

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update

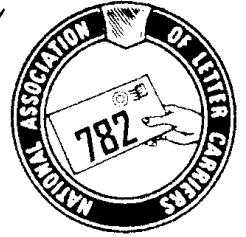


ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO



CHARTERED FEBRUARY 25, 1901

NUMBER 6

JUNE 2016

at the
Mike:



Here are the final 2016 Food Drive totals. Branch 782 actually collected **MORE** food this year...if you discount the 3441 pounds credited last year for the cash donations.

118,223 Pounds!!

Final 2016 Food Drive Results

Arvin		255
Avenal		800
Delano		3756
Lamont		300
McFarland		536
Shafter		4709
Taft		4500
Wasco		3216
Bakersfield (total of all stations)		
Downtown		2764
South		10383
Brundage		10696
Hillcrest		11368
Dole		25786
Stockdale		13900
Camino Media		7038
Mojave		347
California City		825
Boron		391
Edwards		403
Tehachapi		2465
Ridgecrest and Trona		13785
Total for AO's	36288	
Total for Bakersfield	81935	
Total for Branch 782		118223

The results of the Food Drive show that — *at least once a year* — Letter Carriers and Management are able to work together for the benefit of the community and those less fortunate. I only wish that the cooperation would continue throughout the rest of the year.

When you look at the discipline issued by management since January 2016 through May 2016 compared to, as management always does, the same period last year (SPLY) there is a quite an increase in the severity of the discipline.

	2016	2015
Removals	11	2
14 day suspension	8	3
7 day suspension	7	2
Letter of Warning	10	2

While some of the discipline may be warranted, it appears that management has decided to forgo the principle of “progressive discipline” and will just issue 14 day suspensions

Continued on next page...

or Removals in over half of the cases. Discipline is supposed to be corrective and not punitive. Any supervisor, even brand new supervisors, can easily issue discipline. The *real* challenge and a trait of a really good supervisor is to correct behavior *without* resorting to discipline. There is no wonder that management is having such a hard time retaining Letter Carriers.

As a Letter Carrier you can do a few things to avoid being put in the stressful position of being removed from the Postal Service. Make sure you follow *ALL* the safety rules while delivering mail. The few minutes saved by not using your seatbelt, closing your door while going through intersections, or not shutting off your vehicle engine while out of the LLV is not worth being injured or injuring others! It is certainly not worth jeopardizing your future as a Letter Carrier.

Sunday, June 5, 2016 The Bakersfield Californian

Thank You!
National Association of
Letter Carriers
and the
Generous Residents of
Kern County

Community Action Partnership of Kern
and the Golden Empire Gleaners would
like to thank the *National Association of
Letter Carriers* and our *Local Giving
Community*, who provided us with **80,211
lbs. of food for the hungry** as a result of
the 2016 “Stamp Out Hunger” Food Drive.

On Saturday, May 14, residents of Kern
County set out nonperishable food items by
their mailboxes so that our local Letter
Carriers could deliver the food items back
to their post offices for distribution by our
local food banks.

Tens of Thousands of families will be
helped this year because of your efforts.

Year after year, you are helping to
“Stamp Out Hunger” in Kern County!

Also, on a different topic: When using your sick leave, make sure you complete all the necessary paperwork so that, if your absence is covered by the Family Medical Leave Act, you will not be disciplined. And, make sure you take the time necessary to scan all parcels and barcodes.

In the event you are disciplined, it is important that you immediately notify your Shop Steward so that it can be investigated and a grievance filed within 14 days. *Do not assume that management will notify the Shop Steward that you have received discipline.*

For whatever reason, management has been instructed not to tell the Shop Steward...even though for the past thirty years the union was *always* notified when discipline was issued. If the discipline is warranted, there is no reason to try to hide it from the union.

There have been several Carriers who have received 14 day suspensions but failed to notify the union within the 14 days to file a grievance. Because a grievance was not filed, that discipline remains in their file even if it was not warranted. Progressively, the next discipline could be a 30 day suspension or a even removal from the Postal Service.

Last, but not least, I would like to wish Brenda Winch, who retired at the end of May, a happy and healthy retirement!

Hope to see everyone at the General Meeting on June 28th. You might be the one to win the drawing...

MIKE TOWERY
NALC Branch 782 President

Postal Pulse Survey



Everyone always says we have such a great and easy job right? We all hear it. But? We all know the truth. Well, now thanks to the great Postal Pulse survey, the rest of the country is seeing what we are living each day!

The USPS paid Gallup \$1,790,724 to conduct the survey and I am pretty sure that the top USPS managers were hoping the results showed a better outcome than they received. The survey consisted of questions regarding work satisfaction at different levels/employee groups in the organization. There were sixteen “percentiles” with the first percentile ranking lowest. The USPS scored in the first percentile (which is the very bottom) in nine of thirteen questions. For each of those nine questions, about 396 companies scored better than the USPS and only three, at most, scored the same. The results were “stunningly awful”.

The results from the questions submitted in surveys to 270,000 postal employees nationwide indicate the following:

- USPS workers rarely receive any recognition for good work.
- USPS workers say their supervisors do not care for them as people.
- USPS workers do not feel their job is important.
- USPS workers feel that they lack opportunities to learn and grow.
- USPS workers feel that their fellow employees are not committed to doing quality work.

The following are the results to the actual questions. **Remember the 1st percentile is the absolute worst..**

Question 0: How satisfied are you with the Postal Service as a place to work? — **2nd Percentile**

Question 1: I know what is expected of me at work. — **16th Percentile**

Question 2: I have the materials and equipment I need to do my work right. — **3rd Percentile**

Question 3: At work, I have the opportunity to do what I do best every day. — **7th Percentile**

Question 4: In the last seven days, I have received recognition or praise for doing good work. — **1st Percentile**

Question 5: My supervisor, or someone at work, seems to care about me as a person. — **1st Percentile**

Question 6: There is someone at work who encourages my development. — **1st Percentile**

Question 7: At work, my opinions seem to count. — **1st Percentile**

Question 8: The mission or purpose of my company makes me feel my job is important. — **1st Percentile**

Question 9: My fellow employees are committed to doing quality work. — **1st Percentile**

Question 10: I have a best friend at work. — **1st Percentile**

Question 11: In the last six months, someone at work has talked to me about my progress. — **1st Percentile**

Question 12: This last year, I have had opportunities at work to learn and grow. — **1st Percentile**

A spokesperson for USPS stated, “Clearly, there is much room for improvement.” **You think????**

Adapted from an article courtesy of the Oklahoma City, Oklahoma June 2016 NALC Branch 458 *Sooner Script*

“OuT tHeRe”





Welcome New Members!!

Vincent Jimenez
Melissa Martinez
Ashley Yoc
Kaion Dills
Rosaura Cardenas

Employee Engagement? Is it Possible??



by Patrick C. Carroll,
NALC National Business Agent

In recent weeks some areas in the KIM (Kentucky - Indiana - Michigan) Region 6 have been introduced to a program entitled “Employee Engagement”. This program involves the Postal Pulse 12 question survey.

This concept is really the idea of Postmaster General Megan Brennan. It is based on the fact that we have **SOME SERIOUS DYSFUNCTIONAL CHAOS** with the culture in the Postal Service.

That revelation is no surprise to most of us who have experience with the postal management.

Recent results from the Postal Pulse survey clearly detailed the organizational tumor that has festered for years. The Gallup Organization (which controls the survey analysis) compared the USPS survey data with other companies.

The survey proves what employees have said for years: The USPS is a horrible, dysfunctional place to work. The “Human Element “has been gone from our workplace culture for a long time.

SO WHAT DO WE DO NOW???

First of all, I think PMG Brennan is a leader who realizes there is a cultural breakdown in how employees are treated and how this company operates.

Fact is, *I have had personal experience with Postmaster General Brennan* and find her to be a very pleasant woman who understands the need to treat people with respect and appreciation. (Her brother is a Letter Carrier).

But you do not become the Postmaster General by being a push over, either. She is a very smart lady who (I think) *really* wants to fix the problems with the environments on many workroom floors.

She also understands that a change in culture cannot happen until Management **AT ALL LEVELS** leads by example and takes ownership in the tone, the atmosphere and the environment in *EVERY* postal facility in the country.

As a result of my own discussions with Area Vice President Jakki Krage-Strako, I want to share that she too shares the need to change the culture of worksites that do not operate in a respectful cooperative manner.

I do not believe there is any Union leader or rank and file Letter Carrier who would not want to change the adversarial environment that exists in many of our work sites. The daily abuse of people — both career and non-career — *is completely unacceptable!!!*

BUT HERE IS WHERE THE SUCCESS OR THE FAILURE WILL OCCUR...

The seed to change the USPS adversarial culture must be deeply planted by the PMG and her Executive Leadership team!

Only *THEY* can alter the operational communication that occurs between supervisor and Carrier on the workroom floor! And — ***IF they can make this change*** — it must be cultivated for continual growth!

The reversal of our current dysfunction cannot be a short term, “flavor of the month” roller coaster ride that ends up at the same place we are now: **A horrible place to work.**

When you treat Carriers right, you ***WILL*** have a positive productive workplace like we have in a place like Livonia, Michigan. The manner in which people are treated ***WILL*** dictate how they in turn provide discretionary effort.

I have 42 years experience with the Postal Service. I also have about four years now watching two family members in another company that has a culture diametrically opposite of that in the USPS. Believe me, there ***IS*** another way to run an operation!!

I just wonder and hope that it is possible for the USPS to “Engage in Change”...

Editor-guy Note: This is an abridged reprint of an article which appeared in numerous Branch publications. Thank you, Louisville, Kentucky May 2016 NALC Branch 14 Newsletter for the chance to feature the message of NALC Business Agent Pat Carroll who came out of NALC Branch 4374!

I can Top Last Month's Story...Unfortunately

by Jo Ann Pyle,
NALC Branch 79 President

There is no shortage of abusive supervisors and managers in the Post Office and we have plenty in the Seattle District. Sometimes it feels that we have more than our fair share.

Balvinder Singh-Minhas came to Seattle as an Area Manager about two years ago. From the minute he entered the scene, he has been abusing Letter Carriers. Yelling, screaming, waving his arms, belittling and the list goes on and on. We have filed more than a dozen grievances regarding his inappropriate behavior but it continues.

