

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
DELANO
MOJAVE

TEHACHAPI

AVENAL
EDWARDS AFB
RIDGECREST

TRONA

BAKERSFIELD
LAMONT
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WASCO

BORON
McFARLAND
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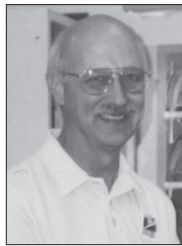
CHARTERED FEBRUARY 25, 1901

VOLUME LXXX NUMBER 8

SEPTEMBER 2008

at the

Mike:



We offer our condolences to the family of Branch 782 retiree "Ray" Scroggins.

He was always a staunch co-worker and member who, after retirement, worked for a time as the custodian at the Branch office.

Quick to smile and a friend to all, Ray will be missed by us at our Branch meetings and social gatherings.

More importantly, he will be missed by his his wife, Nancy and the rest of his family.

This month's message will showcase words written by a man who is both President of Los Angeles, CA Branch 24 and a National Trustee for the NALC: Larry Brown. His remarks are a portion of an article which he wrote for the *Angel City Carrier* in August 2008.

His words should make sense to you, too.

DELIVERING MAIL IN TODAY'S ENVIRONMENT

Well, we all have seen with our own eyes the significant drop in mail volume and many of us worry about the impact of declining business for the Postal Service and how this will impact our future as employees of the Postal Service.

Labor and Management alike are praying for an upswing in volume with the upcoming election and beyond. Until then, each and every Letter Carrier must continue to provide good service to the American public.

Let's get down to specific details of how your office and street time is established, and delivery rules to live by. Management plans to reduce the number of routes nationwide by simply reducing your office time. Office time is set by a specific standard whereas street time is what you demonstrate. When they conduct a full blown six day count and inspection on your route, the office time is not calculated by how long you actually spend in the office. It is determined by the actual amount of mail you case.

You are allowed one minute for every 18 letters you sort, and one minute for every 8 flats you sort, into your case. For pulling down your route, you get one minute for every 70 pieces.

Continued on next page...

All other office duties such as cage time, withdrawing mail, vehicle inspection, office break, and any other non-casing type duties are coded as Line Items that you will enter on the daily 1838C Form. The time for these duties (casing, pulling down, and Line Items) are then totaled each day, and averaged for the week to establish your office time.

If you sort faster than 18 letters or 8 flats per minute, the faster time will be used. If you sort slower than 18 letters or 8 flats per minute standard, then your office time will be set to that standard.

With DPS and declining volume, the mail we sort by hand is now minimal. Understand that the DPS mail will not be calculated into the office time because you are not supposed to handle DPS on office time.

Now that you know how your office time is calculated, it is important for you to sort your mail and get out of the office in the allotted time. It is not to your benefit to expand office time beyond the standard that determines your office time because anything over that standard will not be calculated into the overall time determined for your route.

Once you get onto the street, a different set of rules apply. Street time is what you demonstrate. Some carriers hang around the office longer than the office standard dictates, and then skip lunch and/or breaks to “make up the time on the street”. These carriers are demonstrating an inaccurate shorter street time they will be expected to maintain. Never skip your lunch and/or breaks!

We all need to build our street time to include all the extra duties we now have in the street. In addition to actually delivering the mail, street time now includes loading and unloading your truck, scanning parcels, scanning and going out of your way to deliver express mail, scanning MSP points, placing your outgoing mail and returns in a designated order, developing Customer Connect leads with businesses, picking up outgoing mail and parcels, answering customer questions, handling DPS, and most importantly—being safe with all that entails.

OUT THERE



During the week of your full blown six day count and inspection on your route, street time will be established in one of two ways. Management will set your street time using either what you demonstrate on the street during the week of your inspection, or what you demonstrate on the street using a seven week time card analysis of your established street time.

Until management conducts a full blown six day count and inspection on your route, they will want you to pivot to recapture possible reduced office time. Don't expand your office time to avoid pivoting, and don't argue with the supervisor. Follow the instructions, and always give them a fair day's work for a fair day's pay.

Submit a 3996 if your pivoting will result in overtime. If your pivoting ultimately results in over one half hour overtime, and you are a regular who is not on the overtime list, it may be a possible Article 8 overtime grievance.

Your shop steward is trained to handle overtime issues. This portion of my report should give all letter carriers—in a nut shell—the knowledge of how office and street time is established. Armed with this knowledge, work smarter not harder.

