

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



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CHARTERED FEBRUARY 25, 1901



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WEB VERSION

APRIL 2018

SAY SOMETHING!!!

By David Norton, NALC Branch 82 President

RECENTLY AT BRANCH 82 we have been investigating an interaction between a supervisor and a carrier that became physical. Since it is an ongoing investigation, I won't go into specific details about the incident, but this supervisor ratcheted up his behavior to a point where he actually put his hands on a carrier and grabbed him. Of course, this is inappropriate on many different levels and, in my opinion, violates a variety of different statements, memos, and contractual language that ensures employees have the right to work in a workplace free of hostility. The thing is, this wasn't the first time that this particular supervisor has acted in an inappropriate manner, and the more Branch 82 investigated his behavior, the more we found. Much of it was shocking, and I kept wondering why no one said anything about it until this supervisor did something extreme. I am appealing to all letter carriers out there: you have to speak up. Say something.

There are many reasons that employees remain silent in the wake of

management (or co-worker) abuse. For new employees they may seem powerless due to a supervisor or manager's control over their probation or schedule. Supervisors and managers can really make life a living hell for their workers: Carriers don't want to suffer the repercussions after speaking up against the boss. It's easier just to put up with it. "It'll get better when I get out onto the street". Many times, I, myself adopted this philosophy. Just ignore it and do my job despite what they are saying and how it affects me. It can also be hard to tell when a supervisor's behavior is abuse and when it is just them being plain old jerks. The union and our collective bargaining agreement cannot make them "good people". Letter carriers become numb to it.

However, there is standard of conduct that your supervisor and your manager must adhere to in the workplace, and honestly, it is not that hard for them to maintain that. It isn't just physically grabbing you, or other serious instances.

They can do their job without:

- calling you or your co-workers names
- putting you down
- talking about your age ("when are you going to retire?")
- discussing your performance on the workroom floor or discussing your co-worker's performance with you
- making sexual references to you, or discussing their own sex life
- gossiping
- openly speaking out against/ blaming the union ("the union said I have to do...")
- getting in your personal space or acting aggressively
- threatening you or your employment
- calling or texting you for things outside of the purview of work or you job

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The list goes on.

I realize that not all inappropriate behavior is done nefariously. Sometimes supervisors, managers and your co-workers may say or do things that they shouldn't, and it is done out of their own ignorance or lack of understanding. Sometimes we get comfortable around each other and feel like we can say things to one another that is, in fact inappropriate. People do make mistakes. That fact remains, that we are at work to do a job and we should treat each other, and demand to be treated with dignity and respect.

In regards to management, they should be maintaining a level conduct and decorum befitting a person in a position of authority, and we should be holding them accountable when they cross the line.

There is a movement taking hold in this country of people speaking up to people in authority that use their power and influence to abuse others. It has sparked change in Hollywood and in major corporations. This abuse has existed for years and employees have sat by and have taken it. Now people are standing up to it. I urge letter carriers to do the same.

So, right now you are asking, "what is the Postal Service really going to do about it?". Most employers have policies against bullying in the workplace, and workplace harassment, and the reality is these memos are typically aimed at non-supervisory employees. "Violence prevention" means stopping employees from being violent, while ignoring daily psychological violence perpetrated by supervisors and their enabling managers who refuse to apply policies to themselves. If you screw up, then you are held accountable. If your supervisor screws up, then nothing happens. In the case of the supervisor I talked about earlier, management eventually put him in a

non-supervisory position but only after the union heavily advocated for it. Management eventually did the right thing, but they had to be pushed. This is nothing new to a union steward or advocate, you have to push.

There is a new Portland District Manager and he has stated that he wants to maintain a workplace where employees are safe and treated with dignity and respect. I believe him. In the City of Portland, there is a new Postmaster. He too has stated that he wants to maintain a workplace where employees can feel safe and are treated with dignity and respect. I believe him too. Like many things, this philosophy does not always trickle down to the workroom floor. That's where this inappropriate behavior is happening, and it is up to us to document it.

"...it is time that we, as letter carriers, create a culture of speaking out against ill treatment from our supervisors..."

That is not to say that the union will be able to get rid of your supervisor after the first time they slip up and say something wrong, and management does have a right to talk to you about your performance. They have a right to supervise you. We can, however, start to document aberrant behavior. If we can show a pattern of abuse over time, then we have a good case going forward that the individual in question is not capable of supervising employees.

This is not only good for us, but good for management. If upper management doesn't hear about it, (and your supervisor certainly isn't going to tell them about their own inappropriateness) then how are they going to

know that one of their employees is potentially putting the agency at risk by their behavior?

Either way, it is my opinion that it is time that we, as letter carriers create a culture of speaking out against ill treatment from our supervisors.

The USPS Memo of workplace harassment states in part:

Prohibited Activities

Harassment is unwelcome verbal or physical conduct, which is so severe or pervasive that it interferes with or changes the conditions of one's employment by creating a hostile, intimidating, or abusive working environment. Examples may include, but are not limited to, making offensive or derogatory comments or engaging in physically threatening, intimidating or humiliating behavior based upon race, color, religion, sex (including gender identity and gender stereotypes), national origin, age, mental or physical disability, sexual orientation, genetic information, or in reprisal for an employee or applicant's complaint about or opposition to discrimination or participation in any process or proceeding designed to remedy discrimination.

If any of this sounds familiar and your supervisor is treating you in a way that violates this or any other workplace harassment/bullying/ statement on violence in the workplace memo, then you need to notify your shop steward or call Branch 82. If you speak out, and are mistreated because of it, then we need to know that too.

If the Postal Service is committed to providing letter carriers a safe, productive, and inclusive workplace, then they won't put up with abusive workplace behavior by their supervisors. We may need to push them into reaching that goal.

First, it all starts with saying something about it.

Article courtesy of the Portland, Oregon NALC Branch 82 March 2018 *B Mike*

Minutes of the March 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 28th day of March, 2018 at the branch office, Bakersfield. The flag salute was led by Trustee, Darryl Holderman. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Oildale, Shafter, South, Stockdale and Taft. Also present was the Newsletter Editor, Basil Zuniga; Photographer, Anita Holderman; Assistant Treasurers, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and Paul Greenfield of the Social and Recreation Committee. The Minutes of the February 28, 2018 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: An application was received from Fawn Parry of Ridgecrest.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that everything is "booked and ready. "Just kidding," everything is on schedule. Basil Zuniga apologized for not having the newsletter ready for Hillcrest this month. He discussed page 14 which is about dogs. The cartoons are dated from March 2003 thru June 2017. Basil reported that he "likes it when Fred Acedo sees some of the cartoons and has forgotten that he even did them!" He also apologized for the "questionable" cartoon, "the devil made him do it!" He thanked Jeff Harrington and his sister for supplying the photos for the Bowling Tournament. There are a lot more on the website. Paul Greenfield reported that the Social and Recreation Committee Meeting was cancelled this month due to the passing of Frank Martinez. The meetings are held on the third Thursday of each month. Kim Gerdes reported no book sales this month, 613 remaining.

UNFINISHED BUSINESS: Kim Gerdes reported that the Convention hotel has been booked and airline tickets purchased. Gilroy Manglicmont reported that six CCA's attended the meeting, not a great turnout.

GOOD OF THE ASSOCIATION: John Ortega reported that Jill Lemon of the Canoga Park Branch has sent raffle tickets for the Region 1 team fund. Anyone interested in purchasing a ticket should contact John. Mike Towery asked for a moment of silence for Frank Martinez who passes away March 17. Basil Zuniga shared that even though he has known Frank for years, it was interesting for him to find out things about Frank. One of his customers attended the services; she talked about how he would call her by name and ask how she was doing. Paul Greenfield also spoke at the services about Frank. Molly Biggar made a motion to send Frank's last check from the union to his wife. Seconded by Jerry Patterson and passed. Mike Towery introduced Joe Jones, retiree from Dole Ct. visiting from Oklahoma. Joe retired from the USPS in 2004 with 47 years. He also retired from

Lowes after 11 years. Joe talked about being able to go on the "Honor Flight." He said they made him feel like a "king." Law enforcement closed the streets and interstate in Tulsa and DC to allow the bus with veterans to get through. Pam Smith discussed the route inspections at Hillcrest. Several carriers got Letters of Warning for expanding street time. Management curtailed mail on the last day of the count. Paul Greenfield made a motion to purchase 3 plaques, one for the office, one for the GMF and one for Brundage Station to commemorate Frank's service on the Social and Recreation Committee. Seconded by Jerry Patterson. A discussion was held. Basil Zuniga made a friendly amendment that the Branch spend up to \$200. The amendment was accepted by Paul. The motion was tabled. It will be published in the newsletter and Paul will get more information on the costs to present at the next meeting. Hermie Encinas reminded members to make sure all the information on file regarding insurance and beneficiaries at the Post Office is up to date. Joe Jones suggested having a Retiree Dinner. There will be a meeting in April to work on the 2017-2018 Budget; we will look into adding it to the Budget. Mike reminded members that we would need a member to organize the dinner. Mike Towery reported that the new District Manager, Al Santos, wants to be informed if management does not deliver the Food Drive bags and cards. Angie Hernandez reported that the Food Drive T-shirts are available for sale. All Food Drive Coordinators will meet at the GMF on April 12.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported National has filed a grievance on the new Safety Ambassador program. Do not volunteer to participate, if you have already said you would act as "Ambassador" let management know you will not longer be participating. Management did away with Safety Captains and replaced it with this program which will be used to discipline carriers. Basil brought up the National Reassessment Program, NRP; carriers have received letters regarding a Class Action Settlement. Mike explained that a law suit was filed, if you received a letter you may be entitled to a portion of the settlement.

FINANCIAL SECRETARY'S REPORT: Molly Biggar reported that \$13,959.07 was collected for March.

TREASURERS REPORT: Molly Biggar reported:

Beginning Balance	\$69,216.47
Dues and Income	\$13,527.12
Total Balance	\$82,743.59
Total Expenses	\$21,841.35
Ending Balance	\$60,902.24

The MDA 50/50 Drawing was won by Norma Hamer who donated her winnings to MDA. (15.50/15.50)

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

Jerry Patterson discussed the appointment of a new Sgt. at Arms.

There were 44 members present.

The meeting adjourned at 7:49 p.m.

