

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



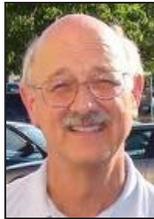
NUMBER 12

WEB VERSION

DECEMBER 2017

at the

Mike:



Delegate Election Results

In accordance with the NALC Branch 782 By-Laws, and with the will of the membership as determined through the results of an election conducted on November 20, 2017, the following members in good standing have been properly certified as delegates to the 64th Biennial NALC Convention to be held from July 16 through July 20, 2018 in Detroit, Michigan.

The individuals are ranked by order of their delegate status:

Mike Towery, John Ortega, Basil Zuniga, Mike Meza, Randy Courson, Shari Sharp, Angie Hernandez, Tami Foshee, Norma Hamer, Anita Holderman, David Treto, Kim Gerdes, Maria Valenzuela, Debbie Guillet, Frank Martinez, Darryl Holderman, Gilroy Manglicmot, Evelyn Gauthier, Jerry Patterson, Pam Smith, Judy Kiyoshi, Mark Ramirez, Jasvir Sangha, and Adela Carrasco.

On the basis of funds available in the Convention Fund, the Branch 782 Executive Board will ascertain the amount available for travel costs, lodging and per diems for the delegation. The Executive Board will then determine the number of members the Branch can afford and those persons will be designated as compensated Delegates for the duration of the convention.

Should an elected member be unwilling or unable to fulfill his/her duties as a delegate to the convention, the person with the next highest vote count will take their place in the ranking.

Holiday Greetings from all of the Branch 782 Executive Board and all of our Shop Stewards!!

Testing, Testing...

By David Miller,
Branch 458 President

Beginning on or about December 17th, a test will begin at the Oklahoma City plant on the next generation DPS machine. The machine is referred to as ALPS, Advanced Letter Processing System. It's ultimate goal is two fold - to process more letters in a smaller amount of time and to reduce the number of mail processing clerks required to process the mail.

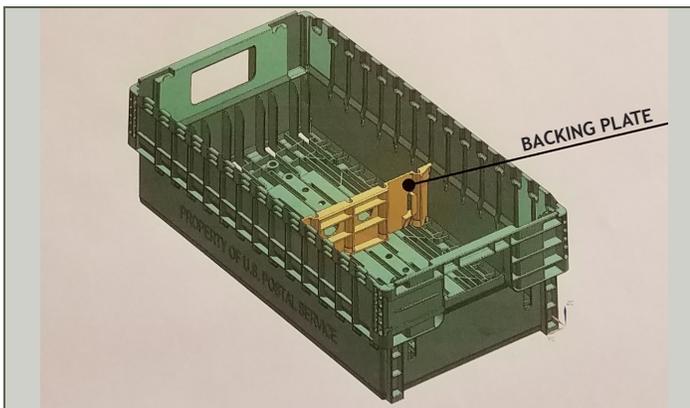
The test will be performed on DPS mail for Britton, Moor and Santa Fe Stations.

The machine has been set up and is currently in "dry testing," meaning it's being tested on undeliverable mail previously wasted through UBBM.

I share this information because there will be an effect on letter carriers. The most immediate change will be the equipment that letter carriers use, specifically the letter trays. This is the current tray used for DPS:



The ALPS trays will look similar to this:



The new tray is referred to as a SMART tray - Slotted Machine Automated Rigid Tray. The new tray has holes, or slots, in the bottom of it that allow the "fingers" of the new machine to remove mail from and place mail into the trays. The new tray is also roughly 8" tall, much different than the 4" trays we deliver from now.

This new tray also has an adjustable backing plate that can be manually moved to keep the DPS in an upright position and prevent it from sliding around within the tray.

The new height will also prevent letter carriers from clearly seeing the address on the mail for the next delivery. I honestly don't think most letter carriers will like the trays so I'd like to have some feedback from letter carriers at those stations after the conclusion of the test - what is liked and what is disliked.

Do not, under any circumstance, feel compelled to hold mail in hands while driving the vehicle.

Another change that letter carriers will see is the mail transport equipment (MTE) that transports the new trays of mail to the stations. They are shorter, longer and about the same depth as post-cons. The new MTE is called a MBU (Mobile Buffering Unit).

It's been arranged for an MBU and some trays to be taken to each of the three stations for a quick presentation for letter carriers and clerks alike. Keep in mind that all of his equipment is still in the prototype stage. The new SMART trays weigh a little more than the current trays and they hold slightly less mail. They are also more bulky in nature.

Article courtesy of the Oklahoma City, Oklahoma NALC Branch 458
SOONER SCRIPT published in November 2017.

Keep Track of YOUR Hours

By Andrea Lopez
NALC Branch 231

Don't Let Management Take Money Out of Your Pocket

How would you feel if you looked at your check or saw your direct deposit and noticed it was short? Not just a few dollars, but hundred or two? Would you simply just say okay, sh** happens!?! Or would you ask management what the hell is going on? I know that I would be all over it and speaking with my steward.

I have met many regulars in our Branch and I find it hard to believe that management would attempt to get away with adjusting their clock rings. However, I have also met some CCAs in our Branch and I think the intimidation would prevent them from speaking up, not only to management but also to their stewards.

Clock ring fraud is serious. It is everywhere, and it needs to stop!

Some individuals from other branches, including myself, were asked to be part of a detail by the National Business Agent, Bryant Almario. We were brought in as Local Business Agents to go over clock rings and to find as many discrepancies as possible. What we found left us baffled and in utter shock about how management was able to get away with not only this fraud, but for the amount of time they were doing so.

We found that Postal Service supervisors did not complete the required Postal Service (PS) Form 1017-A, Time Disallowance Record, or PS Form 3971, Request for or Notification of Absence, from the Enterprise Resource Management System (eRMS). We also found questionable deletions of clock rings by supervisors. The fraud consisted of management clocking carriers out at an earlier time, inputting a longer lunch period, moving them to steward time or training, and/or collections. Taking time not only reduced what they were paid, but also took time away from their route.

No, these supervisors were not just taking two or three clicks away, *it was more like 1.50 or 2.00 hours*. Yes, you read that right!!!

What helped us was MSP scans. You know those scans that no one likes to do. MSP scans helped because if a supervisor inputs a carrier's ET at 16:00, we questioned why their last delivery MSP scan was at 17:50 and why their return to office MSP scan was at 18:00.

The MSP scans were not the only indicators, for instance we had carriers swiping out at 18:52 but it was deleted and 18:00 was input. We questioned how every employee in one station was able to clock out at the exact same time, every single day for an entire week. We eventually had to interview carriers and supervisors, and we encountered a resistance to our presence. There were days that we were not allowed in the Post Offices, and there were days that we were allowed and only able to interview two carriers.

I felt for these carriers as they gave us their input on what goes on. I felt their distress as they were scared to participate in the interview. Many of them felt that the repercussions of the interview could lead to them getting fired.

THIS GRIEVANCE IS CURRENTLY PENDING ARBITRATION.

The point of this article is not only to inform you of what is going on, but for awareness of what can happen. You never know what people are capable of, and when management has District down their backs about the amount of hours that can be used, I believe they will take time to make time.

Article courtesy of the Fresno, California NALC Branch 231 *Postman's View* published in November 2017.

Minutes of the November 2017 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 15th day of November, 2017 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Frank Martinez. All members of the Executive Board were present. The Stewards were present from Avenal, Brundage, Camino Media, Dole Ct. Downtown, East Bakersfield, Edwards, Hillcrest, McFarland, Shafter, South, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; Photographer Anita Holderman; Assistant Treasurer Debbie Guillet, Assistant Recording Secretary Norma Hamer; OWCP Representative Rick Gerdes; and Frank Martinez and Paul Greenfield of the Social and Recreation Committee. President Mike Towery opened the polls for voting. The minutes of the October 27, 2017 meeting were read by Assistant Recording Secretary, Norma Hamer. The Minutes were accepted as read. Tami Foshee thanked Evelyn Gauthier for her help with the games at the picnic. The communications were read, thanking the Branch for the donation to the Saxsenmeier Scholarship and that the number of recipients of the scholarship has increased to twelve.