When Letter Carriers complain or file grievances or write statements, our concerns fall on deaf ears. Since we are "just letter carriers" it's either "our fault" or we're "not being truthful" or "it's just the way Balvinder communicates."

Sometimes the explanation deteriorates to the point of us being told it's a "cultural thing". What a crock! Bad behavior is bad behavior and there is no excuse for it.

The Branch recently became aware of an incident in Ballard. Three management personnel were observing a Letter Carrier on the street. They were MCSO Balvinder Singh-Minhas, Station Manager John Smith and 204B Charles Trayford.

During this observation these managers were belittling the Letter Carrier, complaining about the Post Office and blaming the Union for the dysfunction of the Postal Service. **This entire interaction was in front of a customer.**

The customer, to his credit, was horrified by the behavior of management and the mistreatment of the Carrier. He wrote a statement about what he observed:

The supervisors were complaining about how slow he was, taking too long to put letters in the boxes. One said, 'It has taken him a half hour already. I sure hope he is not going to drag it out for 45 minutes'... At that point the concierge and I felt so uncomfortable that we decided to talk with the three supervisors about the Post Office, and that was when things really became interesting.

*The supervisors complained about the Postal Service, saying it was a big joke and had no chance of being fixed **as long as postal workers had a union.** [emphasis added] They also mentioned the corrupt culture of the Postal Service in this area and how such a culture would never be tolerated on the East Coast where one of the guys had relocated from. They kept referencing how awful the workers were and how more than \$1,000 a week is spent in overtime, as the Carriers request it.*

*In addition, they thought [the Carrier] should be able to perform his route in six hours, but he was requesting ten. One of them claimed he could do the work in four hours even though he had not had a route in a couple of years. Finally, they stated **the union needed to be gone and the postal service privatized.** [emphasis added]*

With supervision of the kind I witnessed, I would say the workers do in fact need union representation. [emphasis added] Furthermore, they deserve supervisors who act more like coaches than like dictators. These boots on the ground carriers put up with many challenges every day. I would hope that management would understand that and serve as a resource rather than an obstacle.

Customer continued on next page...



Cartoon borrowed from Fred Aceedo's **OUT** there page 36

I should never have been exposed to this lack of respect for and the complete humiliation of a person just doing a job for my building. I'm a customer and taxpayer who is very happy with the job [the Carrier] performs for the people of Ballard and specifically those in my building.

I hope my appraisal does not end up falling on deaf ears because it seems you have a big problem on your hands and a much needed change of supervision is in order. Those three supervisors should not be allowed to team up and harass workers in public view while not offering any assistance with process improvement. Since the USPS is a public service, its customers should not have to listen to vocal criticism

Thanks for reading about my experience, and please do use your moral compass to bring about positive changes!

[Customer]

Although I'm sure Singh-Minhas was the instigator of this egregious behavior, the other two managers are also to blame. I believe the climate for this behavior is set by upper management.

The District Manager knows about this.

Similar behavior is cultivated by at least one of the MPOOs (Kevin Young). He is also disrespectful, yells and screams at management and craft employees. He constantly blames our union for everything.

As I've said to others in management — and I will say to Singh-Minhas — more than 80% of the workforce in this county is nonunionized (unfortunately).

If it's so distasteful to deal with the unions then go work for one of those many companies. But while you work for the Post Office you have four unions to deal with.

SO DEAL WITH IT!!!

This article originally appeared in the May 2016 79'er published by Seattle, Washington NALC Branch 290.



Originally published 1997

Cartoon borrowed from Fred Aceedo's Out There page 51



Originally published 1996

Cartoon borrowed from Fred Aceedo's Out There page 38

Abusive Supervisor Incident Worksheet

Your Name _____ Date _____

Supervisor's Name _____ Duty Station _____

Date of Incident _____ Time of Incident _____

Location of Incident _____

Date Union Notified _____

Victim(s) of Incident _____

Witnesses to Incident _____

Description of Abusive Incident _____

Provoked or Unprovoked _____

EEO Previously Filed? _____ EEO for this Event? _____

NATURE OF ABUSIVE EVENT (Check All That Apply)

- 1) Overly Demeaning _____ 2) Demeaning _____
- 3) Sarcastic Remarks _____ 4) Yelling _____
- 5) Threats of Discipline or Discharge _____ 6) Threats to take Victim off Clock _____
- 7) Other Specific Threats _____ 8) Profanity _____
- 9) Physical Threats _____ 10) Physical Gestures _____
- 11) Physical Contact _____ 12) Other Specifics _____

OTHER COMMENTS

Form adopted from the Spring 2016 *Beast of Burden* published by Santa Barbara, California NALC Branch 290.

President's Message

by Dave Bareuzzi,
Mass Northeast Merged NALC Branch 25

Hurry up and wait! That's what we all get to do now that the NALC and USPS have agreed to an extension of the bargaining deadline to negotiate a new national agreement. I'm going to take the glass half full attitude and look at this as a positive thing. I look forward to the outcome; preferably a negotiated settlement but if it ends up at arbitration I'm confident in the case our team will put forward.

Speaking of a national agreement, the words contained within the pages don't carry as much weight if there is no one to enforce them.

That is the role of the Shop Steward. Presently there are 6 stations that don't have Shop Stewards (7, but Lynnfield will soon be part of the Woburn installation and there is a steward there). They are Concord, Gloucester, Haverhill, Lowell, North Reading, and Topsfield.

Fortunately, there are Carriers in those offices that contact us at the office if something goes awry. However, suffice it to say I would like to see a Steward in each office. If you are thinking or have thought about becoming a Shop Steward, give me a call to discuss whether it's right for you.

Shop Stewards need help though. They can't be expected to have a crystal ball and know everything that takes place in their station each and every day. They need their fellow Carriers to communicate with them constantly.

(Please, don't take that literally and call and text your Shop Steward while he or she is trying to perform his or her duties!) I mean, if you notice something wrong, make sure you notify the Steward.

I'll give you an example.

In one of our stations, there was a vehicle that was prone to stalling. Unlike vehicles that may stall while idling and not moving, this vehicle stalled while driving down the road.

Imagine driving along, having your vehicle stall, and not having access to power steering! Do you think you could perform an emergency evasive maneuver under those circumstances? I wouldn't like my chances.

The thing is, the vehicle wasn't repaired immediately. Like so many other unsafe vehicles, it was passed off from Carrier to Carrier until quite a few Carriers had written it up. These statements are part of a grievance file.

In another office, a Carrier called the supervisor to tell him that the brake pedal in his vehicle was going all the way to the floor. The supervisor responded — wait for it...the supervisor responded by asking the Carrier if he could drive the vehicle back to the office.

What do you think the Carrier did?

If you guessed that he drove it back to the office, YOU ARE RIGHT!!

I'm not relaying these facts to you to embarrass the Carriers involved. I'm relaying these facts to you in order to tell you what SHOULD HAVE HAPPENED, and what I hope will happen in the future after you read this article.

Safety is our responsibility! **BUT, REMEMBER, IT IS ALSO MANAGEMENT'S RESPONSIBILITY!**

It is their job to supply us with the tools we need to work safely. That means that our vehicles should have brakes that are properly adjusted and not worn out, and that our vehicles should be properly tuned so that they don't stall while driving down the road.

We have the right, and in my opinion the obligation, to refuse to drive an unsafe vehicle that places us in imminent danger. Both vehicles described above should have been grounded immediately, on the spot!

I'd like to think that in each case, the respective Postmasters were unaware of the defects. That being said, if you ever have to make the call to your office and your supervisor instructs you to drive a defective vehicle, ask to speak to the postmaster immediately.

Explain to the postmaster that to continue to drive the vehicle in its present state *would put you in imminent danger* and notify him or her that you WILL wait with the vehicle for someone to bring you a different vehicle or to arrange for a tow.

Regardless of the outcome, notify your Shop Steward about what happened. If you've completed a vehicle repair tag and the vehicle is still in service, notify your Shop Steward so he or she can initiate an Article 14 Safety grievance.

You can also fill out a PS Form 1767 to report a hazardous or unsafe condition.

YOU ARE TOO VALUABLE TO YOUR FAMILY TO NOT GO HOME UNHARMED EVERY DAY.

Have a safe, healthy summer. Hopefully, you are going to enjoy some well deserved prime-time vacation.

As always...

Stay informed!!

Form adapted from the June-July 2016 *WAKE UP!* published by Tewksbury, Massachusetts NALC Branch 25.

Minutes of the May 2016 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 24th day of May, 2016 at the Branch office, Bakersfield. The flag salute was led by Sergeant-at-Arms Jerry Patterson. All members of the Executive Board were present except Financial Secretary Anita Holderman and Trustee Darryl Holderman. The Stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Edwards, Lamont Oildale, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; S.A.N.E. Fred Acedo; Assistant Treasurers Debbie Guillet and Lucinda Martinez; Assistant Financial Secretary Marcie Rodriguez; OWCP Representative Rick Gerdes and Frank Martinez and Paul Greenfield of the Social and Recreation Committee. The Minutes of the April 26, 2016 minutes were read and accepted with the correction that the Budget meeting will be May 18th.

APPLICATION FOR MEMBERSHIP: Applications were received from: Amanda Nacora, Tehachapi; Robert Zehner, DTS; Christina Scott, South; Kentdria Peterson, Taft; Juan Beltran, Dole Ct; Savannah Alvarez, Dole; Christine Tuthill, Ridgecrest.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega reported that the picnic planning is going great! Basil Zuniga reported that the folding was completed by the Stewards this month. He started setting it up and had to leave; Rick Gerdes finished the set up. He added that for the record, "Rick is a good guy!" He thanked Anita for all the Bowling Tournament photos. Most of the articles were continued in the web version. He thanked Pam Smith, Eric Ellis, Angie Hernandez, Norma Hamer, Lynell Howell, Oscar Salazar, Judy Kiyoshi and Anita Holderman for Food Drive photos. Paul Greenfield reported that the Social and Recreation Committee got tickets to the Angels vs. the A's game on June 25th. Tickets are \$15.00 each which will include a hat, hot dog, drink and fireworks. Also, there are tickets for the Blaze game on July 4th. The tickets are in the "cool zone" and will include all you can eat for \$20.00. Kim Gerdes reported that there were no book sales this month, there are still 905 remaining.