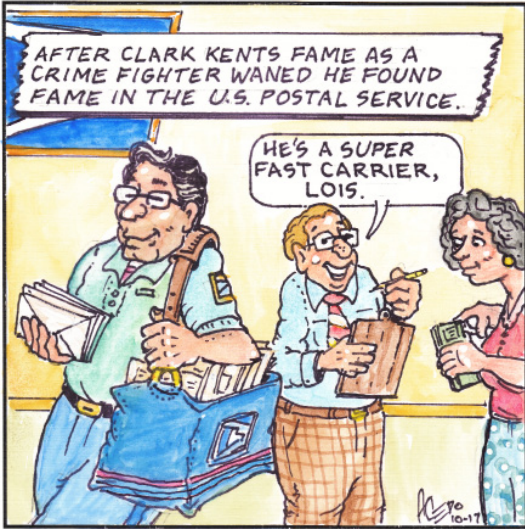
KIM GERDES
NALC Branch 782 Recording Secretary

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

This month YOU could win \$500!

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

“OuT tHeRe”



“OuT tHeRe”



There is going to be a vote...

At the March General Meeting, Paul Greenfield made a Motion to purchase three plaques to commemorate Frank Martinez’s service on the Social and Recreation Committee: one for the office, one for the GMF and one for Brundage Station. The Motion was Seconded by Jerry Patterson. A discussion was held. Basil Zuniga made a friendly amendment that the Branch spend up to \$200. The amendment was accepted by Paul. The Motion was tabled. It will be published in the newsletter and Paul will get more information on the costs to present at the April General Meeting for more discussion and a vote.

Come to a Union meeting. We’ve got the right answers for you. Really? Yup.

What is Harassment?
Can I get USPS money to pay for a uniform?
Lettler Carriers Have a Health Insurance Plan? Is it any good?
Who do I ask?
If I work less than a full day, do I still get a break?
What is a grievance?

Non-Members March 2018*

*CCA names are in italics

Downtown Station Sarah Kirby Javier Cruz	Dole Court <i>100% UNION!!!</i>	Avenal <i>100% UNION!!!</i>	Shafter M. D. Voights L. M. New
South Station <i>100% UNION!!!</i>	Stockdale James Oh Marty Martinez Daniel Zuniga	California City <i>100% UNION!!!</i>	Taft K. J. Kaczmarek
Brundage/East Bakersfield <i>100% UNION!!!</i>	Camino Media <i>100% UNION!!!</i>	Delano Cynthia V. Quebral Daniela Barreto	Tehachapi B. C. Den Beeman
Hillcrest <i>100% UNION!!!</i>	Arvin <i>100% UNION!!!</i>	Lamont <i>100% UNION!!!</i>	Trona <i>100% UNION!!!</i>
		Edwards AFB Varline Reeder	Wasco <i>100% UNION!!!</i>
		Mojave Alexander Keller	<i>There are only thirteen non-members in all of the cities we serve... Two of them are CCAs.</i>
		Ridgecrest <i>100% UNION!!!</i>	

Building the Bridge to Our Future

by Tim Scroggs,
NALC Branch 116 President

I firmly believe that our future is bright, but it depends on all of us doing our part to build the bridge.

What can you do? Let me suggest that you start by attending our next General Meeting. This is where you have the chance to educate yourself on your Rights and the issues that affect you, to speak up on topics that are important to you, and — to hopefully — discover opportunities to become more engaged.

This is an excerpt from an article which originally appeared in the NALC Branch 116 *Summit City Mailbag* published in April 2018

Identifying intentional false editing of clock rings



Christopher Jackson

NALC representatives in those areas noticed these discrepancies, filed grievances on behalf of the letter carriers involved, and made sure those individuals were paid the money they rightfully earned.

“Letter carriers work tireless hours every day of the week delivering the nation’s mail, and they deserve to be paid every penny they earn.”

In response to those events, NALC recently developed some tools for letter carriers and their union representatives to use for the purpose of identifying and challenging any potential future false editing of clock rings. While there are times when union representatives review employees’ clock rings for errors, the easiest way to identify instances of letter carriers being shorted pay is for letter carriers to take an active role in monitoring the hours they work and their resulting pay. Many letter carriers already track their hours and match that time up to the amount of money on their paychecks.

With that idea in mind, NALC has created the NALC Work Hour Tracker for each letter carrier to use to keep track of their hours. The tracker contains 52 pay periods worth of fillable tracking forms; a detailed instruction page that explains how to properly track hours and figure overtime for full-time regular, part-time flexible and city carrier assistant (CCA) letter carriers; a USPS pay period calendar; and time conversion table. It even has a page for each pay

period to take notes, where letter carriers can record things that occurred during that timeframe, such as which routes they carried, if they took a lunch for more or less than 30 minutes, if they left early to go to a doctor’s appointment, when they took annual leave, etc. These notes could be invaluable if it’s determined after the pay period is over that an edit in clock rings resulted in a loss of pay.

Once printing has been completed, the NALC Work Hour Tracker will be made available for distribution to current NALC members by local branches and the 15 NALC national business agents throughout the country. In the future, it also will be issued to all new CCAs who join the union. For letter carriers who would like to track their hours electronically, rather than manually with the printed version of the tracker, a fillable version of the NALC Work Hour Tracker will be made available on the NALC website and will be incorporated into a mobile app.

NALC also has created some training materials to assist union representatives with identifying contractual violations and with filing successful grievances when management falsely edits letter carriers’ clock rings. The material consists of *The NALC Guide to Identifying Intentional False Editing of Clock Rings*, a PowerPoint presentation to be used at local and regional training sessions, and a grievance starter that outlines how union representatives can effectively challenge these situations.

This guide and the PowerPoint presentation provide a detailed understanding of how to read the Employee Everything Report, better known as clock rings, which is created from the USPS Time and Attendance Collection System (TACS). It also describes how to properly identify inaccurate edits or entries, and how to do so with the most efficient use of resources. And the guide offers advice for union representatives on educating members about the importance of monitoring the hours they work and the pay they ultimately receive.

Anytime a supervisor falsely edits a letter carrier’s clock rings, no matter how small of a change in the resulting pay, union representatives should make sure a timely grievance is filed. Letter carriers work tireless hours every day of the week delivering the nation’s mail, and they deserve to be paid every penny they earn. Once final distribution of all these materials is complete, I encourage all letter carriers to use the NALC Work Hour Tracker to monitor the number of hours they work. If you ever notice that your paycheck doesn’t reflect all of those hours, you should immediately inform a local NALC branch representative for further investigation, and about filing a grievance if necessary.

Article courtesy of the *NALC Postal Record*
published in April 2018

In Memorium

Frank John Martinez

Frank John Martinez Jr. was born March 30, 1958 in Corcoran, California. His parents were Frank John Martinez and Alice Martinez. The Martinez family moved to Bakersfield, CA where Frank attended local schools. He began working for the U.S. Postal Service in 1978 as a city letter carrier. He retired in 2017 from the USPS after 38 years of service.

Frank passed on Saturday, March 17th surrounded by loved ones. He is survived by his wife of 37 years Rosalie Duarte Martinez and his four children, Celena, Frank, Theresa, and Nickolas.

Frank also raised his grandchildren Marin, Celena, Richie, and Sonny. He also had four more grandchildren, Rosalie, Giselle, Gianna, and Brielle. Frank is also survived by his mother Alice, sister Janice, brothers Rudy, Alex, and James. He was preceded in death by his father Frank John Martinez.

Frank dedicated his life to two important categories. He loved God and his family. He attended Bakersfield's Our Lady of Guadalupe church every Sunday and he always put the needs of his family before his own.

Viewing was from 5-9 with Rosary at six p.m. on Tuesday, March 27th at Hillcrest Mortuary. A Roman Catholic Funeral Mass was celebrated 1p.m. March 28th at Our Lady of Guadalupe church. Burial immediately followed.



Published in *The Bakersfield Californian* on March 24, 2018

Frank was my mailman when I was in junior high. He was always a nice person and would give us the mail even though the mailbox had a lock on it.

I remember when I passed the test and got hired on to the Post Office. I seen him on Cottonwood delivering. I stopped him and

he had a supervisor in the truck with him counting him. And, he still was nice to me. The supervisor was upset, but "Franco" wasn't.

He always told me when it came to management, "'Vice Roy', you can show them better than you can tell them!" Another

thing he would say to me was, "Ain't Nothing to It But Do It."

Franco will be truly missed. Sorry and "So Long!"

ELROY MILLER
93307 Letter Carrier



We go to work each day. Days turn into years, and the years pass. One day, I realized that all the Carriers that I had started with were gone. Frank Martinez was the last Carrier still at the Brundage post office from "the original crew".

I met Frank when I began working in the 07s at the Brundage post office in 1984. Who doesn't remember their first day at a new job? (Frank was already there!)



In those early years we were allowed more chances to talk to each other. I remember Frank as funny and upbeat. I felt a kinship to Frank.



I worked with Frank for over thirty years. He was always consistent in his daily work habits. I never saw him angry or frustrated. He just came to work, did his job and went home.



Frank was a "constant" at Brundage. Although he left to work at the 05s at East Bakersfield, he came back when the two stations were combined. *He was back Home!*

Rest in Peace, my friend. You worked hard in this life. May you find eternal rest.

JESSIE C. SUBIA

The first time that I met Frank was in October of 2002 when I was a casual carrier. One afternoon, I was sent to help Frank deliver mail on his route. The territory of his route was around the Bakersfield Air Park in the East Planz Road area. Some of the streets were closed for asphalt construction, so my task was to deliver the closed areas on foot since regular mounted delivery wasn't possible. *Those streets were a lot longer on foot... LOL!* I remember Frank being very appreciative of my help that day and I shared with him that I had worked with his son, Frank Jr.

Eventually, I made Regular in May of 2008 and I was assigned to the old Kentucky Street East Bakersfield station. I was Frank's T-6 (Relief Carrier) on his route (515). It was a pleasure to work alongside Frank and he treated me like his route was just as much mine as it was his. His selfless attitude made my transition from PTF to regular seamless...and it was also nice to finally have scheduled days off. LOL!

Frank showed his love and gratitude for all of us through his years of service to our union. Frank served many years as a member of the Post Office Social/Rec committee. I was privileged to serve alongside him for about two years. He was also a Branch 782 delegate to NALC National and State conventions. Most recently, Frank was the Sergeant-at-Arms for our local Branch.

One instance where Frank showed selfless service to our membership was in organizing the USPS summer Dodger family outing. The price of the baseball tickets had doubled because of a change of ownership with the team. After our first correspondence with the Dodgers, we discovered that, under the new pricing structure, we could only afford half of what we needed (30 tickets). At that point we were losing our singleness of purpose which was to include as many people as possible. Providing only half of the tickets meant that we were excluding folks.

