

# National Association of Letter Carriers

## Branch 782

### E.A. Baker Union Update



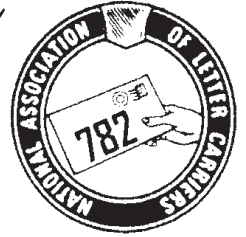
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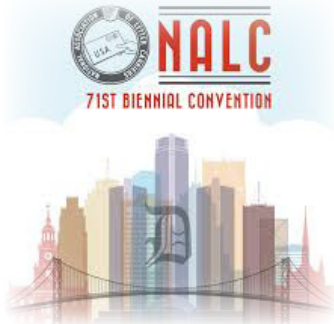
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WEB VERSION

JULY 2018



## NALC Branch 782 Delegates

John Ortega, Basil Zuniga, Mike Meza,  
Randy Courson, Shari Sharp,  
Angie Hernandez and Norma Hamer

### What's so Important about a Convention?

By Matt Pierce, NALC Branch 82  
Secretary/Treasurer

**B**y the time you read this, delegates from NALC Branches all over the country will be returning home from the recent National Convention. Every one of those delegates are Letter Carriers — just like you. They convened in Detroit, during the week of July 16 - 20, where they devoted long work days to doing the business of our Association.

The National Convention provides many training and networking opportunities; *but, its most important basic purpose is the completely democratic functioning of our union.*

The National Convention is where all of our future national officers are nominated and where the body as a whole discusses and votes on Resolutions and changes to the national constitution.

I often hear Letter Carriers complain about what they want or don't want in the National Agreement.

Any individual has the Right and the ability to change it. I am always surprised when people claim they had no idea that was even possible. It's like hearing someone complain about the President and Congress while being totally shocked to hear that they and everyone they know has the Right to vote.

Changes are made through Resolutions. Those help to set the national direction and priorities for the NALC. National officers work to achieve an approved Resolution's goal, whether through collective bargaining, legislation or other means.

Most Resolutions come from the local activists and local officers of our union. These are mostly working Letter Carriers. It makes sense that they generate many of the best ideas for changing union policy since *they* are doing the job every day.

**Often, a Resolution starts with a single idea.** That idea is then discussed, debated and voted on at individual branch or state levels. If approved, the Resolution is forwarded via the leadership to be discussed and debated by national Convention delegates.

Prior to the last convention, I wrote one. It concerned our CCA Carriers being entitled to V-Time for working all seven days in a week. ***I DON'T THINK IT'S RIGHT THAT THEY CURRENTLY AREN'T BEING PAID V-TIME!*** As a member in good standing of the NALC, I individually have the power to change that for CCAs everywhere.

Any branch member in good standing who is not a member of management can come to any regular branch meeting and submit a Resolution to add or change anything in the national agreement. It will be read during the meeting. It will then be debated and voted on at the following meeting. If passed, it will be forwarded to the State and National conventions for debate.

You must be present to submit and debate your Resolution at the branch meeting, but you are not required to attend the convention once your Motion has passed the branch level.

If you need help writing a Resolution — or understanding the rules or procedures — please feel free to contact the branch office.

I hope to see you at a branch meeting!



# NALC CONVENTION

# CHRONICLE



Covering the **first session**: Monday, July 16, 2018



President Rolando spoke to delegates about the many difficulties facing letter carriers as a result of the 2016 elections.

**T**he 71st biennial convention of the National Association of Letter Carriers began on Monday, July 16, with a rigorous assessment of the challenges facing letter carriers—especially political, legislative and regulatory—and a call to action by NALC President Fredric Rolando to the 5,000-plus delegates gathered at the Cobo Center in Detroit.

Rolando pointed to Detroit’s historic role in building the U.S. labor movement, as well as to the city’s ongoing economic

After Secretary-Treasurer Nicole Rhine convened the convention (below), Detroit Branch 1 President Sandra Laemmel (bottom r) and Region 6 National Business Agent Patrick Carroll (bottom l) welcomed delegates.

rebound from the local ravages of the 2008 Great Recession, as symbols of resilience and resurgence.

“Just as Detroit’s comeback is a work in progress, so too is the Postal Service’s,” Rolando said. Even as USPS has made significant progress in recent years, policy decisions in Washington, DC—including pre-funding and pricing—pose difficulties that need to be addressed.

“Ultimately, the fate of the postal comeback depends on what Congress and the [Postal Regulatory Commission] do on postal reform legislation and rate regulation,” he said. “That, in turn, depends on how well we do our jobs at NALC. Starting with the delegates gathered here in Detroit, our task is to educate our members about the issues we face and the tools we have to respond. We must organize letter carriers and mobilize an army of activists to lobby Congress and inspire public support for a strong and vibrant public Postal Service.

“It’s a lot of work, but guess what? We can and we will do it.”

## PAST AND PRESENT

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order.

Minneapolis Branch 9 President Mike Zagaros was next on

stage to deliver a rousing rendition of “The Star-Spangled Banner.” He was followed by Detroit Branch 1 Vice President Cornell Fears, who led delegates in reciting the Pledge of Allegiance. Father Ryan Adams of St. Anne Catholic Church gave the invocation.

Rhine then called to the stage Detroit Branch 1 President Sandra Laemmel, who warmly welcomed delegates to her city. She then introduced Detroit Chief of Police and Deputy Mayor James Craig, as well as Detroit Postmaster Derron Bray, who each made brief welcoming remarks.

Next, Rhine introduced the retired national officers in attendance at this year’s convention and asked Patrick Carroll, the national business agent for Region 6 (which includes Michigan) to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants (RAAs), regional workers’ compensation assistants (RWCAs) and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC’s resident national officers before calling President Rolando to the microphone to deliver his keynote address.

## CHALLENGES IN WASHINGTON

“Elections—they have consequences,” Rolando said early in his speech, refer-





Covering the second session: Tuesday, July 17, 2018

**S**tanding shoulder to shoulder in unity, delegates to NALC's 71st biennial convention in Detroit on Tuesday celebrated the power of solidarity and heard from union leaders who pledged their support in the struggles ahead.

Leaders from sister postal unions and the broader labor movement encouraged letter carriers to rely on the power of unity in the battles to stop privatization, preserve retirement benefits and maintain a high level of

service, six days a week, among other issues, and renewed their support for our cause.

Delegates recognized those among them who had served their country in a military uniform, many of them wearing special red NALC Veterans Group T-shirts reading "Veterans Helping Veterans." Their work wasn't done: On Tuesday afternoon, veteran carriers volunteered to help their fellow veterans in need.

And solidarity doesn't end when carriers hang up their satchels. Retired carriers and family members also must do their part to preserve the gains they helped win in the past through political activism, collective bargaining and the Great Postal Strike of 1970.

Letter carriers face many challenges, but speaker after speaker vowed that our fight is their fight. The spirit of solidarity shone through when each delegate turned to their neighbor and told them, "I've got your back."

**BUSINESS RESUMES**

At 10 a.m. sharp, NALC President Fredric Rolando called to order the

second day of the union's 71st biennial convention.

The president first called to the stage Lafayette, LA Branch 1760 Tiffany Rubin to sing "The Star-Spangled Banner." Western Wayne County, MI Branch 2184 President Mark Judd led delegates in reciting the Pledge of Allegiance. Delivering the day's invocation was Pastor Kenneth Flowers of Greater New Mt. Moriah Missionary Baptist Church in Detroit.

Rolando next asked all letter carrier

Secretary-Treasurer Nicole Rhine



Executive Vice President Brian Renfro



Covering the fourth session: Thursday, July 19, 2018

**'BE HEROES IN THIS MOMENT'**

**O**n the fourth day of the 71st biennial convention, delegates embraced their power to effect positive change beyond the workplace. Whether bringing their message to voters and to Congress, feeding hungry families through the Letter Carrier Food Drive or working for social and economic justice, letter carriers meeting in Detroit renewed their commitment to creating a better world.

Speakers urged delegates on Thursday to remember that in their unity lies the power to embrace their values by helping the hungry, giving hope to the sick, defending the powerless and resisting those who discriminate or seek to divide.

The delegates responded, donating money on the floor and in raffles for those in need and wearing blue T-shirts displaying their support for the union's political fund, which helps broadcast our message. They strengthened their resolve to stand up for working men and women everywhere and build stronger communities—to "be heroes in this moment."

