

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



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Being ignorant about your Rights CAN have consequences

by Bryan Rubner, President
NALC Branch 231

You may have heard the term “Investigative Interview” at some point in your career. Chances are that you probably have been involved in one at one time or another. An Investigative Interview occurs when management brings you into the office in a private setting. There may be or may not be a Union Steward in the office. The purpose of one of these meetings is to ask you questions concerning an issue, and then determine — from your replies — whether or not you should be disciplined.

The first thing you should know is that you are entitled to Union Representation. Management has to provide you a Steward. If more than one is available, management has the right to decide which is used. There is no provision for an employee to dictate their preference in Stewards. *IF THERE'S NOT A STEWARD IN THE ROOM, IT IS STRONGLY SUGGESTED THAT YOU REQUEST ONE.*

All you have to say is, “I would like to have a Union Representative before I answer any questions.” This is referred to as Weingarten Rights. Weingarten Rights are very powerful. However, without representation, chances are that management will be able to stick discipline on you.

Something often occurs when management issues discipline. They charge you with a specific violation and then go further than that and state in the language that, during your interview, you agreed that you were wrong. Most times you never agreed to anything. *THIS IS WHERE THE STEWARD'S NOTES WILL RELIEVE YOU OF THE DISCIPLINE THROUGH THE GRIEVANCE PROCEDURE.*

Two recent examples of this kind of tactic by management follow. In the first example: During an investigative interview, management asked a Carrier who'd had an accident, if there was anything that he could have done

Continued on next page..

differently to avoid the accident. The Carrier — who did not have representation present at the time — stated that he could have possibly avoided the accident if he had been going slower.

Fortunately for this Carrier, he was questioned during a telecom that I was overhearing at the time. My first thought was, “They are going to twist this around and turn it on this Carrier.” Sure enough, when the Carrier received discipline, the discipline stated: “During your investigative interview you stated that you were going too fast.”

Now, go back a few sentences and read this all over again. A good representative would have murdered this discipline. The fact is that the Carrier only stated that he could have gone slower. He **DID NOT STATE** that he was going too fast!

I handled the grievance at the second step of the grievance procedure. *And, because I'd overheard the telecom, I had the discipline overturned when I foiled their tactic.* The management representative was baffled when I explained to him that because the Carrier stated he may have been able to avoid the accident by slowing down is *NOT* stating that he is going too fast.

Perhaps the speed limit is 65 MPH and the weather is bad. Perhaps you're travelling 40 MPH and end up in a collision when the car in front of you suddenly brakes and veers into your lane while sliding. Obviously, if you had been going slower you may have avoided the accident; however, that doesn't mean you were speeding. You were already being cautious by going 40 MPH.

In a second instance, a Carrier was brought in for an investigative interview. In the notice of discipline, it was stated that “during your investigative interview you were asked about extending your break. You offered nothing to mitigate the discipline.”

In fact, though, the Carrier was *NEVER* asked any questions about breaks or anything of such during the investigation. *The Steward's notes clearly showed that he was never asked any questions and the discipline was overturned.*

Union involvement is important! Your representatives are trained to handle these situations and are your best defense in one way or another. Don't expect the Steward to answer all the questions for you. That's not their job. A good Steward will interject when needed and will take clear and precise notes.

One last thing about Investigative Interviews that is important: STICK TO A SIMPLE RESPONSE OF “YES” OR “NO”.

Don't elaborate on your answer. This is where a lot of Carrier “open their mouth” so to speak. **Never admit any guilt.** Just say “No” and deny it if it didn't happen. For instance, if you are asked about scanning for instance, state that you scanned it and leave it at that! Too many times, I have been a participant as a Steward at an Investigative Interview in which the Carrier says something along the lines of, “Yes, I scanned it. Well, at least I think I did... I'm pretty sure I scanned it... Maybe I missed it, but I think I got it”.

Don't leave them with an opening to exploit.

The last thing to remember is that the purpose of an Investigative Interview, is to discipline you — Plain and Simple. No matter how fast you are or how much the Supervisor likes you, most times discipline is usually being mandated from higher up, and the Supervisor is going to get in trouble if you don't...

Article courtesy of the Cedar Rapids, Iowa NALC Branch 373 *Eastern Iowa Reporter* published in March 2019

snippets

Here are excerpts from a number of articles from various NALC newsletters from all over the country. Your knowledge can lead to better informed decisions...

“OVER 100 HOURS IN A WEEK”?

by Ernie Arrañaga, President NALC Branch 193

Unprecedented times for San Jose... City of Innovation and Technology, the tenth largest city in the U.S., and yet for the Letter Carrier, a city in crisis! This past year Carriers in San Jose and the Associated Offices (AO's) — Campbell, Gilroy, Los Gatos, Milpitas, Morgan Hill, and Saratoga, had to endure so much sacrifice during these unprecedented times.

Due to staffing issues that have plagued the City of San Jose for years now **and with no CCA's**, twenty five (25) Letter Carriers from other parts of California and Hawaii had to be flown in during the holiday season to provide assistance to get the mail/ parcels delivered, and to offer relief to Carriers who are forced to work an obscene amount of overtime - 80 plus hours a week. In fact, there are Carriers in the city who I believe, have gone where no Carrier has gone before. **And that's when they worked over 100 hours in a week.**

**YES, YOU READ THAT RIGHT,
“OVER 100 HOURS IN A WEEK”.**

As such, we found out that their total hours could not be inputted into TACS, because TACS only allows up to 99.99 hours per week. More than likely when TACS system was written, it was probably a given that they never expected Carriers to work more than 99.99 hours in a week. *So much for that!*

Shout out to the twenty-five letter Carriers from other parts of California and Hawaii who volunteered to fly in and work in San Jose during the holiday season. We are deeply grateful.

Excerpt courtesy of the San Jose, California NALC Branch 193 *Bulletin* published in November, December 2018, January 2019

2019 Wallet Size Calendar

**Pay Period Guide
for 2019**

Keep track of
2019 Pay Dates
and Holidays with
this handy calendar.
Save the portion at right
to record leave time used
and overtime worked

NOTE: The 2019 leave year begins January 5, 2019
and ends on January 3, 2020.

2019 Pay Period Inclusive Dates				
Pay Period	Begins	Ends	Pay Date	Holiday
1	12/22	1/4	1/11	12/25 & 1/1 (Tues)
2	1/5	1/18	1/25	
3	1/19	2/1	2/8	1/21 (Mon)
4	2/2	2/15	2/22	
5	2/16	3/1	3/8	2/18 (Mon)
6	3/2	3/15	3/22	
7	3/16	3/29	4/5	
8	3/30	4/12	4/19	
9	4/13	4/26	5/3	
10	4/27	5/10	5/17	
11	5/11	5/24	5/31	
12	5/25	6/7	6/14	5/27 (Mon)
13	6/8	6/21	6/28	
14	6/22	7/5	7/12	7/4 (Thur)
15	7/6	7/19	7/26	
16	7/20	8/2	8/9	
17	8/3	8/16	8/23	
18	8/17	8/30	9/6	
19	8/31	9/13	9/20	9/2 (Mon)
20	9/14	9/27	10/4	
21	9/28	10/11	10/18	
22	10/12	10/25	11/1	10/14 (Mon)
23	10/26	11/8	11/15	
24	11/9	11/22	11/29	11/11 (Mon)
25	11/23	12/6	12/13	11/28 (Thur)
26	12/7	12/20	12/27	

This calendar guide is great to have around. Carriers know all too well there are times, for whatever reason, management will mess up your pay check! So, the next time you ask management to correct your pay check they won't be able to act as if you are talking in a foreign language. You will have all the necessary dates. This calendar shows exactly which Begin Date and Ending Date corresponds with each pay period in question. It also identifies which holiday goes with each pay period. It would be wise to laminate it and carry it with you.