So, upon hearing Frank's news from the Dodgers, we said to ourselves, "I guess this isn't an event that we can afford to fund any

longer". Frank replied, "You know what, I'll give the ticket office another proposal and see if we can find a way to get sixty tickets within our budget". Frank was able to get sixty tickets at an increase of \$3 to \$5 more than the previous year, which was an understandable amount of inflation. This instance was a witness to Frank's selfless virtue that made him such an asset to our Union!

Frank, thank you for your friendship and dedicated service to our union! We are always going be stronger together!

I used to think that gratitude is emotion and I could go home and think about it long enough or make the right list and then I'd be thankful for things in my life. I learned that — looking at it through the prism of the life of Frank Martinez — gratitude is an action. He also showed me that spiritual life is not a theory and that faith without works is bare because there has to be some action behind good ideas. Frank's faith guided him through everything in good and bad times to serve all of us!

Rest in Peace My Friend.

PAUL GREENFIELD

Ever since I can remember, I wanted to be just like my dad. I idolized my father. I started kindergarten in 1987 at Our Lady of Guadalupe school. We were asked to write and draw a picture of what we wanted to be when we grew up. Of course, I drew a mailman. My teacher wrote for me: "I want to be a mailman like my dad." My mom still has that drawing at her house.

Continued on next page...

The author, Frank's son, was a USPS employee for 8 years. He is now a fifth grade teacher. This is an intro to a variety of insights he has chosen to share with us.

Walking in the Footsteps of MY Hero

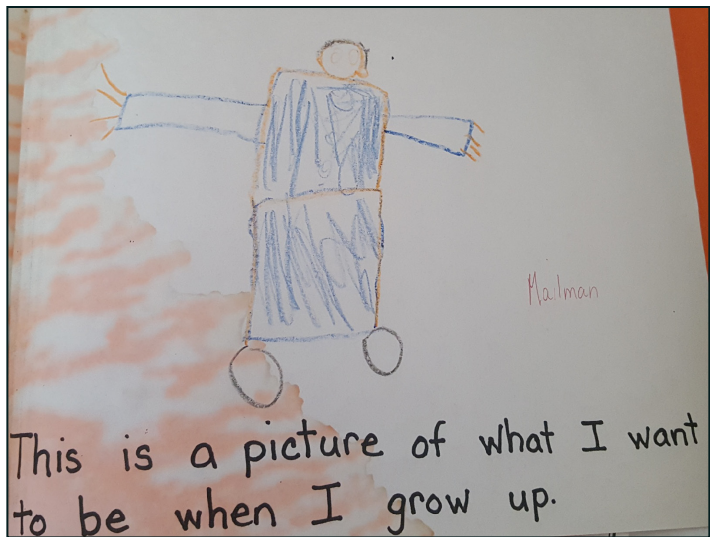
My name is Frank John Martinez III. Many postal workers in Bakersfield knew my dad. He worked for the USPS for thirty-eight years.

I want to share some basic facts about him that you may or may not know: Frank John Martinez, Jr. started with the USPS at the young age of 20 in 1978. He worked at Brundage station for over 25

years and he moved to EB station back around 2006. He retired in May of 2017 due to complications from heart failure. He was a Letter Carrier all of his adult life. He delivered to poor areas off Cottonwood. He delivered to nicer areas near Garces. He got up every morning and went to work to support his family. He made many friends, encountered many dogs over his career and most people remember him as "Franco" or "Frank the Mailman". He died on March 17, 2018.

For me, he was "Dad — My Hero".

A more extensive tribute to Frank Martinez is continued on our website at WWW.782NALC.COM. The link is at the bottom left side of the page at "Parting Ways". Thank you to everyone for so many pictures and memories...



Walking in the Footsteps of MY Hero

were **SO** awesome! They became such a great influence on me. I decided I wanted to be a teacher. **THAT** became by goal!

The summer before I enrolled full time at Bakersfield College my dad told me that the post office was hiring casuals for the plant. I talked to dad's sister, my Aunt Janice Montijo, a Letter Carrier who worked at Bakersfield's Hillcrest Station. She encouraged me to apply.

I knew the post office was a good job. My dad, my aunt, my uncle, and my cousin all worked there, and they made good money. I applied for one of the casual positions and was hired for the automation section of the Plant/GMF in August before the fall semester at Bakersfield College started.

As a casual, I worked a lot of hours! I was working the evening shift and would go in at 4:30 pm and get off at 3 am. I worked six days a week and ten hours a day. The money was good: I was bringing home about a thousand dollars every two weeks and I was only 18 years old!

I still had the full load of classes I'd signed up for. I had

*S.A.N.E.



Originally published October 2012

Once I got to about third grade, I changed from wanting to be a mailman because that's what my dad was. My teachers

registered for school before getting the job and had scheduled all my classes for mornings. I figured, "Hey, this is cool! I get to finish school by noon every day!"

As you can imagine, it didn't work out well...

I was getting off work at 3 am and going to class at 8 am.

Gradually, I stopped going to class every day.

I decided I was going to work **REALLY** hard to convince my supervisor to allow me to take the postal test so I could be hired permanently. My supervisor's name was Dave Carnell. He was an older guy and he liked me. I would tell him, "I **WANT** to be permanent! I **NEED** to take the postal test!"

After about two years working as a casual, a postal test was scheduled. I passed and I was soon hired as a PTF. **Fifteen years after drawing my dad's mailman picture, I was a mailman — at the same age he started:** I was twenty years old. At that time, I was delivering mail at Hillcrest and Stockdale.

I was a PTF at Stockdale Station when my dad suffered his first heart attack. My mom called me after work and said my dad wasn't feeling well. (He was 45 years old at the time.) I remember that I came home and he was lying on the bed sort of grimacing and he said his chest kind of hurt. My mom convinced him that he should go to Memorial Hospital.

They performed an angiogram to check his arteries and we were then taken into a room to discuss the results: Three of his arteries were over ninety percent blocked, his heart was enlarged and severely damaged, **AND** they were reluctant to operate on him. They felt if they tried he wouldn't survive.

We were also told that he would never work again. He would need a heart transplant to survive. He would need to be placed on a list for a possible heart transplant. He might have to possibly wait years until a heart became available.



Dad, out delivering.

I WAS IN TOTAL SHOCK!!

My dad seemed healthy. He would still play sports with me and my younger siblings. He had never complained of any chest pain before. The doctors said the plaque in his arteries must have been building up for years. I didn't know what to do, so I took a little walk around Memorial Hospital to compose myself.

When I went back up to my dad's room he said he had heard the doctors saying his arteries were ninety percent blocked. I knew he was worried. The next day the doctors told us that they would refer my dad to a heart specialist at UCLA to see if they could do anything but that it would take some time to see the specialist because my dad needed his insurance to approve it. In the meantime, he needed to go on a very strict healthy diet: No fried or unhealthy foods!

After waiting maybe a month for the insurance approval, my dad was able to see Dr. Ardehali, a UCLA heart specialist. He examined my dad's angiogram and performed his own series of tests. He told us he believed he could perform bypass surgery and that he believed my dad's heart was strong enough to function after the surgery.

We were excited and began to have some hope. My dad continued his healthy diet and was put off work on medical.

Six months after his diagnosis he had triple bypass surgery at UCLA medical center. It took so long because it was a long drawn out process to wait for it to be approved by his medical insurance. Eventually, the surgery was a success and he stayed in the hospital for about three days. We then brought him home and he began the long recovery process.

Soon, Dad was worried about work and money. He was using up most of his Sick Leave.

I was still living with my parents at the time and I told him, “Don’t worry about it. I’ll pay your house payment while you are out of work. Just save your money and when you go back to work you can pay the house payment again.” My parents’ house payment back then was around \$700 dollars. I wouldn’t have been able to afford it if mortgages were like they are now. But — together — we worked it all out. Families do that.

My dad stayed home about another six months recovering. After about an entire year away from his job at work, he returned to his route at Brundage station. *(The man who was told he would never work again worked for another fourteen years channeling his iron will and determination!)*

After some two years as a PTF Carrier, I made Regular and was assigned to Route 522 in East Bakersfield (E.B. Station 93305) on Kentucky Ave. It was a walking route. I was young, only twenty-two years old and I enjoyed walking. It was a route right next to my uncle George Duarte on Route 523 which was also a walking route. He had the streets west of Haley just north of Columbus and I had the neighborhood that contained streets like St. Mary’s and Occidental near Bakersfield College.

On the other side of me in the office was George Vaquera, Route 521. He was one of the funniest guys I ever met! I used to laugh all morning when I would case next to him. He used to call me, “The Youngest Man in the World.” Meanwhile, my dad was still working in 93307 at Brundage station. He delivered off Cottonwood and used to take his lunch at Casa Loma park.

After a few years working at EB, I heard that one of the Carriers was going to retire. Lupe Arredondo had a really sweet route! My dad was still working at Brundage on his same assignment. His route was getting bigger. More and more new apartment buildings were being constructed off Cottonwood and they kept adding to his route which had over 800 deliveries. I told him, “Dad you should bid on Lupe’s route! I heard it only has like 300 stops!” He said, “Ehhh, I don’t know...I’m used to my route.” I responded, “Yeah, I know. But Lupe’s route would be way better for you! It’s in a way nicer area and it will be a lot easier.” (It was located in northeast Bakersfield near Garces High School.)

After some convincing, my dad decided to bid on the route. At the time, he had almost thirty years seniority so we pretty much knew he would get it. He got the route and it was really cool. *I was now working with my dad AND my uncle in the same Station!* We had a lot of good times there casing mail in the mornings and meeting for lunch.

As the years went on, I began thinking about how I had once wanted to be a teacher. I liked being a mailman. It was good pay, but I felt a little bored. I was delivering mail every day to the same people and I started thinking about my life and what I wanted to do with it. “Do I want to do this for the rest of my life?” The more I thought about it the more I thought the answer to that question was, “No.” I wanted to do more with my time.

I really wanted to be a teacher. I wanted to help kids become successful. I wanted to make a difference in their lives. This didn’t mean that I thought negatively about mailmen; after all, dad — my Hero — was a mailman.

I just thought that it wasn’t what I was supposed to do with my life. I talked to my dad about it and I told him, “I don’t think I want to be a Letter Carrier any more. I should go back to school and become a teacher. *That is what I really want to do with my*

life. This being a mailman just sort of happened because I got the job right out of high school.”

He shared his story with me.

After high school he was going to Cal State Bakersfield and studying to be an engineer. He had completed about two years of college when he was hired by the Postal Service. His story was almost identical to mine.

He was planning a different career and this good paying job came along. He couldn’t pass up the money and stopped attending college. He told me that, thinking back, he should have stayed in school. He could have become an engineer and would have made more than being a mailman. He knew what I was experiencing.