APPLICATION FOR MEMBERSHIP: Applications for membership were received from Jolene Leroy, Ridgecrest and Danilo Orellano, Mojave.

REPORTS OF STANDING AND SPECIAL COMMITTEES:

Basil Zuniga reported that Dole Ct. folded for November, next month will be Stockdale and folding will be on December 13th. Basil discussed a special Veteran's "thing" he did on the web version. He also discussed his trip to Santa Rosa to deliver uniforms to Carriers affected by the fires. He had a tour of some of the neighborhoods and saw the devastation first hand. He will be writing an article about what he saw and how he felt about it. He is also trying to collect money to help those families. Paul Greenfield reported that the Social and Recreation Committee met today, there will be a picnic on April 22, at Stramler Park. Tickets for the Holiday Lights at CALM are available for \$5.00. The next meeting will be in January. Kim Gerdes reported that 6 books were sold, 630 books remaining. Mark Ramirez reported that the information regarding the Health Benefit Plan and Open Season will be in the newsletter. John Ortega reported that the By-Laws Committee will meet following the Steward meeting on November 29th. Norma Hamer reported that a total contribution of \$2602 was made to MDA.

GOOD OF THE ASSOCIATION: Mike Towery reported that there was a problem in the break room following the last meeting. There was a mess left with the snacks. He asked that members keep an eye on their children and clean up any mess left behind. He discussed that he has completed 14 Local Agreements in the past 20 days. CCA's will get 6 paid holidays, that does not mean that they will be non-scheduled for that day. CCA's should have been paid for the Labor Day Holiday. Deven Patterson discussed that the Combined Federal Campaign has not been done in the offices, there have not been any stand-ups or even posters put up.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that we will have a catered meal at the December meeting. Members should bring a dessert. He thanked Ralfie Ochoa for bringing cookies. There will be an extra Steward Meeting on

November 29th. The Steward Meetings for December will be on the 6th and 13th. The General Meeting will be on the 20th.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$13,897.34 was collected for the month of November, 2017.

TREASURER'S REPORT: Molly Biggar will present her report next month.

Kim Gerdes made a motion to recess the meeting until the votes are counted. Seconded by Jerry Patterson.

The meeting was called back to order at 8:33. The results of the voting were: Basil Zuniga - 28, Mike Meza - 26, Randy Courson - 23, Shari Sharp - 22, Angie Hernandez - 21, Tami Foshee - 21, Norma Hamer - 20, Anita Holderman - 18, David Treto - 15, Kim Gerdes - 15, Maria Valenzuela - 13, Debbie Guillet - 13, Frank Martinez - 12, Darryl Holderman - 11, Gilroy Manglicmot - 11, Evelyn Gauthier - 11, Jerry Patterson - 8, Pam Smith - 8, Judy Kiyoshi - 6, Mark Ramirez - 6, Jasvir Sangha - 5, and Adela Carrasco - 5.

Mike thanked the Election Committee, Rick Gerdes, Dicie Wilder, Deven Patterson, John Ortega, Paul Salazar and Teresa Ortega. Those delegates who were tied will meet following the meeting for a coin toss to determine the final order.

The MDA 50/50 Drawing was won by Joe Gandara. (\$13./\$13.)

The Drawing for \$400.00 would have been won by Crystal Ramos if she had been present.

There were 39 members present and 1 guest.

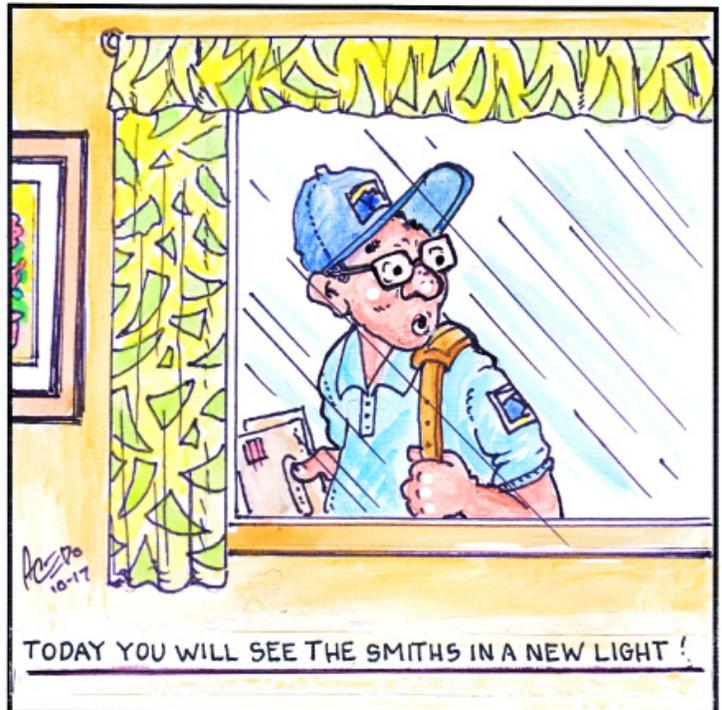
The meeting adjourned at 8:37 p.m.

Respectfully submitted,

KIM GERDES

NALC Branch 782 Recording Secretary

"OuT tHeRe"



Non-Members November 2017*

**CCA names are in italics*

Downtown Station
Sarah Kirby
Javier Cruz

Dole Court
100% UNION!!!

South Station
100% UNION!!!

Stockdale
James Oh
Marty Martinez
Daniel Zuniga

Brundage/East Bakersfield
100% UNION!!!

Camino Media
100% UNION!!!

Hillcrest
100% UNION!!!

Arvin
100% UNION!!!

Avenal
100% UNION!!!

California City
100% UNION!!!

Delano
Cynthia V. Quebral
Daniela Barreto

Lamont
100% UNION!!!

Edwards AFB
Varline Reeder

Mojave
Alexander Keller

Ridgecrest
100% UNION!!!

Shafter
M. D. Voights
L. M. New

Taft
K. J. Kaczmarek

Tehachapi
B. C. Den Beeman

Trona
100% UNION!!!

Wasco
100% UNION!!!

*There are only thirteen
non-members in all of
the cities we serve...*

Two of them are CCAs.

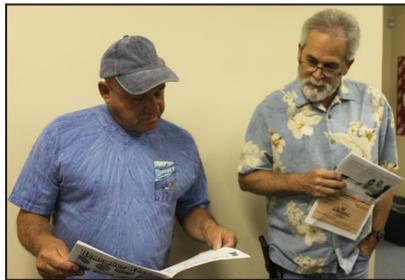
NALC challenges change to promotion pay provisions

Many Letter Carriers currently receiving promotion pay after being promoted to a Grade 2 assignment recently received PS Forms 50 notifying them of additional waiting time added before reaching their next step increase.

Additionally, USPS notified NALC that it would be holding employees who previously received the two-step promotion pay increase in place in their current step for an additional 92 weeks less any time served since their last step increase. NALC has filed a national class-action grievance (Q16N-4Q-C 17638188) on the issues and appealed it to arbitration.

So, do *THEY* need a Union???

BUT, THE FOCUS IS REALLY ON OUR MEMBERS!!!



*These pictures from the September,
October and November 2017
General Meetings are through the
viewfinder and courtesy of our
Branch 782 Photographer
Anita Holderman.*

Picture yourself standing smack dab in the middle of a residential area that you delivered yesterday.

Slowly turn around in a 360° circle. To the horizon you see that there are no homes. None. Not one.

The only remains of the homes which were there are marked by debris which is a residue of a past life. Not even part of the frames of houses have been left. Ironically, standing tall in the midst of the devastation, chimneys seem to be middle fingers pointed to the attack in a defiant stance.