Excerpt courtesy of the Houston, Texas NALC Branch 283 *Houston Letter Carrier* published in February 2019

Michele Seela — after 28 ½ years of service — is going to retire!!



Mailing in her retirement papers...

In this next phase of her life, Michele will be able to go and visit family and friends that are spread out across the country. And, she is also looking forward to doing a little bit of relaxing!

She says that she does not see herself not working and will probably work part-time, but she is “ready to do something new”.

Michele is going to miss her customers and fellow co-workers so, so much! But, she says that she is not going to miss the micro-managing or all the extra work that we are to do now in less time.

Scanning parcels, having to retrieve the mail for casing that the clerks used to bring to our cases, 10 minute stand-ups every morning, all the added scanning that we do while still expected to make our office time have made the job very stressful and it has been taking its toll on her.

Michele grew up in a small town called Mendota in California. She started working in the fields in the San Joaquin Valley when she was fourteen years old. She remembers when the field workers went on strike and she was mad because she wanted to go to work and make money.

But, she did not know then that the strike was led by Caesar Chavez and the United Farm Workers. Looking back now she understands that it was all for a good cause.

One of her jobs in the fields was working on the conveyor belt picking tomatoes. The laborers had to pick out sticks and debris that came by them, and they would see snakes and rats — but she would step back and let those pass by her.

She traveled with migrant workers all over picking fruit. She said that she loved it and met so many interesting people. They started picking in Sacramento then went to the Columbia River in Oregon. It was then on to the Flathead in Montana (where

she learned to water ski), and more crops to pick in Wenatchee, Washington. Eventually, her family moved to Trona.

It was when Michele started taking classes at Cerro Coso Community College that she took a career assessment test. The results showed the number one pick for Michelle would be accounting.

The second best possibility was becoming a mail carrier.

But, even before having this information presented to her, she had already taken the written test for the post office. Never contacted, it had been so long ago that she forgotten about it.

In 1990 Michele got a call-in notice for the Ridgecrest office. She had to go to Lancaster for her driving test. She drove her own car during the test; and, as she recalled, it was *hot* and she had her windows down. When she was on the freeway, some trash blew out which distracted her a bit. Next, while still a little agitated by what had happened, she had to parallel park in downtown Lancaster. She couldn't do it and ended up failing the test.

Thinking that her postal career was not going to happen, she was surprised when she got a call in notice for Trona. *She was shocked because she could not believe that the post office would still consider her after she failed her driving test in Lancaster.*

Postmaster Gilbert Barker interviewed her and two others. Gilbert called Michele later and told her that the first pick person failed the driving. The second was someone from Mojave who turned Trona down because he did not want to commute. As Michele recalls, “I was the ‘bottom of the barrel.’”

THEN, SHE STILL HAD TO PASS THAT DANG DRIVING TEST..

She had to go to Van Nuys for her training. She had an old standard (non-automatic transmission) pick up truck that she drove down there that she had never driven in the city. But, she made it. She said she felt alone and terrified when she was in Van Nuys!

Michele was in class when someone came and informed her it was time to take her driving test. She had to drive over to another building for the driving test; but, when she went to leave the room, she discovered that she had locked her keys in her truck! Michelle was nearly in tears because she was so upset. A maintenance person saw her and helped her get into her truck.

The good news is that Michele passed her test and became a Carrier in September 1990. She worked at the Trona office for three years as a PTF before she transferred to Ridgecrest (where

STAND AND DELIVER



Photo By LINDA SAPPINGTON

RAIN, SLEET, OR HEAT: Keeping herself cool is a trick, says local postal carrier Michele Blanco, delivering mail in the 300 block of Peg Street despite triple-digit temperatures Monday afternoon. "It's the hat, a wet scarf around the neck,

and I just keep moving," said Blanco. "Sprinklers also help, but not many people water during mid-day." Blanco has walked her route through rain, sleet and snow for eight years.

July - 1998

This picture and caption were cut out of the local newspaper and are courtesy of the *Ridgecrest Daily Independent*

Trona Postmaster Gilbert Barker had transferred to as well). Her local seniority date in Ridgecrest was September 18, 1993.

Michele was a PTF for five years before she made Regular on Route 13 — an all-walking assignment at that time.

Delivering mail has always made Michele happy. She said that she has loved the feeling of loading her truck up in the morning and coming back at the end of the day with everything delivered knowing that *SHE* did that. She said it just felt good!

She always tried to do her best for customers and do a job she could be proud of. She could never understand people who are so grumpy every day when they come to work. She feels that it is important to have a good attitude and do the best that you can.

Michele remembers one day in Trona when it was snowing. (The fact that Michelle delivered mail in the snow in Trona is something that not very many people can say they have done!)

The roads were so slick that she had to drive down the middle of the road with her flashers on. She stopped at her sister's for lunch and called the office to describe the conditions she was facing. Gilbert told her to finish her lunch and come back in because he was sending her home. She still had to make her way back to Ridgecrest where she lived and he wanted her home safely.

Michele is full of fun stories. She recalled delivering a certified letter to a man who came to the door *naked*. After Michele told him why she was at the door, he decided to go put a shirt on...

When she was a PTF in Ridgecrest there was a drop in volume for a short time. So, to give the PTF's some hours, management had them come in and clean the office. There was some very old equipment that had been brought to Ridgecrest from another office; and, in a drawer, Michele found a certified letter *that was dated before she was born*.

Michele also remembers clip-on ashtrays at the Carriers' cases and points out that, "*Some* of the changes at the Post Office have been good..."



She will always be a big fan of the NALC Food Drive and will be volunteering to help and says, "No one will keep me away!!!" To the CCA's she would like to remind them that there is **no** such thing as a dumb question, "So, ask away!!!"

We all will miss Michele and her happy face every day, but we are wishing her all the best. If we don't see you around all the time, we **WILL** see you at the Food Drive!

SECOND SATURDAY IN MAY



LYNNEL HOWELL
Ridgecrest (93555) Shop Steward

GREED OVER ETHICS.....PARTY OVER COUNTRY

“Politics is the gentle art of getting votes from the poor and campaign funds from the rich, promising to protect each from the other”.

Oscar Ameringer

“We hang petty thieves and appoint great ones to public office.”

Aesop

“Power does not corrupt men; Fools however, if they get into a position of power, corrupt power.”

George Bernard Shaw

“A patriot must always be ready to defend his country against his government.”

Edward Abbey

“A government for protecting business only, is but a carcass and soon falls by it's own corruption and decay.”

Amos Bronson Alcott

“There is a long American tradition of suspicion of concentrated economic power because of its tendency to corrupt government and turn it from a democracy into a Plutocracy.”

Zephyr Teachout

That the chief villains of the 2008 meltdown (from which 90% of Americans have not recovered) have not been prosecuted, is itself a form of corruption.”

“American politicians don't represent “THE PEOPLE.” With a few honorable exceptions, they represent the 1%. American Democracy is being corrupted out of existence. “

“Today's public figures can no longer write their own speeches or books, and there is some evidence that they can't read them either.”

Gore Vidal

The Greek philosopher Epicurus said, “Wealth consists not in having great possessions, but in having few wants.” Parents teach their children the difference between wants and needs. At first, the child says he “needs” everything (toys, candy, etc.). After a while the child realizes that most of the things he says he “needs” are actually “wants.” So it is with adults. Not having a balanced perspective on our wants and needs gives us a skewed perception of the material world. When you need something bad enough you are likely to do anything to get it, which is a recipe for ethical disaster. If you live your life in a frantic quest for your “wants” you will never be satisfied. You will miss out on all that life has to offer, and you will make mistakes along the way. Don't let your wants drive your ethical decisions.

