

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



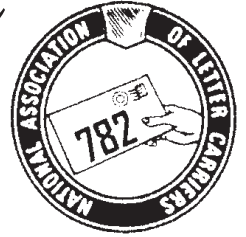
ARVIN
CALIFORNIA CITY
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TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 3

MARCH 2020

Covid-19 situation changes daily. For the latest USPS info, see page 3



The NALC Food Drive!!! May 10, 2020

***YES!!** The Letter Carriers Stamp Out Hunger Food Drive is only two months away. It is the outgrowth of a tradition of community service exhibited repeatedly by members of the Letter Carriers union over the years. WE go into neighborhoods in every town six days a week and Letter Carriers have always been involved when something needs to be done in our world!*

This year, we need YOU to carry on the tradition!!

On February 16, 2020 over one hundred bowlers and their supporters gathered together and engaged in a good-natured competition to see who would win the 14th Annual "Battle of the Stations"!

If you are curious, and or interested, you might want to check out the pictures in this print version. And? If you are even more interested, you might enjoy looking over the approximately 350 pictures in the web version of this newsletter at this site: **WWW.782NALC.COM**. Then, just link to the *E.A. BAKER UNION UPDATE*.

See pages 20 - 35...

14th Annual



BATTLE OF THE STATIONS



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

Minutes of the February 2020 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 26th day of February, 2020 at the branch office, Bakersfield . The flag salute was led by Sgt. at Arms, Ryan Woommavovah. All members of the Executive Board were present except Treasurer, Teresa Ortega and Trustee, Paul Salazar. The stewards were present from Avenal, Brundage, Camino Media, Hillcrest, Oildale , Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/ Social and Recreation Committee Rep., Paul Greenfield; Photographer, Anita Holderman; Assistant Treasurer Debbie Guillet; Assistant Financial Secretary, Darryl Holderman; Assistant Recording Secretary, Norma Hamer and OWCP Rep., Rick Gerdes. The Minutes of the January 22, 2020 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections.

APPLICATION FOR NEW MEMBERSHIP: Applications were received from Manual Corona, Wasco; Breanna Webb and Michael Garcia, South.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Assistant Editor, Paul Greenfield discussed the newsletter. He discussed last months guest Dan Toth. After listening to Dan discuss TSP, Paul added 3% to his TSP. Paul then reported that there are about 400 photos of the Bowling Tournament on the web page. He also discussed the article by HBP Rep., Mark Ramirez and the tribute to past Br. 782 President, Paul Alexander. Paul then reported that the Social and Recreation Committee will meet next month. They have tickets to the Angels vs. Dodgers on July 11, \$50.00 each. There are 21 left, with a limit of 5 per employee. Contact Paul or Lisa. Kim Gerdes reported that two books were sold this month with 584 remaining. HBP Rep., Mark Ramirez discussed the fact that Memorial and Mercy Hospitals on not on our plan at this time. We have three urgent care offices we can use. Accelerated, Sendas and Universal. Also Upright Imaging at 9802 Stockdale Hwy is the preferred office for imaging.

NEW BUSINESS: John Ortega discussed the number of compensated delegates to be sent to the Conventions. We will send 6 to National in Honolulu and 12 to State in San Diego .

GOOD OF THE ASSOCIATION: Mike Towery asked for a moment of silence in remembrance of Paul Alexander. He then discussed that there will be a meeting on March 11 at 6:30 to go over benefits with the 18 CCA's that are being converted on March 14. He asked if the members were given the mandatory Coronavirus stand-up. If your office did not have the stand-up, please let Mike know.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$14,034.74 was received for February 2020.

TREASURERS REPORT: Treasurer, Teresa Ortega will make her report at next months meeting.

The MDA 50/50 Drawing was won by Darryl Holderman (\$17.00/\$17.00)

The Drawing for \$500.00 would have been won by Sevrine Bradshaw if she had been present.

There were 33 members present (10 Veterans, 10 Retirees, 4 CCA's, and 2 visitors).

The meeting adjourned at 7:31 p.m.

Respectfully Submitted

KIM GERDES
 NALC Branch 782 Recording Secretary

Non-Members as of January 2020

Downtown Station
 Sarah Kirby
 Javier Cruz

South Station
 Chanthorn Ped

Brundage/East Bakersfield
100% UNION!!!

Hillcrest
100% UNION!!!

Dole Court
100% UNION!!!

Stockdale
 James Oh
 Daniel Zuniga

Camino Media
100% UNION!!!
Arvin
100% UNION!!!

Avenal
100% UNION!!!

California City
100% UNION!!!

Delano
 Cynthia V. Quebral
 Daniela Barreto

Edwards AFB
100% UNION!!!

Lamont
100% UNION!!!

Mojave
100% UNION!!!

Ridgecrest
100% UNION!!!

Shafter
 Laura M. New

Taft
 K. J. Kaczmarek

Tehachapi
100% UNION!!!

Trona
100% UNION!!!

Wasco
 Eun Chong*

There are only 10 non-members in ALL of the cities we serve!

**CCA names are in italics*

The Covid-19 situation is extremely fluid. Changes occur daily. This information was the most current available when the newsletter was “put to bed”. Stay aware of any changes.

USPS preps for coronavirus with updated pandemic flu plan

By Jory Heckman | @jheckmanWFED
March 9, 2020 5:59 pm

Citing the safety and wellbeing of its employees amid the coronavirus threat, the Postal Service has released its 2020 Pandemic Influenza Plan, which sets “a baseline of Postal Service policies and procedures for preparedness, response and recovery from any infectious disease outbreak.”

USPS Chief Human Resources Officer Isaac Cronkhite, in a memo to employees sent last Friday, said some of the guidance isn’t specific to the COVID-19 outbreak, but added that the policies and procedures are “generally applicable to a potential COVID-19 pandemic, pursuant to the current advice provided by the Centers for Disease Control and Prevention (CDC).”

“Headquarters will issue additional detailed guidance on continuity of operations and human resources considerations during a pandemic as necessary and relay-ing further information provided by the CDC as it develops,” Cronkhite wrote in the memo.

In addition to the Pandemic Influenza Plan, USPS has also released interim measures more specific to COVID-19, the name of the illness caused by the current strain of the coronavirus.

In communities without a confirmed COVID-19 case, USPS urges postal employees to stay home if they’re sick or have coronavirus symptoms, such as fever, cough and shortness of breath. (emphasis added)

While the CDC doesn’t recommend healthy individuals wear face masks to avoid catching COVID-19, *the Postal Service, per the memo, will provide surgical masks to postal employees*

upon request. (emphasis added) If coronavirus hits a local community, USPS urges facility medical personnel, working with installation heads or attendance control officers, to monitor sick leave for “observable trends that may indicate a COVID-19 outbreak among postal employees.”

“Personnel who arrive at work obviously ill, or who become ill at work with COVID-19 type symptoms should be released from work,” the memo states. *“Such individuals should be advised to remain off work until they no longer have these symptoms. A medical clearance may be required from an absence actually related to COVID-19.”*

If a postal employee or an immediate household member exhibits COVID-19 symptoms, the memo urges “social distancing,” or maintaining a three-to-six foot distance between employees and customers. (emphasis added)

Where appropriate and feasible, the memo also urges telework, alternative work locations or alternative work schedules *“to ensure that work is performed in the safest manner possible for employees and customers.”*

At least one postal employee has been diagnosed with the coronavirus. According to the National Postal Mail Handlers Union, a USPS Network Distribution Center employee in Seattle tested positive on Feb. 29 after extended overseas travel.

NPMHU President Paul Hogrogian and other union leaders met with Postmaster

General Megan Brennan and USPS senior leadership on March 3 to discuss methods to prepare for the coronavirus.

A USPS spokesman told Federal News Network that the Postal Service will continue to recommend strategies from the CDC and public health departments.

“The safety and wellbeing of U.S. Postal Service employees is our highest priority,” the spokesman said. (emphasis added)

In addition, USPS will share CDC’s guidance to its employees through stand-up talks, articles, messages on bulletin boards and internal messaging inside USPS workplaces.

Because of widespread airline cancellations and travel restrictions to China and Hong Kong, USPS on Feb. 10 temporarily suspended its guarantee on Priority Mail Express International destined for those areas.

Customers may see delays in mail and packages to and from China, but the USPS spokesman said the Postal Service “is undertaking all reasonable measures to minimize the impact to our customers.”

The CDC advises that there is “likely very low risk” that COVID-19 can spread from packages shipped from China, “because of poor survivability of coronaviruses on surfaces.”

The CDC has also found that there is currently no evidence that would suggest that COVID-19 can spread from imported goods. The agency has noted there are no reported cases of COVID-19 in the United States associated with imported goods.

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Jory Heckman is a reporter at Federal News Network covering U.S. Postal Service, IRS, big data and technology issues. Follow @jheckmanWFED

Source — <https://about.usps.com/newsroom/statements/usps-statement-on-coronavirus.htm>

Change — a part of life. But, some changes are stupid...

Don't know if any one of you cares, but the Branch 782 Editor-guy wants to share this info from NALC Region 6 (Kentucky-Indiana -Michigan) NALC National Business Agent Troy Clark. The information is an excerpt from an article originally featured in the Centerline, Michigan February 2020 Branch 4374 newsletter FRONT LINES.

“... Management has announced they are going forward on a new initiative — the **Caseless Environment**. *Again, this initiative is without NALC involvement (like the Consolidated Casing Initiative).*”

The NALC has not been fully informed on this process, but, the idea (as we know it) is that Carriers will not be casing their residual mail and will take all mail to the street to infuse the residual mail in with either the DPS mail and/or the FSS mail on street time. Genius! The street environment is a very conducive way to do this work? **NOT!** Carriers will have weather, external

‘OuT tHeRe’



distractions, lack of equipment, not to mention delay of service to our customers — just to name a few of the obvious obstacles. If you think this will work without NALC City Carrier’s involvement, in the historical words of President Emeritus Bill Young: **“HELLO!”**

Here’s what we know: management is looking for offices that receive 100 or less pieces of residual mail to be a test site per Article 34 (again). Those sites have not been announced yet, but management did indicate they want to start this “test” by the end of March 2020. Stay tuned...

