

# National Association of Letter Carriers

## Branch 782

### E.A. Baker Union Update



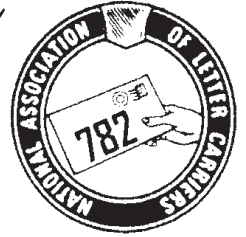
ARVIN  
CALIFORNIA CITY  
McFARLAND  
TAFT

AVENAL  
DELANO  
MOJAVE  
TEHACHAPI

BAKERSFIELD  
EDWARDS AFB  
RIDGECREST  
TRONA

BORON  
LAMONT  
SHAFTER  
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 12

WEB VERSION

DECEMBER 2019

## USPS Launches 'Operation Santa' Website to Read and Adopt Letters to Santa from Low-Income Kids

With Operation Santa, **YOU** can read letters to Santa and even make a special Christmas wish come true.

All over the country, kids will send letters to Santa, asking for everthing from toys to basics, like a warm coat or shoes –



<https://www.uspsoperationsanta.com/>

– **AND YOU CAN MAKE THEIR CHRISTMAS WISH COME TRUE.**



Since 1912, the USPS ® has permitted the public to read and adopt children's letters to Santa. But they just released a website, making it even easier.

Starting Monday, December 4th, letters to Santa from low-income kids are available for adoption online.

You can pick a letter from any city in the country, and it may even be tax deductible.

**MAKE A CHRISTMAS WISH COME TRUE!**

# Minutes of the November 2019 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery, at 7:00 p.m. on the 20th day of November, 2019 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/Social and Recreation Committee Rep., Paul Greenfield; Photographer, Anita Holderman; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and OWCP Rep., Rick Gerdes. The Minutes of the October 23, 2019 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections. President Mike Towery informed the members that the polls are open and that they should go in groups of three to vote.

## REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega had nothing to report regarding the picnic. Paul Greenfield discussed the newsletter. There was an article on Diana Chavez Herrera, Lynn Hunter and Elroy Miller who have retired. There was an article by HBP Rep., Mark Ramirez regarding Open Season. Also there was an article about retired carrier Pat Farr's son, Clay Patrick Farr. Paul Greenfield informed the member that he has 15 Condors tickets available for Saturday, November 30 at 7 p.m., see him if you are interested. He discussed having an Instagram page for the Social and Recreation Committee. They are working on getting tickets to the Angels vs. Dodgers on July 11, 2020 at 11:00 a.m. at Angel Stadium. He reminded everyone about the First Annual Corn Hole Tournament on Sunday, 11:00 a.m. at 1933 and the Bowling Tournament in February. Kim Gerdes reported that there are still 586 "Out There" books remaining. HBP Representative Mark Ramirez reported that the increase in the NALC Health Benefit Plan is 5.4%, the co-pay is still \$20.00 and that the plan is Union owned, not profit driven. Members have until December 9 to change plans using Postal Ease.

**NEW BUSINESS:** Mike Towery reported that when all members have voted, he will adjourn the meeting to count the votes.

**GOOD OF THE ASSOCIATION:** Mike reported that the new postmaster is Amber Pember who some may remember as a supervisor in Bakersfield. Basil Zuniga discussed the Article about Cherylann Morgan who retired recently. He thanked her for actually writing her article. In the web version it is four pages long. He stated that he feels sad when a member retires or passes away without any recognition.

**IMPROVEMENT OF THE ASSOCIATION:** Mike Towery reported that the Steward meeting for December will be the 4th and 11th. The General Meeting will be on the 18th.

**FINANCIAL SECRETARY'S REPORT:** Anita Holderman reported that \$13,597.49 was collected for November.

**TREASURERS REPORT:** Molly Biggar reported:

|                   |              |
|-------------------|--------------|
| Beginning Balance | \$77,785.46  |
| Dues and Income   | \$13,406.07  |
| Total Balance     | \$91,191.53  |
| Total Expenses    | \$ 18,158.43 |
| Ending Balance    | \$73,033.10  |

The MDA 50/50 Drawing was won by Jerry Patterson. (\$26.00/\$26.00)

At 7:32 a recess was called in the meeting to count the ballots.

The meeting was called back to order at 8:48. Mike Towery thanked the Committee (Molly Biggar, Dicie Wilder, Marcie Rodriguez, Hermie Encinas, Laura Gordon and Kim Gerdes) for counting the ballots. The results were read by Vice President John Ortega.

**Trustee:** Paul Salazar, 82; Mike Meza, 76; David Treto, 65 and Darryl Holderman, 44. There were 100 valid and 11 invalid ballots.