Mark S. Putnam

“Those who are too smart to engage in politics are punished by being governed by those who are dumber.”

Plato

“Democracy belongs to those who exercise it.”

Bill Moyers

“What's right and good doesn't come naturally. You have to stand up and fight for itas if the cause depends on you, because it does.”

Bill Moyers

“A government that robs Peter to pay Paul, can always depend on the support of Paul.”

George Bernard Shaw

“Power does not alter a mans character, it merely reveals it.”

Carlos Fuentes

“To oppose corruption in government is the highest obligation of patriotism.”

G. Edward Griffin

“Experience hath shewn that even under the best forms of government those entrusted with power have, in time and by slow operations, perverted it into Tyranny.”

Thomas Jefferson

“If ever a time should come, when vain and aspiring men shall possess the highest seats of Government, our country will stand in need of it's experienced patriots to prevent it's ruin.”

Samuel Adams

“Patriotism does not mean, only to defend the borders, but also to recognize and accept the Constitutional Supremacy, Respect of Law, and duty to protect individual's life and property, that patriotism comes in the context, any refusal from this aspect is openly National Treason.”

Ehsan Sehgal

“Patriotism means to stand by the people, NOT to stand by the party.”

Sumit Agarwal

“Patriotism of many is.....a voice and nothing more.....a spirit of money-making has eaten up our patriotism. Our morals are more depreciated than our currency.”

David Ramsay

MARK RAMIREZ

Retired Letter Carrier
Health Benefit Plan/Mutual Benefit
Association Representative
The Golden Empire Branch 782

2019 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

* Call for approvals Organ Transplants, DME Surgeries
InPatient

How do you find NALC/CIGNA (PPO) (OAP) Providers and Pharmacies?

Go to NALC.ORG.

Under "Member Benefits"
NALC Health Benefit Plan,

Click on HBP Website (Center of Page)

Under Quick links,

Click on "Locate Network Retail Pharmacy" -
or CIGNA.

Click on Healthcare (OAP) Online Provider Directory

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.

We **DO** have a Dental Discount Program!
Call Mark Ramirez for details...

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

‘Ridiculousness’

by Ray Cano, Parlier Shop Steward
NALC Branch 231

“A DOG NAMED ROVER HAS BEEN REPORTED IN YOUR AREA. [According to my scanner (IMD) anyway.] AND HIS NAME IS ‘BEAR’”.

That is what I have to hear as I approach a certain street on my route. As I get closer to several addresses that are known to have dogs, the IMD tells me, “MULTIPLE HAZARD ALERTS HAVE BEEN REPORTED IN YOUR AREA”.

I hit the “ESC” key, deliver to another address and — *once again* — I hear the same warning.

I find it weird that it only warns me about “ROVER” at the beginning of the street. But, the point is that in addition to being annoying it is so time consuming to continually have to clear the warnings. *AND*, it is even *MORE* nerve wracking when it pops up in the middle of delivering a Certified letter!

Now, on the one hand, it’s nice to see the Postal Service using technology for something that is in the best interest of a Carrier’s safety versus something oppressive — but nevertheless, I still find it a little ANNOYING.

It seems to me maybe upper management has realized how over-paid lower level management is and is apparently on a mission to find more for them to do.

The Postal Service spends approximately somewhere north of \$100 Grand (when benefits are factored in) to keep an average manager employed. In my humble opinion (from what I’ve seen managers doing) they are *NOT* worth that amount.

Over the years, I have witnessed Postmasters doing a variety of things which have no effect on the processing and delivery of the mail. Things that range from wandering around the office *or* aimlessly staring blankly at their computer screen while pretending to read *or* being so sound asleep at their desk that they couldn’t be awoken to answer a question related to the delivery of the mail... Yes. Yes and Yes.

I have also seen and heard managers spending inordinate amounts of time laughing out loud on the phone. I seriously doubt there is that much comedy involved in the management of an office or station; although, it is comedic in a sad way to see the kinds of people who get placed or promoted to those positions.

So, either because their bosses have tasked them with it, or because they don’t actually have enough to do, management has taken to using their “RIMjobs” program to monitor our locations and movements throughout the day. They must think it’s really cool, like a little kid who just discovered Fortnite. Probably just as addicting to them, too.

At one point, I was questioned about why I was spending extra time at a certain location that wasn’t my designated break spot or why I was driving in circles in a certain area.

I guess their “RIMjobs” program is too stupid to factor in those parcels delivered in close proximity or the 32 Certified delivered on four adjacent streets! And they get mad or upset when I answer with, “I was delivering mail” or “I was doing my job”.

Every month when I receive our national NALC magazine — *The Postal Record* — I go straight to the Branch Items. There, it appears, the same old BS that is happening all across the country! From Alaska to Maine, and every point in between, it’s business as usual.

It’s almost as if management, from the bottom to the TOP, lives in an impenetrable bubble (*Yes, I’m referring to you, PMG and MIT graduate, Ms. Brennan*).

If you go to GLASSDOOR.COM (just one example), you can endlessly scroll through comment after comment after comment from current but mostly former employees as to why the Postal Service is a horrible place to work or why they quit. The complaints are basically ALL similar: **Management IS the problem!**

Sure, the job can be physically challenging and even gruelling at times; but, **IT IS MANAGEMENT AND ALL THEIR IDIOTCY THAT MAKES IT ABSOLUTELY UNBEARABLE!**

That is why I ask myself, how could they not be aware of this??

Because, if they are aware of how low morale is, why are they not making any effort to change the culture? Instead, it appears they ENCOURAGE it. I can’t decide if that’s insane or just some form of ridiculousness.

HAPPY NEW YEAR TO ALL ...and may 2019 bring us better management!

Article courtesy of the Fresno, California NALC Branch 231
Postman’s View published in January 2019

“Out tHeRe”



The 44 Caliber Littleton A Mess! Labor Charges Filed!

Furious would be an understatement in describing President Dan Yianakopolos, after he reviewed a grievance that is being filed in the Littleton facility. Yankee stated, "You have got to be kidding me! The facility does not have supervisors in charge. Clerks are approving and returning 3996's to carriers?" Yankee went on to describe that there are no emergency numbers for letter carriers to call when they are injured in the facility. They are forced to call the office where clerks make an effort to contact someone. It also appears that there are no accident forms in the facility. When a letter carrier had an accident they were handed a blank sheet of paper from a clerk, and told to make a statement. It then took 22 days before management requested an accident report to be filled out by the carrier. Management never went out in a timely manner to investigate the incident and then never went out to check on the letter carrier, in fact the first letter carrier contact was made by a clerk in the facility. They do not even have a time stamp camera. Management has refused to release all the information needed in this case. A grievance and labor charge have been filed. In the PDI the steward involved stated that he asked the postmaster if he notified the branch president as outlined in article 41. The postmaster stated, "We don't do that up here, we just notify the

district." One anonymous source stated, "Don't bother showing up on a Saturday for an inquiry or to see a supervisor, because there is no manager in the facility!" Yankee further stated, "It appears they are running their own post office in Littleton."

**"We don't do that up here,
we just notify the District."
Postmaster Littleton**

He also reviewed grievance exhibits in the case and told the Caliber that grievances had to be filed for scheduling employees, failing to pay employees at the proper rate of pay and even providing employees with form 1767 (Safety Hazard Forms) and returning them. Yankee stated, "Littleton is a Mess!" Yankee ordered Pete Prunier the "Roving Steward" to file a labor charge with the NLRB for failure to release information to defend his letter carrier.

3/17/2019



* Designed by TownMapsUSA.com

44 Caliber unit poster courtesy of Manchester, New Hampshire NALC Branch 44. Published March 17, 2019

And? A little more 'Ridiculousness'...