On a somewhat brighter note, ***management just announced they are suspending rolling out additional Consolidated Casing sites.*** For our Re-

gion, that means New Albany and Marion Indiana, along with Fenkell Station in Detroit, will not be rolling out Consolidated Casing at this time. Keep in mind that can change at any time.

On a related note...***The National Arbitration on the Article 34 violation for Consolidated Casing will be closed on March 9th with the parties’ submission of their respective briefs.*** Again, stay tuned for that decision.”

(The bold and/or italicized text has been highlighted by the Branch 782 Editor-guy.)

“OuT tHeRe”



Change — a part of life. But, some changes are stupid...

Let's Get Real!!!

President's Page

By Michelle Decker,
NALC Branch 791 President

You don't feel well but make the effort to show up in the morning. After an hour or two, you realize you should have stayed home or feel you need to see a doctor. At that point, you ask if you can leave. Management tells you, "No. You have to stay and carry your route." But — to show some sympathy — they say they will give you an hour help because they know that you aren't feeling well...

We have had a few issues with management not allowing Carriers who have shown up to work, despite being ill, to leave after they have cased their routes. This is a scenario I have heard too many times.

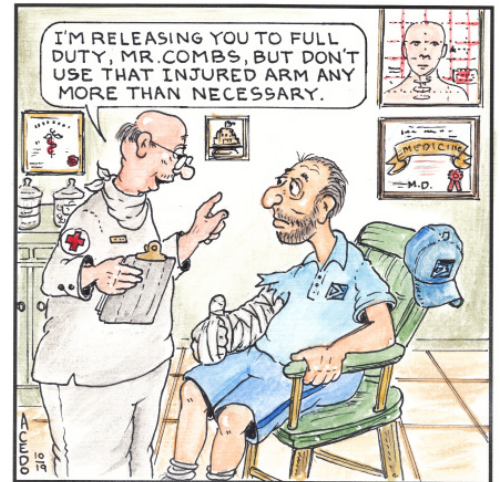
If you are sick, don't ASK to go home. **TELL management you WILL BE leaving. Then, fill out a 3971.**

Many Carriers do not like to use their Sick Leave. Remember, you have it to cover your time when you need it! *If you are ill and out driving around or walking it could be unsafe for you and others.*

Also, remember you may have to have "medical certification"...Management has shown that they will not accept medical documentation that states simply "Carrier was seen today, please excuse them from work". Management seems to think they need a reason of illness. *Management does not have free access to an employee's protected medical information just because they are requiring you to provide medical documentation for an absence.*

"Out tHeRe"

"Out tHeRe"



The ELM 513.364 states, in part: "The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties.

This single phrase of "the documentation should provide an explanation of the nature of the employee's illness or injury" has been a continuing issue for Carriers and the Union Stewards. Some in Management feel they have the right to deny your request for Sick Leave because of a lack of diagnosis within the medical documentation.

Please note that management has NO contractual or legal right to know YOUR DIAGNOSED CONDITION that has led to the use of sick leave.

If your documentation states: "Please excuse (name) from work for the period of (date to date). They were suffering from a medical condition that resulted in the need for time off.", and which then states that you were incapacitated to perform your work duties (or language similar to that), it should be accepted by management.

Something to think about after you've read this information: **IF YOU DON'T KNOW YOUR RIGHTS, YOU HAVE NONE...**

Article (augmented by **Out tHeRe** cartoons) courtesy of the February 2020 Everett, Washington NALC Branch 791 *Monthly Report*

2020 NALC (GIGNA) PPO/OAP Providers in Bakersfield Ca. area

*Our NALC Health Benefit plan is accepted nation-wide and world-wide!!!
We will receive better discounts on the best medical services if we utilize
the NALC (CIGNA) online provider directory (see NALC home page).*

*We can receive medical services at most providers but not have
negotiated lower charges with the ones listed under
the NALC (CIGNA) directory.*

This is just a small list of providers available to NALC HBP members, and it is just intended to assist our members in the Bakersfield, California area with a PARTIAL road map of facilities (at a glance).

HOSPITAL: Adventist Health Hospital 2615 Chester Ave, Bakersfield, Ca. 93301 (661) 395-3000

Bakersfield Sports Medicine Physical Therapy
3500 Coffee Rd. #A (661) 589-6700

URGENT CARE FACILITIES: Sendas Urgent Care
9450 Ming Ave. 93311 (661) 587-2500 (ask about other locations)

Chiropractic (adjustments neck & spine) 33 listed
consult NALC website CIGNA Directory

Accelerated Urgent Care : 9710 Brimhall Rd. 93312
(661) 829-6747 (ask about other locations)

Podiatry (foot & ankle) California Podiatry
307 So. Chester 93304 (661) 874-3668

Universal Urgent Care 2121 Niles St. 93305
(661) 325-1255 (ask about other locations)

Pharmacies: CVS 5184 Stockdale Hwy. 93311
(661) 633-2066 (ask about other locations)

IMAGING (MRI, X-RAY) Bakersfield Upright MRI
9802 Stockdale Hwy. 93311 #106A (661) 663-8674

Consult NALC website (CIGNA Directory
(many pharmacies listed)

LABS (blood work) Quest Diagnostic 9500 Stockdale Hwy. 93311 #102 (866) 697-8378
(ask about other locations)

Audiology (hearing) Jennifer S. Pascoe
9900 Stockdale Hwy. #104 (661) 564-3300

LabCorp Labs: 3550 "Q" St. #102 93301
(661) 323-3353 (ask about other locations)

Daniel S. Duran 12500 Stockdale Hwy.
(661) 564-3300

Physical Therapy: Pair/Marotta 4605 Buena vista Rd. #690 93311 (661) 328-0650 (deep tissue laser therapy) (ask about other offices)

MARK RAMIREZ
Retired Letter Carrier
HBP/MBA Representative
The Golden Empire Branch 782

Available to ALL Active and Retired NALC members in good standing with the Union: Our MBA Mutual Benefit Association offers — at no cost to members — an "Accidental Death Benefit". For inquiries, call James W. "Jim" Yates, NALC Director of Life Insurance. Monday, Wednesday, Friday (202) 638-4318 and Tuesday and Thursday (800) 424-5184.

SURGICAL CENTERS IN BAKERSFELD, CA.

Bakersfield Specialists Surgical Center 4500 Morning Drive # 102 Bakersfield, Ca. 93306 661-437-4140

Truxtun Surgery Center Inc. 4260 Truxtun Ave. #120 Bakersfield, Ca. 93309 661-327-3636

Empire Surgery Center 4101 Empire Drive #130 Bakersfield, Ca. 93309 661-325-1900

Apple Surgery Center 9870 Brimhall Rd. # 200 Bakersfield, Ca. 93312 661-587-4173

2020 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**
 Medicare 1-800-633-4227
 Suicide Hotline 1-800-784-2433
 Suicide?? Talk With Someone... 1-800-273-8255

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*

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) 204-5592

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...

The PEER Initiative

By Ron Kania,
NALC Branch 2 President

If you read my article last month, I mentioned there will be new challenges in 2020. Well it didn't take long for a new challenge to reach us.

On January 9th the Office of Management and Budget acting Director Russ Vought sent out a memorandum for the heads of executive departments and agencies. The subject of that memorandum is: The Protecting Employees, Enabling Reemployment (PEER) Initiative.

The White House is calling on federal agencies to develop new strategies to reduce injuries in the federal workplace and to help those who are hurt to get back to work more quickly, creating a new, government-wide push to help accomplish the goal. The PEER Initiative will task each agency with developing specific strategies and goals to slash injuries on the job and time off of work due to injuries.

The memorandum states: *"In 2018, Federal workers filed almost 107,000 new claims and received approximately \$3 billion in workers' compensation payments. Many of these work-related injuries and illnesses are preventable, and executive departments and agencies can and should do more to improve workplace safety and health, improve efficiencies, reduce the financial burden of injury on taxpayers, and relieve unnecessary suffering by workers and their families.*

Therefore, the Protecting Employees, Enabling Reemployment (PEER) initiative is being created to set forth goals to achieve these important objectives and supports the President's Management Agenda — Modernizing Government for the 21st Century and the President's Initiative to Stop Opioid Abuse and Reduce Drug Supply and Demand. Federal agencies and the United States Postal Service are expected to improve or maintain performance in seven areas

1. reducing total injury and illness case rates;

2. reducing lost-time injury and illness case rates;

3. increasing the timely filing rate for workers' compensation claims;

4. increasing the timely filing rate for wage-loss claims;

5. increasing the rate of return-to-work outcomes during the initial 45 day post-injury period for traumatic injury cases;

6. improving the rate at which employees return to work in cases of moderate to severe injury or illness;

7. reducing lost-time injury and illness case rates;

8. increasing the timely filing rate for workers' compensation claims;

9. increasing the timely filing rate for wage-loss claims;

10. increasing the rate of return-to-work outcomes during the initial 45 day post-injury period for traumatic injury cases;

11. improving the rate at which employees return to work in cases of moderate to severe injury or illness;

12. implementing and fully using the Department of Labor's electronic filing system.

Goals one through six measure reductions in workplace injuries, reductions in time off work because of injuries, improvements in return-to-work, and improving the rate of timely filed claims, all of which help relieve unnecessary suffering by workers and reduce the financial burden of injury on taxpayers. The seventh goal will standardize the claims process. It will also aid in direct and immediate communication with an injured employee, facilitating prompt treatment and providing critical opioid awareness and pain education."

As you can see by the memorandum all agencies, including the U.S. Postal Service, will face a requirement to improve or

maintain performance in a series of areas, including total injury and case rates, time lost due to injury and sickness, and filing claims in a timely manner. Agencies will have to increase the rate of employees who return to work within 45 days after traumatic injuries and ensure employees get back on the job more quickly in cases of moderate-to-severe injury or illness.

I have worked for the USPS for many years. My experience has taught me the U.S. Postal Service will generally do one of two things in cases like this. They will either do nothing or overreact. Time will tell which direction they go in.

As postal management determines how they will comply with the PEER Initiative we will have to stay on top of what they are doing. The PEER Initiative doesn't change any of the FECA laws regarding the rights and responsibilities of everyone involved in the processing and handling of on-the-job injuries.

Hopefully the PEER Initiative will turn out to be good idea and will ensure that postal management processes cases quickly and works injured carriers within their restrictions. I don't think that will be the case because the PEER Initiative talks about saving the taxpayers money. That indicates to me the White House wants to privatize as many government agencies as possible to save the taxpayers money.