UNFINISHED BUSINESS: Molly Biggar reported that the balance for the Food Drive cards is \$109.00.

NEW BUSINESS: Mike Towery reported that Tom Prall, Dole Ct.; Rosie Padilla, Brundage and Brian Shellcross, E.B. all retired recently and they are all in attendance at the meeting tonight. Molly Biggar presented the 2016-2017 budget. Debbie Guillet made a motion to accept the Budget,

seconded by Jerry Patterson and passed. Mike thanked Molly and her assistants for their work.

GOOD OF THE ASSOCIATION: Shari Sharp reported that we collected about the same amount of food as last year, 114,000 pounds. She thanked all the volunteers who helped. Mike presented a plaque to the Branch that was received from National for being 95.4% organized. There will be a non-member CCA converted Saturday, he is assigned a T-6 at Dole Ct. Because he is on a long term opt he will not have to report to Dole thanks to the union local agreement which states that Carriers assigned to a route will not have to go to that assignment until the opt is completed. Some of the CCA's at the meeting expressed their concern that they have taken a pay cut. Mike Towery explained that management wanted to pay CCA's \$10.00 per hour with no path to career. The Union fought, and it went to arbitration. The arbitrator set the salary at \$15.00. One of the trade offs is that TE's who pass the civil service test were able to be put on a career path. He explained that the contract expired on May 20th. They are still negotiating and that the CCA concerns are for front in their negotiations. The CCA Conversion Memo expired Friday, if it had not renewed all CCA conversions would have stopped. One more CCA will be converted in June and at least 2 more over the summer. Mike reported that a CCA meeting can be scheduled at anytime there is interest.

IMPROVEMENT OF THE ASSOCIATION: Mike reported that there are 22 members on the Non Member list. A copy of the list is in the Newsletter each month. Mike asked that members check the labels on Nabisco items. Some of the baking of Nabisco products has been sent to Mexico. He asked that members only buy Nabisco products made in the USA. He also reported that the postal service is testing two new programs: Paired Routes and Fleet Optimization. Carriers would share vehicles to deliver routes. Mark Ramirez shared that if you are over age 65 and live in the city you can get a refund of your garbage collection fee.

FINANCIAL SECRETARY'S REPORT: Anita Holderman will give her report next month.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$54,816.97
Dues and Income	\$11,976.81
Total Balance (2/29/16)	\$66,793.78
Total Expenses	\$12,811.72
Ending Balance	\$53,982.06

50/50 Food Drive Card Drawing was won by Joe Gandera.

The Drawing for \$50.00 would have been won by Rick Cartier if he had been present.

There were 39 members and 6 guests present.

The meeting adjourned at 7:56 p.m.

KIM GERDES
NALC Branch 782 Recording Secretary

Non-Member List May 2016*

Downtown Station

Sarah Kirby
Javier Cruz
Daniel Zuniga

South Station

Mark Andresen

Brundage/East Bakersfield

Vicky Guerrero
Zabala Arthur

Hillcrest

100% UNION!!!

Dole Court

Dana Morris

Stockdale

James Oh
Marty Martinez
Jannet Bobadilla

Camino Media

Christopher Rodriguez
Laura Flad
Daen Daniel

Arvin

100% UNION!!!

Avenal

100% UNION!!!

California City

100% UNION!!!

Delano

Cynthia V. Quebral
Daniela Barreto

Lamont

100% UNION!!!

Ridgecrest

G. D Schatz

Shafter

M. D. Voights
L. M. New

Taft

B. M. Krier
K. J. Hughes

Tehachapi

B. C. Den Beeman
Christian Rosales

Trona

100% UNION!!!

Wasco

100% UNION!!!

*CCA names are in Italics

There are 22 non members



OUT THERE



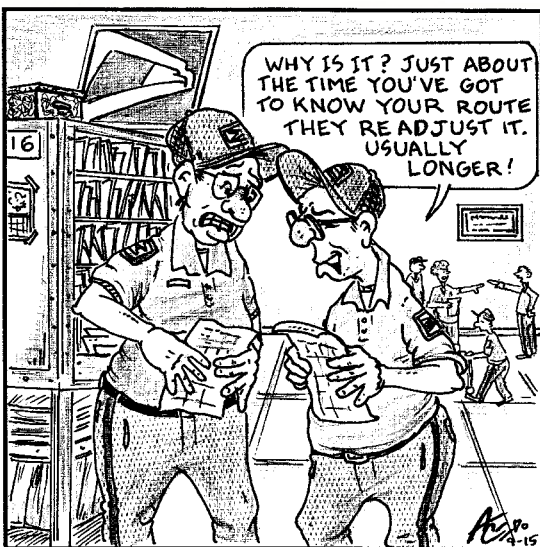
OUT THERE



OUT THERE



"OuT tHeRe"



These four cartoons originally appeared in the web version of our May 2016 newsletter. We popped them into the June newsletter to make sure that everyone had a chance to see them...

HAVE AN IDEA FOR FRED????

FRED ACEDO, BR. 782 S.A.N.E.
P.O. BOX 6532
BAKERSFIELD, CA 93386-6532

(But, you never know what you're gonna get...)

A Guest Editorial

Dicktation

by John "Cementhead" Dick
NALC Branch 3126

I hear it! It's the first sound in the morning. My leg extends to make the first muscular stretch of the day. I hear that "Pop." It's an unfortunate, but familiar resonance. It comforts me because I know I am not dreaming. I am still alive for another day.

It is the price we pay for carrying the US Mails for the United States Postal Service.

At the age of 56 years young, every day I feel a strong sense of honor and responsibility to walk my six miles a day representing a part of our Federal Government that has been around since the National Constitution of 1787.

I am proud, and every Letter Carrier today should be proud. We are walking in the footsteps of those that came before us.

I have a unique situation. My wife — who I worked next to for many years — is a retired Letter Carrier. She carried the US Mails for 31 years and pounded the same streets for more than 20 of those years.

Since she retired, I have had the opportunity

to take over the duties of delivering the mail to those same patrons. I am literally walking in her footsteps every day. Those sidewalks, those mailboxes, those door slots, my wife touched with her hands and feet every day for over two decades. And I am doing that now. Quite amazing and humbling.

I hope to reach my retirement doing this route, just as Jackie did. I am five years

away from that furtive date, and I pray to the Gods of Arthritis every day.

Having a job with retirement benefits seems like such a basic idea.

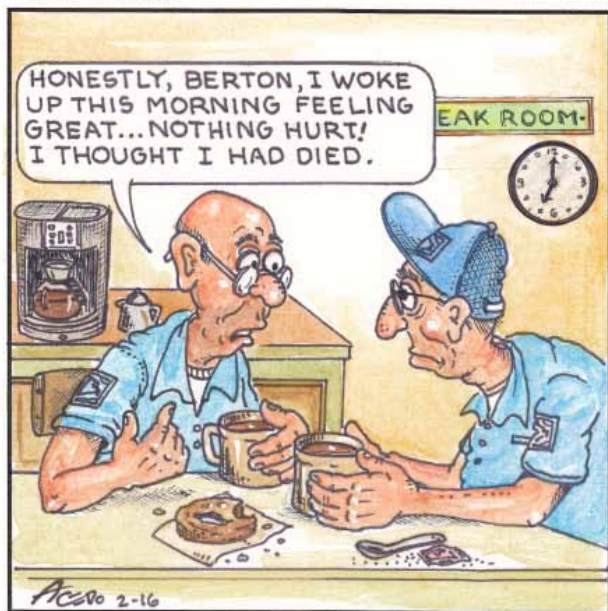
You, as a worker, give 30 or 40 years of your most productive life to a company and you get something in return; a "Thank You" in the form of a monthly dividend payment and benefits till the day you die. A noble and just reward.

But for workers today that is a fleeting promise.

And for the Letter Carriers that came before us, it was a cause that was stained with much struggle, and even stained blood red with death.

Since its founding in 1889, the NALC had been lobbying unsuccessfully for some kind of annuity or pension for aging Carriers, or as they were called then, "the superannuated carriers."

"OuT tHeRe"



Pain is good that way; a reminder that this day is worth living.

My knees seem to have taken the brunt of my fifteen years of carrying mail, and both my right and left kneecaps is where that insidious, infernal "Pop, Pop, Pop" explodes from.

We live with it: whether it is our knees, our backs, our feet, or our shoulders.



Cartoon courtesy of the NALC publication *Carriers in a Common Cause* (1913 - 1920 NALC vs. the PMG page 29)

In 1913, Postmaster General Bursleson was adamantly opposed to any retirement benefits and the Postal Service had a callous program of firing any "old" Carrier who could not keep up the pace.

A protest emerged in Fairmont, West Virginia in 1915. The Fairmont postmaster, complying with Burleson's strict instructions, fired an "old" Letter Carrier because he could no longer perform his job satisfactorily.

Furious at the postmaster, the remaining 25 employees decided to resign from their jobs at the same time. All 25 workers were then immediately arrested and thrown in jail for "striking against the federal government".

The jailed workers were shocked at the government's reaction. They were not striking; they had simply quit their jobs. But the government persisted in prosecuting the case. Without money to pay for their defense, the carriers and clerks threw themselves on the mercy of the court.

In turn, the court imposed fines ranging from \$5 to \$500 upon all but one of the 25 employees of the Postal Department. The 25th worker, a Letter Carrier by the name of W.H. Fisher, had hanged himself in his cell the night before the trial.

Unrelenting, NALC persisted, and its prolonged efforts finally bore fruit.

On May 22, 1920, the Civil Service Retirement Act (CSRS) became law, and for the first time, Letter Carriers received retirement benefits. Two weeks later, on June 5th carriers received their first sick leave benefits.

After the Great Postal Strike of 1970, our nation's Letter Carriers achieved collective bargaining.

But the one fact I never realized until I read the history of our Union is that someone gave their life in the quest for our retirement benefits.

Jailed simply for quitting a job and called a criminal.

That is the untaught history of our country and I will make darn sure that my children and grandchildren learn that history from me, because I know they will not learn that in an American History class.

I want to thank the writers and researchers for the book *Carriers in a Common Cause*.

It is a history of the National Association of Letter Carriers.