Rusted hulks of cars – without tires, windows, or upholstery – sport melted pools of aluminum in place of wheels and litter the landscape by curbs or in driveways. *That* mini-van will no longer transport children to soccer practice. *That* “first car that I ever owned” will also become the first car that was hauled away by the flatbed truck. And, might *THAT* have been a BMW or a Tesla?

Groups dressed in white, full hazmat attire, dot the landscape and hint at an environmental impact that will have to be dealt with in the near future.

Dogs you had issues with: Gone. The nice young couple with the new baby; the woman who recently lost her husband of 48 years; and the Letter Carrier and his wife you used to deliver to: Gone. House after house: Gone. Just gone...

Santa Rosa, California – November 10, 2017



I don't know what I anticipated seeing in Santa Rosa on November 10. It wasn't this.

This message (sent out by NALC Branch 183 President Jerry Andersen) hinted at the unreal and sudden unfolding of the scary and terrifying fire-fueled onslaught:

“Our members have experienced devastating losses to their homes in the Fires in Sonoma and Napa County. In the blink of an eye, many of my members were fleeing for their lives when the fire storm hit Santa Rosa early Monday morning. The fire jumped across a 6 lane freeway and ignited a neighborhood. So far, eight Carriers have lost their homes and we are hoping this will be the last!”

Eventually, thirteen NALC members in Santa Rosa or Ukiah would lose their homes.

As I begin, I want to thank someone. Linda James is the Branch 183 Executive Vice President. She took a chunk of her day to help me personally get “eyes on” neighborhoods and businesses. She also shared her thoughts with me during this *entire* process.

Hopefully, I'll be able to provide some insight into the new “normal” that our Brothers and Sisters in Northern California are dealing with.

I suspect that much of what you read may come across disjointed. It may well be— at best — the sum of all of its parts. Even pictures won't come close to showing how much Coffey Park or Journey's End resembled Hiroshima post-atomic bomb.

I don't think that words can really convey the impact or views of the devastation. But, words are all that I have to work with.

from the
editor-guy

Unless it was their SDO, most Letter Carriers ended their tour on Saturday October 7 as they usually did. It was a day just like most others; and, even though it was a little windy, it wasn't in any way unusual.

However, a fire had started some 15 miles to the northeast around Calistoga.

What sparked the inferno is still an open question; however, propelled by gusty winds, the path it took consumed entire neighborhoods burning thousands of homes and buildings — including a K-Mart and a large apartment complex.

The blazes even obliterated the brand new \$4 million Santa Rosa Fire Station #5 in the Fountain Grove neighborhood.

By the time the fire was declared over on October 29, forty-four people had lost their lives. Among them were two teens from one family and a couple who had been married for over seventy-five years.



Some folks in Branch 782 undertook a project to gather uniform items to assist Branch 183 members after the devastating fires in Napa and Sonoma counties. When informed through an e-mail from the National Business Agent's office that Branch 183 had more than enough donations, we ended our work with the understanding that they had been inundated by the outpouring of support. However, after speaking with President Jerry Andersen, we realized that they could still use certain types of uniform outerwear. Those items were delivered by Basil on November 10.

This was a two-prong project. The primary reason was to offer a tangible sign of our solidarity with Branch 183 members as they dealt with this tragedy. On a different level, delivering these items allowed Basil a chance to see for himself the aftermath that they were all dealing with while wearing his Editor-guy hat...and to then try to make some kind of coherent report in the newsletter to our members.

Fri, Nov 10, 2017 11:35 am: Hi Basil! I'm running about 15 minutes late. See you at 12:15! (Linda James)

Fri, Nov 10, 2017 11:36 am: No prob,Bob! (Basil Zuniga)

Sat, Nov 11, 2017 4:40 pm: Hi Basil! I got your message and will be happy to help gather that information. How many routes lost, percentage of homes gone, how many homes left? Etc. For example, *one of our Shop Stewards had all but 10 homes completely gone on his route....* I'm actually still kind of in shock from seeing so much of it yesterday, as well. I'm grateful, though, to have been able to drive around with you and talk about it. Your thoughtful questions and observations have been helping me process it a little more. (It kind of happens in stages...) I'll be happy to help with any other questions you have. Take care and thank you SO much again for the uniforms, books and care and concern! (Linda)

Sun, Nov 12, 2017 6:28 pm: Hi, Linda- Gave your name and phone number to Gary Bottoms (Branch 231), Walter Johnson (Branch 866) and Pete Prunier (NALC Branch 44). They might call you...they might not. I have to tell you something. Images, impressions and snippets of our conversation keep bubbling up in my quiet moments. That must be so much more intense for you folks. Be Well! (Basil)

Mon, Nov 13, 2017 4:54 pm: Glad you gave them my name. And yes, there are so many haunting images; and, also thankfully, heartwarming stories of people helping each other and beloved pets being reunited with their families. I have a lot of conflicting thoughts and feelings about the disasters that have happened in this country and others in the last few months. But, in our case, receiving help, concern and good wishes from fellow union members and friends has been so incredibly uplifting for ALL of us! There have been many happy tears as the help came and then we sent it out to those in need. I'm grateful to have spent time with you and look forward to talking to you soon! (I'm also getting the answers to the questions we talked about.) All the best to you my friend! (Linda)



Members of NALC Branch 183 work in the cities of Calistoga, Cotati-Rohnert Park, Healdsburg, Lakeport, Petaluma, Santa Rosa, Sebastopol and St. Helena.

Although the final impact to the number of routes which Letter Carriers will deliver are still being determined, it is significant...

Continued on next page...

Certain contractual provisions are triggered when catastrophic events cause major impacts to delivery routes like the ones which Letter Carriers in Northern California now face . Numerous issues and factors come into play as the Postal Service restructures lines of travel, deals with cascading changes in territory, protects delivery standards and does so in a way which conforms to agreed upon procedures. The leadership of NALC Branch 183 stands ready to provide input.

The past few months have been distressing for all NALC Branch 183 Carriers and Postal Employees. We have ALL been affected by the fires. The rebuilding process will take time, but remember that if you or any family members are having issues coping, call the USPS Employee Assistance Program at 1-800-EAP-4YOU or go on the web at WWW.EAP4YOU.

During the recent fires, Branch 183 established a Fire Relief Fund. We have had an outpouring of support from NALC Branches in California and many other states. We have also received many individual contributions from generous friends and fellow union Letter Carriers. A number of NALC Branches have also sent uniforms and other clothing. These are available at our union office in Santa Rosa for Carriers to replenish their lost uniforms.

There were a total of 12 active and retired Carriers from our Branch who have lost their homes, plus one Carrier from the Ukiah Branch.

The Branch 183 Fire Relief Fund was up and running within a week after the fires began. I would like to thank California State President Harold Kelso. He asked the question, "What is the best way to support our members who have lost their homes?" He suggested setting up a dedicated relief fund.

I spoke with Executive VP Linda James and Trustee Jeff Parr. They organized the fund in record time. They spoke to Luther Burbank Savings which waived all fees so that 100% of the donations we received would be going to our members. Within a month, we were able to give those members who lost their homes their first check to help them get back on their feet.

There are many more individuals who have been working behind the scenes to make this happen. Our Executive Board includes a group that is overseeing the Relief Fund with bookkeeping, tax receipts and disbursements.

There is information about the fund on the Branch 183 Facebook page, as well as the national NALC website. Calvin Brookins, the Regional Administrative Assistant working at our National Business Agent's office, was so instrumental in making things happen when we needed communication from management and supplies for Carriers during the fires.

**Please make a donation to assist our Brothers and Sisters – which includes Retirees. Help them get back on their feet. You can mail a check to:
Branch 183 Fire Relief , 888 3rd Street, Santa Rosa CA 95404.**



Please make sure any checks are made out to NALC Branch 183 and in the memo write "Fire Relief". I can be reached at (707) 318-1821 for further information.