**BACK TO WORK**

The day began at 10 a.m. as NALC President Fredric Rolando called the

delegates to order and invited to the stage Los Angeles Branch 24's Juanetta McKissick to perform "The Star-Spangled Banner." Detroit Branch 1 Treasurer Michael Slaviv led the Pledge of Allegiance, and Pastor Ian Reed Twiss of Trinity Episcopal Church in Belleville, MI, delivered the invocation.

Before moving to the day's business, Rolando took a few comments and questions from the microphones.

**'YOU CAN BE AN AMERICAN HERO'**

Rolando next invited to the stage Ady Barkan of the Center for Popular Democracy.

Barkan, who has ALS and needs Medicaid to help pay for his care, has been an advocate on Capitol Hill for progressive change.

"I'm losing my ability to speak, so I'm asking people to be my voice," he said in a moving introductory video shown to the delegates. "I'm losing my ability to walk, so I'm asking people to march for me—to vote to replace these Republicans in Congress with people who listen to families like ours."

Barkan began his speech by saying that the country's values of justice and equity are under attack from a president who cares only about profits, not people. "And I know that you, as the women and men who are our neighbors, block by block, door by door, you know better than anyone what this government is doing to our families and friends and neighbors," he said.

He continued by saying that, because we have the power of solidarity and the power of the American people, it is our duty to use that power against hatred, greed and xenophobia. Barkan urged delegates in the hall to turn out in force for the midterm elections in November, and

to become community organizers as proud, brave Americans committed to a different vision.

"Think about how close we are to building a

From l: NALC President Fredric Rolando with Jaxson Hunt, Ady Barkan and Mark Perrone



Assistant Secretary-Treasurer Judy Willoughby



Covering the third session: Wednesday, July 18, 2018

**THE POWER OF DEMOCRACY**

Delegates from Region 3 celebrate National Business Agent Michael Caref's election by consent.

**O**n the third day of NALC's 71st biennial convention, delegates demonstrated that when union members use the democratic process to forge a common goal, they fulfill the promise of solidarity. With strength in numbers, they can effect positive change in their workplaces, for their families and for the whole country by unleashing the power of democracy.

At Wednesday's session, delegates meeting in Detroit put democracy into action, nominating candidates for election to the Executive Council. As a result, NALC members across the country will elect 10 national officers, three national trustees and national business agents for three regions by mail-in ballot this fall; 12 candidates for uncontested NBA seats were elected by consent.

In the same spirit of openness, the delegates debated the pros and cons before voting on resolutions guiding the future of their union and spoke their minds on a range of issues. To-

gether, they engaged in the democratic process that has kept the union strong and united since 1889.

Several speakers also brought inspiration from nearby Flint, MI, from across the Detroit River in Canada and from the worldwide postal labor movement. They rallied delegates with stories about how everyday people, and rank-and-file union members, are standing up to protect the vulnerable against moneyed interests and neglectful governments—and preserving the blessings of democracy for all.

**RESOLUTIONS**

NALC President Fredric Rolando called the convention to order at 10 a.m. Performing the National Anthem was San Diego, CA Branch 70 member George Elias. He was followed by Detroit Branch 1 Recording Secretary Elaine Jones, who led the Pledge of Allegiance, and by Pastor Steve Bland of Liberty Temple Baptist

Church in Detroit, who delivered the invocation.

Coming to the stage at Rolando's invitation was NALC Director of Life Insurance Myra Warren, who read five resolutions to the National Agreement, which were all approved by the convention delegates. These were emergency suspensions being given priority consideration by the dispute resolutions teams, GPS data not being used for discipline, adding dry-fit and UV-protected fabric as well as cold wear gear clothing to the uniform program, and providing that street communications between letter carriers and supervisors

Director of Life Insurance Myra Warren



The NALC Convention Chronicle is a daily digest of the business conducted by the assembled delegates. The four pages feature pictures of various moments, the words from speakers who fill the hours of each day, and it is a summary made available each morning to those in attendance.\*

Each issue can be found on-line at <https://www.nalc.org/news/nalc-updates>

\* Only the covers of the four *Chronicles* are featured. Each has three more pages of a report on what has transpired.

# Minutes of the June 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 27th day of June, 2018 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present except Financial Secretary, Anita Holderman and Trustee, Darryl Holderman. The stewards were present from Avenal, Brundage, Camino Media, Delano, Downtown, East Bakersfield, Hillcrest, McFarland, Oildale, Shafter, South, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; Webmaster Rick Plummer; Assistant Treasurer Debbie Guillet; Assistant Recording Secretary Norma Hamer; Assistant Financial Secretary Lucinda Martinez and Paul Greenfield of the Social and Recreation Committee. The Minutes of the May 23, 2018 meeting were read by Asst. Recording Secretary Norma Hamer and were accepted with the corrections that the ending balance was \$71,479.28 and the jacket donated to the branch was from Retiree Susan Webb by way of Evelyn Gauthier. Kim Gerdes read a letter from CSALC President Harold Kelso requesting a donation to the Saxsenmeier Scholarship.

**APPLICATION FOR MEMBERSHIP:** An application was received from Dakota Udell, McFarland. Mike Towery reported that the new carrier training is being done in Tulare; because of this he has not been able to do the orientation. If you have new carriers who have not had the NALC orientation, contact Mike so he can set it up.

**REPORTS OF SPECIAL AND STANDING COMMITTEES:** Teresa Ortega reported that the picnic will be on October 7th at Jastro Park. Basil Zuniga reported that newsletter folding this month was Dole Ct. Next month will be Stockdale. He thanked Ralph Moeller for the really good article. He thanked Mike Towery for his article, Kim Gerdes for the minutes and Mark Ramirez for his humor. He then discussed the article regarding California City carrier Steve Ivory who was recently diagnosed with cancer. He asked that members donate to his GoFundMe page. Paul Greenfield reported that the Social and Recreation Committee has tickets to the Dodger game on September 2nd at 1:10. There are 40 loge tickets on the first base side, \$25.00 each. Also available are 20 tickets in the "All you can eat" pavilion for \$30.00 each. They are still working on a water slide maybe at Stramler Park in August, it is still in the planning stages. Kim Gerdes reported that 6 books were sold, 601 remaining.

**UNFINISHED BUSINESS:** Molly Biggar read the proposed 2018-2019 Budget. (Attached) John Ortega made a motion to accept the proposed Budget, seconded by Blanca Ibarra and passed.

**NEW BUSINESS:** Kim Gerdes made a motion to purchase 290 Color Coded Calendars, seconded by Shari Sharp and passed.

**GOOD OF THE ASSOCIATION:** Mike Towery reported that the Steward Meeting will be on Monday, July 2 at 6:30 because of the 4th of July holiday. The convention delegates will meet following the steward meeting. He also reported that Sharold McBride and Leo Nuesser recently retired. He then discussed the recent Supreme Court ruling regarding union dues. It does not affect the NALC because we do not charge non members to represent them. He said, "Elections have consequences." Good job and benefits can be taken away. There is also a proposal to privatize the Postal Service. Paul Greenfield asked if Congressman Valadao still supports carriers. Mike responded that on some issues like 6 day delivery he does, but not on all issues. The family of Frank Martinez was asked to come forward and Paul Greenfield shared with them the plaque that will hang in the office in memory of his service to the branch and the Social and Recreation Committee.

**IMPROVEMENT OF THE ASSOCIATION:** Mike Towery thanked Pam Smith and Bonnie Whitbey for their hard work as stewards. Bonnie will be giving up her steward duties on July 1. Basil Zuniga asked for a point of Personal Privilege. He asked how many members attending the meeting were still working. He talked about how time is passing; 45 years ago he was at his second day of boot camp. It seems like just a few years ago. Paul Greenfield thanked Basil for helping to get the photos for Frank's plaque. Rick Plummer reminded everyone that if you go to the main page of the website it is just a quick click to the newsletter. Frank Martinez Jr. thanked Paul Greenfield for helping with the Dodger tickets and Basil Zuniga for the memorial newsletter, it meant a lot to his family.

**FINANCIAL SECRETARY'S REPORT:** Assistant Financial Secretary Lucinda Martinez reported that \$13,823.51 was collected for the month of June.

**TREASURERS REPORT:** Molly Biggar reported:

Beginning Balance	\$71,479.28
Dues and Income	\$12,859.16
Total Balance	\$84,338.44
Total Expenses	\$14,165.33
Ending Balance	\$70,173.11

The MDA 50/50 Drawing was won by David Treto. (\$22.50/\$22.50)

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

There were 42 members and 9 guests present.