I've Got Your Back

by Jerry Lonergan, Legislative
NALC Branch 2008

When I was a kid my cousin married a guy who had 17 brothers and sisters. While Tommy's family was obviously good Catholics, they were far from the large families depicted on reality television shows like *19 Kids and Counting* or *Jon and Kate Plus 8*.

The Kirschbaum siblings were rough and tumble and if you got into a fight with one of them, you wound up getting your butt kicked by several of them. They stuck together.

Recently, the teachers' union in Los Angeles settled on a contract after a six-day strike. Gains were made in limiting class size; having a nurse on duty at every school; additional librarians and counselors; and, a 6% raise. The LA teachers were successful in part because their cause was just and they had support from other unions.

The job of a teacher is not an easy one and I can tell you firsthand because I'm married to one! As much as I enjoy teasing her about the time off she gets, I know better. She works hard and cares a great deal about her students.

When I clock out for the day, I'm done with the Post Office until my next scheduled workday. After dinner, you can find me on the couch reading or watching sports or *Seinfeld* reruns on TV while my wife is sitting at the dining room table on her laptop grading papers or preparing lesson plans.

Due to the salaries they earn, some teachers get jobs in the summer while others take courses to keep up their certifications. About two weeks before the new school year begins, you can find a lot of them in Staples or Office Depot buying supplies for their classrooms out of their own pockets.

I've been to quite a few rallies with the teachers' union to support issues important to them and they have reciprocated and come out in support of letter carriers when needed.

As I write this, hundreds of thousands of government employees are preparing to return to work after a 35-day shutdown. A three week extension has been passed to allow legislators more time to work out a deal to avoid the hardship these workers and their families had to endure trying to pay bills and put food on the table.

Sara Nelson, the International President of the Association of Flight Attendants, and good friend of the NALC, made an impassioned speech before the Executive Council of the AFL-CIO in which she called for a general strike among airline workers. Sara

cited that aviation safety had been compromised as a result of the shutdown since air traffic controllers and TSA agents that were working without pay were dealing with the additional stress of trying to pay their bills and put gas in the car to get to work. It was affecting their job performance and, in turn, put public safety at risk.

At our convention in Detroit last year, Sara gave a speech about **the importance of labor unions sticking together** — that we were the last line of defense protecting the middle class. She asked the delegates to look to their left and then to their right, and then behind them. She told us to repeat after her and tell the people around us, "I've got your back."

Sara assured us that whatever fight the NALC was in, she and the flight attendants' union had our back (just like the Kirschbaums). True to her word, when we held the nationwide rallies on October 8th of last year to fight privatization of the USPS, Sara was there proudly wearing her "US Mail is Not for Sale" t-shirt. I know because she sent me a photo of herself with members of the APWU.

Nobody will ever get rich being a Letter Carrier, teacher, or flight attendant. We only ask for a fair day's pay for a fair day's work and to be treated with dignity and respect for the jobs that we do, that we can have healthcare and a secure retirement and the hope that our children will do better than we did. It's because of the union that we enjoy good pay and benefits and the protection of a contract. There are those out there who take this for granted; but, I can assure you they would be the first ones crying if we were to lose what we have.



The February *POSTAL RECORD* is dedicated to all those Letter Carriers that contribute to the Letter Carrier Political Fund. The LCPF is voluntary and helps us protect our wages and benefits, retirements and working conditions. I urge you to donate to ensure that we keep what we have. We've gotten numerous raises and COLAs this last contract and **EVERY Letter Carrier can afford \$5 a paycheck**. I can help you sign up, however it cannot be done on the clock or on postal property. I hope to see a substantial increase in donors in next February's *Postal Record*!

Article courtesy of the Tarpon Springs, Florida NALC Branch 2008
Suncoast Letter Carrier's Update published in February 2019

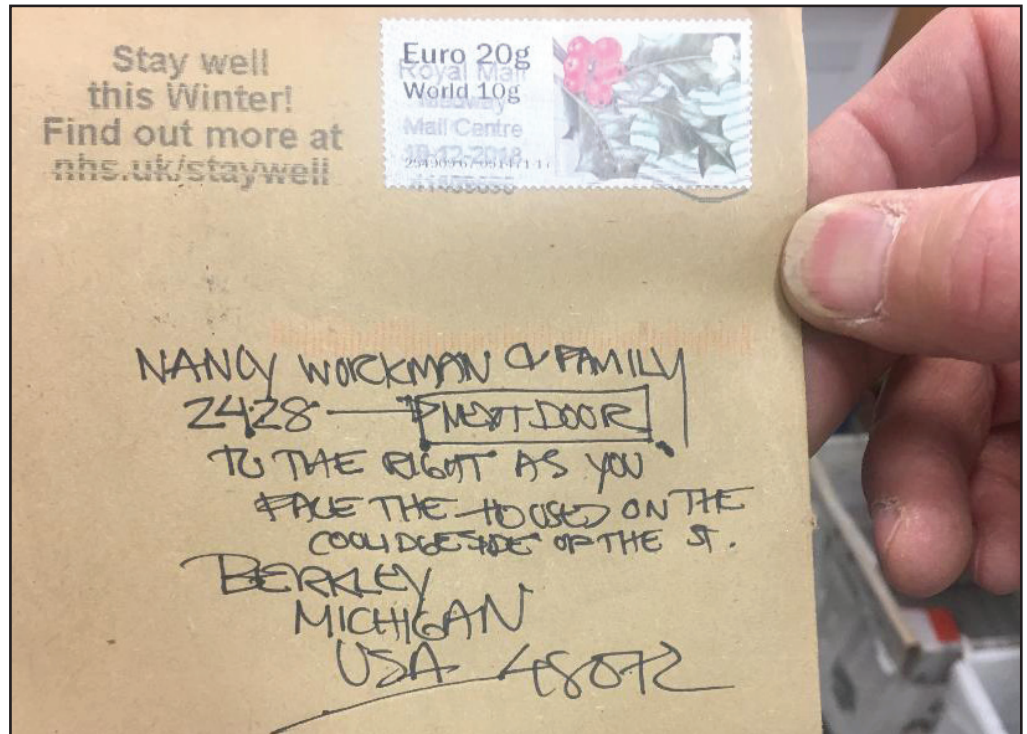
Twenty-eight years ago, Rockie McDonald started delivering in Berkley, Michigan. He is a familiar face to most current and past residents of that small community. He's watched many families come and go over the years and remembers most of them.

by Jonathan McCaffrey, NALC Branch 3126 Royal Oak Alternate Shop Steward

THAT came in handy this past holiday season!

An envelope addressed to "Nancy Workman & Family" arrived at the post office. The address on the envelope was "2428" with directions stating "Nextdoor to the right as you face the house on the Coolidge side of the St." No street name. No return address. Mailed from the United Kingdom.

Somehow, it made its way to Rockie. He knew **EXACTLY** who it was for and who it was from.



Another example of a Letter Carrier going above and beyond for his customers. **WAY TO GO, Rockie!**

About a week before Christmas, I was sitting in my postal vehicle waiting for 4:30 so I could empty a blue box at Meijer. A man started walking towards me wearing a safety vest and outside attire. (Because of the location of this box, I park on the sidewalk because it makes the most sense.) I assumed this guy was going to tell me to move.

He motions for me to roll down my window.

ME: "Can I help you?" **HIM:** "Oh, I don't need anything. It's just that I can't walk past a postal employee without doing this..." He proceeds to reach into my vehicle and pat me on the back.

HIM: "Thanks, Man!! You guys have a hard job!! **I REALLY APPRECIATE YOU!!!**"

WE ROCKED THIS HOLIDAY SEASON!! You got a pat on the back from this guy **and** me!!!