(l-r) My Uncle Rudy, my dad, me and my Grandpa Frank on a really good day!

After about a year of these thoughts, I decided to quit the USPS and enroll full-time back at Bakersfield College. I thought about keeping my job and going to college at the same time, but I knew (from my earlier experience) that I would not force myself to do the work necessary if I had kept my good paying job. I had to quit in order to force myself to complete my college degree. I had to leave myself no choice but to do well in school.

I finished Bakersfield College after about a year and transferred to Cal State Bakersfield. I majored in History and graduated with honors. I enrolled in the teaching credential program and I was offered a scholarship. The scholarship was for the training and recruitment of teachers for high need areas and would ultimately pay for our teaching credential and our Master’s degree. Seven students were chosen out of hundreds of applicants to be part of this opportunity in 2014. I received my Master’s degree in Education in 2015 with a concentration in curriculum and instruction.

The day I received my Master’s degree is forever engrained in my memory! The Icardo center at Cal State Bakersfield was full of people. As I walked up to the stage and they announced my name, I looked over and I could see my dad standing up in the bleachers clapping for me.

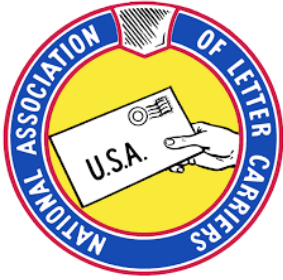
He was the only person standing up. And, it was as if all I could see was him. There he was AGAIN — cheering me on, just like he had all his life.

All I ever really wanted to do was be like my dad. I wanted to make him proud. My dad was my Hero.

Even though he can’t be here with me physically anymore, I know he will be guiding me in spirit as I continue this journey of my life. I am walking in his footsteps and am striving to see him again one day.

A Memorial Keepsake with more info and pix can be viewed at WWW.782NALC.COM . The link is “Parting Ways.

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... ”

Adapted article courtesy of the Fresno, California NALC Branch 231 *Postman's View* published in April 2018. Thank You so much, Gary!!!

Smell the Coffee, yet? Well, You'd better...

The Trump administration's proposal to merge annual leave and sick leave into one form of leave would result in a reduction in the amount of leave federal employees receive, OPM has said.

"By combining federal vacation and sick leave into a paid time off plan, similar to that offered by some large, private sector employers, federal employees would gain flexibility in how total leave balances are spent. This proposal would reduce the total number of leave days accrued by an employee annually, while adding a short-term disability insurance policy to protect employees who experience a serious medical situation or other eligible short-term disability event," said a document sent to Capitol Hill in support of the administration's budget request for OPM.

More information on annual leave and other leave policies at ask.fedweek.com

The document goes into little further detail, however, beyond reciting the current accrual rates for both types of leave and promising—as had an earlier strategic plan—that before making a formal proposal, the administration would study the issue and consult with employee organizations, among other stakeholders. The latest document adds that it expects to complete that review during the present fiscal year and make a formal proposal during the fiscal year that begins October 1.

A 2016 report by the conservative Heritage Foundation, whose views have influence in the administration, suggested such a combination and said that following prevailing private sector practices would result in federal employees receiving 10 to 12 fewer total paid days off than they receive currently.

Neither that report nor the latest document from the administration address the differences between the two types of leave that would have to be resolved if they were combined.

Source: <http://www.fedweek.com/fedweek/proposed-combination-of-annual-sick-leave-would-reduce-total-time-off/> (Published: March 14, 2018)

Editor-guy Note: A BIG Thank You to the Oklahoma City, OK April 2018 Branch 458 *Sooner Script* where I first saw this published!

"Out tHeRe"



KNOW YOUR RIGHTS?

The National Agreement provides a right to use sick leave in certain situations, known as Sick Leave for Dependent Care.

Under language contained in the national Memorandum of Understanding, a Letter Carrier is entitled to use up to 80 hours of Sick Leave for Dependent Care per year: "...to give care or otherwise attend to a family member with an illness, injury or other condition which, if an employee had such condition, would justify the use of sick leave by that employee. Family members shall include son or daughter, parent, and spouse as defined in ELM Section 515.2. Approval of sick leave for dependent care will be subject to normal procedures for leave approval.

The right to use paid sick leave *does not* add to the amount of sick leave earned. Rather, it enables a Letter Carrier to use earned sick leave for a new purpose — caring for an ailing family member.

The Letter Carrier's right to Sick Leave for Dependent Care under the contract is separate and different from the right to leave under the Family and Medical Leave Act of 1993.

Sick Leave for Dependent Care is a benefit established by the National Agreement; the FMLA is a federal law. Still, there are certain overlaps. For instance, the definitions of son, daughter, spouse and parent used for Sick Leave for Dependent Care are the same as the FMLA definitions — so an employee may take time off to care for the same persons under both Sick Leave for Dependent Care and the FMLA.

Article courtesy of the Chatsworth, California
March 2018 - April 2018 NALC Branch 2902 *Mail Bag News*



Our Success is: *Because of YOU...*



	2017	2016	2015
Arvin (93203)	536	255	275
Avenal (93204)	1190	800	2100
Delano (93215)	4928	3756	2594
Lamont (93241)	413	300	510
McFarland (93250)	1072	536	325
Shafter (93263)	4651	4631	5146
Taft (93268)	6474	4500	1600
Wasco (93280)	2694	3216	3614
Downtown Station (93301)	2651	2664	2381
South Station (93304)	7772	9743	9417
East Brundage (93305/07)	9212	10276	10955
Hillcrest Station (93306)	9394	11068	11106
Dole Court (93308/12/14)	17143	24520	24107
Stockdale Station (93309)	11431	13620	13943
Camino Media (93311/13)	5614	6638	6194
Mojave (93501)	700	347	1395
California City (93504)	1100	825	2600
Boron (93516)	422	391	850
Edwards AF Base (93523)	536	403	1072
Tehachapi (93561)	2465	2465	1200
Ridgecrest (93555)	11500	13760	12600
Trona (93562)	450	---	1550



TOTALS **102,354** **114,714** **115,534**

2018 POSTAL SERVICE ACTION PLAN Instructions from US Postal Service Headquarters

USPS Managers: Support from local postmasters, managers and supervisors is essential to the Food Drive's success. Local management will work closely with the food drive coordinator, the NALC branch and letter carriers to ensure promotional materials for the food drive are properly delivered and the food can be efficiently collected by carrier while on duty, knowing the leadership of the Postal Service and the NALC/NRLCA are firmly behind efforts to help feed the hungry.

Coordinate: Postmasters and/or their designated food drive liaison will meet with the local NALC branch, food drive coordinator and other partners well in advance to coordinate the personnel, equipment and trucks that will be needed on May 12th.

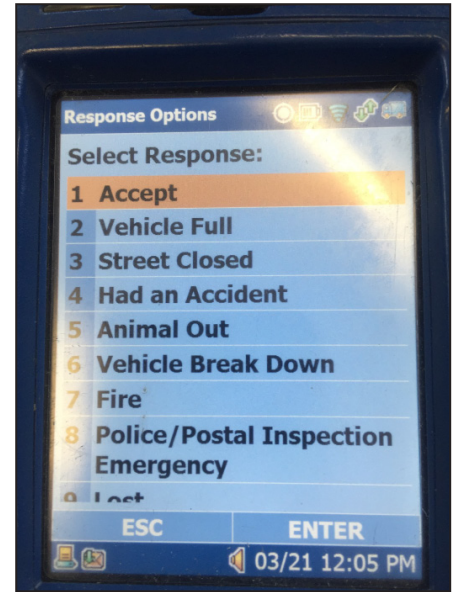
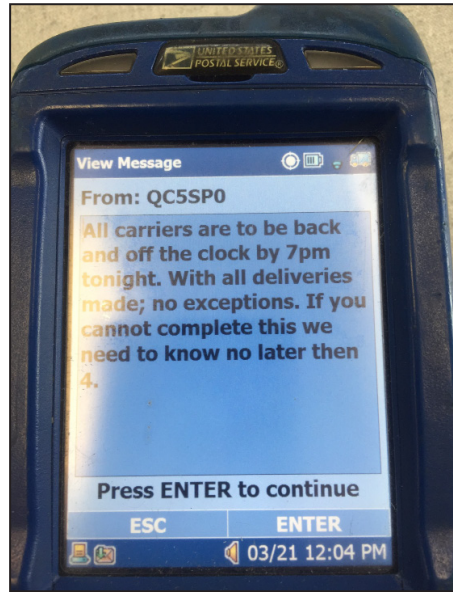
Communicate: Managers and NALC food drive representatives will make all employees aware of the drive and ask their help to make it a success. Managers will encourage and support media attention and be prepared to do interviews with TV, radio and newspaper media to discuss Postal Service involvement.

The Postal Service contact is Roy Betts, USPS Corporate Communications; 475 L'Enfant Plaza, SW, Room 10546, Washington, D.C. 20260-3100. He can also be reached at 202-268-3207 or by email at roy.a.betts@usps.gov

AND, THIS YEAR?



Old Timers: Think you had it bad “back then”? Today, guess what? You can run, but you can’t hide...



Poor Managers & Intimidation... Bite Me!!!!

by Pete Prunier, NALC Branch 44 Editor



My dad was a foreman most of his life. *He was also a union man.* He thought that being a foreman meant that he was — first and foremost — supposed to represent his workers!

He worked for four people during his life time, and none of them ever wanted to lose him. From building cabins in Lincoln, New Hampshire; to being a superintendent in St. Petersburg, Florida; and then a supervisor at Raytheon, he was liked by his workers *and* by his his bosses.

I had the opportunity to work with my dad with three of those employers and I can assure you that I received more education in being a manager than during my years in Texas Tech or New Hampshire College.

MY DAD PUT HIS PEOPLE FIRST!

I remember working for him when he built the first convention center in Western Massachusetts. One night, they had to make a deadline and my dad came out to the site. He asked his workers if there was a problem in them working late to make a deadline. One person said, “Yes.” It was because his wife had a doctor’s appointment. My dad let him go home.

About an hour later, my dad showed back up on the site with coffee and soda and food for the men. He had his hammer and tool pouch and then jumped right in to help them. In fact, he seemed to be working harder.

The next day, my dad showed up on the same site and told the workers it was 12 noon and it was time for lunch. He told them he did not want to see them until 2 pm — we normally had a 30 minute lunch. I would be hard pressed to say that anyone ever had a bad thing to say about my dad. (Sometimes they would get upset, but someone would always say, “Roger will take care of you.”)