The meeting adjourned at 7:44 p.m.

Respectfully Submitted,

KIM GERDES

# Non-Members June 2018

**Downtown Station**  
Sarah Kirby  
Javier Cruz

**South Station**  
Daniel Zuniga  
Marty Martinez

**Brundage/East Bakersfield**  
*100% UNION!!!*

**Hillcrest**  
*100% UNION!!!*

**Dole Court**  
*100% UNION!!!*

**Stockdale**  
James Oh

**Camino Media**  
*100% UNION!!!*

**Arvin**  
*100% UNION!!!*

**Avenal**  
*100% UNION!!!*

**California City**  
*100% UNION!!!*

**Delano**  
Cynthia V. Quebral  
Daniela Barreto

**Edwards AFB**  
Varline Reeder

**Lamont**  
*100% UNION!!!*

**Mojave**  
*100% UNION!!!*

**Ridgecrest**  
*100% UNION!!!*

**Shafter**  
Mae D. Voights  
Laura M. New

**Taft**  
K. J. Kaczmarek

**Tehachapi**  
B. C. Den Beeman

**Trona**  
*100% UNION!!!*

**Wasco**  
*Eun Chong*

*There are only 13  
non-members in all  
of the cities we serve...  
Two of them are  
CCAs.*

*CCA names are in italics*

Sixty Letter Carriers showed up in Milwaukee on August 29, 1889 to see if they could join together to become a national organization.

A year later, the union's first official National Convention was held in August 1890. They gathered in Boston as a single nation-wide Letter Carriers' organization. By that point, the NALC encompassed 52 branches representing 4,600 Carriers.

Until 1903, the NALC held national conventions annually. But, since the year 1905 (when one was held in Portland Oregon), conventions have been held biennially. The only exception was the 1945 convention which was postponed because of World War II.

Biennial conventions resumed in 1946 and have been held in even numbered years ever since. In 2018, our Association held its 71st NALC National Convention.

First and foremost, the convention is the union's supreme governing body. Delegates debate key issues, adopt Resolutions and amend the national, state and branch constitutions. Convention debates have shaped the course of the union. For example: to affiliate with the American Federation of Labor; to prohibit racially segregated branches; and, in 1972, to provide for "one person, one vote" mail election of national officers instead of convention election and installation of officers which was the union's practice until that point.

Delegates also set the union's legislative agenda and — since the advent of collective bargaining — its negotiating priorities.

There were a whopping 227 Resolutions considered by the delegates at the 1970 national convention. That 1970 convention was the first to be held after Letter Carriers had won collective-bargaining rights.

*Adapted from info courtesy of Matt Pierce (Portland, Oregon NALC Branch 82)*

**On May 4, Office of Personnel Management (OPM) Director Jeff Pon sent a letter to Speaker of the House Paul Ryan (R-WI) making four legislative recommendations that, if enacted, would require current and future federal employees to make larger pension contributions, and also would scale back retirement benefits for current retirees.**

***The proposals would mainly affect Federal Employees' Retirement System (FERS) participants; Civil Service Retirement System (CSRS) employees would be affected to a lesser extent.***

OPM's proposals reflect the White House's last two budget requests, which called for: **1)** Increasing FERS federal employee pension contributions to 7.25 percent. Currently, for the exact same level of FERS benefits, federal and postal employees contribute differing amounts each pay period, depending on when they were hired: Those hired before 2013 contribute 0.8 percent of pay; those hired in 2013 contribute 3.1 percent; and those hired in 2014 or after contribute 4.4 percent. This proposal calls for raising FERS pension contributions for all federal and postal workers, both current and future, by 1 percent more each year until all such employees are contributing 7.25 percent of their basic pay into the pension. These increases come without any corresponding pension increase, representing a significant pay cut for postal and federal employees. **2)** Replacing the high-3 with the high-5 in the FERS annuity formula. This would significantly cut the retirement annuity of postal and federal employees. **3)** Eliminating or reducing the federal retiree cost-of-living adjustments (COLAs). This proposal would eliminate the COLA for FERS participants and cut the COLA for CSRS participants, preventing postal and federal retiree pensions from keeping pace with inflation and slashing the future incomes of all federal annuitants. **4)** Eliminating the FERS annuity supplement for employees who retire before qualifying for Social Security. This proposal would take away the possibility for many postal and federal workers to retire before the age of 62. It also needlessly harms firefighters, law enforcement officers and others who must retire before age 62.

The White House has called on Congress to adopt these changes and, while it has yet to do so, these proposals can come up throughout the remainder of the 115th Congress, so Letter Carriers should be prepared.

***"These drastic and unfair proposals are nothing but a blatant attack on postal and federal workers," NALC President Fredric Rolando said. "We will do everything in our power to prevent the administration and Congress from putting the burden of reducing the federal deficit they exploded last year on the backs of Letter Carriers, other federal employees and retirees."***

Source: **NALC BULLETIN** June 1, 2018 -- No. 18-05

# Large Shoes to Fill

Thoughts of Eric Ellis,  
CSALC District 4 Officer



Several weeks ago, California State Association of Letter Carriers President Harold Kelso asked if I would succeed John Beaumont as Scribe for the CSALC. The duty of the Scribe is to write the monthly article for the *Postal Record* from the state of California.

I have the highest regard for John and all he'd done as our former State Association President (as well as for all he continues to do as assistant to NALC President Fred Rolando for legislative and political organizing in the western states). I hope to prove worthy of this assignment.

As the Trump administration continues to target the United States Postal Service and its employees, such attacks obligate us to do whatever we can to defend our employer and our benefit structure.

## Sounding the Voice of Warning is Our Duty

For those who are familiar with the Battle of the Rosebud, you know that it was the readiness of the Indian scouts with General George Crook which saved his army from disaster. In the face of a surprise attack by numerous Sioux gathered in a force under Crazy Horse, the scouts' warning was heeded.

From our NALC national officers down to myself we are all functioning as scouts for Letter Carriers. We are trying to notify and alert you to a mortal threat to your livelihoods and pointing you to actions you need to take.

Recently, I posted on our branch Facebook website a report regarding leaked internal discussions about our futures as federal and postal employees.

Specifically, I noted that officials within the Trump Administration plan to push policies to downgrade or eliminate federal pensions. This follows recommendations by the president's labor adviser for federal employees, James Sherk.

A Facebook person I don't know accused me of misrepresenting the president's position and "inciting the masses" by alerting our membership.

I replied by inserting Sherk's essay "Why It Is Time to Reform Compensation for Federal Employees". That essay outlines *in great detail* the administration's plans for reforming [read: "eliminating or reducing"] employee leave provisions and pensions.

I also stated that if Sherk's positions, as outlined in a Heritage Foundation piece, contradicted official positions, the President could simply fire Sherk. Not going to happen. Why do I say that?

These positions reflect the aim of Speaker of the House Paul Ryan (R-WI) on the matter as outlined in his "Path to Prosperity". They also reflect positions of Senator Ron Johnson (R-WI) on not only our benefits but on his desire for the USPS to declare bankruptcy. Senator Johnson's opinions matter, because he chairs the Senate committee with jurisdiction over us.

As is the case with a battlefield scout, it is my duty as a branch legislative officer, state district officer, and now as the CSALC Scribe to sound the voice of warning when our opposition proposes harm to our membership.

I have written previously on several occasions about Sherk's essay. Why? Because it reflects the desires of many on "The Right" to — among other things — eliminate defined pensions for new employees; make existing employees with less than 25 years of service pay a lot more toward their pensions under the Federal Employees Retirement System; and, cut by a third your earned annual and sick leave benefit.

Don't think for one second that one or all of the aforementioned proposals cannot become your reality!

Slight variations of these proposals passed the House in the form of the Trump 2018 Budget before the Senate stripped them out. If they can pass the House, there is no guarantee that they wouldn't pass the Senate and be signed into Law.

The 2019 Trump Budget does away with six-day and door delivery. Such an assault on the structural integrity of the USPS impacts our job security.

How so?

Without six-day delivery, we lose the Private Express Statutes which state that only the customer and the Letter Carrier have access to the mailbox. Without such a law, the sanctity of the mail disappears as any Tom, Dick or Harry could stick his hand in our customer's mail receptacles.