Article courtesy of the Madison Heights, Michigan NALC Branch 3126 *New Vision* published in February 2019

Ask customers who the Postmaster is. They probably won't know. Ask them the name of your station manager. They'll draw a blank. BUT, if you ask them who their Carrier is, they'll probably know...

Editor-guy Note: This is a pretty well-written article. I first read Part 1 in November 2018. Somehow, I missed seeing Part 2 until I saw it reprinted in another NALC newsletter. Thank you, Branch 373 Editor John Pfiffner!! You done good!!!

The View from the Country Club

The Mailman

by Dave Mayou, NALC Branch 114
Mount Royal Shop Steward

I am a mailman — Ok, the correct term is “Letter Carrier”. But, most of the people on my route call me the mailman. I know some female Letter Carriers who get upset being called the “mailman”. Others could care less.

Mailman or Letter Carrier, we all know what we’re talking about. That’s one of the best things about being a mailman: everyone knows what we do. It’s not one of those jobs where, like Chandler on the show *Friends*, no one has even a minor understanding as to what you do. Mailmen don’t sit behind desks manipulating numbers. Mailmen deliver mail!

I (along with most of the people I work with) never planned to be a mailman. When I took the aptitude tests back in high school I don’t ever recall seeing “Postal Worker” as one of my career options.

I came to the post office as many have come before—by accident. I was working as a substitute teacher in the Twin Cities when I saw an ad in the paper that said something to the effect of: Good paying jobs in the USPS. Thousands needed in Duluth, MN. Apply today!

The jobs that the USPS was advertng were for something called a “Remote Encoding Center”, or REC for short. It was 1995 and the USPS was just moving into the phase of automated mail sortation with Optical Character Recognition (OCR) technology.

Basically, the job entailed sitting at a computer screen and typing in the address of a mail piece which was displayed on a computer terminal. Back in those days the technology couldn’t read many of the mail pieces that were sent. To put it even more basic: I was applying for a job where I was helping a computer that couldn’t read grandma’s shaky handwriting. I got the job.

There are a few mailmen who always wanted to be mailmen. They are a special breed. Many of them start with a newspaper route. Then they move up to pizza delivery. The coup de gras is to work for the USPS. That wasn’t me. I planned to work at the USPS until I got a gig as an elementary teacher. I’d spent all that money for a degree and I figured I had better at least use said degree!

So, that was 23 years ago that I took the job at the REC. I’m still here. And now I’m a mailman. Where did I go so wrong? Or did I go wrong?

I didn’t really know what a mailman did. The examples on television weren’t helpful: Cliff just hung out in the Cheer’s bar; Mr. Mcfeely just seemed to hang out in Mr. Roger’s house; Newman spent his time figuring out how not to work and how to get Jerry to do his work for him. TV makes it seem like being a mailman was a pretty easy gig.

It isn’t.

There are over 330,000 Letter Carriers. Every one of us has a different story and yet every one of us has a very similar story. We don’t have the glory of some of the other civil servants with ‘man’ at the end of their titles: policeman, fireman, garbageman. But we do provide a service. Sometimes it comes with heroics, but more often than not, it’s just a day where we deliver mail and parcels to homes and businesses across the country. We’re mailmen. People know what we do. Or do they?

Continued next month...

Originally published in the November 2018 Duluth, Minnesota
NALC Branch114 ZENITH BRANCH NEWS

That First Day!

Letter Carriers aren’t born, they’re made.

Okay! Truth be told, most Letter Carriers *are* born. (We all wonder about “that *one* guy” but that’s a story for another time...)

All jobs have a **First Day**. But, I doubt many compare to that of the first day of a City Letter Carrier.

City Letter Carriers aren’t just thrown onto a route without being trained first. (Okay before all you “long-timers” write me letters,

I will say that, in “the old days”, Carriers *WERE* thrown onto routes without any training. But that was then. This is “Now”.)

Carriers go through a lot of training before that **First Day** — orientation, driver training, classroom training and on-the-job training. That being said, there’s still that **First Day** that you’re on your own.

HERE’S HOW IT WENT FOR ME...

I arrived at the post office, put my stuff in my locker and looked for the supervisor. I said: “Hey Judas, (names changed to protect anonymity) what will I be doing today?”

Judas replied: “You’ll be on 12-55, you should know that since you trained on it.” (That’s the equivalent of, “You’ve changed your oil a few times so why don’t you just go ahead and reconstruct your engine.”)

I go over to punch in — which I do as the last person in line as I have to punch in numbers which I don’t really understand, yet. I go to grab my keys for my vehicle and I find an empty cubby.

So, I go back to Judas the supervisor and ask where my keys might be. He gives me a blank stare and turns to the other supervisor, Pandora, who says: “I think that the vehicle is in VMF but I’m not sure.”

I go to the VMF, get the keys and the vehicle. I check it over. It has no gas. It has no gas card.

I go back to the supervisor, who is now staring at a computer screen and using the words you often here after bad golf shots. He says: “No gas card eh? Well here’s my Z card.” I have no idea what a Z card is. He doesn’t explain it. He hands me the Z card and says: “Do you have a PIN?”

I have a PIN for my bank card. Is that what he’s talking about? I figure it must be something different and so I reply: “A PIN? For what?”

“For the gas card,” he says. (Ah, got it!) “No I don’t.” He gets me a PIN and sends me away.

I head to my case for the very first time. I noticed that the other Carriers in the zone are now finishing their casing and getting ready to pull down. I’m thinking this isn’t going to go well...

And it doesn’t.

It takes me two hours to case the route. I have more parcels than Santa. My DPS is easy to find though — as I am the last Carrier to leave the office.

On my way out of the door, Pandora says to me: “It’ll go great on the street. Call at 2:00 and let us know where you are.”

And off I go to the street.

It goes slow. I don’t seem to be near as fast as when I had the trainer with me. I do a swing and forget the flats. I do a swing and forget a parcel. I do a swing and it all goes great. But, it still takes me twice as long as it took during training...

About an hour in and I feel like I’m really starting to get a hang of carrying on my own. I’ve done six swings and it’s 1:30. I take my first break.

At 2:00, I make the call to the post office as Supervisor Pandora had instructed. No answer. I try again at 2:10. No answer. I tried again at 2:30. Line busy...

2:45: I get through. Supervisor Judas asks me where I am. I tell him. His response: “Let me go look at the case to see where you are.” There’s a momentary silence and I hear Judas, under his breath, say, “**Oh, sh**!**” “Keep plugging away,” he says. “We’ll send somebody out to help you.”

He hangs up and my first thought is, “Oh, great! I’m so slow I need help.”

I HAD NO IDEA THAT JUST ABOUT EVERY FIRST DAY CARRIER NEEDS HELP!

As most of us now know, there are days when we *all* need help. It happens. But, on *my First Day*, I had that overwhelming feeling that I may not be right for this job.

That was until “The Cavalry” came to my rescue! Two Carriers came out to me that **First Day** — one a fairly new Carrier called a TE (Transitional Employee) and the other a long-time City Carrier. They both bucked me up, said that I *was* doing a great job. They told me that all the dumb things I had done, they too had done, more times than they cared to admit.

They took some mail off me, and told me, “Be safe and hang in there because it gets better.”

And they were right, it got better.

Not every day is a peach. Nor is every day a dud. Most are just somewhere in-between.

At least I — *and each and every single one of us* — only has that ONE **First Day**. It does get better!