I would have loved nothing more than to have been a manager in the USPS; but, from my first days on the job, I knew they were only looking for “YES-MEN/YES-WOMEN. There was no discretion like my dad was given to be a great supervisor.

My point to you is a simple one:

I have worked for some good postal managers in the past. But, they are few and far between...

The CCA, temp clerks and rurals they are promoting to supervisor are a disgrace! (Like I said last month, I had more time in the bathroom then they had delivering mail. Then again, what is the turnover rate for CCA’s now? Somewhere between 58 and 68%.) They should *never* be supervising Letter Carriers with 20, 30 & 40 years experience.

Do not be intimidated by them! Learn your job! Turn in a 3996 and ask for a copy! If a manager wants to engage you, do not be disrespectful! Ask for a Shop Steward. If you are not allowed to see one, call one on your break or lunch. They will respond with a grievance and labor charge.

This is how you protect yourself and your job!

Attend union meetings and Stewards meetings whenever you can! Read the national web site, *Postal Record & 44 Magnum!*

Don’t let these “Morons” intimidate you with scanner fraud that is pictured above.

(With my 39 years on the street, I would turn in a 3996 in the morning and ask for a copy. If they were notified in the morning that I could not finish the route by 7 pm, I would return the mail at 7 pm, *AND* I would then fill out a 1571. Why?

Because they could, “Bite Me!!”

An adaptation of a page which originally appeared in the Manchester, New Hampshire NALC Branch 44 April 2018 issue of the *44 Magnum*

2018 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

"OuT tHeRe"



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

Is Democracy Circling the Drain in Our Nation?



The problem with our American government is that it is “not” democratic as it was created to be. Special interests with \$\$\$\$ (millions of dollars!) influence and wield too much power and control over our political system. Our legislators only hear the ROAR from the wealthy individuals and big corporations, and just a WHISPER from the average voter with limited income.

Our U.S. government was established to serve the needs of the citizens of this nation and NOT to serve the greed of our elected government officials!!

“Let us never forget that government is ourselves and not an alien power over us. The ultimate rulers of our democracy are NOT a President, senators, congress members and government officials, but the voters of this country!!”

Franklin D. Roosevelt

“It is **NOT** tyranny we desire; it’s a just limited federal government”.

Alexander Hamilton

“Democracy is not merely a form of government. It is primarily a mode of associated living, of conjoint communicated experience. It is essentially an attitude of respect and reverence towards fellow men.”

B. R. Ambedkar

“Loyalty to the nation all the time, loyalty to the government when it deserves it.”

Mark Twain

“Government is a trust, and the officials of the government are the trustees. And both the trust and trustees are created for the benefit of the people.”

Henry Clay

“All the measures of the government are directed to make the rich richer, and the poor poorer.”

William Henry Harrison

“A government is for the benefit of all the people.”

William Howard Taft

“If government were a product, selling it would be illegal.”

P. J. O'Rourke

“The single most exciting thing you encounter in government is COMPETENCE, because it is so rare.”

Daniel Patrick Moynihan

“When there is a lack of honor in government, the morals of the whole people are poisoned.”

Herbert Hoover

“A little group of willful men representing no opinion but their own, have rendered the great government of the United States helpless and contemptible.”

Woodrow Wilson

“Our government..... teaches the whole people by it’s example. If government becomes the lawbreaker, it breeds contempt for law; it invites every man to become a law unto himself; it invites ANARCHY !”

Louis D. Brandeis

MARK RAMIREZ

NALC HBP Representative Retired Letter Carrier
The Golden Empire Branch 782

George Washington’s Rules of Civility & Decent Behavior in Company and Conversation

RULE #86 — “Let thy carriage be such as becomes a man: grave, settled, and attentive to that which is spoken. Contradict not at every turn what others say.”

Borrowed from the book by this title published by Applewood Books, Box 365, Bedford, Massachusetts 01730

So... You'd Like to Retire Someday, Right?

By Ron Zalewski, Treasurer
NALC Branch 4374

All that market volatility that was on every television talking head's tongue last month has calmed down a bit. Everyone who pays attention to market trends knew it would. The markets are still bouncing around a bit, and that isn't all bad.

The way that we invest in our TSP naturally takes advantage of a financial strategy called "dollar-cost averaging". The idea behind dollar cost averaging is that you buy the same dollar amount of investment at each increment (for us, that's every two weeks). That dollar amount converts into a number of shares, and fractions of a share.

The power in this technique is that when prices are down you get more shares for your flat investment; and, when the cost is up, you end up buying less. That means that you are naturally buying low.

Say that your bi-weekly TSP contribution is \$240, and you get a USPS match of \$120 (that's the approximate amount of a step 0 carrier's contribution at 10%). The C fund is around \$36.00 a share (On March 2, it was 37.79, but we'll use \$36 to make the math easy). For your \$360 purchase, you'd get 10 shares.

Say, two weeks from now, the market is WAY down, and the share price is only \$30 a share. Instead of 10 shares, you will purchase 12 shares. Two weeks later, the share price returns to \$36. You buy another 10 shares for your \$360.

You now have 32 shares, worth \$1,152. You only invested \$1,080. Tidy profit for four weeks, even though the share price started and ended at the same number.

This example also gives proof to the power of the postal match — you actually only invested \$720 of your own money. **The other \$360 is from the postal match.**

And, it's even better, because you are using *pre-tax money*. That \$240 per check you contributed only reduced your take home pay by about \$190 per check. So, for only \$570 out of your pocket, you are \$1,150 closer to retirement.

Add in compound interest, and you can see why tucking money away now, and letting time work for you, is the best way to ensure that your retirement will be sustainable and affordable as long as you live.

Article courtesy of the Center Line, Michigan
NALC Branch 4374 *Front Lines* published in April 2018

8,000 New Vehicles are Coming

The Postal Service had made a decision to purchase 8,000 more ProMaster Extended Capacity Delivery Vehicles and notified NALC that some changes will be incorporated into the new ProMasters.

Some of the new features include a re-designed passenger-side jump seat being mounted to the partition that separates the cargo area from the driver/passenger area. That allows for a thinner partition wall, which in turn increases the floor space in the cargo area; a longer grab handle to assist letter Carriers in entering and exiting the right-side cargo door which should make it easier for shorter Letter Carriers to reach; a new cargo area floor made from a product engineered to be extremely durable, impact resilient, moisture resistant, rot proof and anti-slip; and a new display screen — approximately the size of an iPad — which replaces the factory screen in the current ProMasters and is designed to pair with the Mobile Delivery Device (MDD) via Bluetooth and will display what is being displayed on the MDD screen. The vehicle contractor is still expected to supply the Postal Service with 250 to 300 of these new vehicles nationwide each week until all 8,000 are fully deployed.

Article courtesy of the Annandale, Virginia
NALC Branch 3520 *NOVA CARRIER* published in March 2018

A Day in the Life of a Letter Carrier

By Jonathan McCaffrey
City Carrier, Berkley, MI

I had three Express deliveries today. One was a painting. The other two were the ashes of people.

One was scheduled for a 3:00 delivery. That was Mr. Nesbitt. Mrs. Nesbitt wasn't home when I tried to reunite the two of them.

Mr. Nesbitt rode with me today. I talked to him a little. Mr. Nesbitt is a great listener. I felt bad that I had to attempt to take him home a lot earlier than he had planned.

After I was done delivering my route, I called my supervisor and told him I was attempting to deliver an Express from earlier.

I rang the doorbell. Mrs. Nesbitt answered and looked shocked. I told her that Mr. Nesbitt got to ride with me today and I didn't feel right taking him back to the post office. Her eyes welled up.

I handed her the package. She took it, looked at me and said, "He's not as heavy as he used to be..."

I love my job.

Article courtesy of the Madison Heights, Michigan
NALC Branch 3126 *NEW VISION* published in April 2018

Senior Vice President's Report

By Craig Bishop
Senior Vice President



It is the year end time to ascertain that your **Designations of Beneficiary forms are Current.** When was the last time you checked your designations of beneficiary? Most employ-

ees and annuitants don't realize that they have several designations to keep current. If you don't have a designation on file, then the funds will be distributed according to the order of precedence. That may be OK with you, but maybe it isn't. Worse yet is an out-of-date designation giving the money to someone that you no longer wish to give it to.

Now is a good time to review your beneficiaries or submit new forms to designate your beneficiary; the latest form on file is what will be honored, should you pass. Also noteworthy is that if one mails a designation of beneficiary form to either their employing agency or Office of Personnel Management, then pass prior to the agency/OPM receiving the form, it will not be honored. One must still be alive when the form is received by the agency/OPM for it to be valid.

Here are some of the designations one may wish to make; the forms are available at OPM.gov or on liteblue.usps.gov for active employees.

Standard Form 1152 is the Designation of Beneficiary form to submit for *Unpaid Compensation of Deceased Civilian Employee*. This form designates the payment of a deceased employee's last pay check to include the payment of earned annual leave and any other miscellaneous monies payable to beneficiaries.

Standard Form 3102 (for FERS covered employees), or **Standard Form 2808 (for CSRS covered employees)** designates the lump sum beneficiary

for the deceased employee's retirement contributions in the event that no entitlements exist for a surviving spouse and/or dependent unmarried children under the age of 18, or under the age of 22 if a full time student, or unmarried and incapable of self-support (regardless of age, provided the disability was established before age 18).

Standard Form 2823 designates the payment of the value of an employee's life insurance benefits based on the coverage in effect at death. If you assigned ownership of your life insurance to another person, or if you did not assign your life insurance but there is a valid court order that governs payments of your benefits, then those have priority over any FEGLI designation of beneficiary form you complete, as explained on the form.

Active employees may submit any of the listed forms, EXCEPT THE TSP-3 form to: HRSSC, PO Box 970500 Greensboro, NC 27497-0500.

Retirees may submit the Standard Form 2823 to: Office of Personnel Management, Retirement Operations Center, PO Box 45, Boyers, PA 16017-0045.

Both active employees and retirees send the TSP-3, designation of beneficiary for ones TSP account to: Thrift Savings Plan Service Office, P.O. Box 385021, Birmingham, AL 35238

The only document the TSP will use to distribute death benefits is TSP 3, Designation of Beneficiary. By law, the TSP must pay your properly designated beneficiary, or beneficiaries, under all circumstances.

Distribution According to the Statutory Order of Precedence: If you do not have a Designation of Beneficiary form on file with the TSP, your money will be distributed according to the following order of precedence required by law:

To your spouse;

If none, to your child or children equally, and to the descendants of deceased children;

If none, to your parents equally or your surviving parent;

If none, to your appointed executor or administrator of your estate;

If none, to your next of kin who is entitled to your estate under the laws of the state in which you resided at the time of your death.