**State Convention Delegates:** Paul Salazar, 54; Mike Meza, 48; Teresa Ortega, 47; Jeff Harrington, 31; Randy Courson, 29; Shari Sharp, 27; David Treto, 26; Anita Holderman, 23; Tami Foshee, 22; Ryan Woommavovah, 21; Maria Valenzuela, 20; Darryl Holderman, 19; Judy Kiyoshi, 18; Debbi Guillet, 16; Francisco Herrera, 16; Denise Ream, 13; Norma Hamer, 12; Mark Ramirez, 12; Lynnel Howell, 5; Manuel Alvarenga, 4. There were 102 valid and 11 invalid ballots.

**National Convention Delegates:** Paul Salazar, 55; Mike Meza, 51; Teresa Ortega, 50; Randy Courson, 39; Shari Sharp, 38; Jeff Harrington, 33; Ryan Woommavovah, 30; David Treto, 28; Anita Holderman, 24; Norma Hamer, 21; Judy Kiyoshi, 20; Maria Valenzuela, 20; Tami Foshee, 19; Darryl Holderman, 19; Sheila Wiley, 14; Iesha Dumas, 9; Manuel Alvarenga, 8; Lynnel Howell, 4. There were 103 valid and 11 invalid ballots.

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

There were 41 members present (8 Military Veterans, 10 Retirees, 2 CCA's, 2 visitors).

The meeting adjourned at 9:00 p.m.

Respectfully Submitted

KIM GERDES

## Non-Members as of September 2019

*There are only 12 non-members in all of the cities we serve!*

**Downtown Station**  
Sarah Kirby  
Javier Cruz  
Jason Macknicki

**South Station**  
Chanthorn Ped

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

**Hillcrest**  
100% UNION!!!

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

**Stockdale**  
James Oh  
Daniel Zuniga

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

**Ayenal**  
100% UNION!!!

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

**Delano**  
Cynthia V. Quebral  
Daniela Barreto

**Edwards AFB**  
100% UNION!!!

**Lamont**  
100% UNION!!!

**Mojave**  
100% UNION!!!

**Ridgecrest**  
Kelly Treat

**Shafter**  
Laura M. New

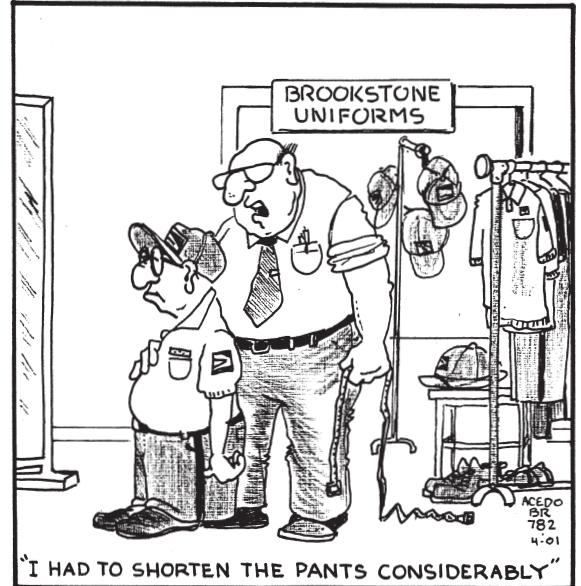
**Taft**  
K. J. Kaczmarek

**Tehachapi**  
100% UNION!!!

**Trona**  
100% UNION!!!

*CCA names are in italics*

### OUT THERE



Each and EVERY month, Branch 782  
sponsors a drawing at the General Meeting to encourage

# YOU

to come to our monthly meeting\*

Last month, Francis Gallegos could have won \$500!

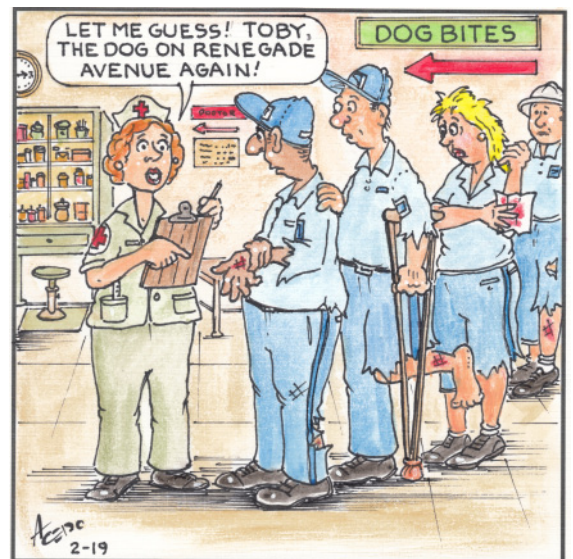
# YOU could win \$500 this month!!!