Regular delivery on such a six-day schedule gives our employer a competitive advantage, as delivering to each address also allows the Postal Service to deliver packages in an economical manner.

Remember that parcel deliveries represent our future growth — as first-class volume continues to decline — to the point where we now have seven-day delivery because of those parcels.

I write about this hoping that you would, among other things, download the NALC App; think about writing or calling your elected federal representatives about such legislation; start participating in activities like calling or walking in support of friendly politicians; and, contribute to the Letter Carrier Political Fund, even if it's only five dollars from each paycheck.

On a regular basis at the national level, activists show powerpoint presentations outlining all threats to our membership. They are trying to sound the warning. At the Branch level, local leaders do the same thing.

It is time we awaken ourselves to the fact that sitting on our hands and knees and doing nothing is unacceptable. And, it is likewise unacceptable for myself and others not to warn our membership when our political adversaries propose harmful legislation that affects our well-being; *or, for that matter, even when they are merely thinking about harming us...*

It should matter to you that there are some out there who blame *US* for the 20 trillion dollar national debt hanging over us, when in fact our pensions are paid for, and then some.

Does it matter to you that the Hay Group recently performed an audit commissioned by the Office of Inspector General that shows an overpayment — **YES, AN OVERPAYMENT** — of \$110 billion into the Civil Service Retirement System?

But, the spinners on the other side are saying to anyone who will listen that we (the USPS) are \$100 billion underwater and that we may need a taxpayer bailout?

***As is the case with a battlefield scout, it is my duty as a branch legislative officer, state district officer, and now as the CSALC Scribe to sound the voice of warning when our opposition proposes harm to our membership....***

Leadership in the House, Senate and the White House are pushing the narrative that the recently passed tax cuts have nothing to do with our budget deficits but that it is "entitlements" like Social Security and federal pensions which are bankrupting our country. ***They try to paint "entitlements" as something which have not been earned!*** Americans over the course of their entire working lives pay so that they might be able to attain some semblance of a retirement with dignity!! And, yes, we ***ARE*** entitled for the return on the money that we have paid!

In the past, Congress has regularly used money you and I paid into our pensions and Social Security for other purposes. They now say that the country cannot afford "entitlements", and that paying our federal retirees who earned pensions is unsustainable.

My word for what they are attempting is: **THEFT.**

Please realize that they are trying to steal from you now and in your future. Whether you take action or not is up to you...

# Frank Martinez — In Memorium and With Respect

Branch 782 was honored to welcome the family of the late Frank Martinez to our June general meeting. It afforded us the opportunity to present all of them with a token of our appreciation.

After the untimely passing of Frank in March, Branch 782 members voted to honor Frank's years of selfless service to our union with a memorial plaque to display in our union hall. At the time he passed, the former Brundage Shop Steward and convention delegate had been serving as our current Sargeant-at-Arms. He was also serving as one of our branch's social rec committee members.



The Frank Martinez Family (l-r): Richie, Frank, Jr., Sonny, Rosalie (Frank's wife), Nick (holding Gianna, Frank Jr.'s daughter) Maria (Nick's girlfriend), Teresa and her daughter, Brielle

That plaque will undoubtedly be a great addition to our flawlessly decorated union hall.

At the general meeting, we presented Frank's family with the plaque to be displayed at our union hall and shared some thoughts about Frank's years of selfless service to all of us. Three identical plaques were produced in total. A second plaque, donated by the Social Rec committee, is for display at the Bakersfield P&DC (GMF). A third plaque, for display at Brundage station, was purchased thanks to the generous donations of Brundage station employees.

Frank's wife, Rosalie, was overcome with emotion and was very thankful to all of us. His son, Frank, Jr., thanked Basil Zuniga and all members who wrote articles and shared photos about Frank in the commemorative/rememberance edition of the *E. A. Baker Union Update* which was dedicated to him.



The Martinez family was so impressed with the plaque. It gave them inspiration to honor their Father with something similar for themselves in the future.

The best way to remember Frank is to spend your day doing something for someone else. At the end of the day, you will feel like you've been somewhere.

***Thank you to all Branch 782 members for helping us remember Frank!***

PAUL GREENFIELD  
NALC Branch 782 Member





The one and only "Sweetsie"

**The further adventures of Sweetsie, the terrible attack chicken**

Faithful readers may remember the original story of Sweetsie the attack chicken who terrorized unwary carriers attempting to deliver mail at or near the environs of his house at 306 N. Oakland. Few of us

in St. Johns who suffered such an attack are still alive today and fewer still remember his reign of abject terror.

Sweetsie's preferred method of attack was to swoop down on an unwary carrier from above, on a high branch or roof, and rain pecks on the top of your head while beating you about the face and neck with unremitting blows of his feet and wings.

I took to wearing my pith helmet for protection at all times on City 1. And would duck my head like a turtle between my shoulders to evade the punishing poultry. Fortunately, I was a lowly sub at the time so Sweetsie was only an occasional peril to me and other unsuspecting new hires whom the regular carrier always "forgot" to warn.

Some said Sweetsie must have come from a bad egg to have such a "fowl" disposition but I happened to know this awful avian was made that way—not born bad. He started life as an Easter chick hatched in a lightbulb incubator as part of a science project at the local elementary school; and then heedlessly given out to the students to take home as pets. That's when things went horribly wrong. He was taken to a new home by a horrid little five-year-old girl named Toodles. How can any little girl be called horrid, you might ask? This one was, inside and out, as evidenced by her name. Her given name was Sandy but she had an annoying tendency to flatulence, among many annoying tendencies—hence the name her family called her: Toodles.

Toodles repeated and magnified the error by naming her new pet, Sweetsie; and, as you might imagine not having many friends because of her proclivity to

outgas at random moments, she lavished unwanted attention on poor Sweetsie. The pitiable poultry hated the cutesy dresses Toodles forced on him. He despised the frilly bonnet, and detested the baby carriage she used to parade him about the neighborhood. Thoroughly humiliated, he could only bide his time and dream of revenge! He was growing larger and stronger you see, his spurs got longer and beak got sharper. Soon, he thought, my time will come.

*She demanded he be dinner, the first time he bit her.*

"I'm not surprised," her father said, "you mistreat him dressing him up like that, treating him like a girl he's bound to resent treatment like that."

Oh, my! That was a revelation to Sweetsie. A true turning point in his young life. Oh sure, he didn't recognize the words but the tone said, here was somebody at long last who was on his side!

Happy for the first time, and relieved as the evil Toodles turned away from him rejecting him forever. The pugnacious pullet didn't care. He'd found a friend no, more than that — a soul mate! From then on he followed Harry everywhere. They literally became bosom buddies. In fact, when they went out on the town Sweetsie accompanied his buddy securely tucked inside Harry's shirt riding on the ridge of his ample belly. The fast friends traveled everywhere together.

And so it was that Harry arrived one day at his favorite watering hole, *Bruno's Bar* in downtown St. Johns, and seated himself on a barstool in front of the good-natured bartender.

"Vern," he bellowed loud enough for all to hear, "Do you serve chicken here?"

Well, I can see already the more astute readers among you are shaking your heads having figured out where this is going.

"Sure do," Vern said amiably, "What'll ya have?"

"In that case," said Harry, unbuttoning the top two buttons on his shirt. "I'll have a shot and my friend here will have a beer!"

With that mention of a beer, Sweetsie poked his feathery head out. And contentedly surveyed what was to become his new favorite hangout.

*(Editor's note: it's too bad we couldn't publish Fred Acedo's amazing painting at the beginning of this story in its original vibrant colors.)*

**Editor-guy note:** For original vibrant color, check out the web version at [WWW.782NALC.COM](http://WWW.782NALC.COM) link at "Current Newsletter".

\*This book excerpt appeared as an article courtesy of the May - June 2018 East Lansing, Michigan NALC Branch 2555 *Spartan Views*.

# WITH ALL THE PROBLEMS THAT HAVE BEEN EXPOSED IN OUR WORLD, SOME HUMOR IS NEEDED!!



A man is proudly talking to his neighbor, "I just purchased a new hearing aid. It cost me \$4,000 dollars, and I was told it is state of the art!" The curious neighbor answers, "Really? What kind is it?" The man replies, "12:30."

For a 90 year old man, being intimate is like trying to shoot pool with a rope.

The Energizer Bunny was arrested, and charged with battery!