How to Designate a Beneficiary: To designate a beneficiary, or beneficiaries, for your TSP account, follow these steps:

Complete Form TSP, Designation of Beneficiary. You can also contact the [Thrift-Line](#) or ask your agency or service for a copy of the form.

Sign and witness each page of Form TSP-3 according to the directions.

Return the completed form to the address indicated on the form or fax it to the number provided. You must send the form directly to the TSP. Do not submit Form TSP-3 to your agency or service. Be aware that your beneficiary designation will not be valid unless it is received by the TSP on or before the date of your death.

You will receive a confirmation letter in the mail after the TSP receives your form and processes it. You will also receive a letter from the TSP if there are errors on your form that prevent it from being accepted.

Any beneficiary forms that you might have on file with your agency or service (including FEGLI, etc.) are not valid for the TSP and cannot be used to determine the distribution of your TSP account after your death.

No matter how long the TSP has had your most recent Designation of Beneficiary form, they will continue to consider it valid unless you send them a new form requesting that they cancel or change it.

Article courtesy of the Sacramento, California NALC Branch 133
Swing Room Gazette published in December 2017

Cage Fighting... or Fighting Cages

By Mark Terry, Executive V.P.
NALC Branch 92

Branch 92 currently has a grievance down at the Dispute Resolution Team from the Biddeford / Saco / OOB Carrier Annex located in Saco.

The case involves the use of “Collapsible Wire Cages” in lieu of fabric hampers, plastic pumpkins or Nutting trucks. The use of these metal wire cages on wheels has been cropping up across the country recently.

They are larger than the familiar hampers and can hold more packages. Management hopes that using these could reduce the number of trips to load a vehicle, and use less floor space.

These have been used on a trial basis on a small number of routes in the Saco Annex to see how well they work.

Within a short period of time, Carriers realized that there were more negatives than positives with these wire cages. The Carriers properly noted their concerns about these on Form 1767 (Report of Hazard, Unsafe Condition, or Practice.) The union followed with a grievance requesting the discontinuation of their use.

This case is important because many other offices in Maine are waiting to order their wire cages until this case is adjudicated.

The union’s case is based on Articles 14 and 19 of the National Agreement.

Article 14 involves safety and health issues. Our concern is that:

1. The cages are not ergonomically sound for Letter Carrier work. There is no safe way to get parcels out of the bottom of the cage without a lift or tipping device. They are too heavy and are large enough they barely fit through the doors. Where the hampers we use have a 600-800 pound limit, these cages are rated to 2800 pounds. This could lead to overloading.

2. They have pinch points and the wire design could catch on clothing, fingers or other obstructions. The Postmaster did

listen to Carrier comments and attempted to modify the cages with foam padding, wire ties and a shepherd’s hook to reach parcels, but the NALC finds this band-aid approach insufficient.

Article 19 involves the union’s ability to enforce all sections of the USPS handbooks and manuals that impact wages, hours and/or working conditions.

Any changes to these documents *MUST* be submitted to the union at the national level. No local policies may deviate from the approved language.

1. There is no document authorizing these cages to be used for Carrier work. The handbooks and manuals only authorize cages for mail processing. The only authorized equipment for letter carriers is the hamper/pumpkin. The Nutting truck is mentioned as a conveyance



to load parcels on trucks, but it does not specifically mention carriers. Management has been upheld by arbitrators in the past to discontinue use of Nutting trucks where authorized hampers are being used.

2. There are Step 4 (National) agreements that specify how hampers / pumpkins can be modified to address ergonomic concerns. These cannot be implemented with the wire cages.

The importance of these ergonomic concerns cannot be overstated.

Too often I have seen Letter Carriers bending over their pumpkin placing heavy trays of flats into the bottom, which is just inches off the ground. This is prohibited in the handbooks. Trays of mail are to be put on top of tubs, empty trays, parcels or inserts designed for pumpkins, or use bungee cords to pull up the bottom on the fabric hampers.

Back injuries can be some of the most devastating, painful injuries we can get. Some will last a life time.

If there is a heavy parcel in the bottom of a pumpkin we are supposed to tip the pumpkin on it’s side and use the proper lifting technique with our backs straight and our feet close to the parcel to lift off the floor, and if needed, get help. Many carriers try to maximize how much mail they can get into their hampers, which is well intended, but can be more costly to your health and the USPS bottom line if you get injured.

There were some bright spots to this grievance that I must mention. They underscore what unions are all about.

These wire cages are uncharted territory for the grievance procedure; and — when I called NALC National Director of Safety and Health Manny Peralta he stated without hesitation that he disagreed with management’s use of these. He then also immediately sent me supporting documentation to help in development of the case.

To the Postmaster’s credit, he has suspended the use of the cages until the case has been ruled on. My gut feeling is that we will prevail in this case, but sometimes the DRT comes up with decisions I don’t agree with.

If you work in an office and this — **OR ANY OTHER ISSUE** — comes up that seems unsafe, please write your concerns on a Form 1767 and contact your Steward and/or the Branch Officers.

Article courtesy of the Portland, Maine
NALC Branch 92 Carrier’s Corner
published in March 2018

I have received a number of calls detailing the hypocrisy of your supervisors as relates to safety.

Some supervisors bring you together for the morning huddle to give you a message intended to protect you from the harm that is facing you each and every day. You ask relevant questions but they don't want the huddle to last a second longer than they want, so they dismiss you all and pretend they care.

In two other offices, management held their morning safety huddles to inform employees that they had to pay extra attention while delivering on foot, as there was fresh snow covering up iced up sidewalks. Later that day — in each of these two offices — an employee did, in fact, slip and fall, suffering an injury. In both of these cases, the employees needed to get to a medical facility, so they contacted their supervisors asking for help.

One of the employees called the office and, after many rings, finally got through to a supervisor, explaining that (as a result of the injury) she could not drive. The employee made a decision, based on her situation, where she recognized that it would not be safe for her to drive. **THAT SHOULD HAVE BEEN THE END OF THE QUESTION, AND THE CONVERSATION SHOULD HAVE SHIFTED TO EXPLORING OPTIONS (IF THERE WERE ANY) ON HOW TO GET THE EMPLOYEE THE NEEDED MEDICAL ATTENTION.**



Manuel L. Peralta
NALC Director of Safety & Health

The graphic features the words "SAFE JOBS" in large white letters on a dark blue rectangular background at the top. Below this, two large blue hands are shown holding up a row of five circular icons representing different workers: a nurse, a construction worker, a chef, a factory worker, and a doctor. Underneath the icons, the words "EVERY worker's RIGHT" are written in large, bold, red letters. The background of the graphic is a light, textured grey.

More than four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer and saved lives.

But our work is not done. Each year, thousands of workers are killed and millions more suffer injury or illness because of their jobs. Workplace fatalities are on the rise again.

We must fight back. We cannot and will not let them turn back the clock and destroy the progress we have made to make jobs safer and save lives.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe jobs. This year we will come together to stand united against the attacks on workers' rights and protections. We will demand that elected officials put workers' well-being above corporate interests and demand good jobs that are safe and healthy, and pay fair wages. We will defend the right of every worker to a safe job and fight until that promise is fulfilled.

OBSERVE WORKERS MEMORIAL DAY APRIL 28

The supervisor, however — who was more interested in their other duties— advised the employee that she would have to drive herself anyway because there was no one else available to assist. The supervisor then told the employee to “drive back slowly and carefully.”

What would have happened if the employee had driven anyway and then been involved in a vehicle accident where a customer was killed?? *The supervisor would have been upset over the paperwork that would have to be filled out... BUT our Letter Carrier would forever be upset over having caused another person's death.*

WHAT SHOULD HAVE BEEN DONE?

If you are unable to drive because of an injury, and your supervisor/manager gives you instructions like in the example above, **DO NOT** put yourself in harm's way. If you feel that it is necessary, call 911 to have yourself transported to a medical facility.

The supervisor will have to figure how to retrieve the vehicle and the mail. **THAT IS MOST CERTAINLY LESS IMPORTANT THAN YOUR HEALTH!!**

This is a portion of an article which originally appeared in the April 2018 NALC Postal Record

How long is it going to take to do my job today, boss?

Does anyone really ask this question? Are you laughing? I have heard it asked many times over the years — perhaps not exactly as stated above — but, yes, I've certainly heard many variations of that question!

Have you ever heard: "How much time does the computer show for me today?" "What is my leave time?" "What time does it show I will be back today?"

Every time I hear it I shudder with unease.

Hopefully everyone knows that management has a tool called DOIS and a new program that does the same thing called PET. However, I haven't heard about it being used in any office we represent. Both of these programs are nothing but a tool, filled with skewed numbers that management has the right to use (and can change), but these tools **DO NOT** dictate your time.

You — as the professional Letter Carrier on your assignment — **estimate** the time that you are going to need for the day! *So, don't go ask management what their numbers say for you on any given day.*

FIRST, LET ME ADDRESS OFFICE TIME.

As you should know, there is an 18/8 casing standard. 18 letters or 8 flats a minute is the standard in the postal handbooks and manuals. While this may be the standard, no Carrier shall be disciplined for failure to meet standards, **except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the Carrier's failure to meet office standards.**

By Chris Snyder, President
NALC Branch 1227

As long as you are doing your job (e.g. not wandering around the office talking), you should be fine.

With that being said, let's throw DOIS into the mix for management. Did management count your mail that morning piece by piece? Did management count your chunks and spurs piece by piece?

No they didn't. They took a linear measurement (with a ruler) or just used a guess average as to how many pieces are in a flat bucket. So do you think that this gives you an accurate reflection of your route for the day? NO.

So...when management walks around the office and announces "Your leave time today is 0843", for instance — they are giving you that based on DOIS alone.

There are arbitrations that have stated that DOIS is just a tool and doesn't dictate a Carrier's leave and/or return time. There are also arbitrations dealing with management creating a hostile work environment by walking around the office to tell you what time you have to leave for the day.

If these are happening in your office let me know and we can pursue a grievance on that. On occasion, I know at my station management does walk around the office and states what Carrier's leave times are. (I use it as a "pick your battle moment" knowing my office.) Management doesn't issue discipline based on not making leave times nor do they hold anyone accountable for their leave times.

Generally, we all just laugh about the leave time they give us. And, if management is going to walk around to all 40 routes in the office then it

takes away from the time that they have to maybe try and do something productive.

But if this is happening especially in the smaller offices let me know so that we can address it.

NOW, FOR STREET TIME.