Our union has done a great job of promoting the history of America's Letter Carriers and I have stolen much of the material for this article from that masterpiece. (Or let's just say it was borrowed by me for you to learn from....)

I hope to join my wife and many of my comrades one day in the ranks of the retired Letter Carriers.



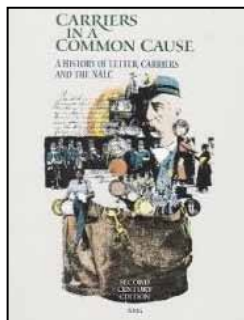
This cartoon is courtesy of the NALC publication *Carriers in a Common Cause*. It is taken from the chapter about the years from 1913 - 1920 which is titled "NALC vs. the PMG".

It is one of three cartoons which are featured on page 29.)

I will fight for the hope that in my grandchildren's future there will never be another W.H. Fisher swinging from the end of a noose.

In Solidarity!

Article courtesy of the April 2016 *NEW VISION* published by Madison Heights, Michigan NALC Branch 3126.



For more insight into the history of YOUR union, you can own *Carriers in a Common Cause*, the NALC's official history. The book tells the story of the struggle by Letter Carriers — from the birth of the Postal Service in 1775 to today. And? It only costs \$7.00!

Attach a check or money order made payable to "Secretary-Treasurer, NALC" and send with completed order form to:
National Association of Letter Carriers, Supply Department,
100 Indiana Avenue, N.W., Washington, D.C. 20001-2144

Editor-guy Note: These two pages were originally reprinted in the April 2016 web version of this newsletter. They were good enough to use one more time! Once again, a heartfelt "Thank You", Cementhead!!! I hope to see you at the national convention in August. (Basil)

2016 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 1-888-636-6252
"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

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

"OuT tHeRe"



"This is a summary of some of the features of the NALC Health Benefit Plan High Option. Detailed information on the benefits for the 2016 NALC Health Benefit Plan can be found in the official brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure."



Health Prescription: Humor from Mark Ramirez!

**Life's Demerit System: In the world of romance,
one single rule applies — MAKE THE WOMAN HAPPY!**

**Do something she likes, and you get points.
Do something she dislikes, and points are subtracted.
You don't get any points for doing something she expects.
(Sorry, that's the way the game is played.)
Here is a non-exhaustive guide to the point system:**

SIMPLE DUTIES

- You make the bed. (+1)
- You make the bed, but forget the decorative pillows. (-10)
- You throw the bedspread over rumpled sheets. (-3)
- You go out to buy her what she wants (+5) in the rain (+8)
- But return with Beer. (-5)

PROTECTIVE DUTIES

- You check out a suspicious noise at night. (+1)
- You check out a suspicious noise, and it is nothing. (0)
- You check out a suspicious noise, and it is something. (+5)
- You pummel it with an iron rod. (+10)
- It's her pet Schnauzer. (-30)

SOCIAL ENGAGEMENTS

- You stay by her side for the entire party. (+1)
- You stay by her side for a while, then leave to chat with an old school friend. (-2)
- Named Tina (-10) Tina is a dancer. (-20)
- Tina has breast implants. (-40)

HER BIRTHDAY

- You take her out to dinner. (+2)
- You take her out to dinner, and it's not a sports bar. (+3)
- Okay, it's a sports bar. (-2)
- And it's all-you-can-eat night. (-3)
- It's a sports bar, it's all-you-can-eat night, and your face is painted the colors of your favorite team. (-10)

A NIGHT OUT

- You take her to a movie. (+1)
- You take her to a movie she likes. (+5)
- You take her to a movie you hate. (+6)
- You take her to a movie you like. (-2)
- It's called 'Death Cop.' (-3)
- You lied and said it was a foreign film about orphans. (-15)



Originally published 1996

Cartoon borrowed from Fred Aceo's **OUT** there page 48

YOUR PHYSIQUE

- You develop a noticeable potbelly. (-15)
- You develop a noticeable potbelly and exercise to get rid of it (+10)
- You develop a noticeable potbelly and resort to baggy jeans and baggy Hawaiian shirts. (-30)
- You say to her, "It doesn't matter, you have one too." (-80)

THE BIG QUESTION

- She asks, "Do I look fat?" (-5)
- (Yes, you lose points no matter what)
- You hesitate in responding. (-10)
- You reply, "Where?" (-35)
- You give any other response. (-40)

COMMUNICATION

- When she wants to talk about a problem, you listen, displaying what looks like a concerned expression. (+2)
- You listen, for over 30 minutes (+50)
- You listen for more than 30 minutes without looking at the TV. (+500)
- She realizes this is because you have fallen asleep. (-4000)

Send this on to all of the gentlemen you know to refresh them on the point system.

The information on pages 12 and 13 originally appeared in the web version of our May 2016 Branch 782 newsletter.



How Can the Postal Service Reduce the Costs Associated with Postage Stamps?

January 25, 2010

How much does it cost to develop, print, ship, inventory, secure, sell, and cancel a stamp used to mail a letter? What about the stamps that are never sold? The Postal Service destroys billions of stamps each year because they are obsolete. In FY 2008, the Postal Service printed 37 billion stamps, which cost \$78 million to print. In that same year, they destroyed old stamps, some of which were printed more than 10 years ago, that were valued at approximately \$2.8 billion. Those stamps were printed, shipped, counted multiple times in various inventories, and finally shipped back for destruction under secure conditions. How much does this cost and does the Postal Service benefit from the expense?

Are there better alternatives to stamps? Business customers often rent postage meters and use permits for bulk mail. Now, the advent of online postage vendors has given individual customers an alternative to stamps. Customers that use online postage can customize their postage and incorporate approved language or pictures.

Not everyone has access to a computer. What can we do for people who do not have access to online postage or who simply do not want to use online postage? One answer may be simplifying the Postal Service's current stamp inventory.

What if all postage stamps were "Forever Stamps"? Stamps would never become obsolete and have to be destroyed, and production costs would never eat up their contribution to overhead. After a rate increase — now generally an annual event rather than every 3 or 4 years — there would be no 1-cent or 2-cent stamp shortages or rush to produce the next generation of denominated stamps.

What about stamp collectors? Would philatelic sales suffer if the Postal Service reduced the denominations it offered?

Commemorative Forever Stamps could be issued in limited quantities to satisfy collectors. Some commemorative stamps could be sold locally, while others could only be ordered and shipped direct from a central location.

Forever Stamps that marked holidays or other special events such as birthdays would be very useful for people who wanted to stock up.

And what could be more appropriate for wedding invitations than "Forever Love" stamps?

Do you know of a better method of postage payment, convenient and available to everybody that could be implemented?

Tell us what you think.

This topic is hosted by the OIG's Field Financial East directorate.

(Topic was revised to indicate that 37 billion stamps not \$37 billion worth of stamps were printed in 2008.)

Source - - <https://www.uspsig.gov/blog/how-can-postal-service-reduce-costs-associated-pos>



Seniority Date: August 11, 1990

Brenda Winch joins the "Last Punch Bunch"

Congratulations go out to Brenda Winch! She survived and is now a Retired NALC Branch 782 Letter Carrier!!!

She didn't have a lot of time to answer questions about her experiences during her career. When contacted, she was getting ready to hit the road on her way to Louisiana because her mother's health is a little precarious at this time. Our prayers go out to her as she travels; and, as she arrives to deal with all that she will encounter when she reaches her destination.

A Conversation with Retiree Lois Miller~

----- Original message-----
From: Lois Miller
Date: Sat, May 28, 2016 9:14 AM

To: brziii@aol.com; Subject: COA

Hi Basil, I am sure you have heard we have moved to Tennessee so I need to give you our new address for the newsletter. We are now at: 500 Foster Drive, Lenoir City, TN 37772. By the way, Congratulations on your retirement. May you enjoy many happy years with your family and friends!

Sincerely, Lois Miller

On Thu, 6/2/16, brziii@aol.com wrote:

Subject: Re: COA
To: room4jesus@yahoo.com
Date: Thursday, June 2, 2016, 7:27 PM

So...How is the transition to TN? Are there Smokie Mountains where you are or are you in a different part of the state? Why TN? Family or just cuz? Is you getting a little "drawlish", yet? Did you work with Tom Prall? He just retired. You going to attend any future Branch 782 Retiree dinners? Did you drive there? I-40/I-70 or some other road like Route 66? Gonna look for a Grand Jury in need of a helping hand? It was 102 yesterday and today...with 106 predicted for later in the week (and it is EARLY June). Bet you don't miss that!

Be Well! Basil

Subject: Re: COA
To: brziii@aol.com
Date: Thursday, June 8, 2016, 2:19 AM

Wow, Basil, do I get a prize for answering all these questions? LOL Let's see if I can do it.

The transition has been smooth since I have children here to help us. The route is a straight shot. You get on I-40 in Barstow and stay on it all the way to Lenoir City, our town. We are about 45 minutes from the Smokies and will visit often as there is SO MUCH TO DO THERE and it is beautiful. When I am around the folks, I do tend to talk like them. (When in Rome...)

I did not know Tom Prall but am happy for anyone who can retire. As for attending Retiree Dinners, I will probably only be making one or two trips back to California; once, when my granddaughter graduates next May, and then possibly to help my daughter move here. She is a counselor at Kaiser and has about

a year before she leaves Kaiser and can hang out her shingle in Tennessee! By the way, there are no Kaiser facilities in Tennessee and that makes me sad, however, Mark has been amazing in helping me transition into NALC health plan. Still looking for right medical offices and services, nothing like Kaiser. I was with Kaiser for 30 years so the change is difficult. In fact if there had been Kaiser here my daughter would have transferred immediately so all my kids would have been in this area. Actually my son and his family are moving here from Montana and should be here the end of this month.

As for Grand Jury, California is the only state that has a sitting Grand Jury. I will certainly look for volunteer opportunities in other fields. I was a CASA in Bakersfield and it is a nationwide program so may check into that. Also volunteered at San Joaquin hospital for the last five years and there are always openings in hospitals. Maybe a court docent. I did that for a while so that is a thought. There are so many avenues to persue. I know there are many seniors who have never experienced the feeling of "giving back" and it is truly rewarding. Even a couple of hours a week can get a person out of the house and into a new environment and meeting new people. Gee, do I sound like an advertisement for VOLUNTEER AMERICA? LOL!!