One day I shall solve all my problems with maturity. Today, it will be alcohol.

Your marriage is in trouble if your wife tells you, "You're only interested in one thing!" And... and... you can't remember what it is...

**Milton Berle**

"The Short memories of American voters is what keeps politicians in office."

**Will Rogers**

Everyone should remember this!! Retirement kills more people than hard work ever did.

Just remember, it is better to pay full price, than to admit you're a senior citizen.

As I get older and remember all the people I've lost along the way, I start to think to myself, "Maybe a career as a tour guide wasn't for me."

Argue this point of view: *Few women admit their age. Few men act it.*

I've never played the bagpipes, but I have carried a screaming three year old toddler over my shoulder.

Regular naps prevent old age...especially if you take them while driving.

I tried to explain to my 4 year-old grandson that it's perfectly normal to accidentally "poop" your pants — but he still makes fun of me! "

An elderly couple are in church. The wife leans over and whispers to her husband, "I just let out a long silent fart. What should I do?" The husband replies, "First off, replace the batteries in your hearing aid!!"

An archaeologist is the absolute best husband a woman can have. The older she gets, the more interested he is in her."

**Agatha Christie**

"By the time a man is wise enough to watch his step, he is too old to go anywhere."

**Billy Crystal**

"Middle age is when you still believe you'll feel better in the morning."

**Bob Hope**

The phrase "Aging gracefully" is the nice way of saying, "You're slowly looking worse."

It's hard to be nostalgic when you can't remember anything.

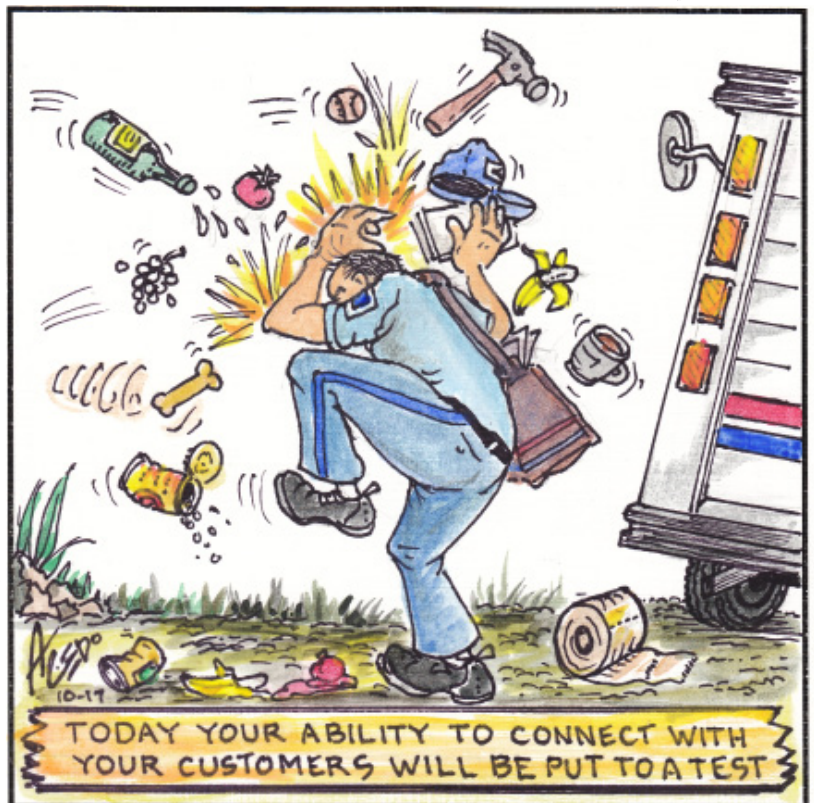
"Everything looks bad, if you remember it."

**Homer Simpson**

Doc says to the patient, "You have the body of a twenty-year old. But, you should return it. You're stretching it completely out of shape.

Stupidity comes in all shapes and sizes. Sometimes, it even looks like people.

## "OuT tHeRe"



## MARK RAMIREZ

Retired Letter Carrier  
NALC Health Benefit Representative  
The Golden Empire Branch 782

# 2018 NALC HBP Info

## At a glance...



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
Prescription Drug Program	1-800-933-6252
CVS/Caremark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-855-511-1893
<b>"24/7 Nurse Hotline"</b>	<b>1-877-220-6252</b>
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
<b>CIGNA Plus (Dental Discount)</b>	<b>1-877-521-0244</b>
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
<b>Shared Services Option 5 live person</b>	<b>1-877-477-3273</b>

**NALC Health Benefit Plan**  
**20547 Waverly Court**  
**Ashburn, Virginia 20149**

**NALC Prescription Mail Order Drug Program**  
**P.O. Box 94467**  
**Palatine, Illinois 60094-4467**

**NALC Drug Prescription "Claims" Filing**  
**P.O. Box 521926**  
**Phoenix, Arizona 85072-2192**

**OptumHealth Behavioral Solutions**  
**P.O. Box 30755**  
**Salt Lake City, Utah 84130-0755**  
**Questions: 1-877-468-1016**

**NALC Consumer Driven Health Plan and Value Option\***  
**P.O. Box 18223**  
**Chattanooga, TN 37422-7223**  
**Phone: 1-855-511-1893**

*\* Call for approvals Organ Transplants, DME Surgeries InPatient*

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

**PPO Deductible: Per Calendar Year**  
**\$300 "Individual"**  
**\$600 "Self & Family" or "Self Plus One"**

Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

### URGENT CARE

**Sendas Urgent Care:** 9450 Ming Ave., Bakersfield (661) 587-2500  
M-S 8 a.m. - 9 p.m. Saturday/Sunday 8 a.m. - 8 p.m.  
**ASK FOR OTHER LOCATIONS**

**Accelerated Urgent Care:** 9710 Brimhall, (661) 829-6747  
9500 Stockdale Hwy, (661) 735-3943 8 a.m. - 9:30 p.m. daily  
**ASK FOR OTHER LOCATIONS**

*Our PPO doctors and facilities—through (OAP Network) CIGNA—save us and the Plan thousands of dollars and it is top notch care at a discount rate. You don't lose anything! You are saving money for the best care!!!*

**MARK RAMIREZ**  
**NALC Branch 782 Health Benefit Plan Representative**

**(661) 398-6075**

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

**Go to NALC.ORG.**

Under "Member Benefits"  
**NALC Health Benefit Plan,**

**Click on HBP Website (Center of Page)**

Under Quick links,

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

**Click on Healthcare (OAP) Online Provider Directory**

The NALC Consumer Driven HP and the Value Option HP can utilize this **CIGNA PPO/OAP NETWORK** or by calling 1-855-511-1893.

**OPTUMHEALTH BEHAVIORIAL SOLUTIONS** is also available to the Consumer Driven/Value Option. You must pre-certify. Call 1-877-468-1016.

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

# MILLER'S MUSINGS

## What is the most important aspect of being a Letter Carrier?

By Yana Miller-Farney, NALC Branch 78  
Assistant Secretary/Editor

If you ask the public, it is important to deliver their mail at about the same time every day. The operable word is "their".

It doesn't take much to keep the public on our side. If you want their hackles raised, give them mail for someone else. That then begs the question: "If you gave me their mail, where did you leave mine?"

It can happen once in a great while. But, when it is a regular occurrence, you have messed up.

The shortage of Carriers, longer routes and other factors all add to inconsistent delivery times. This is not the Carriers' fault. But, the Carrier is *the* face the public gets to confront.

The fact that territory switches are a regular management tool does not make the public happy either. When the customers get "potluck", there is no joy in Mudtown.

*Especially if they usually have a Regular Carrier who arrives like clock-work and delivers correct mail — with the added bonus of a smile!*

### "Out tHeRe"



We understand if no one bids on a route. It gets auxed out every day. However, our customers do not understand.

Customers are unhappy with people showing up to their door with no uniform, looking unkempt and misdelivering. They call the station... The phone rings and no one answers... *And, they complain to you.*

You know they're telling the truth because you call and you can't get anyone to pick up the official line either.

Not having uniforms is not your fault, but you can put a little effort in how you present yourself. (That is not limited to CCAs. There are Regulars that look pretty rough on daily basis.)

The blame falls partly on USPS for selecting shirts that are stain magnets. We don't sit inside all day in climate control! I think USPS top management people should care! There have to be better options than the present shirt fabric.