As postal management determines how they will comply with the PEER Initiative we will have to stay on top of what they are doing.

Clearly, all costs associated with U.S. Postal Service employees injured on the job has nothing to do with taxpayers because the USPS receives no tax dollars. I am concerned this initiative will not be a benefit to injured workers.

We will have to see how this is implemented by the U.S. Postal Service but if anyone has issues on how management handles your OWCP case contact your Steward or the Branch office immediately.

Article courtesy of the February 2020 West Allis, Wisconsin NALC Branch 2 *Pioneer*

VETERANS' CORNER

By Andie Coulter, NALC Branch 25

A new law provides eligible Veterans and Primary Family Caregivers with access to DoD and Coast Guard commissaries, exchanges, and morale, welfare, and recreation retail services.

According to the Department of Defense, starting January 1, 2020, all service-connected Veterans, Purple Heart recipients, former prisoners of war (POW), and individuals approved and designated as the primary family caregivers of eligible Veterans under the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers (PCAFC) can use commissaries, exchanges, and Morale, Welfare and Recreation (MWR) retail facilities, in-person and online.

For more information regarding these privileges and access to military installations, visit <http://www.militaryonesource.mil/expanding-access>.

Who is eligible on January 1, 2020?

- Purple Heart recipients
- Former prisoners of war
- Veterans with 0-90% service-connected disability ratings.

Medal of Honor recipients and Veterans with 100% service-connected disability ratings are already eligible under existing DOD policy.

SEMPER FI!

Courtesy of the March 2020 Tewksbury, Massachusetts NALC Branch 25 *WAKE UP!*

Did you know...

By Kenneth Lerch,
NALC Branch 3825 President

Please visit our web site set up by
Union Brother Chuck Clark at

WWW.NALC3825.COM

We now have more than 298,850 hits!
We have added important Step B
decisions, Formal A settlements
as well as arbitration decisions
and some contentions.

You can look at the number of stops
on every route in the country, the
average income per delivery on a
particular route, maps for each route
and much more information.

You can also see how much money each
supervisor in the nation makes.

Excerpt from the "President's Unity Article"
in the Rockville, Maryland Fall 2019
Branch 3825 newsletter *Unity*



SICK LEAVE IS YOUR BEST INSURANCE!



By Dan Yianakopolos, NALC Branch 44 President

I RECENTLY HEARD OF A LETTER CARRIER THAT HAD SAVED CLOSE TO 4000 OF HOURS OF SICK LEAVE. HE DID NOT RUN INTO ANY MAJOR HEALTH PROBLEMS DURING HIS LONG POSTAL CAREER. THE RESULT WAS THAT HE HAD DEVELOPED AN INSURANCE POLICY THAT HE DID NOT HAVE TO PAY FOR. HE PROTECTED HIS SALARY FOR AROUND 2 YEARS BY SAVING AS MUCH AS HE COULD.

IF YOU WERE TO GO OUT AND PURCHASE A DISABILITY POLICY, TO COVER YOUR SALARY IN THE EVENT OF SICKNESS, THE COST CAN BE PRETTY STEEP. BY SAVING YOUR SICK LEAVE ON A REGULAR BASIS, YOU CAN FUND THAT INSURANCE POLICY FOR FREE.

PETE PRUNIER, OUR EDITOR COMES TO MIND IN HIS LAST YEAR OF SERVICE. PETE WAS A DISABLED VETERAN AND USED SICK LEAVE IN HIS EARLY YEARS. BUT THEN HE STARTED TO SAVE

WHAT HE COULD THROUGHOUT THE FOLLOWING YEARS. WHEN HE ENTERED HIS LAST YEAR OF SERVICE HE HAD COMPILED SOME 900 HOURS OF SICK LEAVE. HE THEN NEEDED A HIP REPLACEMENT. PETE BRAGS THAT HE NEVER MISSED A PAY CHECK, AND HAD ENOUGH HOURS LEFT TO MAKE HIS RETIREMENT.

LOOK IF YOU ARE SICK, STAY HOME! BUT MAKE AN EFFORT NOT TO ABUSE A GREAT BENEFIT THAT YOUR UNION HAS FOUGHT HARD TO GIVE YOU. YOU CAN TURN THAT BENEFIT INTO A "PAID-UP INSURANCE POLICY.

YANKEE

This article is courtesy of the Manchester, New Hampshire NALC Branch 44 Winter 2019 NALC Branch 44 *Pioneer*. Thank you, Pete Prunier, for the use of a better graphic!

CCA? On-the-Job Injury? Things to know...

By Liz Dow-Rubio, NALC/OWCP Rep.
NALC Branch 504

When a CCA is injured on the job, they are protected under the Federal Employee's Compensation Act (FECA). FECA has the sole authority to award benefits. Benefits include compensation for wage-loss, and medical treatment for accepted injuries.

FECA gives the injured employee the right to choose their own physician. You may go to the Agency's doctor initially, but keep in mind that you may be examined by their doctor, but, are not required to be treated by their doctor.

A doctor of your choice should be picked before your 2nd visit. Otherwise, the agency's doctor becomes your doctor of choice.

The choice of physician should be a medical doctor, but since many offices are now staffed by Nurse Practitioners or Physician Assistants, you can be treated by them as long as the medical reports are cosigned by a qualified Medical Doctor. This is a requirement by the Department of Labor.

Any injury should immediately be reported to the Supervisor as soon as possible. If a supervisor is not available, advise someone, whether it's a Shop Steward or a co-worker. Failure to do so can turn into an integrity problem for the injured employee later on as to whether or not the injury actually occurred on the job.

It can also affect receiving continuation of pay (COP). A CA-1 should be filled out and a CA-16 should be taken by the employee to the doctor at the initial visit, as this authorizes initial medical treatment, and provides an initial medical report to OWCP.

On the CA-1, check off COP (Continuation of Pay). You will have to use your own leave for the first 3 days following an injury when you have lost time. But if the injury requires you to be off for more than 14 days, then the first 3 days can be changed back to COP.

When a CA-16 is not provide by the Agency to the Carrier, this may result in OWCP not receiving the medical report timely or in a delay in the acceptance of the claim. ***Always get copies of all reports, including the CA-1, medical, and accident reports.***

When you give your supervisor the CA-1, make sure He/she signs and dates the Receipt of Notice which is on page 4 of the CA-1. From that date, the Postal Service has 10 days to get the documents to the DOL. This also serves as proof that you reported the injury to the Supervisor. Review all for accuracy. ***Keep a file of all documents related to the injury. (COPY ALL DOCUMENTS RELATED TO THE INJURY!!)***

It is important to note that employees in a probationary period of 90 to 120 days have no standing to file grievances, when it comes to on the job injuries, a CCA may file a complaint to OSHA within 30 days.

This article is courtesy of the Albuquerque, New Mexico
NALC Branch 504 January/February 2020 *E/ Sol*

A "Heads Up!" from Michelle Decker, Editor NALC Branch 791 President

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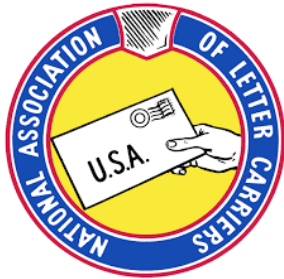
This is what you have to agree to when you look up the virtual time card and use the eRMS Leave Request System when requesting sick leave through liteblue instead of calling in using the 877 number.

A lot of times we don't read the fine print when clicking AGREE to enter a program. This basically says they have the ability to know where you are when you use this program.

Whether they have this ability or not, we should assume they do.

"President's Page" excerpt
from the February 2020
Everett, Washington
NALC Branch 791
Monthly Report

CCAs — The Future of the USPS and of the NALC



Back in the Day

I'm sure there's nothing more frustrating for our newer members than hearing one of our "more experienced" Branch members tell *another* "back in the day" story. Often, it's one they have heard more than once. I recognize the eye-roll and the attempt at patience. (I have three daughters!) But still, there *are* things that newer members should be aware of.

[OK — I honestly DID just delete two paragraphs about the pre-1970 post office. You dodged *that* one...]

If you get bored, PLEASE skip to the last section, it's the most important.

Our CCA's World

It looks like you guys and gals work pretty hard and, too often, get treated like sh**. I see article after article providing information on what Rights CCAs have and how they must insist upon those Rights. Branch officers continually plead with the rest of the membership to help and advise our CCAs to hopefully make them better Letter Carriers and to make their life a little easier. Officers at our Union meeting field many questions — *excellent questions* — from CCAs.

We understand your frustration, because it seems that management tries every trick in the book to help their bottom line at the expense of you CCAs. They try to put you "on call", don't follow opting rules, and basically try to take advantage of people they think may not know the few Rights they *do* have; and, failing that, they attempt to intimidate those they can.

Each CCA will fall prey to these tactics to the extent they remain uninformed. **READ**

the *Postal Record* and the Branch 231 *Postman's View*. **GO** to nalc.org and search around. **LEARN**. You'll be amazed at the information you will pick up. You might as well do it sooner than later, you may be working here a long time.

The Future of the NALC

At our last State Convention, NALC President Fred Rolando said, "One day a Carrier who is a CCA now will be the President of the NALC. They will be the Branch Presidents, the Branch Officers." It makes sense. CCAs — with all today's trials and tribulations — *WILL* one day have their own routes. They will be in the top pay grade. They will be Branch Officers. They will be the ones responsible for fighting to maintain the wages and benefits earned by those who came before.

Wake Up and Smell the Coffee

When I look out at my Brothers and Sisters at our monthly Union Meeting, I not only think about their future. I recognize that each member probably represents a family, a spouse, sons and daughters, and maybe even grandchildren who depend upon the pay and benefits of that individual.

When that first child is born, Health Benefits makes it affordable. Family leave allows for time with that newborn. Decent wages allow that daughter to get that new prom dress and that new Camero upon graduation instead of an old Pinto! If the Carrier has a major illness, they don't have to sell their

house. They hopefully have saved enough sick leave that they don't miss a house or car payment.

Now... Pay attention. Really Smell the Coffee!

Take a look down the road for yourself and your family. The assaults on your pay and benefits will not stop!

You're 20 yrs. old - You're a CCA, life sucks, pay not great. You think the Union is a service you pay for.