As for weather, we had five rainstorms in one week. Lyle said that is more rain than Bakersfield had in three years. The thunder and lightning were "totally awesome"! I absolutely love it. No fear of thunder. (*As a child my mom comforted me by telling me the Bible says: "The God of Glory thundereth!" So, I just figure my heavenly Father is letting me know that He is still in control.*) I think I did it, I believe I answered all the inquiries. Hey, thanks for the concern and have a tremendous retirement!

Blessings to you and yours, Lois

Subject: Re: COA
To: room4jesus@yahoo.com
Date: Wednesday, June 8, 2016, 12:51 PM

Howdy Do, Lois~

So...I have a favor to ask. Can I reprint the e-mail conversation that we've had in the June newsletter? I like the idea of presenting to folks that there IS life after retirement...

Basil

Subject: Re: COA
To: brziii@aol.com
Date: Wednesday, June 8, 2016, 3:26 PM

Absolutely! I certainly enjoy hearing about other folks' lives and the changes they are experiencing. Hopefully, someone will smile when they remember me.



Lois Miller pictured at the 2015 Branch 782 Old Timers Day

FMLA Doctor Notes: What Unions Need to Know

by Attorney Robert M Schwartz
Author of *The FMLA Handbook*

Since its passage in 1993, the Family and Medical Leave Act (FMLA) has saved the jobs of tens of thousands of workers — union and nonunion.

The law prevents employers from discharging or disciplining workers who miss work time for serious medical reasons or to care for family members. In most cases, eligible employees can take up to 60 days of leave (12 workweeks) within a 12-month period. The law can also be used to bond with new children.

Not surprisingly, employers — and the so-called “specialists” they hire to run their FMLA programs — frequently misapply the law to deny leaves or impose discipline.

A common practice is to claim that the worker failed to submit a timely or adequate medical certification. When doing so, employers often ignore the regulations issued by the U.S. Department of Labor. Here’s what the rules actually say:

SUMMARY OF THE LAW

An employer can demand a certification from a health care provider when an employee requests FMLA leave **for his or her own condition OR to care for a family member**. Most employers use a form prepared by the Department of Labor.

Authorized providers include physicians, chiropractors, clinical psychologists, social workers, nurse practitioners, and physician assistants.

The initial demand for certification must be put in writing and delivered individu-

ally to the employee, generally within five business days of a request for leave or notice that an absence is for an FMLA reason.

It is not enough for a handbook or benefit plan to state that medical reports must be submitted in all cases.

The certification request must inform the employee what consequences to expect if the certification is inadequate.

The employer must allow the employee at least 15 days to submit the report. Additional time must be allowed if, despite the employee’s diligent efforts, the doctor or other provider does not complete the certification on time.

If the certification is submitted late, and there are no extenuating circumstances, the employer may count absences between the deadline and the late certification as unexcused — but not absences before the deadline.

New York and San Francisco Bolster Leave for Parents

In April, the state of New York and the city of San Francisco broke new ground by mandating significant amounts of paid leave for family care and bonding with new children. The New York law, backed by an impressive coalition of unions, community groups, and women’s organizations, guarantees up to 12 weeks of paid bonding and family-care (but not medical) leave.

Eligibility begins after 26 weeks of employment — without regard to the size of the workplace or the num-

ber of hours worked. The law takes effect on January 1, 2018. By 2021, when fully phased in, workers will be entitled to 67 percent of regular wages.

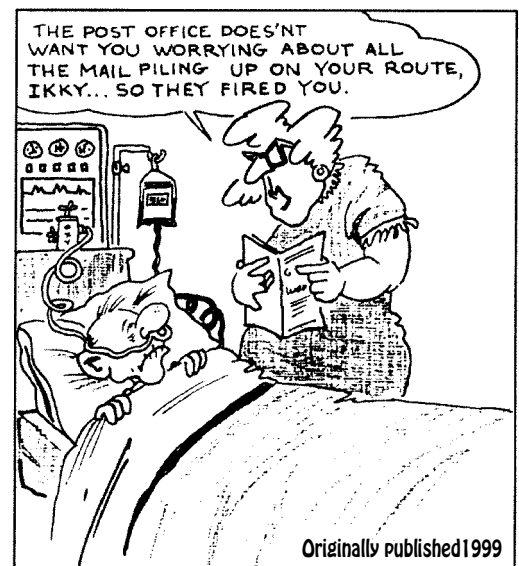
The program is funded by payroll deductions (from all employees) of approximately \$1 per week. The San Francisco ordinance, also backed by a labor-community coalition, requires employers to pay up to six weeks of full wages to parents who ask for time to bond with newly born or newly placed children. Eligibility begins after 90 days of employment.

If the medical certification is insufficient, the employer may not deny FMLA leave.

Instead, it must notify the employee of the missing information and allow the employee at least seven days to submit a new certification or a letter from the provider. If the provider is unavailable, additional time must be allowed.

When a medical certification certifies a need for a leave of a particular duration or intermittent absences of a particular frequency, the employer must approve the request even if the employer has doubts about the doctor’s opinion.

The only way to challenge an employee’s health care provider is to arrange for two additional providers who do not regularly do business with the employer to examine the employee or the family member. Both must find fault with the first provider before the employer can reject the original certification.



If the initial certification verifies a need for intermittent leave for a particular period up to six months, the employer cannot ask the employee to submit a new certification or “doctor’s note” following an absence until the period is over, unless the employee significantly exceeds the number of estimated absences per week or month (an exception may apply if the absence qualifies for paid leave).

WORDS TO THE WISE

Here is some advice a union can offer if a worker is asked to submit an FMLA medical certification:

Review the certification form to familiarize yourself with the questions and to make sure the employer properly listed your job title, schedule, and job functions. Ask the employer to correct any mistakes.

Deliver the form to your provider immediately and explain what you are seeking: a continuous leave to recover from an accident, for example, or intermittent leave because of an anxiety disorder.

For intermittent leave, the provider must estimate how often and for how long you are likely to be absent. When appropriate, encourage the provider to estimate a substantial duration such as six months or a year and an ample number of expected flare-ups.

If you, or your family member, has a chronic condition, make sure the provider says that at least two treatment visits a year are needed for the condition.

If the first provider you ask fails to complete the form despite your best efforts, ask another provider to take over.

Be cautious when using a chiropractor. Chiropractors are only authorized to fill out FMLA certifications when performing spinal manipulations after reviewing an X-ray showing a “subluxation” (misalignment of a vertebra). If your chiropractor does not have an X-ray, make sure to obtain one.

Instruct the provider’s office to fax or send you the completed form. Review the responses. If there are mistakes or omis-

Family and Medical Leave Act

On Nov. 24, the NALC and the Postal Service agreed upon a jointly developed document (M-01866) to provide the mutual understanding of the national parties on issues related to leave covered by the Family and Medical Leave Act of 1993 (FMLA),

- **Who is an eligible employee?**
- **What is a leave year?**
- **What is a serious health condition?**

These are all valid questions that are answered in M-01866.

An eligible employee is one who has been employed by the Postal Service for at least 12 months (this time does not have to be consecutive, but generally must have been worked within the past seven years) and has completed at least 1,250 work-hours during the 12-month period immediately preceding the date the leave starts. The 1,250 workhours includes overtime, but excludes any paid or unpaid absence, except for absences due to military service. Leave without pay (LWOP), including union LWOP, does not count toward the 1,250 workhour eligibility requirement. The law entitles eligible employees to take up to 12 workweeks of job-protected absences during a 12-month period as defined by the employer.

The Postal Service has selected the postal leave year, which begins with the first full pay period that begins in a calendar year and ends with the start of the next leave year.

An employee’s own serious health condition is one in which the employee is unable to perform the functions of his or her job. An employee is “unable to perform the functions of the position” when his or her health care provider finds that the employee is unable to work at all or is unable to perform any one of the essential functions of the employee’s position within the meaning of the Americans with Disabilities Act (ADA).

FMLA-covered absences to care for an employee’s spouse, son, daughter or parent who has a serious health condition requires medical certification that the employee is needed to care for a family member and encompasses physical care and psychological comfort and reassurance when the family member is receiving inpatient or home care.

The answers to the above questions are just the beginning to understanding the rights afforded to, and responsibilities required of, employees and the Postal Service under the FMLA.

For a more in-depth understanding, refer to M-01866 in the Materials Reference System on the NALC website at mseries.nalc.org/M01866.pdf.

sions, ask the provider to make corrections.

Fax or deliver the form to your employer, keeping a copy for yourself.

If it appears that your certification will be late, explain the circumstances to your employer before the deadline, including

your efforts to overcome the delay, and ask for an extension.

*Labor lawyer Robert Schwartz is the author of **The FMLA Handbook: A Union Guide to the Family and Medical Leave Act**. The fifth edition will be available this summer. Order from workrightspress.com*

Article courtesy of the June-July 2016 **WAKE UP!** published by Everett, Washington NALC Branch 791

Director of Retirees' Report



by **Bob Martinez,**
NALC Branch 133
Director of Retirees

In my May 2014 article I provided information concerning what to do when a retired Letter Carrier passes away.

A couple of weeks ago, I ran into a retired Letter Carrier and he told me that he had read my article and asked me to provide information about what to do if the spouse of a retired Letter Carrier passes away.

I told him I would do that in my next article. Here it is.

The following is again taken from the NALC publication "When a retired Letter Carrier Dies."

OPM needs to be informed when the spouse of a retired letter Carrier dies in order to restore the annuity to the full life rate and change health benefits coverage to single enrollment. Fill out the form below and mail it with a copy of the death certificate and appropriate forms OPM.

Again, I know than most people don't like thinking of a loved one passing, but we should have information on what needs to be done when it does happen.

Also, if you do have internet access, you can go to the NALC Web page <http://NALC.ORG>. Retirement section and download the complete publication "When a retired letter carrier dies".

Take care and enjoy life!

Article courtesy of the May 2016 *Gazette* published by Sacramento, California NALC Branch 133.

Office of Personnel Management
Retirement Operations Center
Boyers, PA 16017
Attn: "Y" Adjustment

To Whom It May Concern:

My spouse (wife/husband), _____ passed away on _____
Enclosed is the death certificate.

Please restore my annuity to the full life rate and change my health benefits coverage to single enrollment.