**In Unionism,
JERRY ANDERSEN,
President, Branch 183**

This is an excerpt from a letter sent out by NALC Branch 183 President Jerry Andersen

Snippets

Anticipating Bay Area traffic, I left Bakersfield at 0500 on November 10th to meet Branch 183 Executive Vice President Linda James at 1200 in Santa Rosa. When I got a text she would be a few minutes late, I decided to stop in at a restaurant on Third Street just down the street from the Union office and have a cup of coffee.

While there, I overheard a conversation two men were having in the next booth. They knew a family that lived on Sleepy Hollow. Their house was gone. Although they had insurance, the amount would be five to six hundred thousand dollars less than it would take to rebuild.

I had the impression that this was the aftermath that many residents would soon be face-to-face with.

Driving through some of the ravaged areas with Linda, I saw what seemed to be white surrender flags fluttering in the breeze wherever I looked.

As I got closer, I was able to see that they were written in crayon or were xerox notices taped to poles or tacked to posts.

The overwhelming majority of them featured names and pictures of missing pets.

Up on the hill in the Fountain Grove neighborhood, I saw a startling sight. The sheer size hinted that it had been the entrance to a once enormous home.

It was now a staircase to nothing.



In Ruins, but *NOT* Ruined

After four years in the U.S. Marine Corps, Don Pagal started his postal career in Santa Rosa, California December 1977. In Petaluma, he met an interesting lady named Carol who was a postal Clerk and they eventually married and raised their family.

Don dreamed he would retire one day. He did in 2016. He and Carol dreamed of, some day, remodeling a house bought in 1984. They did so in 2017. They were living in their dream house in a community they loved.

He never dreamed that on one night in October 2017, their home — filled with “personal treasures” accumulated over a lifetime together — would just disappear!



Carol is a quilter. If you know a seamstress, you may begin to visualize the amount of fabric, remnants and quilting tools she had in the house.

She had purchased four specialized sewing machines. An award winning quilt, *on which she'd worked thousands of hours*, was only one of the many in the house that she'd literally “fabricated” herself.

Those quilts and her tools are all gone.

Family pictures and memorials of the many events celebrated in their family history were mounted on walls or lovingly placed in various locations in their home. Like most people, a whole universe of slices of life had been accessible in the picture files on computers. Keepsakes given lovingly by older generations to be passed along to babies yet to be born never would be.



They were all gone and they will *NEVER* be retrieved.



Not only were their cars consumed by the raging fire, so was Don's 2007 Kawasaki Vulcan. As of November 10 — looking so much different than it had in October — it was still in the driveway a month after the traumatizing, blitzkrieg-like violation.

Although the motorcycle wasn't completely gone, the skeletal remains added another layer of bitterness to the entire experience Don had managed to survive. The chrome would no longer be polished. The sound of the engine as it accelerated would no longer reverberate through his bones. Even the bugs in the teeth would be missed.

Like so many others in Santa Rosa, Don and Carol are extremely sad about so very many things! However, they *can* also share one amazing event that they experienced.

Local Boy Scouts built and donated framed screens residents could use to sift through rubble to see if they could find anything of value. Don and Carol took the opportunity and returned, tearfully, to the plot of land on which their home had once stood. Although it seemed to be a fruitless and hopeless task that they were undertaking, it was something that they felt that they needed to do. Looking over the remaining foundation of the house, they tried to visualize a location where treasured contents *might* be. And they started.

After some time, Don looked at the screen when the dirt and debris had cleared. He wondered, “Could that be what I think it is?” As he smeared some of the grime away, he was stunned to recognize his Marine Corps ring — a seemingly “Semper Fi” moment! A miracle!

In fact, it was a small miracle. But, it *did* give NALC Branch 183 member Don Pagal some hope in the midst of such a ruined world...

The fire was exploding around us and my wife Carol and I had to exit and abandon our car. I put a head lamp on Carol and one on myself. She carried our granddaughter's little ShitzSzu and I took my belt off and used it as a leash for our full grown Oorang Airedale. Both dogs, of course, were terrified.

We all inhaled thick smoke and avoided the igniting bushes, trees and leaves on the ground. I made sure my wife was right next to me as we walked out of the fire. The glaring red glow that followed us would consume everything in the Coffey Park area.

We held there until we absolutely had to move. We made it back to the intersection where an officer hailed a car going by. It was driven by a lady named Claire. She was in a night robe. Without hesitation, she took all four of us into her car and drove us to safety.

Thank you Claire! You appeared out of nowhere and we both distinctly remember you saying, “My house is gone.”

*Me, my wife, and Claire are all well into our 60s. We — **along with hundreds of our neighbors, and hundreds more to follow as the days went on** — lost every single thing we ever held dear to our lives. What we didn't lose was our lives.*

I didn't have the hat I'm wearing in the pic. A nephew loaned it to me a few hours later. In the pic my step-son posted, those clothes and our 2 dogs are all me and my wife, Carol Anne, escaped with.

My wife is as brave, fearless, and strong as any Marine I ever served with!

Take our story and multiply it 3500 times and you have Oct. 9, 2017 in the Coffey Park firestorm in Santa Rosa. I pray for those that cannot tell their story.

Carol and I don't really know how to accept the generous offerings and love so many have openly given to us. We can only say thank you and pay it forward. There are so many in need right now, and the fires haven't given up yet. Take care...of each other. It's a beautiful thing.

DONNIE PAGAL

Facebook post soon after Don and Carol's escape

Continued on next page...

There are 187 Regular Carriers and 40 CCAs in Santa Rosa.

Santa Rosa Main is one of two delivery units in the city with Carriers servicing customers in the 94504, 94505 and 94509 zones. The Santa Rosa Carrier Annex's Carriers deliver mail to 94501, 94503 and 95407.

"The Fire" was obviously a major problem that *every* single NALC Branch 183 Letter Carriers dealt with as they went about their duties. As an example, delivery units were sometimes deemed to be in the possible path of the fire.

As relayed by NALC Branch 183 Executive Vice President Linda James, "October 9 was the holiday. On 10/10, Carriers reported to their stations. On 10/12, the Annex Carriers were sent to the North Bay Plan in Petaluma and the Sonoma Carriers went to the Casa Grande Station in Petaluma. There, they cased their mail after the regular Petaluma Carriers left. (They took their route labels with them, taped them on case equipment and did what they had to do.) The Calistoga Carriers were evacuated to the Yountville post office, and — after *IT* was evacuated — they ended up in Napa, along with the St. Helena Carriers. All of these Carriers were back in their home offices on October 16 or 17."

Many of you may have seen a video which went viral. It showed an LLV driving through neighborhoods in Santa Rosa's Coffey Park which had no homes. The Carrier was delivering to curbside boxes. Although it may have looked insane, it is important to realize that the Carrier was following through with the wishes of his customers. They had requested that he deliver to their delivery point. They no longer wanted to wait in such insurmountable lines at the post office while someone looked for their mail in the mountain of accumulated pieces.

During the first workdays, the air quality was terrible. Smoke, heavy with ash, filled the sky with a yellowish gray tint. At

night, an orange glow painted the ridge lines and many feared that the fire would continue to gobble up the city.

However, despite the obstacles, Letter Carriers were out trying to get mail delivered to their customers. They did what they were supposed to do.

There are some questions about whether or not management did what *THEY* were supposed to do.

Management provided thin painter masks to Carriers to use as they attempted to complete their assigned duties. Those offered no real protection from the many toxic chemicals which were in the air. Branch 183 had to vigorously assert that the USPS **MUST** disseminate — at minimum — N95 standard certified filtration masks to the Carriers as a safeguard. The Union prevailed.

This is a "bottom line" question:

With deliveries impacted, how many less routes might there be in Santa Rosa in the future?

Branch 183 President Jerry Andersen replies, "*I am giving you a guess within a few routes. 72 at the Main office, and 5 routes were impacted. **ONE ROUTE HAD 10 DELIVERIES LEFT.** (Emphasis added) Annex around 70 routes, with 8 routes impacted. At this time, Carriers still case routes since we fell under the November 15 deadline for adjusting routes. We will know more next year. But, my guess is we will lose 5 to 6 routes citywide. If I get a more solid number on the Annex routes I will let you know.*"

Letter Carriers often have customers ask us if we are swamped by the Christmas Season volume. In the past, that was a given. Currently, it may be that the parcels will spike. They WILL be dealt with. All Letter Carriers know that, "It's our Job."