You're 25 yrs. old - You're now a Regular making decent money and bidding on routes. Life's gettin' better. Maybe they've reduced COLA's a little and paying a little more for health care, but you still took your 5 year old to Disneyland. You understand the Union a little better.

You're 30 years old - Life's good. You have a nice route and can get on the ODTL when you need more money. You DO need it because that reduction in the COLA is starting to hurt. The birth of the twins didn't help...

You're 35 yrs. old - Congress has done a number on us all. Paying more into retirement, Social Security has reduced benefits and raised the age, the reduced COLAs really taking a bite.

You're 40 yrs. old - Pay stagnant for too long, reduced benefits really hurt, you don't have the cash for the twin's to go to college. Is my knee hurting?

45 years old - USPS has been privatized. You're near poverty level. Time to finish that degree and try another profession? Finish degree, but no one hires a 45 year old. How can I afford to retire??

Think this can't happen? I believe it is what MIGHT happen if our Union is weak — especially if today's Carriers don't wake up and smell the coffee.

CCAs, the Union will soon be in your hands. Don't blow it.

Take a look down the road for yourself and your family. The assault on your pay and benefits will not stop...

Editor-guy note: Adapted article courtesy of the Fresno, California NALC Branch 231 *Postman's View* published in April 2018 and was reprinted in the April 2018 Branch 782 E.A. BAKER UNION UPDATE. Seemed like a good time to throw it at y'all, again... Thank you, one more time, Gary B!!!

“Joy, did you see anybody ‘nekked’ today?”

As implied by the title, Joy Cordova, has more than a few stories that she can share if you ask. Yup...

She can also tell you how it felt to make that “Last Swipe” as she ended her career. Any retired Letter Carrier can relate to both the end and the beginning of her journey.



On Saturday November 9, 1985 — newly hired — she didn’t quite know what she was getting into.

As a Highland High School student, she started working at Bill Lee’s Chinese food restaurant as a hostess. Possibly because of genetics (her father was a CPA), she eventually promoted to a job as a book keeper. After a couple of years, she took her skills and went to work for the Jim Burke auto dealership as an accountant.

Joy took “The Test” in 1983 at the urging of a guy who was her boyfriend at the time. He told her that a Post Office job would lead to “security” and that he thought she should “go for it”. (But, apparently, it wasn’t for him because he never took the test himself.)

Moreover, while what she’d done in the work world hadn’t prepared her for being a Letter Carrier, ***Joy was never one to back away from a challenge!***

After her initial training, where Karl Herrera gave an overview of what her Letter Carrier duties would entail and gave her the orientation on how to maneuver a right-hand drive Jeep, she walked through the doors at the back dock of the old East Bakersfield Station on Kentucky Street.

There, she met On-the-Job-Instructors Molly Biggar and Paul Hernandez. They taught her so well that she never left East

Bakersfield and she “home steaded” the 93305 delivery area for her entire postal career!

Some of the old-timers she recalls who were there when she walked in the door as a “newbie” were Rudy Magana, Lee Collaso and Joe Santa Cruz. [She winces as she tries to recollect some of the other names. Those of us who are older can identify with this “memory thing”. You may wonder how the names of people you worked with don’t just come to mind easily. In time, you will understand, too...]

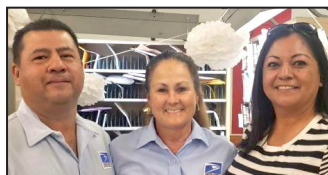
Joy was assigned to an opt on Route 510. And, at the end of her first six months, she made Regular. The “old” Route 510 is different than the 510 which currently exists because of route re-configurations which were put into effect by the USPS. So, to give some perspective, and to name just a few streets which were on 510 at the time: La Mesa, Velma, Jeffrey.

510 was a walking assignment and established a pattern for her as she next bid another walking assignment on Route 514. The delivery line of travel had her walking all the way up Baker Street and crossing the railroad tracks to Bernard.

She admits that she’s not going to miss the work, but she already knows that she is going to miss the people she worked with. There are many on the E.B. workroom floor that she counts as good friends. When asked how many people who were there when she started out are still there, she paused and replied, “Juan Rivera (seniority date 9/28/95)”.



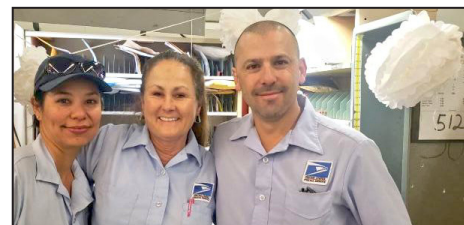
Joy also shared that it was so hard and gut wrenching when two friends she worked with died when they were still Active Duty Letter Carriers.



The passing of both Rudy Magana and Jim Salie was a hard thing for everyone to deal with especially since Jim’s death seemed to be related to the way he’d been treated by one of the postal supervisors..



In speaking about being a Letter Carrier, Joy also acknowledged that there



Clockwise from top: 2016 Food Drive, Joy and Barbara Bernal; (l-r) Juan Rivera, Cervando Gonzales, Paul Salazar, Brian Shellcross, Joy Cordova, Ruben Gonzales, Barbara Bernal, Angie Hernandez; Ana and T-6 Cervando Gonzales; Supervisor Jasmine, Joy and Ruben Gonzales; “Bear Hug” from Paul Salazar; Mark Sanchez and Joy; Paul Salazar, Joy and Teresa Ortega; Juan Rivera



(l-r) Manpreet Kaur, Joy and Teresa Ortega



(l-r) Manpreet Kaur and Joy



Preet, and Joy Emma Castruita



(l-r) Preet, Joy and Mimi Little

were some things about being a woman which *DID* make the job more challenging at times. She points out that — despite the perception that “low-lifes were the only people out and about in East Bakersfield where she delivered while on Route 514” — she never had any problems with any people. Specifically, she emphatically states that the men in the area never made her feel threatened in any way.

Joy was on Route 510 for seven years. Despite being discouraged from bidding a new assignment by her Letter Carrier friends, R.C. Castruita and Emma Maldonado — they felt the volume was too heavy — she found herself at the case on Route 512. She called it home until she retired more than twenty years later.

This brings up an oblique reference to the title of this article.

Never having encountered any difficulties with people or situations because she was a female Letter Carrier during her prior experiences, she was shocked by a couple of events which happened.

In one, a guy on the street was involved in some definitely unacceptable and perverted behavior in his car while he was oggling her as she delivered the mail. When she realized what he was doing, she went to the back of his car, jotted down the license number, and called the police. The guy *WAS* arrested and convicted.

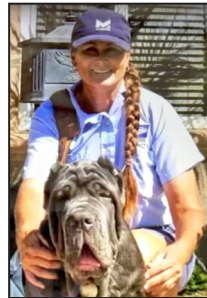
In a separate incident, she noticed a car showing up at different times and at different locations on her route. She felt like she was being stalked. She informed management. But, they never did anything. She called the police, but they never responded in time to be of help.

Joy, justified or not, finally decided that she needed to do something when she saw the car *again*. *She drove her car behind the LLV and, when the car pulled away,*

she followed it. When it drove into an alley, she did, too. The driver — realizing that there might be a problem — sped away. And? She never saw the car again! (When asked if she’d told Tony about the stalker, she said, “No. I figured one of two people might wind up in a hospital.”)

Customers also fit into that category of “friends” and Joy stated that she felt like she was a “protector” of those who lived in the homes on her route. Even though it was their neighborhood, it was *HER* neighborhood, too! One time she saw a guy who was walking out of a house with a stolen VCR. (If you recognize this acronym, *you* are a little older than some folks!) Didn’t turn out too well for that guy, either.

When Joy was reminiscing, she talked a little about dogs. But, she didn’t do this from the viewpoint of a Letter Carrier who has had vicious dogs attack. No. She talked a little about the fact that she currently has six dogs. Six? Yes, Six!! And, dogs love her, too. (More on dogs later.)



There was also almost a sense of nostalgia when she spoke about the old jeeps that were the delivery vehicles when she started out. There were many things about them that were different than the LLVs that she eventually transitioned to. “They were little. They were drafty. They had these strange windows that slid up and down with funny little locks. There were ‘flaps’ to open if you wanted a draft. The ‘heaters’ weren’t really that, and they were noisy. And, Jeeps didn’t really feel safe.”

In those early pre-DPS years, the entire job of being a Letter Carrier was a little different, too. But, she learned to roll with the changes. Along the way, there were some funny things, too.

Joy was given permission by a customer to toss packages through the bars in the wrought iron fence. One day, she received a small package for delivery. It contained a small, sample box of complementary items and she did what she’d been instructed to do. The next day, as she was starting her swing on that block, she noticed police and fire trucks parked in front of the house with lights flashing.

Concerned, she asked an officer what was happening. He told her that there had been a report of a suspicious package in the yard and that the bomb squad was going to blow the item up because the customer did not order anything and was concerned

Continued on next page...

Pictures to the left — top to bottom — (l-r) “Daisy” and Joy in 2016; In 2018 Mastiff, owned by a cousin, and Joy; In 2015, Barbara Bernal’s “Snow” and Joy’s dogs: Sharpei “Shasta”; mutt “Fox”, “Lulu” a Cocker, “Sam” the German Shepherd, and “BB” a Doberman

about what it contained. Joy explained that she knew what was in the package because she'd delivered it on the day before. He told her that it didn't matter because they were going to detonate an explosive anyway.

Soon, there were Girl Scout cookie crumbs everywhere...

Just last month, while also delivering a parcel, she noticed a man lying in the street. She quickly called 911 and they coached her in CPR. After the police and firemen took over, she (shakily) continued with her duties.

If you've followed this account to this point, you need to think about what YOU would have been going through at this point... It was hard for Joy to concentrate on what she was doing. Most likely, it was adrenaline. But, for the rest of the day, she kept going through the whole event, over and over again, as she was trying to concentrate on what she was doing.

She never had any doubt that what she'd done was the right thing.

Actually, the police officer shared that she had done something that many people wouldn't have. He told her that most people who would have seen someone lying in the street would have just looked away and then walked away.

There is probably something you might have been wondering about. Did the guy live? Yes. He did. And, without the actions that Joy took, she later heard that he would have probably died!

Joy recommends that the USPS train Letter Carriers in how to provide CPR. She thinks that even if this occurred once every other year that it would be extremely beneficial!