I also want to:

***Call the NALC retirement department to obtain forms**

- Change beneficiary: Federal Employees' Group Life Insurance, SF 2823
- Change beneficiary: Civil Service Retirement System, SF 2808
- Change beneficiary: Federal Employees' Retirement System, SF 3102
- Claim Option C: Family Life Insurance, Federal Employees' Group Life Insurance, FE6-DEP
- Change my direct deposit information as follows:

New routing number _____

New account number _____

Name of Financial Institution _____

Address of Financial Institution _____

Retiree's name (please print): _____

Address: _____

Home phone: _____ Date of Birth: _____

CSA: _____ Social Security Number: _____

Retiree's signature _____ Date _____

A Fair Day's Work for a Fair Day's Pay

by Paul Nee, Vice President
NALC Branch 44

It is good to be writing again in the *Magnum*. My major issue this month is the way that Postal Managers are treating Letter Carriers. They are pushing the CCA's and Senior carriers beyond what is fair and reasonable. I want to just turn to the regulations for a minute.

STREET TIME: In the MRS, M-01769 states "there is no set pace at which a Carrier must walk and no street standard for walking."

OFFICE TIME: In the M-39 242.332, it states that management may not discipline Carriers for failure to make 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.

The reason I am bringing these two things up is because I see CCA's working cold routes and management is telling them the computer says they are not making office standards. It is just harassment. How would you know how to pack a route you have never packed before, or only a few times? They are also telling Carriers they are not meeting street times. You're kidding me! They have a GPS unit strapped to a Letter Carrier and they can look at the "cookie crumbs". This is all about trying to get Letter Carriers to do more and more work. In most cases, it is putting them in dangerous situations.

One CCA letter carrier in Manchester told me, "I was put on a route and was told it was an 8 hour assignment. What I found out was it was a 10 hour route. I was then asked to pack an hour on another route. Then I was given a 2 hour auxiliary on another route. I worked all day, no lunch and no breaks. I returned in about 10 hours and 10 minutes or so. The next day I was brought into the office and given an official discussion for going into "V" time.' This type of thing is happening with senior Carriers also.

Please be assured that are Stewards are being trained on how to handle these situations. We will pull 3999's clock rings and take statements. Article 14's will be filed against these managers. This union will not take these actions lightly.

Article courtesy of the May 2016 44 *Magnum* published by Manchester, New Hampshire NALC Branch 44.

Some very stupid stuff has me scratching my head...

by Jose Bernal, Vice President
NALC Branch 4430

In these last couple weeks, Management has been issuing a lot of discipline, most for sample scanning. Others for some very stupid stuff that has me scratching my head.

One of the things I do to avoid any failure samples is, when I'm done with the route, I check my scanner for any missed samples by pressing ESC then W. If nothing turns up then, you're good to go. If your scanner dies before you're done with the route, notify the PM/supervisor of the issue with the scanner. It's simple to check for samples, make it part of your everyday routine, that way there will be no questions asked.

We had a Carrier that had his scanner die before he could finish his swing. He was told in the past by a supervisor to take

pictures with his phone if the scanner goes dead. He was told to scan them when he gets back to the office. On this one day that his scanner died, he took pictures of the parcels with his phone but — with all the hurrying up in the office with trying to get all the outgoing mail out on the last truck — he forgot to scan them off his phone.

When he got to work the next day, he remembered that he still had the photos on his phone. So he scanned them that morning as delivered. The PM supervisor got a phone call the night the scanner died from district asking him about 9 parcels that were still in the office. Not knowing that those parcels were the parcels on the phone, he searched the whole office but

could not find them. They turned up the next day on the computer as "delivered" and they brought the Carrier in for a fact finding two days later. They wanted to know why all those parcels were delivered the morning after they were expected.

The Carrier explained to them what happened and had time lines on his phone as to when the parcels were delivered. He had been about to delete those photos.

IT'S A GOOD THING HE DIDN'T!!

I tell you this story so that you know that it is important that you notify a supervisor of any and all such issues that you may be having. I would even suggest that you call a supervisor as soon as you are having any issue. That way you don't forget and then prompt the supervisor issue unwarranted discipline. In other words, you would be in the clear. (The carrier was about to be walked out for delaying the parcels.) Don't let it happen to you, report everything.

As I close: Remember, it's summer... Be careful and drink plenty of water!

Courtesy of the NALC Branch 44 May 2016
Voice of Branch 4430 published by
Lancaster, CA Branch 4430.



WANTED — New Union Leaders

by Ray Hill, NALC Branch 2902 Executive Vice President

In January of 2005, NALC at the National level started what was originally called the "Next Generation Leadership Training program." This new program was described in the January 2005 issue of the *Postal Record* as "NALC President William H. Young's initiative to identify and prepare leaders for the union's future." In that issue of the *Postal Record*, President Young (who is now retired) is quoted as saying, "we're looking for new people who are dedicated to the union with the potential to learn, lead and succeed." The 2005 article describes how the 30 participants for the first class were going to be chosen as follows: "The national business agent and branch presidents in each of NALC's 15 regions are being asked to recommend two letter carriers under age 40, not currently serving as officers, to participate in the program" (emphasis added). Although I and many others disagreed with the age requirement at the time, I understood President Young's logic in his wanting the "Next Generation" of leadership applicants to be under age 40. President Young's age intent with his under age 40 requirement was obviously to get some younger blood into union leadership roles as our national leaders were growing older and older and getting closer and closer to riding off into retirement.

The age requirement caused an immediate uproar, rightfully so, among the NALC local branches and the "under age 40" requirement was pretty much scrapped from the get-go and the name of the program was changed from the "Next Generation Leadership Training Program" to the "Leadership Academy." I personally think the main reason why the age requirement was scrapped immediately was because those who were asked (national business agents and branch presidents) to recommend two letter carriers to participate in the program were very hard pressed to come up with two names of carriers who were under age 40 to participate in the program. The July 2005 issue of the *Postal Record* listed both the names and the ages of the first 30 participants chosen for the Leadership Academy program; 20 of the 30 people chosen for the first Leadership Academy class were over age 40 and one of the participants was 50 years old. So much for the "under age 40" requirement.

Time Marches On

If you think about it, it's really quite pathetic that in 2005 the national business agents and the branch presidents had a difficult time coming up with two names per region of men or women under age 40 to participate in the leadership training program. In my opinion, that fact spoke volumes about the majority of our younger carriers commitment, or lack thereof, to the union cause. As time marches on and the officers of Branch 2902, myself certainly included, age and grow nearer to retirement, the words printed in the January 2005 *Postal Record* article resonate in my head more and more often because now, more than ever, the

NALC "needs new people who are dedicated to the union with the potential to learn, lead and succeed." In Branch 2902, we too are always looking for a few good men and women to step up and join the Union cause; preferably, a few good younger men and women.

Before you "older" readers start getting all up in arms about my "younger" comment, please understand that the fact that you may not be a "youngster" does not preclude you from taking an active role in the NALC. We here in Branch 2902 do not discriminate for any reason, age included. As a matter of fact, the average age of the top six officers in Branch 2902 is approximately 61 years old so, clearly, Branch 2902 doesn't require our leadership to be "younger." But the fact that Branch 2902's officers are all getting older and closer to retirement is precisely the reason why we are looking for some youngsters to step it up. We have to plan for the future and we need some young blood to pass the Union torch to. But, if you are interested in getting more actively involved in the Union, we are interested in welcoming you to join the cause, no matter what your age is. If and when you decide that you are interested in possibly becoming a steward, we will need to know what your motives in doing so are.

Why Do You Want to Be a Steward?

The question that President Frank Salazar always asks carriers who express an interest in becoming a steward is this: why do you want to be steward? This is a very important question and sometimes we get the right answers and sometimes we get the wrong answers from carriers that indicate a desire to be stewards. The carriers who want to become stewards for all of the wrong reasons are always very easy to spot. They usually have an axe to grind with management for a variety of personal reasons and they want to become a steward in order to make life miserable for management, period. They are mainly interested in their own personal grievances and gripes and would spend a great big chunk of their Union time representing themselves. Instead of making a commitment to following all of the USPS rules and regulations, which is an absolute must for an effective steward, they want to be trained by NALC so that they can learn as many loopholes and technicalities as possible to defend *themselves* from discipline. Then, if they receive discipline for a violation of a rule or regulation, instead of learning from their mistakes and changing their bad behavior, they immediately point their finger at their fellow letter carriers saying things like, "his attendance is worse than mine" or "she drives with her door open all the time and they don't discipline her," etc. I understand that the rules are to be applied evenhandedly and that bad supervisors often look the other way when one of their kiss-ass favorites breaks a rule. That is wrong, absolutely. But that doesn't change the fact that we should all follow the

Continued on next page...

rules and just because so and so doesn't and their dumb-ass supervisor looks the other way does not excuse *us* from following the rules. Finger-pointing, rule-breaking carriers are too self-absorbed to be capable of working towards the greater good of all the membership and are definitely not steward material.

On the other hand, carriers who indicate a desire to become stewards for all of the right reasons are also very easy to spot. They care about their fellow carriers and about the contract that NALC has fought so hard to obtain for the membership. They don't make sweetheart deals with management or kiss up to management so that management will leave them alone. These carriers show up for work, on time, day in and day out. While working they follow the USPS rules and regulations and perform their jobs in a safe manner, day in and day out. Because they show up for work on time every day, follow all of the rules and work safely, they keep themselves out of trouble at work so they won't have to spend their Union steward time defending themselves from discipline. These carriers also go out of their way to welcome and help their struggling rookie co-workers and they speak up when they see contractual violations being committed or when they see management mistreating a co-worker. They distance themselves from any of the bullshit gossip they hear on

the workroom floor that is sometimes spouted by some of their fellow carriers or by management. These carriers are definitely steward material!

Difficult, Yet Rewarding

The job of the NALC steward is a difficult one, a job that is often both trying and rewarding at the same time. The steward is the key to a strong Union and shows visible evidence of the Union in the workplace by policing and enforcing the contract. An effective steward also does much more than just process grievances. The steward builds unity among the membership in the workplace by enforcing the contract, educating the membership and promoting Union activism.