Part 2 reprint courtesy of the February 2019 *EASTERN IOWA REPORTER* published by Cedar Rapids, Iowa NALC Branch 373

Their history is also a pa



*Mike Newton is a Branch 782 member who retired in September 2009. This picture was taken a
You may notice that the picture was taken almost 26 years ago. (Some of our current members
Others may not be on the workroom floor any longer. Many have retired. A few others h*

Front Row: Ron Klinchuck, Randy Courson (Seniority Date of 31 JUL 1978 is currently the #1 Bakersfield Carrier), Bobby Cruz, Gil Dhilloman, Doug Shinn, Postmaster Art Ornelas, Paul McCarthy, Allen Connor, Tony Zaragoza, Larry Zarr

Row 2: Gail Grasse, Frank Arrambula, Jr., Sunny Chunha, Susie Chow, Marsha Unknown surname, Tammy Huggins, Elsie Flores, Rosemary Arauza, Diane Diaz, Tina Light, Alma Kirby, Tanya Courson, Patty Russell

part of your history, too...



few years before that. He has donated a copy which will be on the wall at the Branch Office. (Some of these faces might not have even been born in June 1993.) You may recognize some of these faces. Some have moved away or even passed away. Life happens at every unit — even yours....

Row 3: Elaine Harbour, Richard Lee, Terri Perez, Ray Franey, Linda Unknown surname, Conrad Castrovrde, George Perez, Sharold McBride, “CeCe” Hernandez, Gary Hefley, Navi Aparacio, Barbara Brendell

Row 4: Jim Parker, Paul Zabala, Phil Krause, Angel Vega, Gary Hemingway, L.C. Webb, John Howlett, John Sudsbury, Michael Newton, Virginia Unknown surname, Lou “Killer” Garvin, Tammy Carlon

Harrington's Corner Chapter 13

Oh boy! If you didn't come out and play in the "Battle of the Stations" 13th Annual bowling tournament on February 17th, you missed out on a true afternoon of fun!

The bowling alley was filled with City Carriers, Clerks, Mail Handlers, Custodians, Maintenance, Rural Carriers, Supervisors, and Postmasters. We had participation from over one hundred and thirty Postal employees from eighteen different units! There were lots of colorful shirts showing the unit pride and team spirit! There were also many family members and friends who came to watch their favorite team take on the challenge of who was the BEST Station.



Thirty teams representing all eight Bakersfield stations and A.O.'s participated. (We had representatives from Shafter, Delano, Taft, and Tehachapi, Arvin, and Santa Clarita.) We even had employees from Pasadena, Porterville, Canoga Park, and Lancaster join us this year.

We were treated with a Hail Storm that passed through Bakersfield during the tournament. But, with DJ DaddyAce pumping out the tunes, everyone still went on with Bowling and dancing.

We gave out a lot of prizes this year!

We gave out Girls Divisions 1st place. Co-Ed Division 1st place and 2nd place, and a 1st Men's division. At the End, overall the Plant had the top 2 bowling teams (Combined points) to take home the trophy as this year's champs — their first time ever. Congrats to them!!!

Our Top Female bowler went to Dole Ct's Diane Ryder for the 3rd time in four years. Prize for the Top Male bowler went to the Plant's Tony Slabach. This was his first time winning it.



Some of our top raffle prizes included 50/50 Drawing that was won by South's Judy Kiyoshi (\$210 buck-a-roos!); four tickets to the Gaslight Meladrama show; and Gift Cards to Lucilles BBQ, Red Lobster, Rob's Bowling Proshop. We had Amazon Echo Spots, Google Homes, and Bluetooth speakers.



AND?? The 2 BIG prizes: a 58-inch 4K Smart T.V. went to 93306 Hillcrest's Roal Alaniz and \$250 Disney card. *MANY* more prizes were given out.

Special thanks go out to Ralph Ramirez, Anita Holderman, DJ Daddy Ace, and Mashell Bridges for all their help and support!

At the tournament, I announced that this would probably be my last time running the Tournament. When I started this Battle of the Stations over fourteen years ago, it was aimed at bringing different crafts together and getting to know your fellow employees outside of work in a POSITIVE atmosphere.



So, next year's tournament will be.....
(Who can answer that question???)

I AM HOPING WE HAVE ONE OF YOU YOUNGSTERS WILLING TO TAKE ON THIS TOURNAMENT AND KEEP THE TRADITION GOING.

Once again, Congratulations to the Plant on winning their First Title!! 215 pictures were taken and many will be seen on the Branch 782 website as soon as possible. *Thank you, Anita!*

Look for them in either the web version of the newsletter or on a special bowling tournament file at this address: WWW.782NALC.COM. Included on the web site is the Battle of the Stations history of top scores through the years, etc.

If you have any comments or suggestions on our Battle of the Stations bowling tournament, feel free to email me at the following address: Jeffharrington@hotmail.com.



"Just Another Day in Paradise"

JEFF HARRINGTON
93308

Battle of the Stations

RESULTS

Chapter 13

Place	Pins	Station	
1st	1939	Plant	Bowling Stones - Tony Slabach, Johnny Martinez, Jason Johnson, O.C. Johnson
2nd	1887	Plant	Pin Pushers - Guillermo David, Chad Tate, Kamal Singh, Jasmine Cruz
3rd	1792	South	B.W.A. - Albert Sanchez, Mike Meza, Cody Gragg, Ralph Ramirez
4th	1750	Dole Ct.	The Unknowns - Brian Shellcross, Jeremy Reed, Rodel Pangaldon, Jeff Harrington
5th	1748	Stockdale	5601 - James Flores, Teresa Garcia, John Hardin, Russ Tweedy
6th	1742	Hillcrest	Royal Pins in the A\$\$ - Roel Alaniz, Valerie Tweedy, Paul Hernandez, Pam Smith
7th	1659	Dole Ct.	Prestige WorldWide - Kevin Vandiver, Shari Sharpe, Glen Ryder, Diane Ryder
8th	1632	South	Second Stringers - Daryl Holderman, John Russo, Jason Boutwell, Neil Kramer
9th	1628	Tehachapi	Mountain Thunder - Michelle Bettes, Rob Brown, Dave Thomas, Bill Lewis
10th	1600	Camino	No Names - Lorena Blanco, Joel Blanco, T.J. Mowrey, Antonio Avery
11th	1589	Stockdale	Who's carrying Who - Andrew Hennessy, Rolando Martinez, Marty Martinez, Francisco Herrera
12th	1494	Mixed	Queen Pins - Sonia Camacho, Lisa Sanchez, Kimmi Gardea, Juanita Lopez
13th	1482	Mixed	Guzzlerz - Rene Anaya, Serina Ornelaz, Cindy Deleon, Jorge Vaquera
14th	1475	Brundage	Four Stooges - Ruben Gonzales, Paul Greenfield, Levi Priz, John Ortega
15th	1429	Dole Ct.	Dos XX - Jorge Beltran, Paul Hernandez, Jennifer Hernandez, Marcy Rodriguez
16th	1404	Shafter	Balls of Thunder 1 - Teresa Suarez, Whitney Moreci, Rebecca Rainbolt, Israel Cedillos
17th	1391	Taft	10 Pin Mafia - Sara Owens, Tina Phillips, Ron Anaya, Paul Pineda
18th	1382	Mixed	Split Endz - Kim Pumphrey, Judy Kiyoshi, Annette Ortega, Sheila Giuntoli
19th	1371	South	Bowling Bad - Octavio Martinez, Jacine Scanlon, Christina Scott, Ton Ped
20th	1365	Dole Ct.	1st Class Diva's - Senia Garriquez, Sandra Rodriguez, Laura Vega, Angie Garcia
21st	1346	Dole Ct.	The Gun Show - David Treto, Todd Pitcher, Dhillon Phareet, Andrew Garcia
22nd	1304	Shafter	Balls of Thunder 2 - Irma Valtierra, Melissa Almaguer, Christy Megia, Carmen Vizzard
23rd	1291	South	Fantastic 4 - Tatia Boone, Julissa Candela, Kelly Martinez, Anthony Collins
24th	1285	Plant	Brew Crew - Dan Williams, Vince Avila, Adrian Rivera, Alfredo Velasco
25th	1258	Downtown	Downtown Clowns - Gene Shebley, Jeri Jimenez, Steve Friedle, Lorraine Clemmons
26th	1254	Dole Ct.	The Revolution - Daniel Villasana, Jose Murphy, Santiago Ornelas, Ray Ponce
27th	1237	Santa Clarita	Jelly's Balls - Carolyn Zorn, David San Agustin, Jellybean Cruz, Carlos Delgado
28th	1193	Camino	Damaged Conditions - Stacey Adams, Jennifer Martin, Denise Deaman, Candice Brown
29th	1080	Brundage	The Pin Pals - Bianca Salinas, Ana Jimenez, Ashley Yoc, Stacy Castillo
30th	1078	Arvin	Butterfics - Butter Rosales, David Velasquez, Christain Rosales, Manuel Alvarenga