(In a sad commentary: While Joy's supervisors praised her, the station manager "said nuthin' about nuthin'" about her life-saving actions; and, on Joy's last day, the manager didn't even leave throwing parcels to address the employees who had gathered a few feet away to celebrate Joy's retirement ceremony. More than sad.)

Joy can still vividly recall how much her legs hurt when she was first starting out as a Carrier. And, especially now (in a nod

to the aging process), she knows that a Letter Carrier's duties can be physically challenging. Of course, that didn't keep her from using those legs with other postal friends to participate in running events.



Top to bottom – (l-r) 2K for Angie Hernandez, Joy and Barbara Bernall in 2016; Cousin of Yuri Garcia, Carriers Yuri Garcia, Angie Hernandez, Barbara Bernal and Joy "Howling at Moon 2K" in 2016; Kona, Hawaii one week before the famous Iron Man race

Yes, while she will miss the people, she won't necessarily miss the way that employees are treated. Joy had come to dread the "negotiating" in the morning when Carriers give their estimate of how long it will take to deliver the mail that

day. Although automation has drastically decreased the office time that was part of her world in 1985, in many ways, it is the worst part of the day.

Her interaction with customers on the street is the best part! She has formed many friendships through the years and her customers have appreciated her. She remembers a 18 year old boy who came up to her and asked, "Joy! Do you remember me?" He had been a very young child when she delivered Route 512 years ago.

This is the kind of thing that most Letter Carriers might experience in whatever part of the country where we work. ***It is a part of our world because we are a part of our customers' world!***

She hopes that her friends will hang in there until they can retire, too. She also adds this advice: **"Save money in your TSP!! IT IS SO IMPORTANT!! Protect your future! It is so important!"**

This message is also directed at her daughter, Amber Cordova Howard, who is a 15 year postal veteran and a passport clerk at Bakersfield's Stockdale Station.

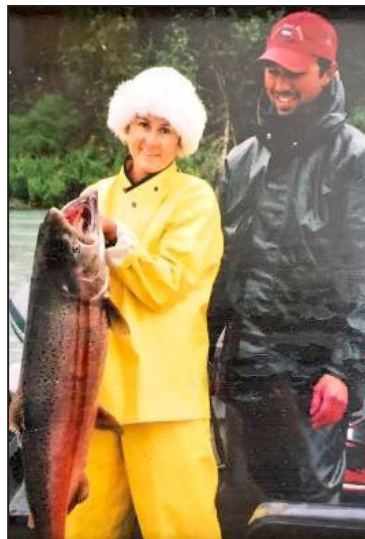
Married for over twenty-six years, Joy and her husband, Tony, have been on an



Cool mailbox in Pismo Beach, California



Joy and Tony bear-watching Kodiak, Alaska 2006



If you know Joy, you may have heard from her that she likes to fish... Having the time of her life, here is Joy with a 45 pound lingcod in Kodiak, Alaska in 2006 and also a 38 pound King Salmon!!

Joy with one year old grandbaby, Shilo Bilich, in 2017 on Kauai in Hawaii.

epic journey together for their entire time together. A major component of this was raising Amanda and her siblings Alicia and Jill.

Tony and Joy also explored different areas of the world together. Some treasured memories come from the time traversing Italy, Germany, Switzerland and Austria with just a back pack. She still remembers Florence, Italy as being very pretty!

Joy is quick to point out that they don't want to brag about their travels. But, they have worked hard to be able to see and do the things they have. It has been such a gift to see and appreciate such a wide panoramic display of the beauty of God's creation.

Together, they've racked up eight trips to Alaska and four journeys to Hawaii over the course of their lives to this point.

In the next few weeks, God willing, they will continue their life adventure together and move to the "big island", Hawaii!

And, if this is God's plan for them, they are going to continue to see where He is taking them!

The move to Hawaii is, most likely, going to involve buying some land and building on it. This isn't something that is intimidating to them. Been there! Done that! Through the years, Tony Cordova and Joy built two homes together. Tony is a stone mason/bricklayer/cement block artisan by trade. [Please note the phrase "Tony Cordova and Joy built two homes".

They didn't have someone build two homes for them! They built two homes with hard work and the help of some friends in the "trades" (carpenters, plumbers, electricians, etc.)!! God had brought them through different things in their lives for them to be able to (literally) build on the past to arrive at their future.

As of today, their Bakersfield house is in escrow. Although their children are upset that they are moving, Joy is certain that they will come and visit them. (*'Y think?'*)

Oh...back to the dogs. Tony and Joy have a problem. How do they get all six of the dogs to Hawaii? Going to be a challenge. But, they are going to do it if it is God's plan!!

He **IS** going to have them be where He wants them to be — *and Tony and Joy are good with that!*

God was probably grinning when she exclaimed very adamantly two years before she was hired that there was **NO WAY** that she would **EVER** be a Letter Carrier. See!!! Proof!!! God *does* have a sense of humor!!!

Oh, do you remember the title of this piece?

Ask Joy about the times she would sometimes hear the word, "Nekked"...

		E	F	A	B	C	D		
	LTR	SAT	SUN	MON	TUES	WED	THURS		
		29-Feb	1-Mar	2-Mar	3-Mar	4-Mar	5-Mar		
							6-Mar		
501	DUARTE, G	D					AL	NS	
503	GILL	E	NS						
505	ALDADO	C					NS		
506	SARAN	B				NS			
507	SANCHEZ	E	NS						
510	JIMENEZ	C					NS		
511	GONZALES	A			NS				
512	CORDOVA, J	F		NS					
514	GARCIA, S	F		NS					
515	RODRIGUEZ	E	NS						
516	SALAZAR	D						NS	
517	GARCIA, C	C					NS		
519	RIVERA, J	A			NS				
520	GUERRERO	A	AL	AL	NS	AL	AL	AL	
521	SALINAS, A	B				NS			
523	VACANT	F		NS					
524	DURAN	F		NS	AL				
T-6	GONZALES, C	B	515		512	520	NS	510	516
T-6	VACANT	B	503		514	511	NS	517	501
T-6	MARQUEZ	B	705		524	706	NS	708	703
T-6	RENTERIA	D	507		523	519	506	505	NS
T-6	VACANT	E	NS		93301	709	521	93301	724
CCA	RAMOS		702	NS	702	702	702	702	702
CCA	BEAR		503	NS	726	726	726	726	726
CCA	TAYLOR		706	HUB	706	NS	706	706	706
CCA	SOTO		721	HUB	AL	AL	AL	AL	AL
CCA	BARREDO		708	NS	708	708	708	11	708
CCA	PRINZ		HL	NS	HL	HL	HL	HL	HL
CCA	WOOMAMOVAH		520	HUB	520	11	520	520	520
CCA	GAUDIA		523	HUB	NS	523	523	523	523
CCA	GOMEZ		11	HUB	709	709	NS	11	724
CCA	PLACENCIA		11	HUB	10	NS	721	517	10
CCA	MACNKICKI		717	HUB	514	511	NS	718	721
CCA	SALAZAR		11	HUB	AL	AL	AL	AL	AL
CCA	RIOS		11	NS	11	524	521	NS	501

PRESIDENT'S REPORT:

What is "being in a union" all about?

By Dave Sturm,
NALC Branch 148 President

I keep trying to think of different ways to make our newer members understand what being in a union is all about. I realize it's become an uncommon thing to be a union member. (I think this is part of the reason why we in the "middle class" find ourselves in the stagnant wage environment that exists.)

Of course, technology and international situations have played a role as well. Those are things that are out of our control; but, *what can YOU do to make yourself a better Brother or Sister in the National Association of Letter Carriers?*

Becoming informed is your best place to start. So? **EDUCATE YOURSELF!**

There are literally multiple books and manuals filled with countless rules that guide us through our duties as Letter Carriers. If you are following these rules — and it then takes you more time and you can't make your "downtime" (whatever in the heck that is) — then management will have to live with that. You should be taking care of your assignment first and foremost, whether it's an actual route or a T-6.

The M-39, M-41 and the JCAM are all available for download. They are a great source of what you need to know to perform all of your duties, *and you need to get in the habit of doing those duties EVERY day.* IF you're following these rules the same way ALL Letter Carriers are, your time to do something should be very similar to any Carrier that you work with. Think about *that* for a minute...

Back when I started, the "old timers" expected me to do everything the way they were doing it and to take as much time as they did to do the job the right way!

If we're all doing everything that we're supposed to be doing and we're all taking a similar amount of time to do that work, it makes us stronger as a group, and it makes our arguments with management stronger as well. *It's a way of having each other's back, and that should be a priority.*

WE ARE ALL IN THIS TOGETHER AND WE ARE STRONGER TOGETHER.

We are more likely to be treated fairly when we are stronger as well. Hopefully, you will be doing this job for another 30 years. It will a huge part of your life, so don't you want to do it to the best of your ability?? If you know all your duties, and if you perform them consistently, you will also be giving the best possible service for both the customers on your route *and* the mailers that we need to stay in business.

Doing that will keep us employed.

Fairness is a huge part of being a union member. The reason for all the rules is so that everything is done fairly. Seniority is important! If I've been around longer than you, it's only fair that I get a choice before you do. When you've put in the time, then YOU get the choice.

You should expect the rules to be enforced equally with everyone. There should be no special favors because someone in management likes you more than someone else.

Sometimes it's hard to follow these rules because it might not be a rule you want to follow, but if you're not following the rules, how can you expect management to follow the rules?

This job doesn't wear you down quickly like a construction job or beat you up mentally like a police officer or doctor. But it *will* sneak up on you in the long run.

"We are all in this together and we are stronger together..."

Thirty-three years of carrying mail can be felt in every joint of my body. If you push yourself too hard early in your career it will catch up to you. It really is a marathon, not a sprint. Eight hours of work for eight hours of pay! Pace yourself accordingly. Take care of your body! This benefits the USPS as well. After all, if you're broken down or injured you can't carry your route.

If you see another Carrier being bullied or harassed by someone in management, *you* should be willing to stand up for that Carrier. *Next time it might be you.*

Anything that you see something going on that's wrong, you should be willing to stand up and make it stop. How do you make it stop? Ask for union time and write a statement if it is requested of you.

There truly is strength in numbers! I know we have a lot bosses. but do the math. We still out number them by a large margin! Quit being afraid and stand with your brothers and sisters and make management do things correctly!