OFFICIAL NOTICE OF NOMINATION AND ELECTION OF OFFICERS OF NALC "GOLDEN EMPIRE" BRANCH 782

NOMINATIONS

Nominations for the election of officers of NALC Branch 782 will be held at the regular Branch meeting on September 23, 2008 at 7:30 P.M. at the Branch 782 Union Office located at 2628 "F" Street, Bakersfield, California. Candidates must accept nominations at the time made or, if absent, in writing to the Branch Recording Secretary within three (3) days after the nomination is made. Nominations may be submitted in writing provided that they are received by the Branch Recording Secretary prior to the closing of nominations at the regular branch meeting in September. Candidates may accept nominations for only one office. Upon nomination, every nominee must certify that he or she had not served as a supervisor for the 24 months prior to being nominated.

Nominations will be held for the following Branch offices: **President, Vice President, Recording Secretary, Treasurer, Financial Secretary, Sergeant-at-Arms, three (3) Trustees; and, MBA/Health Benefits Representative.**

By virtue of the position, Branch 782 President shall be a delegate to both the National and State Conventions.

The term of office will be two (2) years.



ELECTION



The election will be conducted by secret ballot at the regular meeting on November 25, 2008 at 7:30 P.M. at the Branch 782 Union Office, 2628 "F" Street, Bakersfield, California.

Any member who, for any reason, will be unable to vote on November 25, 2008, may obtain absentee ballots by submitting a signed written request to the Election Committee, Golden Empire Branch 782, 2628 "F" Street, Bakersfield, California 93301. Absentee ballots must be requested after nominations have been closed but no later than November 11, 2008.

Write-in votes are not permitted.

Minutes of the August 2008 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery on the 26th Day of August, 2008 at the branch office, Bakersfield. The flag salute was led by Sgt. At Arms, Jerry Patterson. All members of the Executive Board were present. The stewards were present from 01, 04, 06, 07, 08, 09, Camino Media, Delano, Lamont and Shafter. Also present was Newsletter Editor, Basil Zuniga, Assistant Editor, Jason Munoz, OWCP Representative, Rick Gerdes, Safety and Health Representative, Danny Blair and Emma Gonzales of the Social and Recreation Committee.

The minutes of the July 22, 2008 meeting were accepted as read with no additions or corrections.

NEW MEMBERS: Applications were received from Amber Brooks, Isreal Cedillos, Christine Leal, Amanda O'Neill, Jamie Padron, Amanda Archuleta, Barbara Wilde, Tina Phillips, James Uthman and David Velasquez.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Molly Biggar reported that the Picnic work is underway with some of the plans being firmed up tomorrow. Basil Zuniga reported that South station folded the newsletter last month. Molly "cooked" and the food was great. Next month it will be

East Bakersfield station's turn. Emma Gonzales reported that there have been no meetings of the Social and Recreation Committee.

NEW BUSINESS: Jerry Patterson made a motion that we order the same amount of Color Coded Calendars as last year. Seconded by Diana Chavez and the motion passed. Mark Ramirez made a motion to purchase a new vacuum for \$146.98. Seconded by Jerry Patterson, the motion passed.

GOOD OF THE ASSOCIATION: Mike Towery reported that the nominations for branch officers will be at the September meeting with the election at the November meeting. Basil Zuniga discussed his "dream" to have many more delegates to attend the National Convention. He suggested renting a van and taking members to the Convention on their non-scheduled day. A discussion was held. Mike reported that there will be an Audit and Budget meeting at 6:30 on August 27. Convention reports were given by Basil Zuniga who discussed the resolutions and reported that the resolution making Kilts a uniform option did not pass. Pam Smith discussed the TSP class. Mike Towery welcomed Retiree Bill Marchand.

IMPROVEMENT OF THE ASSOCIATION: National Business Agent, Manny Peraulta gave a presentation regarding the history of our contract beginning in 1962 when postal employees were given the right to select a union to represent them, through our current contract. He also discussed COLCPE, e-activist and the Carrier Corps. For information on these programs contact Pam Smith. Questions from the membership included the election, HR1108, NPR (National Reassessment Program), FMLA changes and the withholding of jobs to protect from employee layoffs.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$19,372.02 was collected for the month of July and \$13,235.97 for the month of August.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$49,277.10
Dues and Income	\$12,439.50
Interest Income	\$ 15.22
Total Balance	\$61,731.82
Expenses	\$10,189.92
Ending Balance	\$51,541.90

The 50/50 MDA Drawing was won by Mike Meza. The Drawing for \$150.00 would have been won by Sandy Huse who was not present. There were 38 members and 1 guest present.

The meeting adjourned at 8:59 p.m.

Respectfully submitted,
KIM GERDES



from the editor-guy

This is one of those FYI articles I read in another NALC newsletter that I wanted to share...

The excerpts come from the Autumn 2008 *Westchester Carrier* published by Branch 693 in Peekskill, New York.