If any of you have any interest in possibly stepping up and becoming a steward in your office, give us a call here at the Union hall. If you have been in a management position (such as a 204b) within the past two years, you may not hold a Union position. Also, there are limits to how many stewards we are allowed to have in each office, so there may or may not be an opening in your particular office. But give us a call anyway if you are interested and we can talk about it.

Article courtesy of the May-June 2016 *Mail Bag News* published by Chatsworth, California NALC Branch 2902

VP-ing

by Michelle Decker-Conrad
NALC Branch 791 Vice President

Management has recently begun making things harder for the Stewards to investigate and process grievances. They are denying information that is requested, denying time that has been requested and making it harder for Carriers to speak with their Stewards about issues that are or have happened.

Many of you do not realize how much dedication and time is spent on grievances from these faithful Stewards. Many of your Stewards have been working their days off, many of their days off to process grievances for you.

We are working on grieving the denials of time, but the grievances do not stop. We have only 14 days to process and meet on a grievance, if we do not get the time, we have no choice but to work off the clock.

This is done so that you, the Carriers, will have justice for whatever contractual violation that occurred.

The Everett Hub has turned into one of the worst places to be a Carrier at recently. It seems the Everett Main is right behind them.

Our new PM has made many lives bitter towards coming to work and most of our Stewards time has been spent working together to do as much as we can to get a peaceful atmosphere again.

This is going to take us a lot of hard work but we are all committed to seeing this change. ***We need your help as well.***

When something happens with a manager that you feel as harassment, offensive or just plain wrong, keep track of what was said or done. The more notes and incidents we have logged as a united group, the stronger we will be together.

It is not right for a Carrier to not enjoy going to work because of what they have to endure while they will be there. This may

not be you, but there are many unhappy Carriers out there right now.

Unscheduled overtime is a new push for management right now. Several Carriers are getting talked to in the morning on the previous day's overtime.

When you tell management you can be back in 8 or receive auxiliary assistance to be back in 8 but the day doesn't go as planned, notify management. When you realize you will not make it, but the supervisor says to keep going and get back as soon as you can, make a note of it.

That way, if you get talked to about the unauthorized overtime, you will have some documentation and possibly even a phone record of the call. When you notified management that you would not be able to make it back in 8 and they told you to keep going, that is management authorizing your overtime. We have seen this situation several times and if it happens to you, please let your Steward know.

Article courtesy of the Volume 115 Issue 6 *Monthly Report* published by Everett, Washington NALC Branch 791

from the editor-guy:

----- Original message -----

From: brzii@aol.com

Date: 05/31/2016 12:13 PM (GMT-05:00)

To: woodb585@cs.com

Subject: From Basil Zuniga, NALC

Branch 782 in Bakersfield

Hello, again, Mark Woodbury~ Sometimes, it surprises me when somebody tells me, "I am NOT a reader!"

Because it caught my attention, I would try to share an article from a newsletter from another Branch with my Shop Steward. He would just tell me that he never read anything because, "I did enough reading in college to last me my whole life!"

I love to read.

Unbeknownst to me, our S.A.N.E. Fred Acedo likes to read, too. I had never asked him about that. After reading *Trinity Flight*, Fred asked if I was reading anything and said that I would probably like your book. I read it. And, I did like it! I liked it a lot!!!

At our union meeting on May 24, Fred and I traded books. I got *Trinity Flight* from him and he got *Tales of Yore* from me. (When I first bought *Tales of Yore*, I had copied certain accounts from *Tales* and given them to him to see if they might inspire any cartoons. I left *Tales* sitting by my computer so that I might access a story as a filler.) Fred told me that he wanted to check it out.

When he handed me *Trinity Flight*, Fred didn't give any summary of your message. So, I went into it blind. I really enjoyed the layers and the way in which your account unfolded. It was a fun read and it also added a personal touch to similar issues I'd read about in the past (syphilis studies in the South, Nazi medical experimentation, etc.) It is so amazing that you — with writing talent *and* a trained investigative bent — were situated in such a unique position to take the story of unknown tragedies, link them, and shape them into a summarized deposition. And? You made it easy to sift through!

In my experience, it is a given that "Everybody has a story." Fascinates me to find out about folks. Your book did this "writ large".

Congratulations, you've done a great job!!!

One little question: What's the backstory about that reference to "newly minted attorney"? Also, how are the *Trinity Flight* sales going? And — if I was true to my normal routine, each of these queries would lead to more... And, who knows, they still might!

Be Well!

Basil Zuniga, Branch 782 Editor-guy

From woodb585 woodb585@cs.com

To Basil brzii@aol.com

Subject: From Basil Zuniga, NALC

Branch 782 in Bakersfield

Hi Basil - good to hear from you once again. I just sent Fred a copy of *Tales of Yore* yesterday in the mail, annoyed with myself that I hadn't thought of that sooner! Glad you liked *Trinity Flight*.

When I first started to write it, my number 1 priority was to make it entertaining. All the reviews I've gotten so far say people enjoy reading it. That it gratifying.

You asked about the phrase "newly minted attorney". That was the way my involvement started when my Uncle Frank came to me for legal advice. Before that, I had used the post office job (and the G I bill) to finance law school. In fact, starting both in the same month (fun times)! Three years later I passed the Bar Exam. Soon found out I didn't really like the part about keeping criminals out of jail, or fighting for custody for horrible parents. So I (and my conscience) decided I liked carrying mail much better. And it was a lot of fun being Steward for 17 years, while also being an attorney. But, writing hundreds of legal briefs did teach me how to write clearly and concisely which is half the battle.

How about yourself? You are a very good editor. You did a great job on "Trooper

Reynolds", and your newsletter is very professional. That didn't spring up out of nowhere, you must have a lot of experience?

The main thing with *Trinity* was I had a lot of help and encouragement along the way, or I NEVER would have finally got the thing done. It literally survived flood and lightning (and that's a whole nother story)! Fred has already sent me 3 toons that he said were inspired by stories from *Tales of Yore*, and how much fun is that?! Gonna have to make room for them in the next newsletter.

Mark W

I want to make sure that you sift through the thoughts that you might have had if you read through the content of these two messages. And — if you do — I want to make sure that I steer you to some conclusions that I came to after pondering the entirety of my conversation with Mark Woodbury.

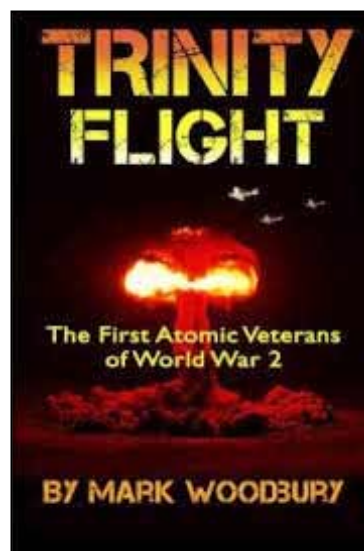
There is no way that I will ever be able to print all of the information that I feel is truly remarkable and valuable in our newsletter. There is absolutely too much talent, wisdom and dedication which comes out through the writings of so many long serving (and probably long suffering) individuals who carry

mail all over this United States of America!

Mark Woodbury went through law school and passed the Bar. **He did this while carrying mail full time...** I still have a hard time wrapping my head around how someone could actually do this.

As I told Mark in a later e-mail:

"...I am impressed by how you must've learned how to function with almost no sleep when you were both a new Letter Carrier AND a student in law school!! Yowie Zowie!!!"



I would urge each of you to buy a copy of each of Mark's books! *Tales of Yore* is a journey through our Letter Carrier world. Much like Fred Acedo's **Out tHeRe**, it captures the essence of what we deal with.

Trinity Flight is a more somber account of an actual event in U.S. history. It details the background of a tragedy and how the blood, sweat and tears of military veterans moved our government to actually do the

right thing after some forty years of a large scale coverup. It was inspiring!

You can check out Amazon.com to buy a copy; or, you have Mark's email address...

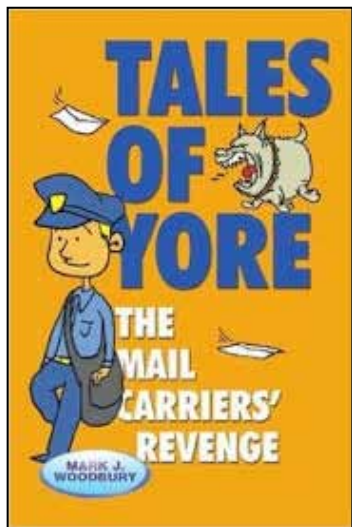
This is a sample of what you can read in *Tales of Yore*. These pieces appear on pp. 83 - 84 and page 90. If you don't think they could happen, ask our Mark Ramirez about "The Lady and the Towel in Lamont"...

The t-shirt

by Anonymous

The Love Post Card

by Mark Woodbury



It seems a guy broke up with his girl friend and tried to get her back by writing her love postcards which everyone at the Post Office read. (Hey, sometimes it's impossible to discern the address on those things without inadvertently reading a little too much.)

But the thing is: he kept misspelling words. Instead of 'sweetheart' he wrote 'sweat heart', and so on. So it was, "I love you, Sweat Heart" and "I miss you, Sweaty." Which

never failed to crack us up. (I guess his writing lacked inspiration but not perspiration.)

"OuT tHeRe"



One time a carrier in Okemos was delivering a certain apartment complex when he knocked on a door with a certified letter needing a signature. A young blonde came to the door wearing a t-shirt. You say, "So what? What's so special about a t-shirt?" It had lettering on the front but the Carrier doesn't recall what it said. But, when she turned to the side and raised her arms up to sign that 3849 receipt against the open door, that t-shirt rode up high... It soon became apparent that the t-shirt was all she was wearing. The Carrier remarked that she had the cutest set of dimples on her rear that he had ever seen.

"OuT tHeRe"



Another time a Carrier in Okemos was delivering a parcel to a certain residence. He went up to the door and knocked. It was his practice to count to ten and if no one came to the door he would leave. Well, he got past ten and had taken a few steps away when he heard this voice behind him exclaiming, "Wait! Wait! I need that package!"

He went back to the door and there was a lady holding a towel to her front, dripping onto the carpet. He assumed she had just come from the shower. She took the parcel and signed the 3849, all without losing that towel. But — *what she didn't realize* — was that directly behind her on the open closet door...was a full length mirror!