YOU are the professional Letter Carrier on your route. **YOU** and *ONLY* you know how long it is going to take you on any given day based on thousands of possible circumstances.

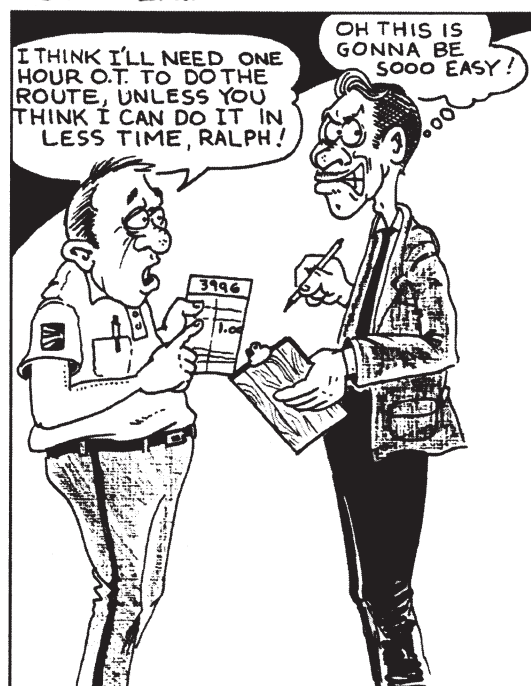
So, *your* requirement in the morning is to assess your route. If you feel that you are going to need overtime for the day, you need to submit a PS Form 3996 as soon as it is reasonably known that you will need overtime.

Remember, the time you request (as stated in block K "Estimated Work") is based on the word "ESTIMATED":

Once you turn in your PS Form 3996, management is supposed to address it with you personally, not yelling across the work room floor, that you are approved or disapproved.

With the advent of DOIS, management looks at their printout and approves or

OUT THERE



Originally published in Branch 782 newsletter in 1997.

disapproves based on what their computer system tells them.

This system is flawed in so many ways.

OUT THERE



Originally published August 2012

Did management count each one of your parcels, did they personally count each piece of mail that you have, do you have coverage in the DPS, do you have EDDM/circulars, certified letters for all residential deliveries or businesses that you normally have, registered or signature confirmation parcels in your hamper, a deviation because of a hazard or road construction, weather, etc? The list goes on and on with what DOIS cannot calculate.

So what should happen is management should come to you and say. "I see you asked for 1 hour today. According to what I have in PET, you should be only 30 minutes over." Your reply should be "I submitted a request asking for 1 hour and that's what I think I will need today" or "After casing a little bit more it's not going to be as bad as I thought. I think I can take that down to 45 minutes."

After this discussion management has to either approve or deny your time.

If they deny it, your response should be "I asked for an hour and that is what I think I need. What do you want me to do with the rest of what you disapproved?"

Management should respond with either, "Carry it." Or, "Leave me a pivot for that time."

You shouldn't be given conflicting instructions like, "I want you to carry it and be back in the 30 minutes that I approved you."

Don't get into an argument with management just inform them that you cannot do both.

The proper response is, "I would like to request to talk to my Shop Steward." (You may not be able to talk to the Steward immediately. However, it is now on the record that you made the request and that will also be taken into consideration as any grievance is developed.)

I always remember a line that I heard the old-timers say: "It takes what it takes..."

There is no set street standard. Management cannot tell you how fast you have to walk, there is no set pace you have to walk, there are no set times for how many boxes you have to do in a certain amount of time.

As long as you are doing your job safely, efficiently and properly there is nothing that management can do to you.

No matter what management calls it (DOIS, PET or whatever new program they think up), it's all the same — just a tool. Their projections are not an absolute as to how much time it's going to take you for the day.

Don't let management rush you into working unsafely just to make their time.

Article courtesy of the Burkburnett, Texas NALC Branch 1227 Red River Carrier published in February 2017

Management's PET Project...

By Tom Cleer, President
NALC Branch 3520

The Performance Evaluation Tool (PET) gives Management four options to determine the projected street time. These options are: Average street time for the same day of the week for the previous six weeks; Average street time for all delivery days during the previous six week period; The most recent PS Form 3999 time for the route; and, The base street time for the route.

Although this newest attempt at projecting Letter Carrier daily workload uses a different-formula than DOIS or any previous projection tools, the provisions outlined in the M-39 and M-41 Handbooks have not changed. Carriers are still responsible for estimating the amount of time it will take to complete their assigned duties on a daily basis, and management still has an obligation to manage that workload based on the M-39 and M41 as well as previous National Level settlements regarding the use of time projection tools.

It is *still* a Letter Carrier's responsibility to inform management when they believe that they will be unable to complete their as-

signed duties in the allotted time. It is **YOUR** responsibility to request and complete a PS Form 3996 to document the need for overtime or auxiliary assistance. Request a copy of the 3996 for your records. It doesn't matter if the supervisor disapproves the request or partially approves the request, it is imperative that the Carrier submit the form when needed. In the event the 3996 is disapproved, **don't argue or get upset**. Simply do the best you can and follow the SOP and call back from the street for further instructions. At the end of the day, management will have to make a decision for you to either continue delivering and use the time you need or to bring the mail back. If/when you call back and you can't reach a supervisor, or are told to follow your original instructions, don't self-supervise.

DO NOT exceed the time authorized by management. Go back to the station at the time instructed and request further instructions. Management will not show gratitude for you completing all your duties, but they *will* discipline you for the use of unauthorized time. It is important to remember that any workload projection tool cannot be used as the sole basis for disciplinary action. The MOU requires that management must have other evidence in addition to the projections in order to properly form the basis for corrective action. Unauthorized overtime would be considered "other evidence".

Article courtesy of the Annandale, Virginia NALC Branch 3520 NOVA CARRIER published in August 2017

EXPECTATIONS!

AN OPEN LETTER TO MANAGEMENT

By Steve Rubino, NALC Branch 4374

As a professional letter carrier of the United States Postal Service, I WILL....

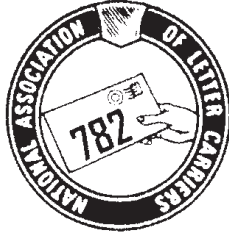
- Provide a fair day's work
 - I will not run, nor will I crawl.
 - I will walk at a safe and consistent pace.
- Be respectful to all of my fellow letter carriers.
- Complete an "Expanded Vehicle Safety Check" utilizing Notice 76, first thing each morning.
- Request, complete, and request a copy of P.S. Form 3996 (Carrier - Auxiliary Control) each and every morning that I feel I will not be able to End Tour within 8 hours.
- Follow managements instruction. **UNLESS IT IS ILLEGAL, UNETHICAL, OR UNSAFE!**
 - Even if it does not make sense to me.
 - Even if it violates the National Agreement.
- Follow and utilize Handbook M-41, *City Delivery Carriers Duties and Responsibilities*.
- **NEVER, EVER** carry a 4th bundle while on a walking route. Three bundles are plenty.
- Ask to speak to a Union Steward if I feel there has been a violation of the National Agreement.
- Be respectful to every member of management.
- Complete a P.S. Form 1571 for all undelivered mail prior to leaving for the field.
- Take my 1st 10-minute break in its entirety, daily.
- Abide by the National Agreement.
- Clean up after myself on the workroom floor as well as in my vehicle.
- Be respectful to every customer.
- Not finger the mail while driving, climbing stairs, or crossing the street.
- Provide excellent customer service by delivering all of the mail to the correct address, only curtailing per management instruction, or due to a safety concern.
- Call or (Text on the scanner) the post office by 2:30 p.m., when I feel that I will not make my return time, i.e. 8 or 10 hours. I will continue to call at 4, 5, 6, 7 or later, as necessary, to keep the "proverbial ball" in managements court.
- Report any and all safety concerns by completing a:
 - PS Form 1767 (*Report of Hazard, Unsafe Condition, or Practice*) These forms can be located by every time clock and by the bid box, or a PS Form 4565 (*Vehicle Repair Tag*) These forms can be located at every vehicle key rack.
- Take my 2nd 10-minute break in its entirety, daily.
- Complete a P.S. Form 1571 for all undelivered mail upon returning to the office.
- Maintain my route or swing in a professional manner, including but not limited to; Edit books, warning cards for MSP's, Vacant homes, Vacation Holds, FWD's, UTF's, etc., and the utilization of P.S. Form 3575-Z (MLNA)
- Report any injury to management as soon as possible.

As a professional Letter Carrier, of the United States Postal Service, I EXPECT....

- A fair day's pay.
 - I will not be rushed, accuracy takes time!
 - I will not be hurried, safety takes time!
- To be respected by all of my fellow letter carriers.
- An "Expanded Vehicle Safety Check" card to be provided for daily use.
- That a P.S. Form 3996 (Carrier - Auxiliary Control) will be courteously provided, without delay upon request each and every morning that one is requested.
- Managements instructions to be:
 - Polite in nature
 - Clearly and concisely given to me by the supervisor themselves, and not from a fellow letter carrier.
- Management to follow and utilize Handbook M-39, *Management of Delivery Services*.
- To **NEVER** be asked nor allowed to carry a 4th bundle while on a walking route. Three bundles are plenty.
- To be afforded, on the same day as the request, a reasonable amount of time to speak to a steward.
- To be respected by every member of management.
- To be supplied a P.S. Form 1571 upon request, for all undelivered mail prior to leaving for the field.
- My break to be my time, NOT WORKING a single bit.
- Management to abide by the National Agreement.
- The workroom floor along with the vehicles to be cleaned regularly, inside and out!
- To be respected by every customer.
- Practices that reduce accidents will not only be encouraged, but also promoted.
- Management to **NEVER** curtail 1st Class mail, as we owe it to our customers, both the sender and the recipient. The USPS has a great reputation, let's not blow it now!
- Management to answer the Phone or read my message, and to respond with **ONLY ONE** of the following instructions:
 - "Keep going", "We're sending help", **OR** "Return to the Post Office".
- Every single safety concern that has been reported via a PS Form 1767 (*Report of Hazard, Unsafe Condition, or Practice*) or a PS Form 4565 (*Vehicle Repair Tag*) be taken seriously, and acted on immediately and appropriately. Our health and safety must be above everything else, our top concern.
- To be encouraged to take this 10-minute break daily.
- To be supplied a P.S. Form 1571 upon request, for all undelivered mail upon returning to the post office.
- To be given sufficient time on a regular basis to keep routes professionally maintained, as it is a disservice to the substitute carriers, the USPS, and the customer for that matter, to let this go ignored.
- Any and all OWCP paperwork to be filed within 24 hours.