OUT THERE



“...On May 2 of this year an outfit called *GPS Fleet Solutions* announced an agreement with the US Postal Service to begin a Global Positioning System (GPS) vehicle tracking project.

...Key expectations from this project include improved route efficiency, driver safety, customer service, and reduced vehicle costs. Sources estimate the Postal Service’s fleet to include approximately 35,000 delivery vehicles.

...An example of one type of system, the *Checkmate GPS Fleet Tracking System* provides detailed vehicle trip data using the *CHECKmate* software and the convenience of automatic wireless data transfer when the vehicle returns to the office. Operation and fleet managers can see complete details on vehicle activity throughout the day. With real-time vehicle tracking software, a manager can see where a vehicle is within minutes.

Data is categorized by vehicle or by driver depending on how the system is configured. *Checkmate* offers true tracking by driver regardless of the number of vehicles driven in a day, month, or year. *Checkmate* is designed for mid to very large fleets needing one central SQL SVR database for multiple locations on a wide area network.

Among many other functions, this software permits management to monitor the actual time per stop. Delivery managers claim to know how long it takes to make a delivery or serve a portion of a route. By watching the stop time they can determine if the employee is “wasting time” on the route, or extending lunch and break periods. *Efficiency is the name of the game* is the promise of GPS Fleet Solutions...

...For detailed information on GPS Fleet Solutions and their line of products, visit the following site: <http://www.gpsfleetsolutions.com>.”

BASIL ZUNIGA

DOWNTOWN STATION

Dale Pearce
Javier Cruz

SOUTH STATION

100% Union!!!

EAST BAKERSFIELD

R. A. Guerrero

HILLCREST

M. M. Henry

BRUNDAGE

David Kinglee
J. Kaur
V. Guerrero
G. Singh
R. R. Torres

DOLE COURT

Susan Webb
Alice Schultz
R. M. Byington

STOCKDALE

Ron Huston

CAMINO MEDIA

F. Medina, Jr.

ARVIN

100% Union!!!

AVENAL

J. T. Howery

BORON

100% Union!!!

CALIFORNIA CITY

R. A. Day

DELANO

J. E. Fleming
C. V. Quebral

EDWARDS

100% Union!!!

LAMONT

100% Union!!!

McFARLAND

B. A. Ibarra

MOJAVE

100% Union!!!

RIDGECREST

S. R. Pierce
H. G. Blanco
A. M. Connell
H. R. Jacobson
T. K. Miller
R. M. Nokes

SHAFTER

L. M. New
M. D. Voights

TAFT

B. W. Krier
K. J. Hughes
T. M. Phillips

TEHACHAPI

V. L. Johnson

TRONA

S. L. Walent
B. R. Dame
K. K. Treat

WASCO

100% Union!!!

NON-MEMBER LIST September 2008

2008 NALC HBP Info

NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
*** Mental & Substance Precert.	1-877-468-1016
Drug Prescription Retail	1-800-933-6252
CareMark Hearing Impaired	1-800-238-1217
*** CareMark Specialty Pharmacy	1-800-237-2767
*** Durable Medical Eqpt.	1-888-636-6252
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
Quest Diagnostics (Lab Services)	1-877-220-6252
Quit Power (Smoking Cessation)	1-877-784-8797
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	1-800-7721213

* Failure to pre-certify will result in a \$500 reduction in benefits paid by the Plan. Must notify the Plan prior to hospital admission with doctor name and dates. ** Mail order drug prescription program long term (maintenance drugs) 60 day supply: \$8 generic, \$24 name brand; 90 day supply: \$12 generic, \$35 name brand. Retail Pharmacy, you pay 25% . MEDICARE 60 day supply: \$7 generic, \$20 name brand; 90 day supply: \$10 generic, \$30 name brand. Network Retail Pharmacy you pay 15% of the cost of the prescription. Prior approval required for some drugs. Must call the Plan. *** **Prior Approval Required.** **** Asthma and Diabetis.



Branch 782
Health Benefit
Representative

Mark
Ramirez

(661)
834-5011

NALC Prescription Drug Program
P.O. Box 94465
Palatine, IL 60094-4465

Out of Network Pharmacy Claim
NALC Drug Prescription Program
P.O. Box 52196
Phoenix, AZ 85012-2196

United Behavioral Health
P.O. Box 30755
Salt Lake City, UT 84130-0755
1-877-468-1016

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, VA 20149

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

Preferred Provider (PPO)
Deductible
\$250 Individual
\$500 Self & Family
Per Calendar Year