Article courtesy of the February 2020
Akron, Ohio NALC Branch 148
Rubber City Letter Carrier

"OuT tHeRe"



Originally published January 2004

YOU THINK NO ONE UNDERSTANDS???

*Let's talk about mornings at the Post Office... Specifically, mornings that you **KNOW** you're going to be over 8 hours on that day...*

By Whitney Brown,
NALC Branch 133 First V.P.

We all know the frustration that comes with showing up to work and seeing that your volume has reached its all-time highs. Parcels stacked sky high... DPS tray after DPS tray... flats and flats galore! Oh yeah, and those 3 coverages that **MUST** go out today!

“OH, BY THE WAY, MAKE SURE YOU'RE BACK IN 8!”

This can cause extreme frustration and send you down a very bad path that day. But, does it have to? The answer is, **“NO, IT DOESN'T HAVE TO!!”** Although you probably feel like you're going to freak out... **Don't! Just relax.**

There is a process outlined in the Handbook M -41 and Handbook M-39 for how overtime is requested and approved. The following is taken from NALC Executive Vice President Brian Renfroe's article from the October 2019 *Postal Record*:

“VERBALLY INFORM YOUR MANAGER — Sections 131.41 and 131.42 of Handbook M-41 require you to verbally inform your manager when you believe you cannot carry all the mail distributed to your route in eight hours, or within your normal schedule.

REQUEST PS FORM 3996 — Section 122.33 of Handbook M-39 requires the manager to provide you with a PS Form 3996 when you request it. When requesting the form, say the words, “I am requesting a 3996.” Explain the reasons for your request.

If you are denied the form, immediately request to see your Shop Steward.

FILL OUT THE FORM COMPLETELY — It is important that you fill out the form completely. In the reason for the request box, write down why you believe you cannot complete your assignment in eight hours.

Fully explain the reasons for your request. General comments such as “heavy volume” or “route overburdened” are not enough in this section.

Managers sometimes will tell you that you don't need the requested overtime or auxiliary assistance because of what DOIS projects for your route.

Multiple national-level settlements (e.g., M-01664, M-01769) have held that these time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional Letter Carrier. *Simply provide your best estimate and the reasons why and move on to the next step.*

KEEP YOUR COOL — Don't lose your cool. **KEEP YOUR COOL!!**

While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell them that you will do your best.

Politely ask what you should do if you are not able to deliver all the mail and return to the office when they want you back.

DON'T ARGUE — There is no reason to argue with your manager at this point. The best thing you can do is tell your manager that you will do your best and ask for a copy of your 3996.

Section 122.33 of Handbook M -39 requires managers to provide you with a copy if you request it. Finish your office work and go to the street. All you must do is your best!

Work professionally. NEVER compromise your safety or skip breaks or lunches to make it back to the office by a certain time.

DON'T MAKE DECISIONS — Letter Carriers get paid to deliver mail. Managers get paid to make decisions.

If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager approved, you should do everything you can to put any further decisions in the manager's hands.

The best way to handle this situation is to call your supervisor per local instructions. If you have no local instructions, try calling about two hours before the time you are scheduled (approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether they want you to bring the mail back or finish the route. Follow whatever instructions your supervisor or manager gives you.

If the supervisor or manager refuses to tell you what to do with the rest of the mail or if you can't finish your assigned duties in the amount of time initially specified by your supervisor, you should return to the office in the allotted time and ask for further instructions.

Follow whatever instructions your supervisor or manager gives you.”

Article courtesy of the November 2019 North Highlands, California
NALC Branch 133 Swing Room Gazette

Working in Retirement

By Craig Bishop, NALC Branch 231
Director of Retirees

So, you've decided to work for wages during retirement and want to know the possible consequences to your retirement.

For both FERS and CSRS retirees, the basic annuity is not affected in any manner when a retiree earns post retirement wages, *regardless of the amount of money earned.*

An exception to this exists for one on a disability retirement; please call for additional information if you are considering earning wages while on a disability retirement.

The FERS Special Supplement (SS) is the portion that replicates the amount of Social Security benefits earned during FERS covered employment, paid from when one retires on or after their Minimum Retirement Age (MRA) with 30 or more years of FERS covered service, or at 60 years of age with 20 or more years of FERS covered service.

The Special Supplement is not Paid to a disability retiree.

For a FERS covered employee between 55 and 62 years of age and receiving the Special Supplement, the retiree may earn up to \$18,240 in 2020

This amount is adjusted annually for inflation.

Once the retiree exceeds the \$18,240-exempt amount of earnings during the calendar year, the following years Special Supplement will be reduced by one dollar for every two dollars earned. Example: Bob's SS is \$14,400 per year or \$1,200 per month. In 2020, Bob earns \$32,640. Bob earned 14,400 more than the exempt amount of 18,240. His SS is reduced by \$7,200 or \$600 per month the following year (\$1 reduction for every \$2 earned over the exempt amount).

Depending on the earnings, a retiree could reduce the Special Supplement to zero.

The Special Supplement is paid by the Office of Personnel Management (OPM), NOT Social Security. OPM sends a form to each retiree receiving the SS in April/May each year following the year in which one retires. Any change in the amount of SS paid due to earnings is made in August following the return of the wage report in May.

For any retiree receiving Social Security benefits between the ages of 62 and the full retirement age (65 - 67, depending on one's year of birth), the same formula exists

as listed above for losing a portion of the benefit for earnings in excess of the \$18,240 exempt amount.

For a retiree that is receiving Social Security benefits that will attain their full retirement age during the year (66 in 2020), *one may earn \$48,600 before losing one dollar for every three dollars that one earns in excess of the \$48,600.*

When the retiree that collects Social Security benefits has substantial earnings during the year, the Social Security Administration will recalculate the benefit annually, and an increase in the benefit is possible.

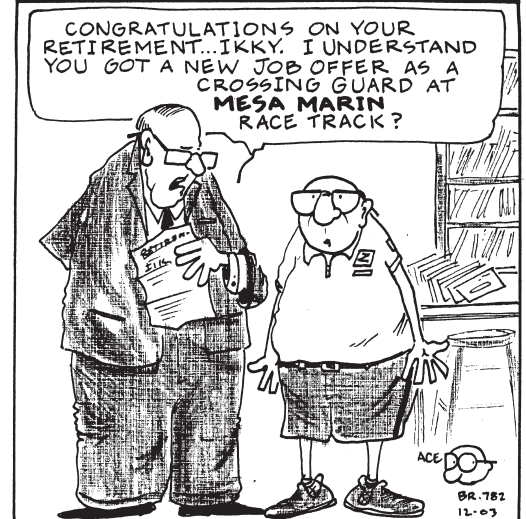
Remember, if you're more interested in filling your days than the financial benefit of working, there are many worthy organizations that depend on volunteers to accomplish their mission (s).

Hopefully this information can assist you in making any decisions concerning working during retirement.

Enjoy that retirement! You earned it!!!

This article is courtesy of the North Highlands, California
NALC Branch 133 February 2020 *Swing Room Gazette*

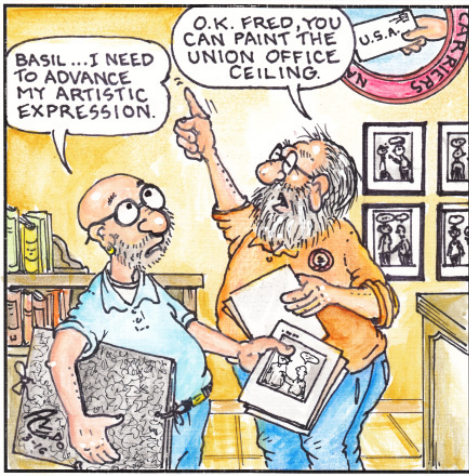
OUT THERE



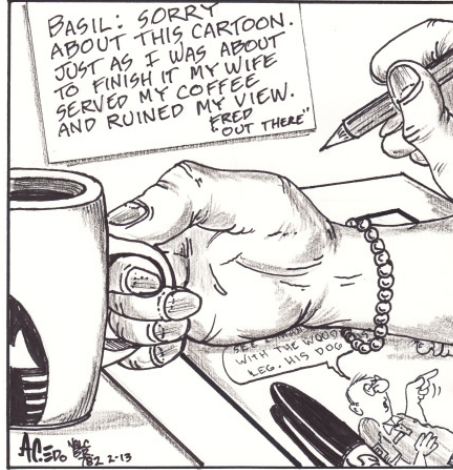
Originally published January 2004

Large print intended for those older Retiree eyes? Yup. It definitely is...

"OuT tHeRe"



OUT THERE



"OuT tHeRe"



Have an idea for an **Out there** cartoon?
 P.O. Box 6532
 Bakersfield, CA
 93386-6532

*Fred Acedo's views of his world abide by his innate **OUT there** perceptions. Many of those moments he "captures" in his cartoons are certainly recognizable to Letter Carriers who work in a world which is very familiar to him. But, Fred doesn't hesitate to make his world away from the USPS a "target", either...*

"OuT tHeRe"



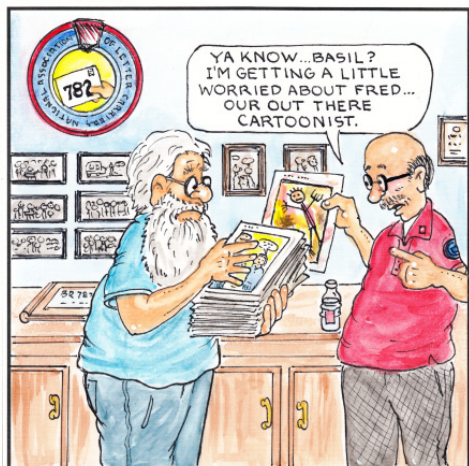
"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