Also, local managers need to do a better job at getting uniform allowances distributed to delivery personnel in a timely manner. Some Carriers have had their annual break before getting their uniform allowance. Sad. Very sad.

Speaking of things that you can control, I urge you to think about a few other things.

Look at where you are. What street am I on?

Look at the address before you put mail in the box at every delivery. THAT is your responsibility.

Pay attention to your surroundings where you walk. Who is in your vicinity? Is there an animal nearby?

### PROTECT YOURSELF!!

Work safely at all times! We need every body we can get. If you follow all the safety rules it may take you longer to do your job, but you will return home the way you left.

Do everything in your power to avoid danger. However, in spite of the attitude your boss has that every accident is preventable, there are those you can't do anything about.

Everyone needs to be aware that you are on camera at ALL times!!

There are very few people that don't have a phone with a camera attached to their hand during their waking hours. *Take that into consideration when you are about to do something stupid while on the route!*

### OUT THERE



How many videos are online of delivery personnel committing acts uncomplimentary to their profession? Way too many! Don't become a viral video star!

The bottom line is that we need the public to be our advocates because there are forces looking to undercut everything we have fought for and earned.

## WE HAVE TO PROTECT OURSELVES!!

Article courtesy of the Columbus, Ohio  
June 2018 NALC Branch 78  
Buckeye Branch 78 Bulletin

# Deliver It the Right Way or Deliver Many More Streets the Wrong Way



By Michael Murray, Secretary  
NALC Branch 34

relevant part it states: “*RESPONSIBILITIES. It is management’s responsibility to provide safe working conditions; it is the union’s responsibility to cooperate with and assist management in its efforts to fulfill this responsibility.*”

The M-41, which should be at every Letter Carrier case states in section 133.1: “*Always exercise care to avoid personal injury and report all hazardous conditions to the unit manager.*” Perform your duties safely. Hold hand rails, squat and lift with your legs, perform your vehicle safety check, don’t park in a fire lane or on a street where it says “No Parking.” Not only are doing those two things unsafe — they’re illegal!

As for my last example: We’ve all had to follow a Carrier who left yesterday’s mail on the porch rather than take the time to deliver it properly. Well, that Carrier no doubt saved time (which is all the failed craft employees we call management care about). Those failed craft employees will just then expect you to run more. Instead, make yourself and your customers happy by delivering the mail professionally. **DO THE JOB RIGHT!**

WE are the face of the Postal Service. The American public continuously votes the USPS as the most trusted government agency. AND? **That’s because of US!** Despite the boss...

So, do your assignment “by The Book”. The “Book” is the M-41 which states in section 321.4: “*Place mail well into receptacle. If a rack is available for magazines, place them in the rack. Do not place fingers into door slots. Do not place mail on steps, porches, etc.*”

If you’ve never taken a look at the M-41, you should. The Book lays out everything we’re supposed to do as Letter Carriers. If you’re tired of the deadbeats from OP Support coming into your office and ripping out routes, the M-41 is your best defense.

Article courtesy of Woburn, Massachusetts *BRANCH 34’S CLAN*  
published in Volume XLVII, Number 1, 2018

The choice should be easy; but, unfortunately, too many Letter Carriers decide to cut corners just so they can complete their assignments in eight hours.

How do people cut corners? When you finish your assignment in eight hours by skipping breaks and lunch, working unsafely, or throwing mail on a porch rather than putting it into the mail receptacle you’re not only doing a disservice to our customers but to yourselves as well.

Each one of those examples is a violation of our contract.

No employee has the Right to skip their breaks. This is built into our National Agreement. Article 41 of that agreement addresses “REST BREAKS”. Pointedly, National Arbitrator Britton ruled in a decision dated December 22, 1988 (H4N-3D-C 9419, C-08555) that the Postal Service must ensure that all employees stop working during an office break. *Contractual breaks must be observed and cannot be waived by employees*”.

Your half hour lunch is unpaid. So, if you’re working through it, you’re working off the clock. Both our National Agreement and Local Agreement address this issue.

Article 41.3.K of our National Agreement states: “*Supervisors shall not require, nor permit, employees to work off the clock.*” Article 8.B in the Local Agreement states: “*Letter Carriers shall perform required work only on official time.*”

Only a few days ago I actually spoke to a Carrier who was upset with his supervisor because he wouldn’t let him work off the clock. I initially thought I was being pranked but he was serious. He eventually hung up on me because I wouldn’t assist him in giving away the only bargaining chip we have, our labor.

For those Carriers who work off the clock and are anxiously awaiting our next COLA and pay increase, you don’t have to wait! Stop working off the clock and that time will then become paid OT. See, you just got a pay increase!!

Route Inspection Specialist, Richie Galvin told me he had a Carrier who told him, “If I don’t work off the clock then I won’t have time to pivot.” Well, for her efforts that Carrier will get a healthy addition to her assignment.

I’m on the opposite end of the spectrum, I won’t even say, “Good Morning” to the supervisor unless I’m on the clock.

Article 14 of the National Agreement is completely devoted to safety. It’s too voluminous to print completely, but in

## OUT THERE



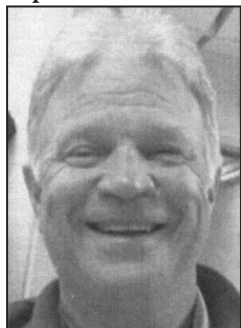
## Remember our limited duty carriers

By Bradford Louis, Executive Vice President

Over the years I have periodically written articles for **The Voice** which mostly deal with subjects pertaining to workplace issues such as, how to deal with overtime, filing claims for an OWCP injury, bullying and hostility in the workplace, and route adjustment. I would like to take this time to advocate for our "Limited Duty" carriers.

### **Much wasted money**

The Office of Inspector General (OIG) published a report that identified a cost to the postal service in fiscal year 2017 in the amount of \$1.27 billion to compensate carriers who were injured on the job. This did not include an additional \$98 million for administrative costs. Sadly much of this money was wasted because the postal service failed to formulate a program that accommodates injured employees within their medical restrictions. This translates into a



lot of work that either never gets done or is so untimely as to devalue the finished product. In my opinion, the best choice is to train the local postmaster, manager, or supervisor and allow them to schedule the work in their station, including all of their workforce. It is local management that best understands how to schedule their employees, especially those employees who have medical restrictions. That was the old school way of handling the situation. For new management, which has minimal training at best, it is more of an "I am giving you an order to go do that or clock out and go home", without any consideration for an injured employee's medical restrictions. What a waste of years of training, experience and talent that previously was used to resolve most of the problems that occur in a station daily.

### **Unrealistic job offers**

As a full time officer for Branch 214, I no longer have to speculate on how injured carriers are being treated. Now I have a front row seat to observe everything that happens in the stations. It is often not a pretty picture. First injured carriers are constantly being presented with job offers that are outside of their medical restrictions, even though management is well aware of that fact. More often than not these job offers are written by either Injury Compensation staff (who is supposed to have a copy of

the carrier's work restrictions), or a manager under the instructions of their boss. These inappropriate job offers are designed to trick the carrier into either not signing, thinking it is their only option, and thereby having their OWCP claim denied, or inducing the carrier into signing the offer, performing the inappropriate work, and risking further injury. As to the latter situation, the post office then contacts OWCP to inform that agency that the carrier

### **Often job offers outside their medical limitations are offered.**

is now working outside of their medical restrictions and therefore the postal service should no longer be held responsible for compensating that employee for their injury. Yes, that is as awful and devious as it sounds, but sadly true.

### **Proper uses of limited duty carriers**

We had a carrier with 32 years' experience who became a limited duty carrier. Being a professional carrier who cares deeply about the postal service and fellow employees, he wanted to use the remainder of the day, after casing and pulling down his route, to mentor the CCAs. The supervisors provided him time, as part of his 8 hour day, to help those CCAs to become professional carriers. It took approximately 3 weeks to train 3 CCAs in all of the ins and outs of a carrier's functions. In total he trained 5 CCAs and all were converted to Full Time Regulars, and all appear to have long term careers with the postal service. When was the last time you heard of a 100% retention rate of CCAs? Oh, and the only reason that he stopped training CCAs is because he was assigned work in route adjustments. Once again a limited duty carrier,

Limited duty carriers like that give back to the postal service, every day filling in all of the gaps, to make a station run. Express mail, redbook, breaking down parcels, double and triple casing, working the hot case, helping to tie up the loose ends for a myriad of problems that if not addressed become headaches and complaints that burden everyone in the facility. I have witnessed stations that after losing their limited duty carriers are not nearly as functional as when those extra hands were on the job.