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

### "OuT tHeRe"

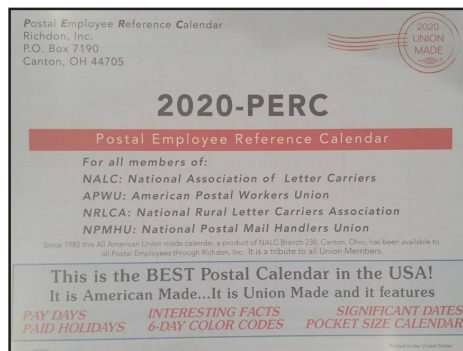


### "OuT tHeRe"



*We still have  
some calendars  
for sale. I have  
them with me.*

*Thanks!*



**NORMA HAMER**  
**Assistant Recording Secretary**  
**(661) 619-1465**

# PRESIDENT'S MESSAGE

## "10% Ain't Gonna Cut It Anymore"

How many reading this, no strike that, how many people in the country could honestly think that Betsy DeVos is doing what's best for the students and teachers in this country in her position as Secretary of Education? How many reading this wonder what that has to do with Branch 25?

It has everything to do with the future of *every* Letter Carrier. After years of a non-existent Postal Board of Governors, President Trump (the guy that selected DeVos as Secretary of Education) has now appointed 5 members. There is a 3-2 Republican majority on the board, *but more importantly there is a 3-2 ideological majority on the board that supports the same ideology as the President.* In order to understand the implications this new board of governors has for us, I'd like to point out a few lowlights of DeVos' tenure so far.

She has supported a 13.5% decrease in funding for the Department of Education. The cuts would have eliminated many after school programs, eliminated career and technical education, and programs to hire and train teachers. She violated federal law by revoking the Borrower Defense Rule. This rule held predatory for profit colleges (read Trump University) accountable for fraud and allowed students who were defrauded to seek justice in court. Without the rule, fake schools could force students to try to resolve complaints outside of court. Remember, last year court proceedings resulted in a \$25 million dollar settlement in a class action against Trump University. *DeVos would prohibit such a proceeding.*

Perhaps what's worst is that last March the DeVos lead education department attempted to strip its employees of collective bargaining rights. "Department officials unilaterally impose a 'collective bargaining agreement' on 3,900 union staffers represented by American Federation of Government Employees Council 252, and say they will no longer bargain with them."

### **THINK ABOUT THAT FOR A MINUTE.**

The Postmaster General (the one that Trump has often times said that he wanted to replace) has just announced her retirement. There is presently a five member Board of Governors with an ideological majority that advocates the abolishment of collective bargaining, the privatization of all things government, and a general anti-union mentality. This five member board will appoint the next Postmaster General. How do you think that will go?

Right now, the Postmaster General and senior postal management seem to be "managing the decline" of the postal service. Put a privatizing, anti-union Postmaster General at the reigns and we're going to be in for a wild ride. Hopefully we all survive.

Article courtesy of the Tewksbury, Massachusetts November 2019 NALC Mass Northeast Merged Branch 25 *WAKE UP!*

*By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.*

## So what's this 10% reference in the title? I'm glad you asked.

Presently, about 10% of our members nationwide contribute to the Letter Carrier Political Fund. I'm disappointed to report that Branch 25 falls slightly below that average. We have to do better, and I'll tell you why.

We absolutely need postal reform to fix the pre-funding debacle. Our current liability is \$120 billion (**with a "B"**) of which we've already given \$50 Billion. Since we stopped making payments, the missed payment total has grown to \$42.5 billion. OPM could call for the immediate payment of this money tomorrow. How would the Postal Service make the payment? Layoffs? Cease delivery service? It could happen. It's not likely, but it could happen.

The other danger we face is a real federal budget. The government has been operating under continuing resolutions for funding for quite some time. There hasn't been a budget passed since 2008. The NALC has been able to defeat attempts to eliminate 6-day delivery that have been part of continuing resolutions. The positive thing is that the continuing resolutions call for 6-day delivery and for the rural delivery of mail at not less than the 1983 level.

## Trump's proposed budget is NOT so kind. In a nutshell, it calls for:

**ELIMINATION of collective bargaining**  
**ELIMINATION of the FERS supplement**  
**ELIMINATION of retiree COLA**  
**INCREASE the rate paid for healthcare by 7%**  
**and an INCREASE in what we pay towards retirement**

These increases in what we pay towards retirement and health care are significant. The elimination of COLA for retirees is significant. Imagine living 20 years or more after retirement and not having an increase to your pension? How do you think that will work out? The FERS supplement alone for someone with 30 years' service is upwards of \$1000/month. How many people can deal with a \$12,000/year decrease in pay?

We need bi-partisan support to get reform and to maintain our benefits. We get bi-partisan support with votes and money. The money comes from the Letter Carrier Political Fund. The money in the fund, hopefully, comes from YOU! Please, invest in your future today.