However, in Santa Rosa, it will be a different kind of Christmas. Too many people are dreading the memories of prior happy homecomings. This year, there may be no home to come home to...

In a perfect world, there would be no need to report the kinds of tragedies that people deal with.

But, it's NOT a perfect world. Letter Carriers are not immune from being dealt a bad hand in this game we call Life. *That* has been underscored in so many different locations this year!

Many of us who live in the Southeastern United States, Puerto Rico or in Northern California have already come to grips with that basic fact. Now, in December, more of us have been newly stunned. Suddenly raging fires in Southern California left heartache and anguish in their wake and created another new reality for people to deal with. ***It truly is a time for even more Solidarity!!!***

As I close, I want to thank Branch 183 President Jerry Andersen and Executive Vice President Linda James for letting me be such a pest as I compiled info from Santa Rosa! Also, Peter and Janie Berton, "Thank you for helping me save my money by allowing me to crash at your house!"

BASIL ZUNIGA, the Branch 782 Editor-guy

Priority Puerto Rico



By Editor Pete Prunier

So, some people donated to the Relief Funds, some gave to the charities that help, but—in the city of Manchester, New Hampshire—Postal employees got their own gifts through by using their own ingenuity!

*A few Puerto Rican families discovered it **COULD** be done!!*

Yes, it can be done! ¡SI, SE PUEDE! Yes, it can be done! ¡SI, SE PUEDE!

For Puerto Rico, it was a hurricane. The island was devastated! The infrastructure, including electricity and gasoline, was destroyed!!!

However, in a few days, Postal Workers in the city of Manchester, New Hampshire figured out that the Postal Service *WAS* getting through. If delivery was not being made to the exact address, there *WERE* still pickup points.

MAIL WAS GETTING THROUGH NO MATTER WHAT!

So, here was the idea: *“Collect food here and MAIL it to families in Puerto Rico.”*

Very soon, three Letter Carriers were found with family on the 100 mile long island. Postal employees started bringing in food and donating money to the those Carriers for postage. Station Manager Anthony Palladino and NALC Branch 44 Executive Vice President Tim Roberts spearheaded the collection of the food in the break room. Janitor Rob Cunningham started saving boxes along with his own personal donations. The next thing you know, APWU Clerk Ken Grenier stepped forward and offered inexpensive food that he flips for charity at his website.

Donations came in from Letter Carriers, Clerks, Rural Carriers and Managers. In fact, I was informed that hundreds of dollars changed hands for groceries and postage!

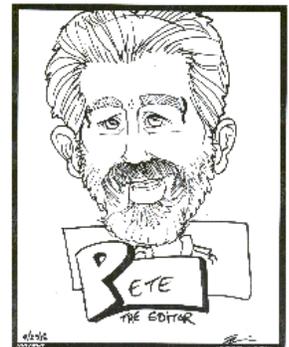
AMAZING!!! Three postal families have received between 30 and 35 boxes of groceries and household goods! **The key is that they KNOW they will be sharing with extended family and friends.** At last count, they were balancing the last few dollars against food and shipment.



Left to right: Tim Roberts, NALC Branch 44 Executive Vice President; Ken Grenier APWU; and Anthony Palladino, Manchester South Station Manager

Manchester, New Hampshire Postal Employees know:

**¡SI,
SE
PUEDE!**



Article courtesy of the Manchester, New Hampshire NALC Branch 44 *MAGNUM* published in October 2017. **THANK YOU, PETE!!!**

As Long as Paul Ryan is Speaker, Your Pay and Retirement Will Always Be on the Table

By Eric Ellis,
CSALC District 4 Officer

As many of you are aware, the House and Senate passed a fiscal 2018 budget resolution. *As it relates to federal and postal employees, well, it did not touch us, thank God!*

For now, that is. The original House version that passed on October 5th directed the House Oversight and Government Committee to find \$32 billion in savings (read: cuts) over the next ten years. Proposals included a 6 percentage point increase in federal and postal employee contributions to the Federal Employees Retirement System—a \$3600 a year pay cut; the elimination of the FERS COLA for retirees—a loss

“... the fight to save our pensions and benefits is not over.”

of tens, if not hundreds of thousands of dollars for a typical FERS retiree; the loss of the FERS special retirement supplement—a loss of up to \$60,000; and so on. But then the Senate passed its own version that stripped away the aforementioned directive, and the House, by a 216-212 vote, went along with it.

But the fight to save our pensions and benefits is not over. Not by a long shot. Our government is funded until December 8, when a government shutdown could happen. As taxes do not pay our salary as postal employees, we will still work. But if Congress passes a 2-year agreement on spending levels, as they did in 2013 and 2015, watch out!

Why do I say that? Well, ask career employees hired after 2013 how much their FERS retirement contribution is. They pay 4.4 percent of their base pay into FERS as opposed to 0.8% for those hired prior to 2013. That is to say, they pay 5 ½ times more. Do they get anything in return for the extra contribution? Hell no!

And why do they pay more? Because the Bipartisan Budget Act of 2013 said so! And that was a two-year budget agreement. And Rep. Paul Ryan was one of the authors of the legislation—and he insisted on increased FERS contributions for new hires. Were you surprised? If you were, check your brain for excess empty space.

In 2010, along with then-Minority Leader John Boehner, he published a position paper which called for increased FERS contributions in return for—you guessed it, I hope, eliminating the FERS retirement supplement for active federal/postal employees plus taking away FERS COLAs. And once Republicans gained majority status in the House, he recycled the same ideas in his so-called Path to Prosperity.

But as a letter carrier, it is not your path to prosperity, rather a path to the poorhouse. And the prosperous Paul Ryan and Donald Trump won't lose any sleep as your pensions and benefits disappear.

Article courtesy of the Fresno, California NALC Branch 231
Postman's View published in November 2017.

On taxes, focus on the big picture



**Fredric V.
Rolando**

As Supreme Court Justice Oliver Wendell Holmes once observed, “Taxes are what we pay for civilized society.” Nonetheless, nobody likes to pay taxes and most Americans believe the tax system could be fairer. In fact, an October poll by Reuters found that 76 percent of U.S. citizens, including a majority in both parties, believe that corporations and the wealthy should pay more in federal taxes, not less. So how can the tax “reform” bill unveiled by congressional leaders in early November be explained?

The first draft of the bill would add \$1.5 trillion to the national debt by cutting cor-

porate taxes by \$1 trillion over the next 10 years; reducing individual taxes by just \$200 billion over the same period, with more than half of the cuts going to the small number of households earning more than \$200,000 annually; and eliminating the federal inheritance tax for the 5,500 wealthiest American families at a cost of \$172 billion over 10 years. Does that sound like a fairer system?

It may seem so, if you listen to the tax bill’s advocates. They say that the measure would double the standard deduction (to \$12,000 for single taxpayers and \$24,000 for married couples) and claim that the middle class would benefit from the bill through lower taxes and higher wages. But the bill also aims to eliminate personal exemptions for you, your spouse and your children, while capping or eliminating many common deductions, such as the deduction for state and local taxes or for interest on student loan debt.

As it stands as I write this, the House bill seems to be pretty much a wash for letter carriers. In fact, the effective tax rate for top-step letter carriers would fall from 10.9 percent to 10 percent in 2019, according to Congress’s Joint Committee on Taxation (JCT). But the JCT also concluded that the bill would likely *raise* taxes over time for between one-third and one-half of middle-class taxpayers, since it would adopt a less generous index for the purpose of adjusting tax brackets for inflation and phase out child tax credits. Of course, we can’t know for sure—the devil is in the details, so we will have to monitor the debate in the weeks ahead.