What I am trying to impress on you, the reader, is that it is important to honor and respect those carriers who, through no fault of their own, are injured on the job. Do not consider them to be fakers, shirkers or no goods. New management wants you to make those injured workers feel uncomfortable enough they to quit. Please treat our limited duty carriers the same way you treated them before they were injured. Imagine being hurt, in pain, in fear of losing your job, tossed aside by management, only to become an outcast by your peers.

Article courtesy of *The Voice* of San Francisco, California published in May / June 2018 by NALC Branch 214



# Want to relocate? Use eReassign

## A SIMPLE WAY TO SUBMIT TRANSFER REQUESTS FOR CAREER EMPLOYEES

JEANNETTE TRIANA TREASURER

Recently, I received many questions about eReassign. Letter carriers may need to relocate due to a spouse's transfer, ailing parents or just because they desire a change in their life. eReassign provides letter carriers a view of what jobs may be out there.

It is important to remember that you may not be the only one wishing to transfer to a specific area. This process is not a 1, 2, 3 and your transferred. There could be a long waiting period depending on how many job openings are available in the area you want to move to and how many letter carriers are applying for the same jobs. When you put in for a transfer, your request is considered on a first come, first serve basis— regardless of career seniority.

The eReassign system is only available to career employees. CCAs seeking a transfer to another installation, must re-apply for employment, starting the whole hiring process again, which means they will lose your relative standing.

CCAs converted to career position must wait one year before they are eligible for eReassign.

Please keep in mind that if your eReassign request is accepted, your seniority for bidding purposes will go to the bottom of the seniority list in the new installation. You will keep your years of service for retirement purposes only.

Anyone seeking to relocate who does not want to lose all their seniority should try placing an ad in the Postal Record, the NALC's monthly publication, to find someone wishing to come to South Florida. Mutual swaps allow both letter carriers to assume the lesser of the two's seniority date when the two are transferred.

Those who voluntarily transfer through eReassign do not qualify to have their moving expenses covered by the employer.

Almost all the job openings are posted at midnight on the first of each month.

So, if you really want to get a foot in the door, stay up and search the reassignment opportunities at midnight on the first of each month.

When reviewing transfer requests, the installation you are applying to is allowed to review your records. Closely examined are attendance, sick leave usage, accident history and discipline. Management must adhere to the provisions of the transfer memorandum of understanding. If a letter carrier is denied a transfer and the basis for the denial violates the memorandum, that letter carrier has the right to protest the denial in the grievance procedure. The better your record is with the Postal Service, the more likely you will be accepted for transfer.

The following is an excerpt from transfer memorandum contained in the 2011-2016 National Agreement, page 188:

*D. Managers will give full consideration to the work, attendance, and safety records of all employees who are considered for reassignment. An employee must have an acceptable work, attendance, and safety record and meet the minimum qualifications for all positions to which they request reassignment. Both the gaining and losing installation head must be fair in their evaluations. Evaluations must be valid and to the point, with unsatisfactory work records accurately documented. An employee must have at least one-year of service in their present installation prior to requesting reassignment to another installation. Employees reassigned to installations under the provisions of this memorandum must remain in the new installation for a period of one year, unless released by the installation head earlier, before being eligible to be considered for reassignment again, except in the case of an employee who requests to return to the installation where he/she previously worked. Employees serving under craft lock-in periods per the provisions of the National Agreement must satisfy those lock-ins prior to being reassigned to other installations.*

The process for eReassign is quite simple. The system helps employees submit reassignment requests online, view the status of requests and locate facilities with vacancies. When selecting officials have vacancies at their facilities, they collect information on employees who have submitted eReassign requests for those facilities, with consideration given according to the submission date of the application.

Employees need to enter their employee ID and PIN numbers to log on to *LiteBlue*. eReassign is available around the clock, except Saturday mornings from 12:01 AM to 3 PM, Central Time, when routine system maintenance is performed.

Employees can access eReassign in any of the following ways:

- On *LiteBlue*, click on the "My HR" tab on the top navigation bar of *LiteBlue*.
- Click on the employee apps button at the bottom of "My HR" page.
- Click on "Bargaining Unit Reassignment (eReassign)."
- Click on "Go here to Log in to eReassign."

Go to *LiteBlue* for Frequently Asked Questions about eReassign.

Wishing everyone a happy and safe holiday season. See you in 2018

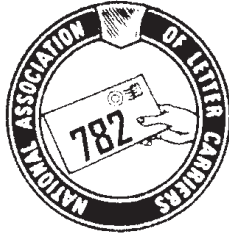
*United We Stand!*

### Grateful for your support!

Thank you, my brothers and sisters, for electing me to the position of treasurer for Branch 1071. I am honored and proud to be part of this great union and branch. I pledge to my union family to be loyal, honest, trustworthy and reliable. You can count on me to defend and fight for your rights, as I have done all along. Thank you again for your support.

**Jeannette Triana**  
**Treasurer**

Article courtesy of the Miami Lakes, Florida *South Florida Letter Carrier* published in December 2017 by NALC Branch 1071



# from the editor-guy

The *NALC Editor Resource Book* is Volume II of Fred Acedo cartoons. It presents almost 1100 of Fred Acedo's cartoons published in our newsletter from 2003 - 2016. This book builds on the almost 500 cartoons in the original **Out tHeRe** book which featured his work from 1993 through 2002. *Welcome to Volume II!*

You may have questions about how this book can be used or whether or not it will be a good investment. You can call me at the phone number listed below. You can write to me, or you can e-mail me at BRZIII@AOLCOM. I would be glad to answer your questions or give you an idea of how this product can be a creative tool for your current or future NALC editor in presenting information to NALC members. *(Please follow this trail \*\*\* )*

This book is an excellent book of clip art designed specifically for, by and about NALC members and our world. (Yes. I am biased. I believe that this **IS** an excellent book of clip art! I hope that you agree...)

Additionally, an index is provided that links ALL of the cartoons in both the original **Out tHeRe** and in Volume II to assist editors in searching out cartoons by topic (e.g. dogs, injuries, supervisors, etc.).

BASIL ZUNIGA

**Please send me one or more NALC Editor Resource Books! I want Fred's cartoons!**

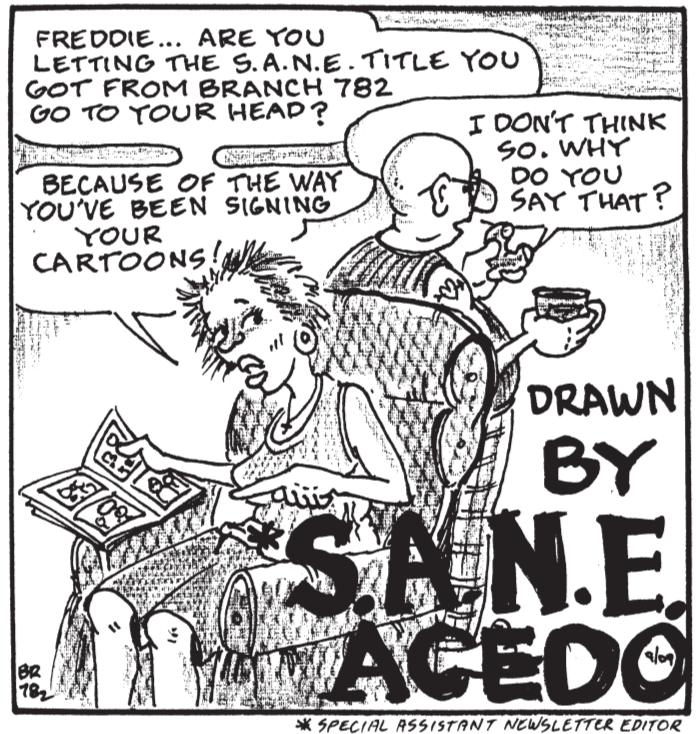
Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.)