Contact Information

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



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	Darryl Holderman	(661) 589-1683
Recording Secretary	Kim Gerdes	(661) 834-2059
Treasurer	Molly Biggar	(661) 832-0393
Financial Secretary	Anita Holderman	(661) 589-1683
HBP & MBA	Mark Ramirez	(661) 834-5011
Sargeant-at-Arms	Jerry Patterson	(661) 203-9718
Chief Trustee	Danny Blair	(661) 397-8107
Trustee	Bill Curtis	(661) 323-1107
Trustee	Lucinda Martinez	(661) 327-2989

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

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

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

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

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

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

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

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*(Special Assistant Newsletter Editor)
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Bakersfield, CA 93386-6532

NALC Branch 782 Shop Stewards

Avenal (93203)	Vacant	
Arvin (93209)	Vacant	
Delano (93215)	Jerry Patterson	(661) 599-6859
Lamont (93241)	Darryl Holderman	(661) 589-1683
McFarland (93250)	Steve Carter	(661) 301-3253
Shafter (93263)	Jerry Patterson	(661) 699-2462
Taft (93268)	Debra McClain	
Wasco (93280)	Mabel Lyons	(661) 900-8892
Downtown Station (93301)	Kim Gerdes	(661) 834-2059
South Station (93304)	Darryl Holderman	(661) 589-1683
South Station Alternate	Bonita Lewis	(661) 589-1683
East Bakersfield (93305)	Paul Salazar	(661) 327-7637
Hillcrest Station (93306)	Pam Smith	(661) 979-5854
Brundage Station (93307)	Mabel Bullis	(661) 496-5679
Brundage Station Alternate	Emma Gonzalez	(661) 834-8658
Dole Court (93308)	Mike Towery	(661) 862-8033
Dole Court Alternate	Gina Garcia	(661) 809-8016
Stockdale Station (93309)	Randy Courson	(661) 381-0798
Stockdale Station (93309)	John Ortega	(661) 809-8140
Camino Media (93311/13)	Mike Meza	(805) 664-7014
Camino Media Alternate	Teresa Ortega	(661) 201-3086
Mojave (93501)	Vacant	
California City (93504)	Paula Hogg	(760) 373-8963
Edwards AF Base (93526)	Larry Beem	(661) 949-2280
Tehachapi (93561)	Mary Morphis	(661) 822-6614
Trona (93562)	Vacant	
Boron (93516)	Paula Hogg	(760) 373-8963

Branch 782 Website

www.782nalc.com

Rick Plummer

webmaster@www.782nalc.com



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ADDRESS SERVICE REQUESTED

**General Meeting
Tuesday
September 23, 2008
7:30 p.m.**

**Branch 782 Office
2628 F Street
Bakersfield, CA**

TIME-VALUE MAIL—PLEASE EXPEDITE



In Memorium

Ray Scroggins "Harry" 1941 - 2008

Ray was born August 13, 1941, and raised in Bakersfield CA. He graduated from North High in 1959. He served two years in the Army. He retired from the Postal Service after 38 years. He is survived by his wife of 36 years Nancy; and son, Jeffrey, both of Bakersfield. Services are Friday September 19, 2008 at 11:30 a.m. at Bethany Luthern Church, 900 Day St.

And now, for just a tiny bit of the rest of Ray's story as a Letter Carrier for thirty-eight years...

For quite some time, Ray used to share his lunch time with fellow Letter Carriers Paul Shaw, Mike Towery, and Dicie Wilder at the Jack-in-the-Box on Olive Drive. They probably used to remind him that his official nickname was "Turtle". His response would probably be that he felt that he was just being "Consistent"!

And, that is what he was!

When Robert Nichols (Ray's former Dole Court supervisor, and now station manager at Bakersfield's South Station) shared the news about Ray's death with Basil Zuniga, he seemed genuinely saddened. That—in itself—is a testament to Ray.

Ray always seemed to be willing to smile. He was a friend to everyone and everyone wanted to be his friend.

As a Letter Carrier, Ray was meticulous and methodical. He embodied the notion of being a "professional Carrier". Although a former Postmaster named Andy tried to make Ray a personal project in the latter part of Ray's career and subjected him to intense scrutiny and observation, Ray just went about doing his job. And (although it certainly couldn't have been very much fun), Ray consistently just did what he did—he delivered the mail safely, efficiently and professionally.

He outlasted that Postmaster who himself (for entirely different reasons involving another Carrier he had "targeted") went out on a stress retirement. Ray then went on to finish out his career on Route 821 with considerably less stress and got to work out in his workshop on those old Fords and Chryslers in the back lot.

His life didn't really slow down after retirement until he was diagnosed about three weeks before his death with Scleroderma. Scleroderma is an autoimmune disease of the connective tissue and is a chronic condition that causes inflammation and thickening of the skin and internal organs.. The cause is not known.