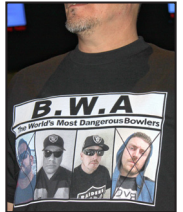
OUT THERE



14th Annual



BATTLE OF THE STATIONS



2020 Battle of the Stations Results!!

Place	Team Name		Group	Station	Scores
1st	The Unknowns	Rodel Pangaldan, Jeff Harrington, Patrick Farr, Brian Brazil	Men	Dole Ct	1977
2nd	Team Mireles	John Vasquez, Mark Andersen, Roel Alaniz, Paul Hernandez	Men	Hillcrest	1934
3rd	Bowling Stones	Johnny Martinez, O.C. Johnson, Jason Johnson, Tony Slabach	Men	Plant	1825
4th	Pin Pushers	Guillermo David, Chad Tate, Kamal Singh, Jasmine Cruz	Co-ed	Plant	1743
5th	Straight Outta Sou	Mike Meza, Darryl Holderman, John Rosso, Ralph Ramirez	Men	South	1672
6th	Prestige Worldwid	Kevin Vandiver, Shari Sharp, Glenn Ryder, Diane Ryder	Co-ed	Dole Ct	1617
7th	The Pindejos	Joe Dangler, Ruben Gonzales, Paul Greenfield, John Ortega	Men	Brundage	1552
8th	KARPET DAWGS	James Flores, Joe La Voie, Alex Dawg, Johnny Mardin	Men	Stockdale	1509
9th	Spare Me	Kelly Martinez, Tatia Boone, Jason Boutwell, Neil Kramer	Co-ed	South	1504
10th	Queen Pins	Sonia Camacho, Elizabeth Garcia, Kimmi Gardea, Juanita Lopez	Women	Mixed	1479
11th	South Destroyers	Breanna, Jose Cruz, Anthony Collins, Andrew Garcia	Co-ed	South	1473
12th	GUZZLERS	Gracie Silva, Serina Ornelas, Cindy De Leon, Jorge Vaquera	Co-ed	Mixed	1437
13th	Cool Team Name	Raul Garcia, Yuri Garcia, Marty Martinez, Francisco Herrera	Co-ed	Stockdale	1390
14th	I Can't Believe It's	Sara Owens, Paul Pineda, Maria Valenzuela, Todd Wilson	Co-ed	Mixed	1388
15th	THE BOWL JOBS	Jeremy Reisenauer, Juvan Esqueda, Jasmine Torres, Christian Sinnot	Co-ed	Plant	1361
16th	NO MAMES!	Lorena Blanco, Cesar Rivera, Joel Blanco, Antonio Avery	Co-ed	Camino	1356
17th	Split Endz	Kim Pumphrey, Sheila Guintoli, Judy Kiyoshi, Annette Ortega	Women	Mixed	1341
18th	Damaged Conditio	Stacey Adams, Jennifer Martin, Jami Benning, Candice Brown	Women	Camino	1304
19th	Mountain Thunde	Bud Turner, Rob Brown, Dave Thomas, Bill Lewis	Men	Tehachap	1296
20th	E-Bowla	David Treto, John Guingao, Jorge Beltran, Teresa Garcia	Co-ed	Dole Ct	1270
21st	Downtown Clowns	Gene Shebley, Lorraine Clemmons, Steve Friedle, MJ	Co-ed	Dole Ct	1152
22nd	Brew Crew	Dan Williams, Matt Schlebo, Kentdria Peterson, Adrian Rivera	Co-ed	Plant	1099
23rd	Balls of Thunder	Melissa Almaguer, Crystal Chavez, Israel Cadillos, Carmen Vizzard	Co-ed	Shafter	1091
24th	BUI	Eric Zuniga, Ericka Moya, Lola Benavente, Justin Gerber	Co-ed	Hillcrest	1089
25th	Bowling Bad	Jacine Scanlon, Christina Scott, Reyna Corona, Ton Ped	Co-ed	South	1073

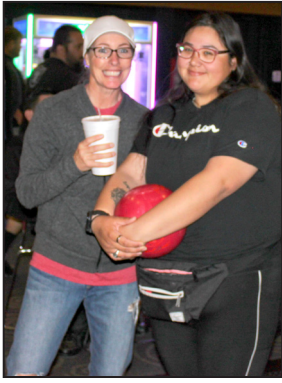
Thanks to all that participated and came out to cheer. Hope you had fun. See you next yr.



A team sport!!!



See many more pix on next page...





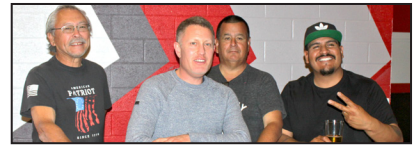
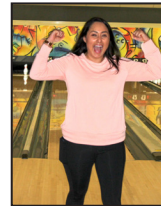
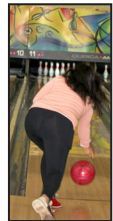
14th Annual



BATTLE OF THE STATIONS

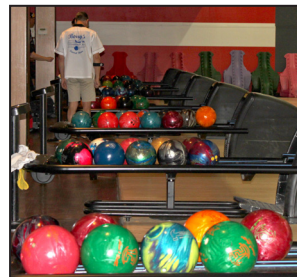
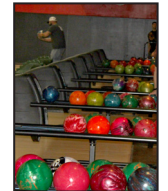


See many more pix on next page...



14th Annual

BATTLE OF THE STATIONS



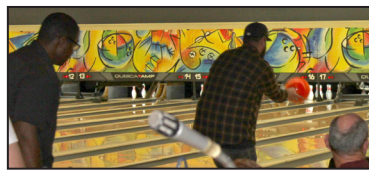
JR	1-17	16
JE	1-8-16	20
ST	1-11-20	15
ES	1-11-20	20
Jeremy Reisenauer		
DW	8-9-9	16
MS	1-11-20	15
KP	1-11-20	15
AR	1-11-20	15
Dan Williams		

See many more pix on next page...



14th Annual

BATTLE OF THE STATIONS



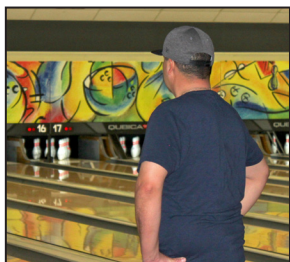


See many more pix on next page...



14th Annual BATTLE OF THE STATIONS

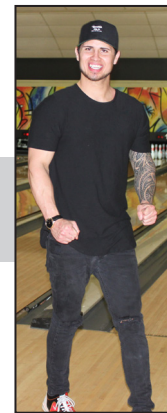




See many more pix on next page...



See many more pix on next page...



14th Annual



BATTLE OF THE STATIONS



More pages? Yup...



Harrington's Corner

Battle of the Stations – "Act 14"

This year's bowling tournament was, once again, a success!! Over 150 people showed up to bowl or to cheer on their station. We had 25 teams representing 8 different stations. One change that took place was South station's Ralph Ramirez and myself stepping down as coordinators for the next few years. Guys from the APWU stepped in and took over and did a GREAT job!! Prizes were given out to Top Male Team, Top Co-Ed Team, and Top Female team as well as Top individual Female/Male awards.

Top Female award went to Camino's Clerk Annette Ortega while top male went to Visalia's window clerk Brian Brazil.

There were very close battles with individual teams, but top Female team was won by Mixed team of Dole/Brundage the "Queen Pins", followed by top Co-ed team from the Plant's "Pin Pushers". Top Male team was won by the Dole Court "The Unknowns" and the overall TOP Station Champion Award went to Dole Court for their 4th win in 5 years.

Over 19 raffle prizes were given out. Cash awards, gift cards, echo dots and top prizes of Apple Air pods. Our biggest winner the 50/50 fundraiser raffle which helped raise over \$500 towards "Camp out Against Cancer" was won by Brundage Station's Paul Greenfield.

A lot of work goes into putting on this event on and special thanks goes out to the USPS Social Rec on help sponsoring; NALC Branch 782 photographer Anita Holderman taking pictures; "DJ Ace" for music; and, the APWU group!! We hope to see everyone next year to keep this tradition going.

Just Another Day in Paradise,

JEFF HARRINGTON
93308 Letter Carrier

14th Annual



BATTLE OF THE STATIONS

2020 Battle of the Stations Winners!!



DOLE COURT: (l - r) Rodel Pangaldan, Jeff Harrington, Patrick Farr, Brian Brazil, Kevin Vandiver, Glenn Ryder, Shari Sharp, and Diane Ryer

The Winning Team was also from Dole Court



(l - r) Rodel Pangaldan, Jeff Harrington, Patrick Farr and Brian Brazil

**Thanks to all that participated and came out to cheer.
Hope you had fun. See you next yr.**



Top Female Bowler – Annette Ortega



Top Male Bowler – Brian Brazil

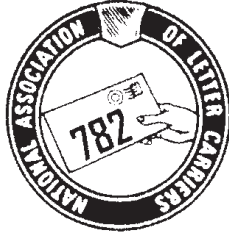
Top 5 Female Bowlers

- 469-Annette Ortega-Camino
- 430-Diane Ryder-Dole Ct
- 414-Judy Kiyoshi-South
- 407-Sara Owens-Taft
- 393-Elizabeth Garcia-Dole ct.

Top 5 Male Bowlers

- 628-Brian Brazil-Visalia
- 552-Tony Slabach-Plant
- 541-Kamal Singh-Plant
- 531-Ralph Ramirez-South
- 515-Neil Kramer-South

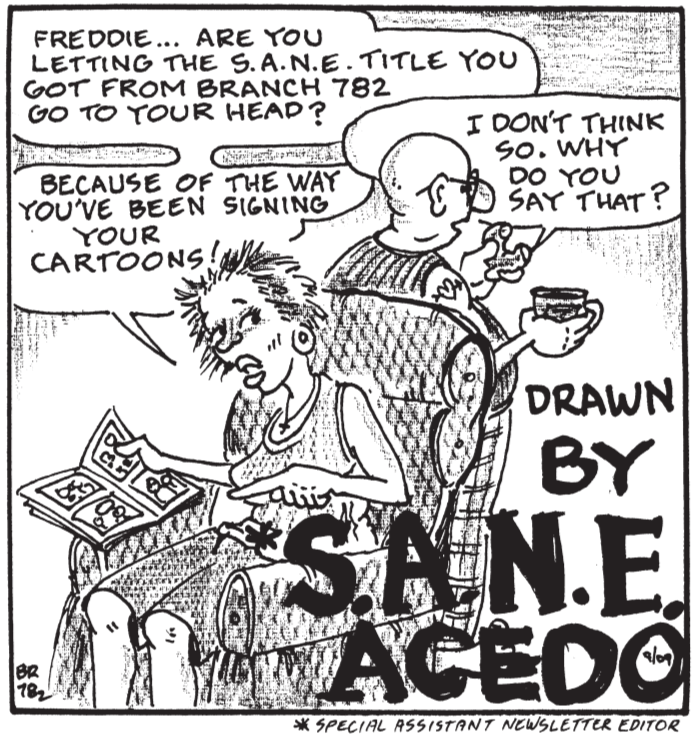
*Pictures courtesy of our Branch 782
Photographer Anita Holderman!!
And? The web version features
354 of her pictures for you...*



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.