Top 10 Female Bowlers

#	Total Pins	Station	Name
1	487	Dole Ct	Diane Ryder
2	475	Camino	Annette Ortega
3	461	Shafter	Christy Megia
4	434	Hillcrest	Valerie Tweedy
5	422	Stockdale	Teresa Garcia
6	412	Hillcrest	Pam Smith
7	410	Brundage	Kimmi Gardea
8	381	Dole Ct	Senia Garriquez
9	380	Dole Ct	Juanita Lopez
10	373	DownTwn	Lorraine Clemmons

Top 10 Male Bowlers

#	Total Pins	Station	Name
1	647	Plant	Tony Slabach
2	605	Tehachapi	Bill Lewis
3	587	Plant	Kamal Singh
4	563	Camino	Antonio Avery
5	557	South	Ralph Ramirez
6	500	Tehachapi	Jorge Vaquera
7	484	Plant	Jason Johnson
8	480	Stockdale	Marty Martinez
9	469	Stockdale	Francisco Herrera
10	456	Brundage	Brian Shellcross



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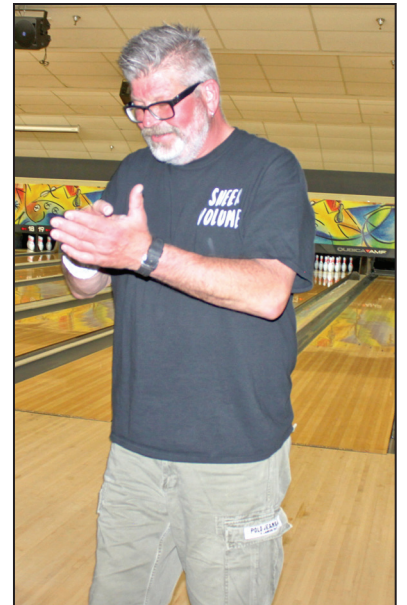
13th Annual Battle of the Stations

February 17, 2019



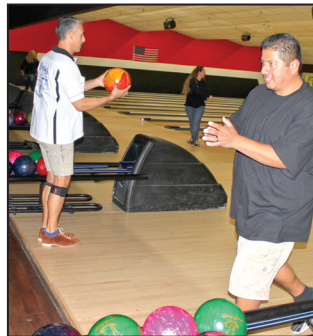


**13th Annual
Battle of the Stations
February 17, 2019**
Continued on next page..





13th Annual Battle of the Stations February 17, 2019



Pictures courtesy of Anita Holderman, NALC Branch 782 Photographer...

"... I announced that this would probably be my last time running the Tournament... I am hoping we have one of you youngsters willing to take on this tournament and keep the tradition going."

— JEFF HARRINGTON —



Ruff

by Bob Knapp, Editor
NALC Branch 238

"Working for the USPS"

(sung to the tune of Home on the Range)



Oh give me a route
Where I'm out and about
Let me walk 15 miles each day
In the rain I'll get wet
In the summer I'll sweat



Dodging dogs
and their
Poop all the way



Chorus:



Working for the USPS
Every day I give it my best



But seldom is heard an
encouraging word

Except when it
comes from a
guest



Oh give me a route
for a body worn out
Let me sit on my butt
all day long



For my shoulders go squawk
And my knees always pop
and the rest of me groans right
along



Chorus:



Working for the USPS

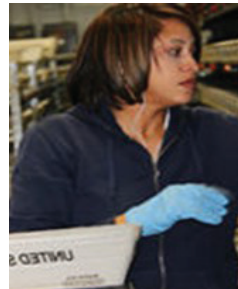
Every day I give it my best



But seldom is heard an
encouraging word
Except when it
comes from a guest



Oh give me some work
As a post office clerk
Daily thousands of
parcels come through



And if
they wonder how
I can still missort now
I will say,
"I am rushed just like you!"

Chorus:



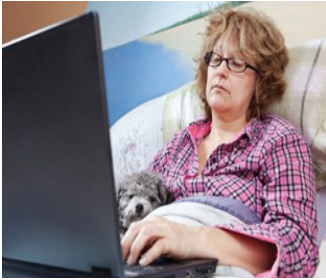
Working for the USPS
Every day I give it my best
But seldom is heard an
encouraging word



Except when it comes from
a guest

*****★ Special Note ★*****

Not only does the USPS provide jobs for its own employees, but a whole passel of home based businesses depend on it too. Here is how one satisfied customer explained the value of the USPS to her.



Oh give me a job
Where I can dress
like a slob
Or stay in my pj's
all day

I buy things for cheap
And then sell them for
steep
And my carrier hauls
them away



Chorus

Thank you, USPS
Every day you help me
de-stress
You take all my clutter
With nary a mutter...



and leave me
a box full of cash



Article courtesy of the Canton, Ohio NALC Branch 238
Branch Reporter published in March 2019.

Thank you, Bob, for your quick reply to my pesky request!!!

Point to Ponder:

Where seldom is heard an encouraging
word...

All of us need a little encouragement every
now & then. Have you ever had a bad day
turn around because some smiled at you, or
told you, "Good job!" or simply said thanks?
I have! It only takes a little encouragement to
improve our outlook on life.

When we are feeling beaten down &
discouraged, we all have a choice to make.
We can act on our feelings & spread
sourness all around. Or we can take the
initiative in being positive & cheerful. It is
likely that we won't be able to cheer up
everyone at once, but you may be surprised at
how little it takes to change the whole
atmosphere around you.

Remember, even a small
candle looks bright in
total darkness. Will you
join me in a conspiracy of
spreading light?



Blessings,
Ruff

Retiree InSight — or another Old Man rant...

by Fred Clark, NALC Branch 231 Director of Retirees

Reading the list of our Branch Officers, it was noticed that over half are over the age of 60! Only one of them could be considered "young". This is not to insult we rickety old fossils. Their dedication to our union is appreciated. We need to encourage young members to step up and become involved. The same old cadre seem to continue to attend Branch financed conventions, workshops, and other junkets. New blood is needed to bring more vitality to enhance our sense of purpose.

Although this is often mentioned, if you are approaching retirement and need some info, feel free to send an e-mail to fredhasgas@gmail.com.

Excerpt from an article from the Fresno, California NALC Branch 231 *Postman's View* published in March 2019.