But we should not just focus on our personal bottom lines. We should keep in mind the big picture and ask our-

selves: How would such tax cuts, which would raise the annual federal deficit from about \$660 billion to \$810 billion annually, affect us in the future? Such cuts would not magically pay for themselves through stronger economic growth—history has shown that that never happens. And every time the deficit rises dramatically, attacks on federal employees, their benefits and their agencies soon follow. It happened in the 1980s and 1990s and it happened again after the Great Recession of 2008-2009.

Saving a few bucks on taxes won’t be so great if it’s followed by cuts in our pensions and health insurance benefits or by proposals to eliminate tens of thousands of full- and part-time letter carrier jobs by ending Saturday mail delivery and door delivery. Such a threat is not theoretical; the same budget resolution adopted by the House of Representatives earlier this year that calls for these tax cuts also attacked our benefits and the Postal Service’s networks.

Another thing to consider is the historical record. We have never seen corporate tax cuts translate into higher wages. Our economy is already at full employment, business profits are at historic levels and corporations are sitting on mountains of cash right now. Adding to that pile of money won’t magically convince corporations to create more jobs or raise employees’ pay. Instead, as they have done in the past, corporations likely would use the savings from tax cuts to raise dividends for their shareholders and to buy back company stock to raise share prices—which leads to bigger bonuses for the executives. Since the wealthy own most of the shares in the stock market, they would benefit from both lower taxes and greater investment income. Inequality would grow and wages would remain stagnant.

To raise wages, American workers don’t need tax cuts. They need unions like ours that help boost pre-tax wages. They (and we) also need a whole set of pro-worker policies—such as higher minimum wages, stronger protections for union organizing and overtime work, and a commitment to create good jobs by rebuilding our nation’s infrastructure, perhaps most importantly in the areas of the country that have been devastated by this year’s hurricanes.

As we went to print on this issue of *The Postal Record*, the House had a vote scheduled on the tax reform legislation and it was expected to pass. The legislative process will continue in the Senate, so we must be ready to act. Use the NALC Member App to follow news to learn more about tax reform. If the tax bill isn’t improved, we will ask you to call, write or visit your representatives and senators in their local offices and to make our voices heard. Our jobs and benefits may depend on it.

December 2017

The Postal Record



Health Prescription: Christmas Humor on a Schtick

NO CALORIES.... NO UNWRAPPING NEEDED AT ALL

Three of the scariest words found on any Christmas gift.... "SOME ASSEMBLY REQUIRED!"

After- Christmas sales fulfill a vital need: They give women something to do while men watch the bowl games.

MELANIE WHITE

My goal this Christmas is to be on both lists: **Naughty AND Nice.**

Thank goodness for the after-Christmas sales. It's hard to stop shopping cold turkey!

MELANIE WHITE

I have two issues: "Why are Dasher and Dancer always taking coffee breaks???" *Because they are Santa's Star Bucks*" & "What I don't like about office Christmas parties is looking for a job the next day".

PHYLLIS DILLER

A chicken crossing the road, is poultry in motion.

A man who fell into an upholstery factory is now fully recovered.

Doctors tell us, there are seven million people who are overweight. These of course are only round figures.

If you've seen one Santa, you've seen a Mall.

I lay helpless on the shed floor, my hands tied, and my mouth covered with tape — I never did get the hang of wrapping Christmas presents.

If at least two family members remain incarcerated at Christmas, we won't have to put the leaf in the dining table.

APRIL MAY

Is a life insurance policy a bad gift at Christmas? Be honest.

SMUG LEMUR

"I have good memories wrapped up in the word "Christmas". To me it's about family and memories, and the looks on caroler's faces, when I set the dogs on them"

BILL MAHER

Christmas is a baby shower that went way totally overboard!

Christmas sweaters are only acceptable, as a cry for HELP !

ANDY BOROWITZ

"A Christmas Miracle" is when your family doesn't get into a single argument all day long.

MELANIE WHITE

If you're not sure which presents Daddy wrapped... they are the ones that look like they were delivered by a backhoe.

MAY YOUR LONGEST LIST THIS CHRISTMAS BE THE ONE THAT COUNTS YOUR BLESSINGS!

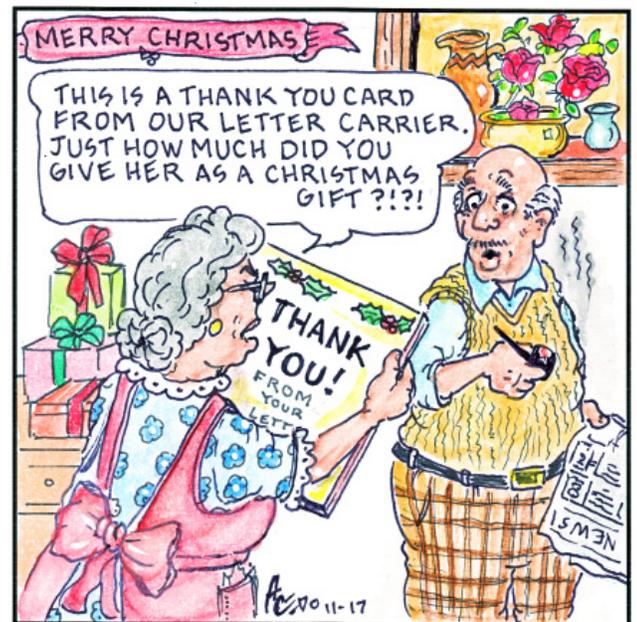
MARK "Post-Mark" RAMIREZ
NALC HBP Representative
Retired Letter Carrier
The Golden Empire Branch 782

**Santa, I am writing you this letter to let you know:
"YUP!! I was naughty this year — and furthermore, IT
WAS WORTH IT, you Chubby Judgmental Fuddy Duddy!!"**

SIGNED BY THE GUY YOU GAVE THE LUMP OF COAL TO LAST YEAR...

**Holiday
Greetings
from all of
the
Branch 782
Executive
Board
and
all of our
Shop
Stewards!!**

"Out there"



2017 NALC HBP Info

At a glance...



NALC Health Benefit Plan 1-888-636-6252
 *Hospital Pre-Certification 1-877-220-6252
 Mental & Substance Precertification 1-877-468-1016
 Prescription Drug Program 1-800-933-6252
 CVS/Caremark Specialty Pharmacy 1-800-237-2767
 Durable Medical Equipment 1-855-511-1893
"24/7 Nurse Hotline" 1-877-220-6252
 CVS/CareMark Pharmacist 1-888-636-6252
 Solutions for Caregivers (24/7) 1-877-468-1016
 CIGNA PPO Locator Line 1-877-220-6252
 CIGNA Organ Transplant Approval 1-800-668-9682
 Quit for Life (Tobacco Cessation) 1-866-784-8454
 CIGNA Health Rewards (Discounts) 1-800-558-9443
CIGNA Plus (Dental Discount) 1-877-521-0244
 Disease Management Program 1-800-227-3728
 OPM Retirement Info Center 1-888-767-6738
 Federal Information Center 1-800-333-4636
 Social Security Administration Info 1-800-772-1213
 PostalEase Human Resources USPS 1-877-477-3273
 Quest Lab Services (Bakersfield) (661) 631-8520
 LabCorp Lab Services Bakersfield (661) 631-9258
 Shared Services Option 5 live person 1-877-477-3273

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

NALC Drug Prescription "Claims" Filing
 P.O. Box 521926
 Phoenix, Arizona 85072-2192

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

NALC Consumer Driven Health Plan and Value Option
 P.O. Box 18223
 Chattanooga, TN 37422-7223
 Phone: 1-855-511-1893

NALC Health Benefit Plan Members:

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

But we do have a Dental Discount Program!

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

Once you have enrolled in Dental Discount Program, you will log on to www.CignaPlussavings.com. On this site (in the right corner), it will show "FIND A DENTIST". Type in your city and zip code, and select a dentist. Or print the page/pages and call the dentist you have selected to make sure they are accepting new patients and that they are STILL ENROLLED in the CignaPlus savings dental program.

