I hope—he (the Postmaster) does not want that. But it's not up to me or you. Management maintains and controls the atmosphere

I want to share this summary of an Arbitration award with you out of Kentucky.

A Letter Carrier's LLV malfunctioned which delayed him from delivery of his route. He was driven on the route by his supervisor in the super's personal vehicle.

At the beginning of his route, the Carrier attempted to run to make up time. The Carrier felt himself under a time constraint. (This is what management likes to refer to as "sense of urgency".) And? The supervisor just watched him run.

Shortly thereafter—in the course of making a delivery—the Carrier fell down the steps of a business customer, landing on and sustaining a hairline fracture of his elbow. It was a three- step stairway and the Carrier did not use the handrail. The Carrier was ultimately required to receive medical treatment.

What do you think happened next?
Was the Carrier commended for his "sense of urgency"?

No, the Carrier was *NOT* commended for his "sense of urgency." In fact, he was issued a Letter of Removal and was discharged from the Postal

OUT THERE



Service for not working safely. It didn't matter that the Supervisor was there watching him work the whole time and never told him to stop running.

The Postal Service stated in their removal that the weather was clear, the steps were in good condition and were dry, and that a handrail was present. They also stated that the Carrier was trained—when hired—on the proper procedure for going up and down steps and to use the handrail, to look at the step, and to place the whole foot on the step.

The Carrier was out of work for 6 months without pay pending the grievance outcome. He probably lost his house, his wife, his sanity, or close to it. Is this inhuman on the part of the USPS or what?

Luckily, the Arbitrator was a "human being" and made sense of all the facts. His decision was: "The Grievant failed to follow the safety procedure of holding a handrail while descending steps, fell and injured himself. The Arbitrator finds that the transient nature of the events that occurred on those steps; the sense of urgency for the timely delivery of his mail that the Grievant exhibited; and the disruption of his normal routine that morning, contributed to the Grievant's failure to use the handrail. The Arbitrator finds that the Grievant lacked the presence of mind to grab the handrail but that, in view of these extenuating circumstances, his failure was of insufficient materiality or willfulness to constitute just cause for discharge. The grievance is sustained."

PLEASE!!! Don't let yourself be pushed and rushed to the point where you are unsafe!!! Follow Safety Rules and take your full lunch and breaks!!!

Everyone has their own pace/speed at which they can perform safely, comfortably, and efficiently. Conditions consistently vary. There is no set street pace that you must work at. Just be well organized, cautious and proficient.

The day you have a preventable accident due to negligence, is the same day management may take the keys away and send you home to wait by the phone. It won't matter that you've been skipping your lunch and running for the Postal Service for the past 10 years. It won't matter that you've been looking the other way while they abused the Carrier next to you. **ALL** that will matter is that you were unsafe or careless; and, especially if you injured or killed someone, God help you! Enough said on that.

Lastly, I want everyone to know that for over a year while the Postmaster has been gone, the Union has not needed to file a single grievance for our injured Moorpark Carriers not being worked 40 hours a week.

Prior to that—for a period of about two years—we were filing grievances bi-weekly or monthly religiously. This ultimately

OUT THERE



resulted in settlements for the affected Carriers to be made whole for the loss of pay and benefits.

What does that tell you? It tells you that the work was always AND, STILL IS, THERE!

It shows you just how much work was performed by management at that time. Much of that work most certainly went un-grieved if no witnesses reported it to the Union. Our grievances probably only scratched the surface. Branch 2902 President Frank Salazar described it best one day when he said it amounts to "wage theft."

So please, for the sake of your injured fellow Carriers, PTF's and TE's, keep an eye out for Management doing any kind of Craft work and notify the Union immediately.

One day, **YOU** might be the one injured on-the-job and sent home without pay when actual work exists within your medical restrictions.

If we don't look out for each other and stand up for one another, no one else will...

Have a nice Thanksgiving everyone!!

Article was originally published in the November-December 2012 Chatsworth, California NALC Branch 2902 Mail Bag News.

THE 330 DIGEST

NALC BRANCH 330 ♦ SOUTH BEND, INDIANA

December 2012

Volume 58, No. 9

Established March 1955



Affiliated with: *Indiana State Association of Letter Carriers*
Indiana State AFL-CIO
North Central Indiana AFL-CIO



WEINGARTEN RIGHTS

The United States Supreme Court has ruled that the National Labor Relations Act (NLRA) gives employees the right to request union representation during investigative interviews by supervisors, security personnel, and other managerial staff. These are called "WEINGARTEN RIGHTS."

An investigative interview occurs if management *questions* you to obtain information; and *you might have reason to believe* that your answers could be used as a basis for discipline or other adverse actions. The employee must make a clear request for union representation before or during an interview. The employee cannot be punished for making this request. After the employee makes the request, the employer must choose from among three options. The employer must:

1.) Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee;

- 2.) Deny the request and end the interview immediately; or
3.) Give the employee a choice of having the interview without representation or ending the interview.

If the employer denies the request for union representation, and continues to ask questions, *the employer commits an unfair labor practice* and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Management tells a carrier, "Come to my office." The carrier then says: "whatever you say," or "sure buddy, no problem," or "I was thinking the same thing," or "let me get my coffee and I will be right there." Sounds reasonable, right? What is the correct response the carrier should give to management?