They want me to do what?

by David Norton, Chief Steward
NALC Branch 82

Many times, I have talked about the new employees in the Postal Service and all of the problems that come with it. I could probably write every article about it.

When I started at the post office, if you had 20 years in you were a “short timer” and I was one of the youngest Carriers in every station I worked in. I was working with a bunch of people my parent’s age. Most people knew all of the rules (or most of them). Carriers knew all of their responsibilities and the intricacies of the job.

Now with a measly 11 years in, I feel like an elder statesman, or (more appropriately) a grizzled veteran.

Supervisors knew what they could and couldn’t do. This is not the case anymore...

If you haven’t noticed, your supervisor may also be new to the Postal Service. There are plenty of them. Many Carriers have gone straight from being a CCA, converting to career, to becoming your boss. All without ever really understanding the full scope of the job of Letter Carrier.

This metamorphosis “from green letter carrier to green boss” drives people crazy, and believe me, I hear from many seasoned Letter Carriers that complain about it.

But not all of these new 204bs are bad people, many of them are just doing it for the money, and some of them may turn out to be a decent supervisor someday. A big problem is the fact that they are too new for the job, and get very little training in it.

So *that* is why you may be receiving some pretty crazy instructions lately. Instructions that you know are not correct. Lately I seen several instances where a Carrier is given a lousy instruction by their supervisor, then gets all worked up about it.

As Letter Carriers we are required to obey the instruction of our supervisors. The ELM Section 665.15 Obedience to Orders: “Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor’s order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official

in charge of the installation or may appeal through official channels.

Of course this doesn’t mean that you have to follow an instruction that is unsafe, immoral or sexual in nature. If this happens you have to tell your steward, or call Branch 82 right away. But, if it is just a supervisor giving you a stupid instruction that is going to result in your day being longer, violate overtime rules and culminate into a grievance, just do what they say and tell your Steward about it.

We can deal with it after the fact.

In many cases there is good reason to question the instructions of your supervisors. I have seen many instances lately where management instructs Carriers to move onto improper clock rings, or issues the wrong overtime, or improperly puts CCAs on call by having them call in every morning, or tells them to skip their lunch.

If you question an instruction given to you by management, tell someone about it. Ask your Steward, or call Branch 82. We will tell you if this is a correct instruction or not.

Like I said before: There are many new people in the Postal Service, and maybe that can explain some of it.

Sometimes it’s because they are new and don’t know.

Sometimes it might be that you are new and don’t know.

And sometimes it is them taking advantage of you. Or else trying to... It’s good to find out if the instruction is valid, and why or why not. It’s just not worth blowing up on the workroom floor.

Article courtesy of the May 2016 *B-Mike*
published by Portland, Oregon NALC Branch 82



Cartoon borrowed from Fred Acedo’s *Out tHeRe* page 24



from

Kim Gerdes

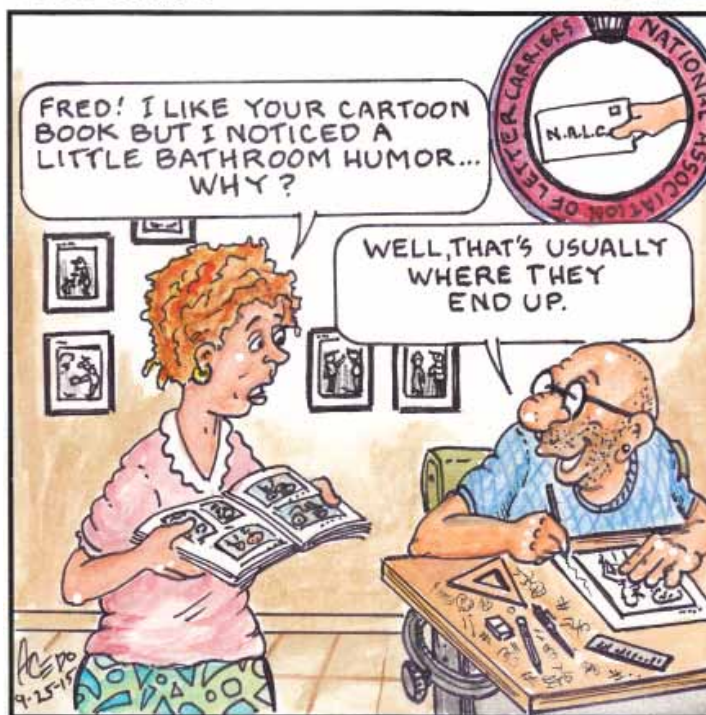
Recording Secretary

We hope you consider ordering a Fred Acedo **Out tHeRe** cartoon book!!

Over 130 pages of cartoons featuring our Letter Carrier world can now be yours for an amazingly low cost!!

To make life simple, request as many copies as you want by clipping the form at the bottom of the page and returning it & payment via USPS mail to Branch 782.

"OuT tHeRe"



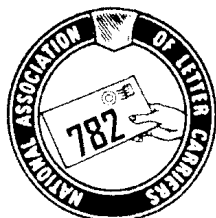
You can also order by contacting me via e-mail at "krgerdes91@hotmail.com". Or, you can call me at the phone number on the bottom of this page. The book and projected shipping costs are provided below. You can even share *your* work life with family and friends with this book as a Christmas gift...

Finally, I want to present you with another example of Fred's work. Enjoy!

Dear Kim Gerdes, NALC Branch 782 Recording Secretary

Please send me _____ **Out tHeRe** book (s)! I know people who will love them!

Name and address for shipping: _____



One book is **\$7**. Two books cost **\$10**. (Postage 1 - 4 books is \$6.45. 4 - 7 books cost \$6.80..)

We ship via USPS Priority Mail Flat Rate box. (For larger orders, these are still the best rates.)

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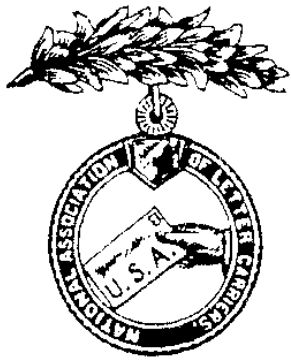
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The opinions expressed in this publication are those of the writer and are not necessarily those of the publication staff or of the Officers of the Branch.

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

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

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

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

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

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Dole Court (93308)	Shari Sharp	(661) 364-5544
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**Branch 782
Website
www.782nalc.com**

Rick Plummer, Webmaster



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General Meeting

Tuesday

June 28 2016

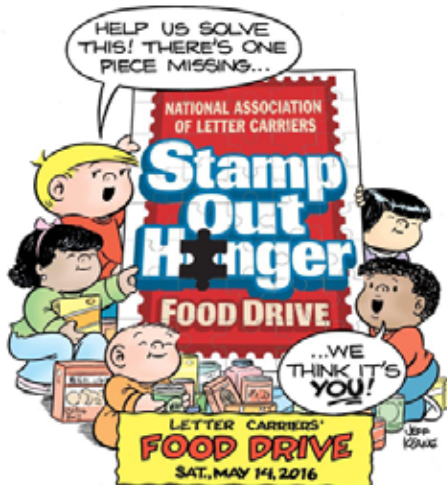
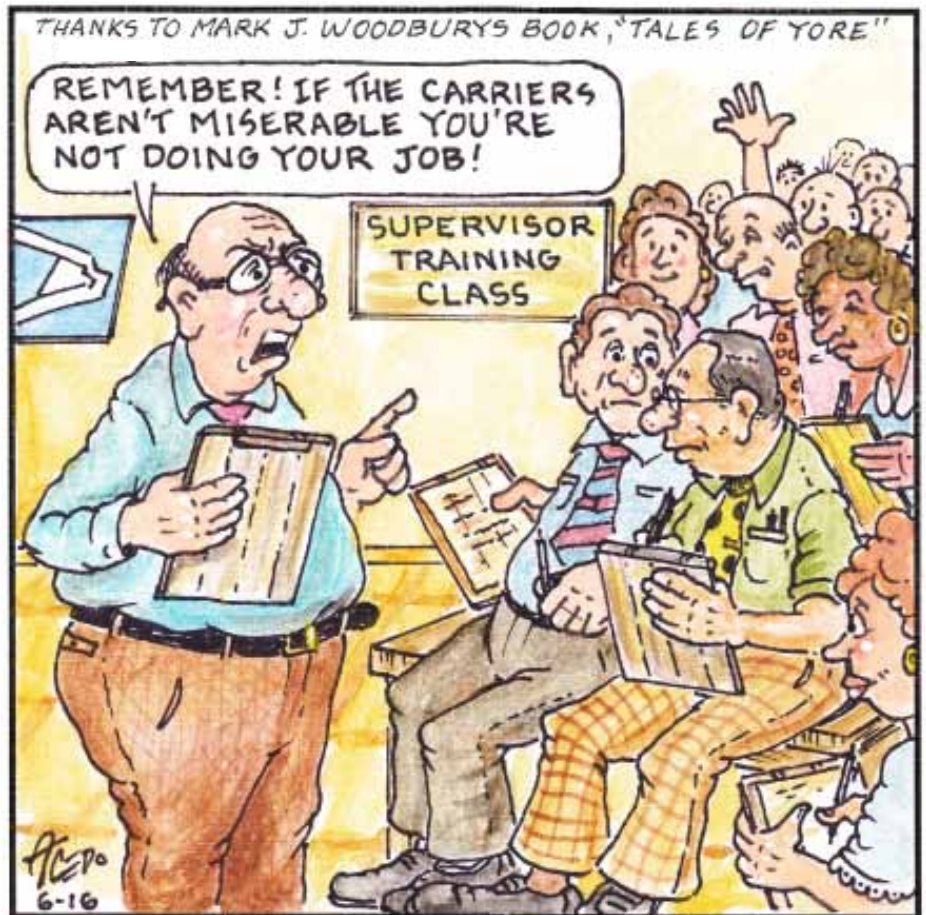
7:00 p.m.

Branch 782 Office
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"OuT tHeRe"



Each and EVERY month, Branch 782 sponsors a drawing to encourage **YOU** to come to our Meeting*. *There was no winner in May 2016!!!*

This month you could win \$100!

*The fine print: To win the money **you** have to be present when your name is drawn!

Details in Mike Towery's article which starts on page 1 of this newsletter...

Check out the web version of our newsletter at: www.782nalc.com. Print version has 16 pages — web version has much, much more!!!