Preventive Care Children/Adults Available (See Brochure) Prevents Serious Illnesses, Flu, Tetanus, Pneumonia, and Shingles. Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

The NALC Consumer Driven HP and the Value Option HP can utilize this **CIGNA PPO/OAP NETWORK** or by calling 1-855-511-1893.

OPTUMHEALTH BEHAVIORIAL SOLUTIONS is also available to the Consumer Driven/Value Option. You must pre-certify. Call 1-877-468-1016.

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

PPO Deductible: Per Calendar Year
\$300 "Individual"
\$600 "Self & Family" or "Self Plus One"

Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

URGENT CARE

Sendas Urgent Care: 9450 Ming Ave., Bakersfield (661) 587-2500
 M-S 8 a.m. - 9 p.m. Saturday/Sunday 8 a.m. - 8 p.m.
 ASK FOR OTHER LOCATIONS

Accelerated Urgent Care: 9710 Brimhall, (661) 829-6747
 9500 Stockdale Hwy, (661) 735-3943 8 a.m. - 9:30 p.m. daily
 ASK FOR OTHER LOCATIONS

Our PPO doctors and facilities—through (OAP Network) CIGNA—save us and the Plan thousands of dollars and it is top notch care at a discount rate. You don't lose anything. You are saving money for the best care!!!

MARK RAMIREZ
 NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

Mounted/Curbside Delivery

By David J. Grosskopf, Jr.,
NALC Branch 3 Vice President

Recently at an inspection class there was some confusion about delivery to curb side/mounted mail boxes when discussing the proper manner for delivery of the mails. Many carriers believe there is a policy of skipping delivery to mailboxes when they are blocked by a car, a trash receptacle or some other obstruction. Carriers may bring the mail back and mark it as "box blocked" or something similar. Delivery is then attempted the following day. Sometimes, mail will go undelivered to a box for several days until the obstruction is removed. This practice is incorrect and should be ceased. Postal regulations require that carriers dismount to deliver to a box that is temporarily blocked. Postal Operations Manual 632.14 states:

The customer is responsible for keeping the approach to his or her mailbox clear to facilitate delivery. Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the mailbox, the carrier normally dismounts to make delivery. If the carrier continually experiences a problem in serving curb line boxes and where the customer is able to control on street parking in front of his or her mailbox but does not take prompt corrective action after being properly notified, the postmaster may, with the approval of the district manager, withdraw delivery service.

The above regulation makes it clear that if a box is temporarily blocked, the carrier must dismount to deliver the mail. The USPS Standard Training Program for City Letter Carriers (p 16.2.3) states:

If the approach to the mailbox is blocked, delivery must be attempted by dismounting where it is safe to do so.

This applies whether the box is blocked by a vehicle, a trash receptacle or even snow or ice. We are the United States Postal...Service. It is our job to provide the best possible service to our customers. In most instances our customers cannot control on street parking regulations or when their trash receptacle is left after the municipality has exacted trash removal. Unless there is a safety hazard present, dismount delivery should be provided to mounted or curb side delivery. Also relevant to safety and postal vehicle operation during curbside delivery the following is applicable:

M-00341:

Employees performing curbside delivery, from right-hand drive vehicles, shall follow the procedures listed below:

1. Level streets or roads: Place the vehicle in neutral (N), place foot firmly on brake pedal while collecting mail or placing mail in mail box.

2. On hills: Place the vehicle in park (P), place foot firmly on brake pedal while collecting mail or placing mail in mail box.

Employees performing curbside delivery, from left-hand drive vehicles, shall follow the procedures listed below:

1. To serve each box, the left-hand drive vehicle will be brought to a complete stop.

2. The gear shift lever will be placed in park; the operator will serve the box and then continue to the next box.

Employees shall not finger mail while driving, or hold mail in their hands while the vehicle is in motion. See Also M-00234.

When attempting delivery to a curbside/mounted box in your LLV the vehicle should be placed in neutral, brake applied while making delivery and/or collections of the mails. On hills the vehicle should be placed in park and the brake applied. The reason the vehicle is placed in neutral is a safety issue. For example your foot could slip off the brake and with the vehicle in drive may lunge forward. With the vehicle in neutral, on level ground, and your foot slipping off the brake the vehicle should remain in its current, stationary location.

Keeping in mind the proper delivery methods and vehicle operation procedures will keep the customers and letter carriers providing safe, efficient, reliable service making the Postal Service the best option for the public.

Article courtesy of the Buffalo, New York
NALC Branch 3 BUZZ published in November 2016.



Cartoon originally published December 2003

ACTIVE SHOOTER AWARENESS

By Kollin Luman, Tigard Shop Steward, NALC Branch 82

I was carrying a route in the Cully neighborhood about four years ago when I heard gunshots: POW POW POW, three of them, quickly, in a row.

I had no idea where the shots came from...were they 100 feet away, a quarter mile? Which direction? Guns are really loud, and TV shows don't properly convey the decibels.

While I respect the right of people to own guns in this country; I am not a veteran, a hunter, or a gun owner; I am not familiar with the REAL sound of gunshots. All I immediately knew was **"LOUD! GUN! DANGER!"**

A few seconds later, my brain started to process the situation:

"Okay. The shots came from the East. I don't see anybody with a gun, anybody acting suspicious, or anybody running. Maybe the shots came from a few blocks away. I don't think it was on my route. I've delivered the next route over. What time is that Carrier usually due East of me? Could he have been there? Did he get shot? Did he see it? Okay, no, he's probably okay...he should have gone through that area a few hours ago...man, I hope he's okay..."

I called the post office to report the gunshots and waited a few minutes outside my vehicle to see if anybody would come running down the cross street with a weapon.

Nobody did. When I felt like it was safe to keep going, I finished my route.

I found out later there was a drive-by shooting at a gas station three blocks from where I was parked. Someone died.

Fortunately, I was not in the line of fire that day, and neither was the Carrier on that route — *but even three blocks is too close!*

Gun violence is something that no Letter Carrier should ever have to deal with "in the course of their regular duties." However, Letter Carriers (by virtue of our job descriptions) may find ourselves "in the line of fire" at any given moment. Why? Because we are on the street, interacting with the public, every single day!

While the chances of being faced with an active shooter situation are slim, the reality is that some gunowners are irresponsible people with bad intentions. And? They *may* use those guns to violent ends for personal reasons.

I'm sure many of us out there have memorized the "Slips, Trips, and Falls Stand-up Talk", the "Heat Exhaustion Stand-up Talk", and the proper process for dismounting a postal vehicle. As Letter Carriers, we hear these talks constantly repeated by management.

In July, I heard a safety talk at a Stand-up that I've never heard before, and I have not heard it since.

It was the "Active Shooter Stand-up Talk".

Even though it seems to be concerned more with an active shooter inside a post office than it does with the same situation on the street, I think it is one worth committing to memory.

FROM THE ACTIVE SHOOTER STAND-UP TALK

CALL OUT! Communicate the threat to everyone using all possible means — *shouting, phoning, texting, etc.*

Use simple, repetitive language: *"Shooter in the building!", "Escape Now!", or "Active Shooter, Run!"*

Call 911 when it's safe to do so.

GET OUT! Have an escape route plan. Let me repeat this one more time: **HAVE AN ESCAPE ROUTE PLAN!!!**

Leave your belongings behind

Keep your hands visible!

Don't distract law enforcement. Move quickly. Don't wait for approval to act.

HIDE OUT! If you can't escape, hide in an area out of the shooter's sight

Block entry to your hiding place. Lock doors and deny the shooter access

Keep quiet!! Silence your cell phone and all electronics

When it's safe to do so, **GET OUT!**

AS A LAST RESORT...

TAKE OUT! As a last resort — *and only when your life is in danger and you have no way to escape or hide:*

Try to incapacitate or overpower the shooter by any means necessary.

Act with physical aggression.

While you will not use all of these tactics at the same time, one or two of them may save your life and the lives of people around you.