The correct response is as follows:

"If my responses to your questions could lead to my being disciplined or terminated or adversely affect my personal working conditions, I respectfully request that you summon

my union representative. Until my union representative arrives, I choose not to answer any questions.”

Now we all know when a carrier asks for union representative, management fires back with a statement about how you don't need union representation. So state again: “I want union representation.” The decision for a union representative is yours to make. Management does NOT decide whether or not you get union representation.

The last thing that management wants is to have a union representative in the office with you. Do you think for an instant that behind closed doors with management your rights are protected? Think again. Without union representation, it is your word against theirs. Management can and will say what they want to you, and that is there an agenda.

Follow managements' instructions and go into the office. Request your union representative, and say nothing without your union representative present. After the interview contact your union rep immediately and inform them of the unfair labor practice.

DOIS and YOU

“This is your leave time, make your leave time, why are you here past your leave time? BLAH, BLAH, BLAH, YADDA, YADDA, YADDA.”

The Delivery Operations Information System (DOIS) is a tool used by management to estimate a carrier's workload. Key word here is ESTIMATE. All it does is estimate and nothing more.

Section 131.4 of the *M41* states that YOU are to verbally inform management when YOU are of the opinion that YOU will be unable to case all mail distributed to the route, perform other

required duties, and leave on schedule, or when YOU will be unable to complete delivery of all mail. Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct YOU what to do.

Management walks up to your case and tells you what they believe is your leave time based on DOIS. YOU have estimated your workload and have a time that differs from theirs. Here's where the fun starts. Management disagrees and starts debating the actual workload, down-playing any time that YOU feel is needed in order to complete your tasks efficiently.

Further discussion brings about accusations of YOU arguing with management, because we all know that management is always right. Just because YOU are assigned to that route doesn't mean that YOU know what you are talking about. YOU are the expert! So, why doesn't management want to listen when YOU inform them your times? YOU want to deliver all the mail to our customers. Doesn't management want that as well?

It is not done by rushing and trying to meet some DOIS estimate, nor is it done by taking shortcuts or unnecessary risks. YOU deliver the mail to our customers safely and efficiently; that is how it is done!

Look at this article again, and you will see the problem that some in management have -- it's all about YOU. YOU, the letter carrier, are the expert on that assignment. YOU, the letter carrier, are the one who has been out there dealing with every situation that occurs. YOU, the letter carrier, are the one who could probably walk that route in your sleep. YOU, the letter carrier, provide the best customer service out there. Nobody does it better!

~~ Richard

These two pages courtesy of *The 330 Digest* published by South Bend, Indiana NALC Branch 330 in December 2012.

from the editor-guy

Too often—as I come close to getting the newsletter finally finished—I find that I am faced with a pesky, little issue: I have a page to fill. And, then? I sigh.

Well, this month, I actually had some thoughts I wanted to present to you.

Tina Harbour showed up in November to help out with the folding, stapling, addressing, counting and bundling the newsletters so we could mail them out. (Sounds like a lot of work, doesn't it? Well, it's actually fun and you even get fed! We even encourage you to bring kids to help out!)

She shared that she hadn't realized that it was Stockdale's turn. Tina was happy that she was able to show up despite only being told in the morning that we would need help.

She had a great suggestion: ***Put the schedule in the newsletter!*** Here it is. I think that I am also going to try to put the calendar in every month's web newsletter. If possible, maybe you can pop this date on your own personal planning calendars.

With that out of the way, I want to point something else out to you. It has to do with money...

Each month, we have a drawing at the monthly general meeting. The drawing starts out at \$50. ***EVERY*** member in the Branch is eligible to win. Pretty cool, huh?

We have a random drawing to select a number which corresponds to the name of one particular member on our entire membership roster.

If we don't have a winner, \$50 gets added. And? The next month, the winner could win \$100. With no winners, \$50 gets added each month until we reach our cap of \$500.

This month, the drawing will be for \$350.

What's "the catch"? You have to be present to win. Let me repeat that with some emphasis. ***YOU HAVE TO BE PRESENT TO WIN.***

BASIL ZUNIGA
Branch 782 Editor-guy

The Tina Harbour Folding & Stapling Calendar

January 16, 2013	Camino Media
February 20, 2013	Downtown Station
March 20, 2013	South Station
April 17, 2013	Brundage (05 & 07)
May 15, 2013	Hillcrest
June 19, 2013	Dole Court
July 17, 2013	Stockdale
August 21, 2013	Camino Media
September 18, 2013	AO Units?
October 16, 2013	Downtown Station
November 20, 2013	South Station
December 18, 2013	Brundage (05 & 07)

\$350.00

You have a chance to win some money.

**What do you have to do? Attend the
NALC Branch 782 meeting on
December 18, 2012.**

*The "fine print":
Your presence is
required?*

Yes.



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President	Mike Towery	(661) 331-9171
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Recording Secretary	Kim Gerdes	(661) 834-2059
Treasurer	Molly Biggar	(661) 832-0393
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The opinions expressed in this publication are those of the writer and are not necessarily those of the publication staff or of the Officers of the Branch.

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

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

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

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

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

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Rick Plummer, Webmaster



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General Meeting

Tuesday
December 18, 2012
7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

OUT THERE



*Gather
with
fellow
Branch
782
members
for a
catered
meal at
our
December
Meeting!*

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