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.) •

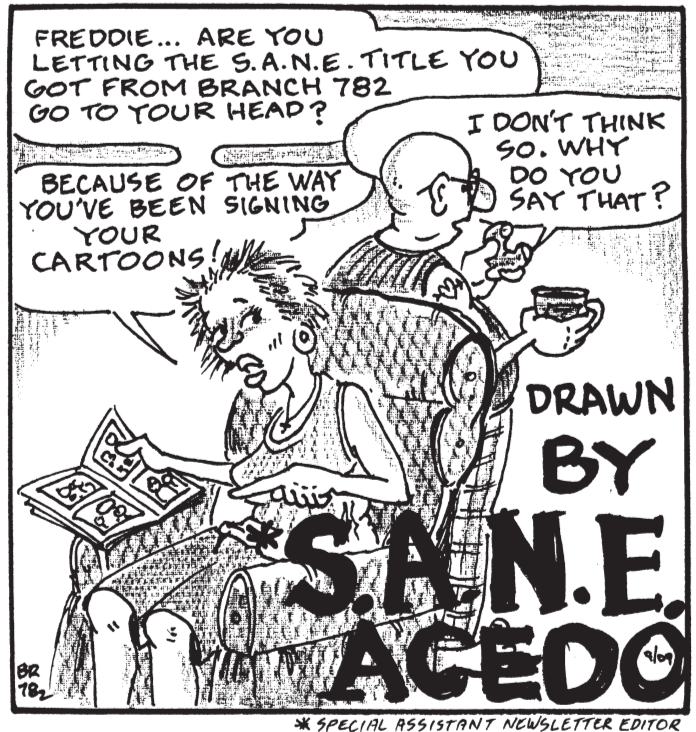
••••• **SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. *500 more cartoons!* •••••

• *When you order, please indicate if you are an NALC Editor!* •

• Please make check payable to Basil Zuniga, Branch 782 Editor-guy •

• Please include \$7.90 for USPS Priority Mail postage. •

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

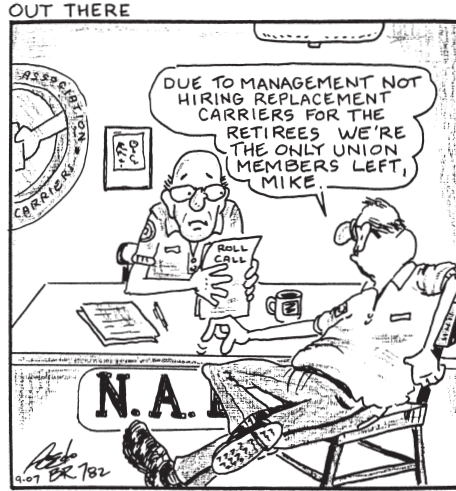


Curious about what you might be getting? Check out the sample featured on the following page.

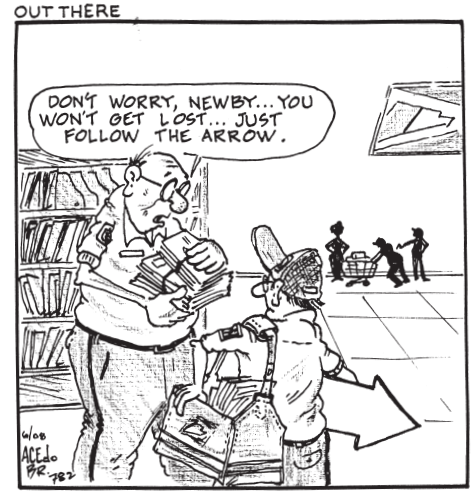
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...



Originally published April 2009



Originally published April 2009



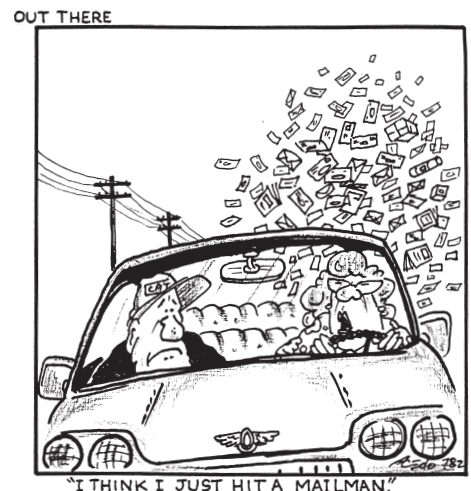
Originally published May 2009



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Originally published May 2009



Originally published May 2009



Originally published May 2009

Our Job is Something Special & YOU are, too!

by Dave Skowronek, Treasurer
NALC Branch 2



Too many people think that all we do is deliver “stuff”. Over the years I’ve learned that what *WE* do is so much more than that. *WE* are a special part of the community!

As Letter Carriers, we hold a unique place in today’s society. We not only get to see lots of people; if you work in an area for a while, you *REALLY* get to know people! A patron of mine always said that the Letter Carrier was like the Mayor of the neighborhood — that we know everyone’s business, and most of the good gossip.

If you’re lucky and stay on a route for an extended time, you’ll have many different experiences. You’ll get to watch kids grow up: from the early years when you are really cool and they can’t wait to say hi to you; to the high school years when you don’t exist; and, to the time they move out. Then, when they visit their parents and chat with you, it’s like you’re one of their best memories.

If you’re lucky you’ll be around when people have good days, birthdays, graduations, etc. You may even be offered a piece of cake when you come by. You’ll see the family milestones, and begin to feel a part of lives. It’s really awesome when a young kid comes outside because they want you to see the new sparkly backpack you delivered yesterday, and they say thanks.

You’ll have people talk to you. Sometimes, even when running behind, but you’ll make the time.

You may be someone’s only human contact that day. ***DON’T EVER FORGET THAT!*** Many of our patrons live alone and we may be their only link to normalcy. Never underestimate the power of a your quick human touch with, “Hi, how are you?”

OUT THERE



THANKS TO JOSE GONZALES • FLORESVILLE TX. 78114

Many of us have helped in this way and our communities are better for it!

As your patrons get to know you, you may have a few privileges, also. You may deliver the last-minute wedding supply the day of the wedding. Or, you may be asked to come in while prom pictures are being taken. Or you may find a great mechanic, electrician, plumber, handyman or any number of people.

You will get “that look” when you’re not working but are out in public in a line at the market or at the bank. It’s the, “*Where do I know you from?*” look. (Weird how much different we look when we’re not in blue.)

You may even come to a house when the emergency responders are there. You may see an elderly patron you have delivered to all alone on her front lawn. You’ll go up to see what’s going on, give her a hand to hold and a shoulder to lean on as the EMT’s take her spouse of 50+ years out of the home. You may stay a little longer until a family member arrives. YOU may be the best thing in their day.

Trust me, you won’t be sorry.

Any number of these things can happen in a career of the average Letter Carrier.

One day you’ll look back and think of the difference you’ve made in people’s lives.

It’s why our job is something special..and so are ***YOU!***

Article courtesy of the West Allis, Wisconsin NALC Branch 2 Pioneer published in March 2019.

Editor-guy Note:

These insights by Dave are really profound. If you deliver long enough, you will discover that you will live them, too...

Some of our travels may not be as exciting (annoying animals, angry people, uncleared walks, etc.). But, we do them day after day. Season after Season, and even year after year, WE are there...

WE know the areas, the neighborhoods *and* the people!!

One day, you may notice mail building up at a home where the customers always empty their box, and YOU may be the one to make the call to have someone determine if he/she is okay — a simple courtesy check for that individual. It may very well be nothing. But, most times, YOU are the *only* one who might see that something is not quite right. Take the time to check it out.



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

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

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

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

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





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General Meeting

Wednesday
 March 27, 2019
 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

"Out there"



13th Annual Battle of the Stations

February 17, 2019

More pix and results on pages 16 - 21...



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

Last month, someone should have won \$500!

YOU could win \$500 this month!!!

*THE FINE PRINT: To win the money *YOU* have to be present when *YOUR* name is drawn...

Congratulations!!!

Michele Seela

You are a Retiree!!

Details on pages 4 - 5

More info. More pix. More Schtuff!!! Print version had 16 pages. This web version contains 28...