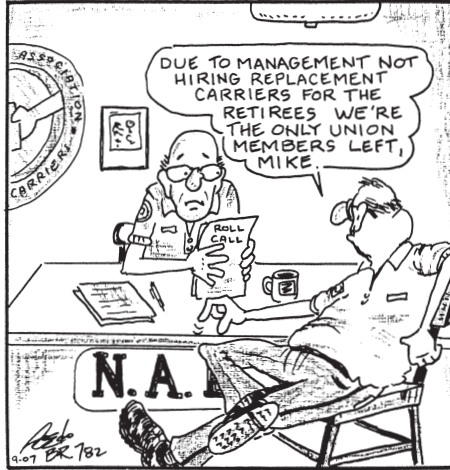
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...

OUT THERE



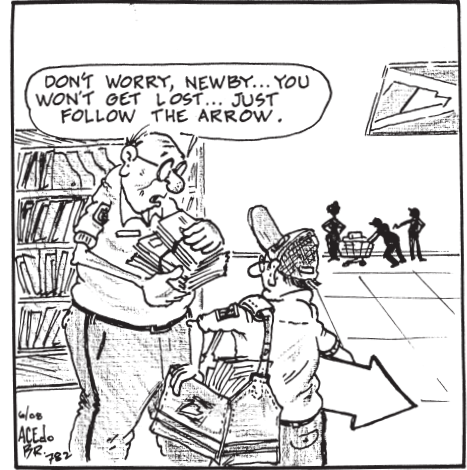
Originally published April 2009

OUT THERE



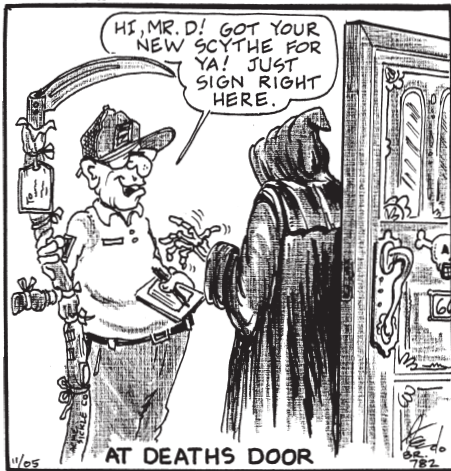
Originally published April 2009

OUT THERE



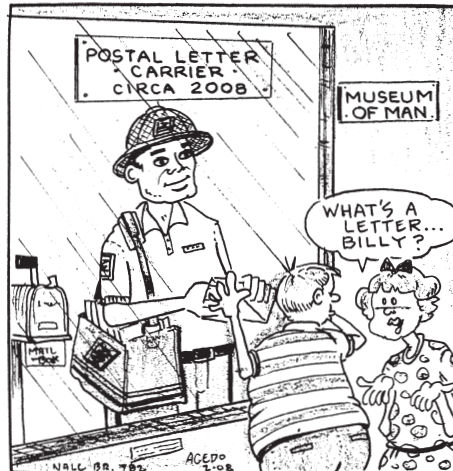
Originally published May 2009

OUT THERE



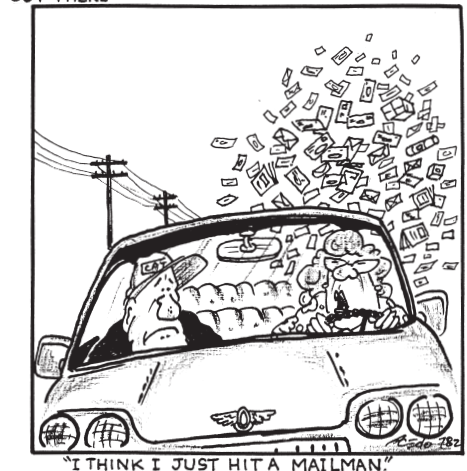
Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

from the editor-guy

Three recent events presented an opportunity for me to think about a few things. Like it or not, I am going to share some thoughts.

I received a phone call from a retired member, Bill Curtis. He asked if I had a phone number for his delivery unit so he could talk to someone and ask a question. I suggested that he call the Shop Steward. He told me that he had a page from the Branch 782 newsletter posted on a wall that had phone numbers and that he would check it out and would then then give the Shop Steward a call.

As we were talking, he looked at the page and realized it was more than a little outdated. (Darryl Holderman retired a few years ago.)

His discovery dovetailed with a gift from another member. Tami Foshee asked me if I wanted some old newsletters she'd found when she was going through things she'd stashed from the 1990s. In the pile of paper was a sheet of Branch names that I found interesting:*

Frank Thomasy, President
Mark Ramirez, Vice President
Kim Gerdes, Recording Secretary
Diana Chavez, Financial Secretary
Dan Lujan, Treasurer
Steve Perez, Sargent of Arms
Bill Curtis, Chief Trustee
Gail Gahart, Trustee
Molly Biggar, Trustee
Tony Chavez, Representative of Retirees

John Ross, EI/QWL Facilitator
Mike Munoz, 93203 Shop Steward
Ernest Gutierrez, 93215 Shop Steward
Jerry Patterson, 93263 Shop Steward
Steve Friedle, 93301 Shop Steward
Margaret Romero, 93304 Shop Steward
Tami Foshe, 93304 Shop Steward
Lupe Arredondo, 93305 Shop Steward
Ute Fritz, 93306 Shop Steward
Frank Delahuerta, 93307 Shop Steward

Mike Towery, 93308 Shop Steward
Dan Wallace, 93309 Shop Steward
Larry Wanier, 93309 Shop Steward
Sandy Robertson, 93505 Shop Steward
Paula Cappelo, 93516 Shop Steward
David Lovett, 93555 Shop Steward
Mary Morhpis, 93561 Shop Steward
Al Sikes, Injury Compensation Specialist
Linda Erlandson, Legislative Liaison
Basil Zuniga, Editor-guy

**I also remember preceding Officers like Richard Suniga, George White, Paul Alexander, Jim Ewing and others.*

The third event that seemed to germinate this series of thoughts is that Jeff Harrington told me that Joy Cordova is retiring.

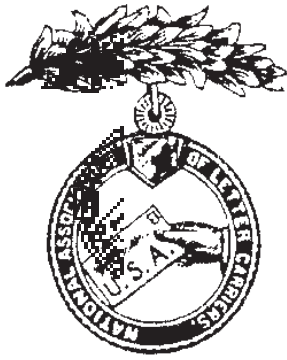
None of these three events were linked. But, they underscore a very basic reality: *Each of us is just "passing through"*. Some of the folks on this list have passed away; some transferred; others (under one circumstance or another) left the Postal Service; some are still out there delivering mail; **four** remain NALC activists; and, Joy Cordova is joining those on the list who are retired Letter Carriers!

Change is indeed a part of life. Generally, changes are unremarkable. We go through our daily routines and just do what we do. It is only when changes in our lives are "measured" in relation to something else that we they become noteworthy. For example, when you are raising your children, you don't notice that they are growing as fast as they are. They are with you each day and they are a constant part of your world. When visiting family members see them for the first time in a long time, there is usually some sense of astonishment that the kids are **"SO BIG!!!"**. We just don't notice them changing. And — although we see others aging around us — it still comes as a surprise when we acknowledge that **WE** do a whole lot of creaking and groaning when we wake up in the morning. Yup.

All this said, here is a final thought that I will accent with the use of some vintage Fred Acedo **Out tHeRe** cartoons from the early 1990s: **SOMETIMES, THE MORE THINGS CHANGE IN THE USPS THE MORE THEY STAY THE SAME.**



These cartoons were in the *E.A. BAKER UNION UPDATE* in the early 1990s and were re-published by NALC Branch 782 in Fred Acedo's book **Out tHeRe** as an MDA fundraiser. **YOU** should buy a copy....



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 301-9676
Treasurer	Teresa Ortega	(661) 391-8026*
Financial Secretary	Anita Holderman	(661) 487-5353
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Chief Trustee	Mike Meza	(805) 625-4541
Trustee	Paul Salazar	(661) 303-3603
Trustee	David Treto	(661) 865-8922

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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Dholderman@bak.rr.com

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Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Vacant	(661) 331-9171
Lamont (93241)	Mike Munoz	(661) 304-5516
Lamont Alternate	Manuel Alvarenga	(661) xxx-xxxx
McFarland (93250)	Fernando Soto	(661) 792-2335*
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Norma Hamer	(661) 619-1465
Downtown Station (93301)	Teresa Ortega	(661) 391-8026*
South Station (93304)	Mike Meza	(805) 625-4541
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 303-3603
East Bakersfield (Alternate)	Ryan Woommavovah	(661) 322-7624*
Hillcrest Station (93306)	Mike Meza	(805) 625-4541
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Shari Sharp	(661) 364-5544
Dole Court (93308)	Denise Ream	(661) 304-6625
Dole Court (Alternate)	David Treto	(661) 865-8922
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	Maria Valenzuela	(661) 496-5929
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Camino Media (Alternate)	Paul Salazar	(661) 303-3603
Mojave (93501)	Delga Loza	(661) 824-8332
California City (93504)	Ryan Gerstl	(761) 373-4180
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93523)	Vacant	(661) 331-9171
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Vacant	(661) 331-9171
Trona (93562)	Lynnel Howell	(760) 382-3030

OWCP Representative
USPS Social Recreation Rep

Rick Gerdes (661) 301-9675
Paul Greenfield (661) 203-7802

* Denotes Post Office Phone Number

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

Rick Plummer, Webmaster





National Association of Letter Carriers
 "Golden Empire Branch 782"
 2628 "F" Street
 Bakersfield, California 93301
 (661) 331-9171

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

General Meeting
Wednesday
March 25, 2020
7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED



After 34 yrs. Last Punch Club

Congratulations,
Joy Cordova!!!
Seniority Date
11/09/85

More detail on pages 12 - 16...

Really, Joy??!!!?

Why would any Letter Carrier ever want to retire?

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"OuT tHeRe"



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