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

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

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

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





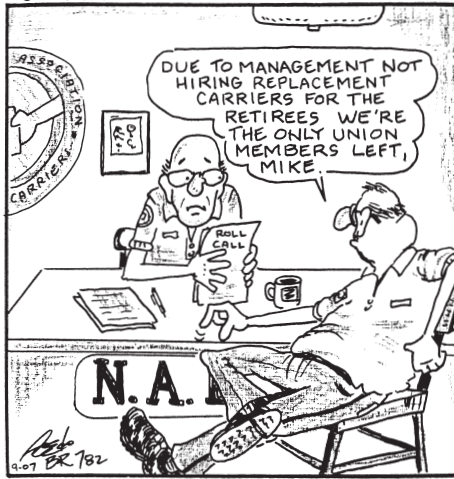
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...

OUT THERE



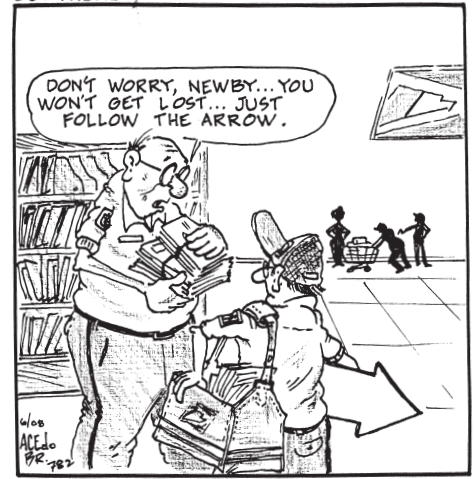
Originally published April 2009

OUT THERE



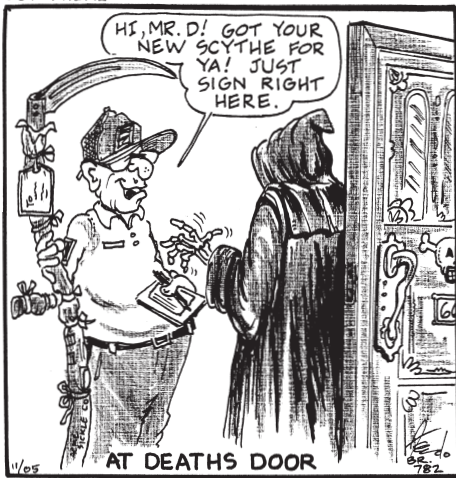
Originally published April 2009

OUT THERE



Originally published May 2009

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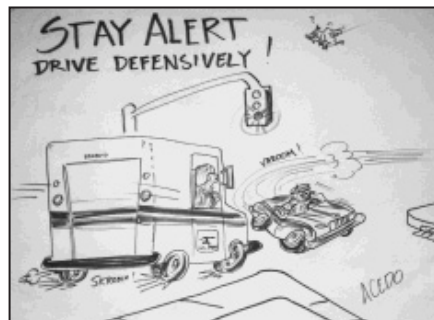
# from the editor-guy

A couple of months ago, Branch 782 President Mike Towery indicated that the concept of “Flashbacks” to share our history was a good thing. Okie Dokie!

In the 1980s, Union & Management EI/QWL (Employee Involvement/Quality Work Life) teams participated in meetings in local units all over the country.

A tool (used by teams to list workable problems or goals & possible solutions recorded on a large pad of paper) was a portable flip chart in each unit.

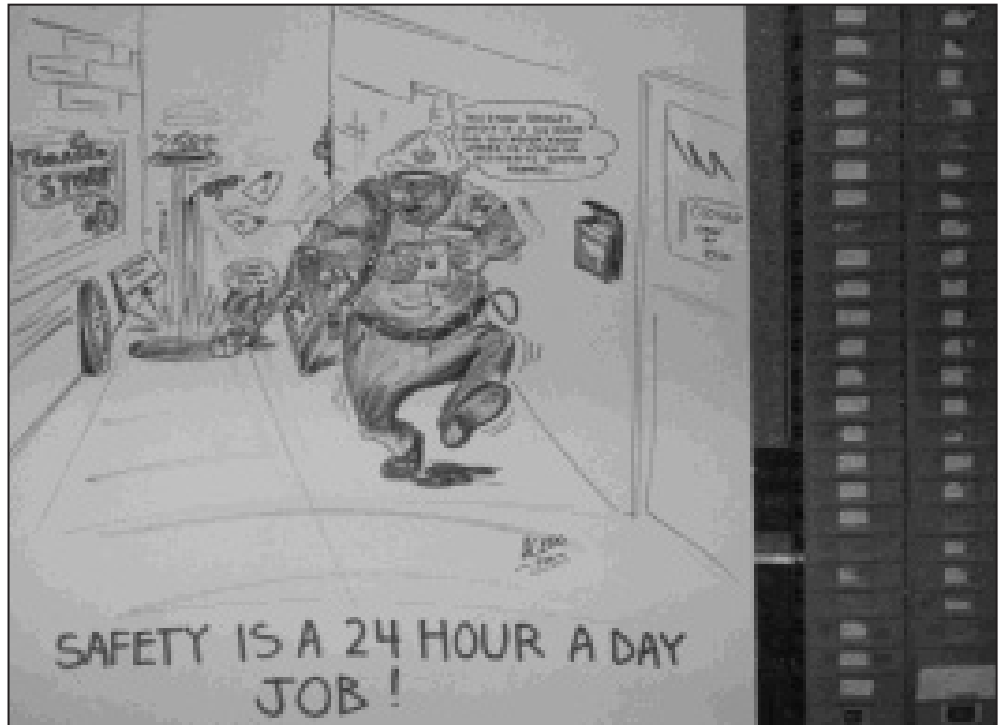
## An empty canvas for Fred Acedo!



**OuT tHeRe** eventually birthed in the Branch 782 newsletter in 1993. And, we are thankful!



(r-l) Basil Zuniga presenting Fred Acedo with a thank you gift at some 1990s meeting



To the right of the flip chart is something “Old Timers” would recognize: Slots for the paper time cards. It was also an era which was pre-DPS/FSS, pre-ID cards and pre-scanners. But, there were still dogs...

An unknown photographer took pictures of some flip chart drawings that appeared at the old 93306 Hillcrest Station at 1336 Crestmont. They have lain dormant for years. Boxed along with many other photos which might just show up in future newsletters, they seemed — to me — to fit perfectly with Mike Towery’s notion of presenting “Flashbacks” to you.

Time spent going through many archived old pictures prompted an observation: When the image in a single instant is captured by the camera lens, it is not a “flashback” at that point. It is only perspective, usually brought about by the passage of time, which establishes *that* point of view.

With that said, I offer some more perspective.

Fred Acedo has talents. That’s pretty obvious to me. However, unless you have visited the Acedo home, you probably may not realize just how talented he is. He takes shattered statues and pottery, jigsaw puzzles the shards, Gorilla Glues them and they appear to have *never* been broken. His painted portraits really amaze. He is versatile in so many different mediums!

He submits his many **OuT tHeRe** cartoons to me in big sealed manila envelopes. Most times, any drawing on the exterior is never intended to be published.



Toni and Fred Acedo getting ready to leave the gathering

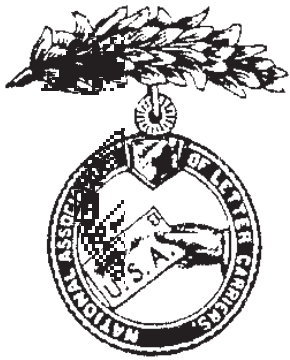
Like this one →

[Fred, you always say that you are so surprised when you see oldies resurrected. **THESE** were pre-**OuT tHeRe**!! Remember them? I hope so.] Peter Berton\* may also appreciate them as “Flashback-able”.



BASIL ZUNIGA

\*Retired Letter Carrier Peter Berton is “The Most Bizarrely Exalted and Esteemed President of the Northern California Chapter of the Fred Acedo Fan Club”.



# Branch Officers

<b>President</b>	<b>Mike Towery</b>	<b>(661) 331-9171</b>
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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.

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

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

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

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**Rick Plummer, Webmaster**





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Non-Profit Organization  
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# General Meeting

## Wednesday

### July 25, 2018

#### 7:00 p.m.

Branch 782 Office  
 2628 "F" Street  
 Bakersfield, California

**FORWARDING SERVICE REQUESTED**

"OuT tHeRe"



OUT THERE



Supervisors...  
 All Carriers have one.  
**Out there**

"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



OUT THERE



Each and EVERY month, Branch 782 sponsors a drawing...

**This month YOU could win \$500!**

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

If you are here, you have gravitated to [WWW.782.NALC](http://WWW.782.NALC). Thank you and Congratulations!!!