EXPECTATIONS!
AN OPEN LETTER TO MANAGEMENT

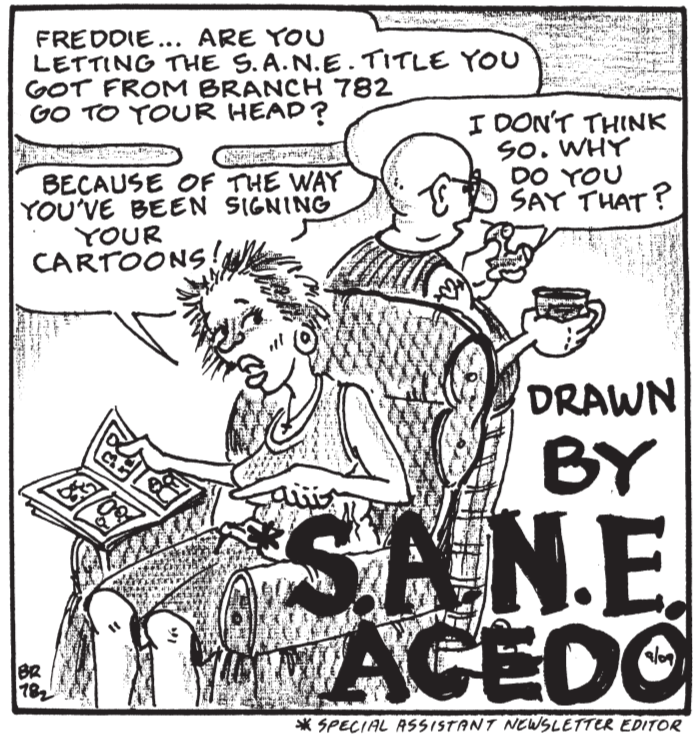
Article courtesy of the Center Line, Michigan NALC Branch 4374 *Front Lines* published in March 2018



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.)
Or? Order the CD-ROM with a PDF. Cost is **\$10.00**. Includes postage + bonus features.
Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!**
*** **SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!**
When you order, please indicate if you are an NALC Editor!
.....

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

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

OUT THERE

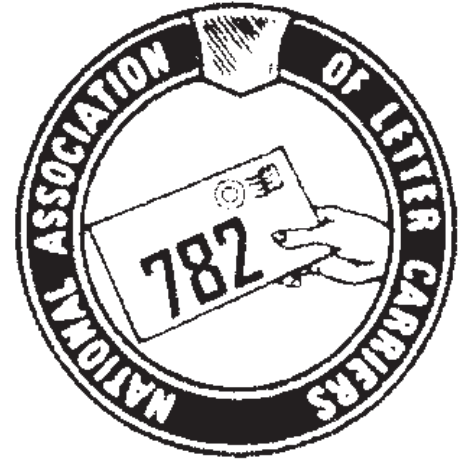


Originally published November 2009

OUT THERE



Originally published November 2009



Originally published December 2009

OUT THERE



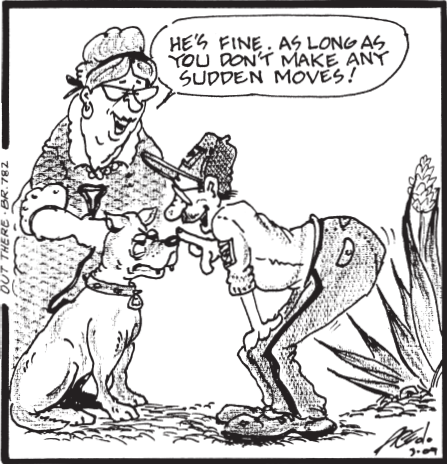
Originally published December 2009

S.A.N.E.



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

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

from the editor-guy

Everybody has family pictures. And, it is always so much fun to look back and see how much the kids have grown. It can be disheartening to see how much we've changed as we age; but, age we do. Old pictures can be a real treasure trove that captures slices of life we once inhabited. They chronicle and grab moments along the road that we've travelled. Pictures are way cool!

Bill Curtis is a retired Branch 782 member who was once very active in many of the things we did. Prior to retiring, he loved to take pictures and his fellow Letter Carriers were often targets of his camera's lens. A few of those pictures were hiding in a bundle I came across. I thought I would share three of them.

Although undated, I can make a guess that the photos were taken some time in the 1980s or early 1990s. (Oh. Yes. That *is* hair that you see on Mark's head!) For me, what makes these pictures special is that these folks are *still* active in the Branch. Treasurer Molly Biggar, Recording Secretary Kim Gerdes and



Molly Biggar

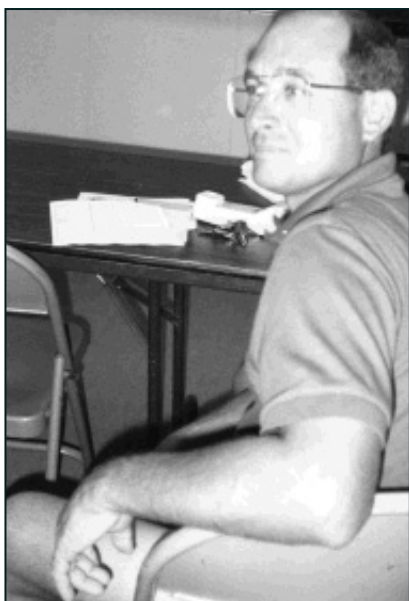
Health Benefit Representative Mark Ramirez continue to offer their energy, talents and dedication to further the interests of the rest of us!

I admit I was tempted to share these pictures with Molly, Kim and Mark before I published them... Seeing them now might make the three of them grin. I also hope that others enjoy the chance to see them. Somehow, this meandering sounds a little introspective to me. It probably is. There's a reason.

Frank Martinez passed away just the other day. Too suddenly. His career began in 1978 and he retired some ten months ago in May 2017. Although a retired Letter Carrier like Molly, Kim and Mark, he continued to stay active in Branch 782 and was our current Sargeant-at-Arms.

I wish I had spent more time with him going over some of the things he'd experienced. I would probaby have had some mental pictures of the things he'd gone through, the dogs he'd encountered, people we'd both worked with, and what our lives had been like "back when".

There is a feature in this newsletter which will — hopefully — paint a fuller portrait of the type of person and the man that he was. I hope you check out pages 6-9.



Mark Ramirez



Old Style Push Cart



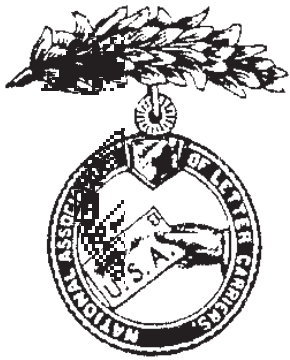
Kim Gerdes

Homer Ruiz shared another picture with me recently that I want to also present to you. Homer was a Shop Steward when I first met him in 1979. He eventually went into supervision and retired in 2000 with almost 40 years. If you worked for Homer, you will probably agree that he was one of the "Good Guys". He stays in touch with me and is usually a "regular" I see when I go to a funeral when a member of the postal family passes away. He stays in touch with a lot of folks.

The old push cart belongs to a guy named Chris Pimienta. (If you recognize that name, you are an old-timer who worked in the Bakersfield area. Chris was an NALC Letter Carrier who became an APWU Clerk and eventually retired more than just a few years ago.) Thanx for passing the picture to me, Homer!

Push carts, fanning flats on the ledge, Jeeps, Vince Sombrotto? Those I remember. *But, before my time:* demerits, wool pants, post office political appointees, delivering mail from a bicycle, taking a revolver to a train to pick up the Registers...

I guess we're all just passing through, eh?



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

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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).

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Non-Profit Organization
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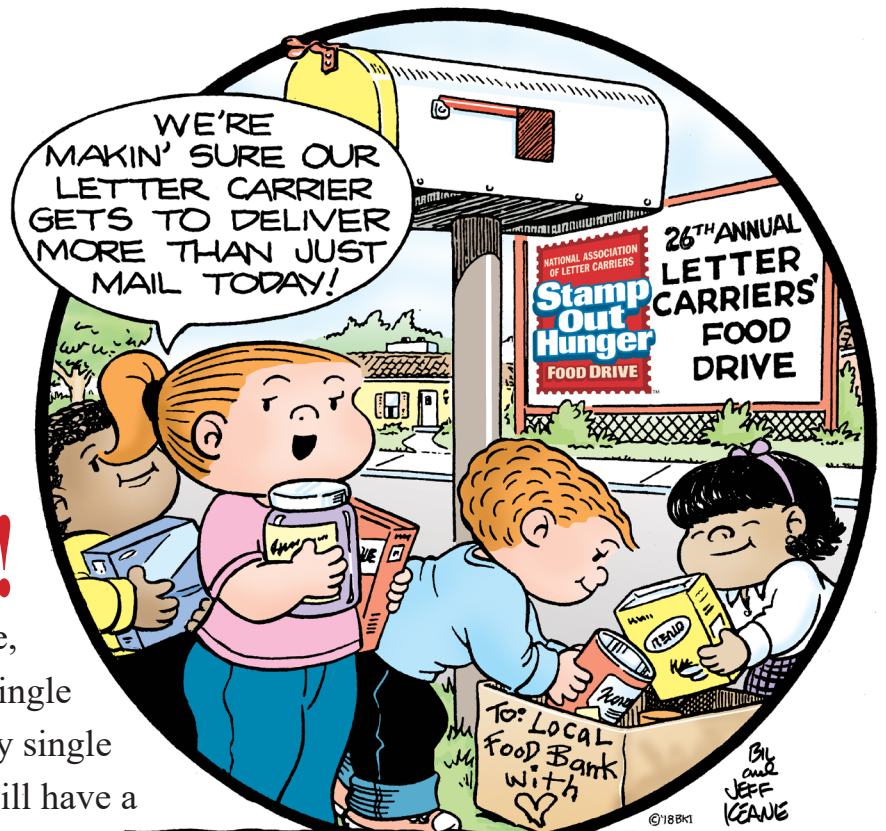


Branch 782 President Mike Towery and Chief Trustee Teresa Ortega during 2017 Food Drive

2018 Food Drive!!

Letter Carriers all over the country are, once again, spearheading the largest single day food drive in the country! In every single city and town where we deliver, we will have a chance to make a real difference in lives!!!

Continued on page 12...



SAT., MAY 12, 2018

In Memorium
Frank John Martinez
 Branch 782 Sargeant-at-Arms

March 30, 1958 - March 17, 2018
 Additional info on pages 6-9

This month, print version of the newsletter had 16 pages and the Web version has 24. More schtuff!!