We each react differently to stressful situations. You may not know how you will react until you are suddenly faced with an event like this.

Hopefully none of us will ever need to apply the information in this article. But, as gun violence continues to increase in this country — and as the targets of this gun violence continue to grow in scope (no pun intended) — committing this information to memory is... at the very least... as important as remembering not to finger mail when walking up steps.

Awareness is the key to success. The life you save may be your own. **BE SAFE OUT THERE!!!**

Article courtesy of the Portland, Oregon NALC Branch 82 B-Mike published in November 2016.

2018 Carl J. Saxsenmeier Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2018 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 5, 2018.** The Chair will send scholarship packets to all applicants by the end of January 2018. The scholarships are available to the children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2018 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

Brothers and Sisters,

The CSALC is proud to announce for 2018 the number of Carl J Saxsenmeier Scholarships to be awarded has been increased from ten to twelve. Letter Carrier families across the length and breadth of California, from small to large Branches have more opportunities to pay college expenses.

The process of completing the Saxsenmeier application packet may seem daunting to some, especially those applying for the first time; however, your student's guidance counselor should be able to offer assistance. Students can also reach out to local Branch officers, CSALC Board members, and the Saxenmeier Scholarship Chairman.

The evaluation of student applications and the determination of Saxsenmeier Scholarship awardees are made by an independent panel of college professors. The panel looks for well-rounded students. High GPA and test scores are important; however, they are not the sole determining factors. The CSALC Executive Board and the Chairman of the Carl J Saxsenmeier Scholarship act solely in an administrative capacity.

We urge all CSALC Branches to seek out and encourage their eligible candidates to apply.

Harold Kelso *Jeff Parr*
President, CSALC *Chairman, Saxsenmeier Scholarship*

Saxsenmeier Scholarship Application (Please Print)

Student's Name _____

NALC Member's Name _____

Home Address _____

City / State / Zip _____

Home Telephone _____

Cell / Fax _____

Email Address _____

Applicant's Signature _____

NALC Member Signature _____ Relationship to Applicant _____

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

NALC Branch Officer Signature _____ Title _____

Branch Officer Printed Name & Branch Number _____

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2017.

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, 2017.

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, 2018. (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, 2018.

Regulations

• Scholarship is to be used toward pursuing undergraduate

degrees at an accredited college of recipient's choice.

• Winner 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 supervisory, 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 2017-18 school year.

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

letter carrier _____
of Branch No. 782 City Bakersfield State CA

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than December 31, 2017, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

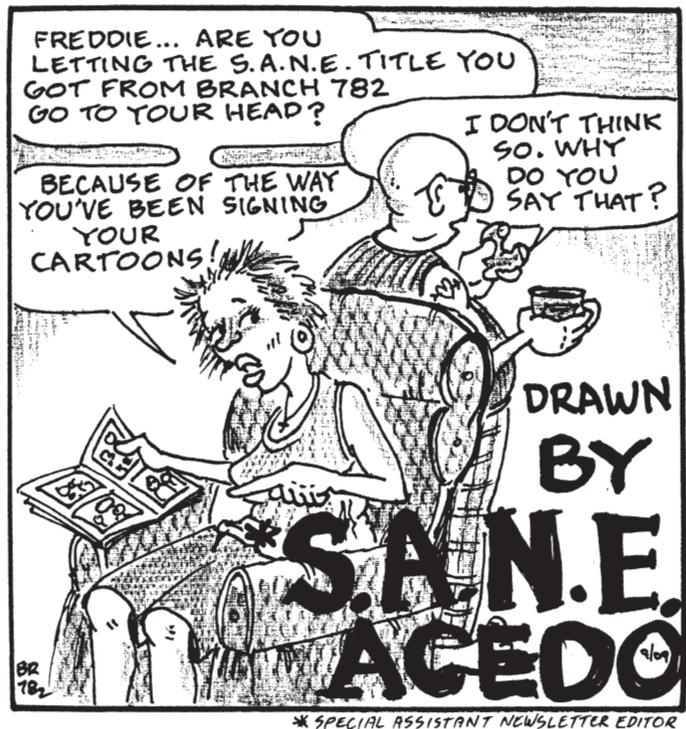
* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.



from the editor-guy

The *NALC Editor Resource Book* is Volume II of Fred Acedo cartoons. It presents almost 1100 of Fred Acedo's cartoons published in our newsletter from 2003 - 2016. This book builds on the almost 500 cartoons in the original **Out tHeRe** book which featured his work from 1993 through 2002. *Welcome to Volume II!*

You may have questions about how this book can be used or whether or not it will be a good investment. You can call me at the phone number listed below. You can write to me, or you can e-mail me at BRZIII@AOLCOM. I would be glad to answer your questions or give you an idea of how this product can be a creative tool for your current or future NALC editor in presenting information to NALC members. (*Please follow this trail ****)



This book is an excellent book of clip art designed specifically for, by and about NALC members and our world. (Yes. I am biased. I believe that this *IS* an excellent book of clip art! I hope that you agree...)

Additionally, an index is provided that links ALL of the cartoons in both the original **Out tHeRe** and in Volume II to assist editors in searching out cartoons by topic (e.g. dogs, injuries, supervisors, etc.).

BASIL ZUNIGA

.....
• Please send me one or more *NALC Editor Resource Books!* I want Fred's cartoons!
• Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.)
• Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!**
• ***** SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!**
• *When you order, please indicate if you are an NALC Editor!*
•

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

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

OUT THERE



Originally published November 2009

OUT THERE



Originally published November 2009



Originally published December 2009

OUT THERE



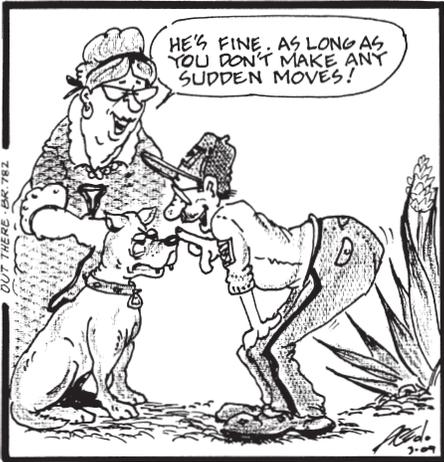
Originally published December 2009

S.A.N.E.



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



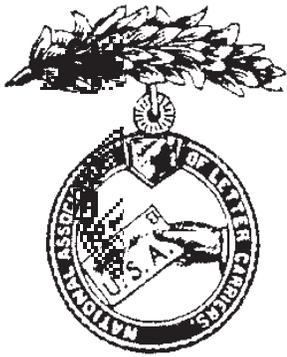
Originally published December 2009

OUT THERE



Originally published December 2009

This is a sample. You are looking at page 82 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...



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Vice-President	John Ortega	(661) 809-8140
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Treasurer	Molly Biggar	(661) 832-0393
Financial Secretary	Anita Holderman	(661) 487-5353
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Sargeant-at-Arms	Frank Martinez	(661) 703-4212
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Trustee	Paul Salazar	(661) 303-3603
Trustee	Darryl Holderman	(661) 332-9201

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

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

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

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

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

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

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

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**Branch 782
Website
www.782nalc.com**

Rick Plummer, Webmaster





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

General Meeting Wednesday December 20, 2017 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

Each and EVERY month, Branch 782 sponsors a drawing to encourage *YOU* to come to our Meeting*

This month YOU could win \$450!

*THE FINE PRINT: To win the money *YOU* have to be present when *YOUR* name is drawn...just like Ari Mooney was in March!!

In the midst of the many things we do during the Holiday Season, we often think about those who are less fortunate.

Letter Carriers all over our country are dealing with the aftermath of various natural disasters where they live.

Please, turn to page 6.

"OuT tHeRe"



The December General Meeting will be held on the **THIRD** Wednesday of this month so as not to conflict with your Holiday plans.

This will be a catered event, but please bring desserts to share!

See page 18 for details...