Stay informed,

**DAVE BARBUZZI**  
NALC Branch 25 President

# During CFC Open Season, We have an Opportunity to Show Some Love!



By Eric Ellis, CSALC District 4 Officer

## *Two people I look up to have been in the news a lot lately: President Jimmy Carter and Fred “Mister” Rogers.*

As I grew up, both men had a positive influence on me. President Carter, through his presidency and very successful post-presidency where he left his mark doing charitable work 24/7 as opposed to making hundreds of thousands of dollars a pop making speeches. And Mister Rogers, who for decades provided a platform for making children feel valued and reminding all of us at the end of each show that each one of us is unique.

Both men could very easily have cashed in on their fame and spent an inordinate amount of time chasing money, but they didn't do that. Instead, through their example, they mentored countless others and showed everyone how to give back.

As postal/federal employees, we are truly blessed. We make a solid middle-class salary, have life/health insurance, pension benefits, a 401-K (through the Thrift Savings Plan) with a match, and are protected by a first-class union, the National Association of Letter Carriers, which fights for us contractually and legislatively. Very few have what we have.

Only between 10-15 percent of private-sector employees enjoy the services of a labor union. And many workers are at-will employees, that is to say, they can be fired for any reason, at any time.

And many of us take these things for granted. I mean, we get raises and cost-

of-living adjustments almost every year. And for those of you who don't think COLAs mean anything, think again. For those hired as career employees before 2013, roughly forty percent of your base salary is made up of — you guessed it — COLAs!

Now, individually, we may not have the reach of a Jimmy Carter or Fred Rogers; but collectively, we can make a big difference through the Combined Federal Campaign.

Created in 1961 by the federal government, federal employees have contributed more than \$8.3 billion to charities through the CFC. That's billion with a B, folks!

And if you look at the list of charities listed, a broad range of interests present themselves. If you wish to contribute to a pro-gun or gun-control group, you can. If your interests include fighting chronic diseases like diabetes or muscular dystrophy, you can help. There are hundreds of organizations you can help, not only through financial donations, but also volunteer hours.

And it doesn't have to be expensive. If you are an active employee, you can donate as little as one dollar per pay period to your chosen charity. And your dollars go a long way. Case in point: A donation

of ten dollars to the Central California Food Bank (code 64512) provides seventy meals for the needy. And if you live in the San Joaquin Valley, you live in an area where over a third of our children are food insecure, that is to say, they don't know where their next meal is coming from.

*So your contribution, whether big or small, accomplishes much.*

To show I practice what I preach, this upcoming year I will donate three dollars a piece per pay period to the following organizations: St. Jude Children's Research Hospital (#10560); Down Syndrome of Central California (#87014 and also 15 volunteer hours); and, finally, Diabetes Cure Research (#11235).

Open season ends on January 12, 2020. You can set up your payroll deduction schedule online at NorthernCaliforniaCFC.org or send in your pledge hard copy. You can also pledge if you are a retiree or make a one-time payment. And, if you qualify, your CFC contribution is tax-deductible.



Let's make 2020 the year we all show some love through the Combined Federal Campaign and set an example to others that Letter Carriers make our communities better not only by delivering world-class mail service but also being generous with what we've been blessed with, as modest as what you think that might be.

Through your CFC contribution, you can make a positive impact. *And isn't that what this holiday season is all about?*

# Stockdale's Tony Zaragoza Retires!!

He isn't going to miss the work on Route 911, but he *will* miss the customers and the folks that he worked with!



Bakersfield's 93309 Stockdale Station has a great tradition: A Wall of Honor featuring the names of retirees' s on black t-shirts.



## April 12, 1986 — October 31, 2019

Pix courtesy of 93309 Shop Stewards Randy Courson and Maria Valenzuela

### It's easier to smile at some of these situations when one is retired...

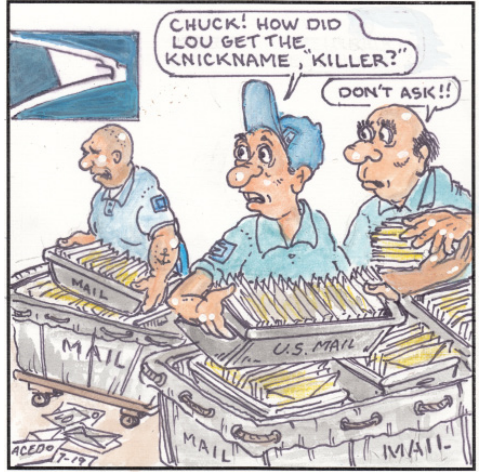
OUT THERE



"OuT tHeRe"



"OuT tHeRe"



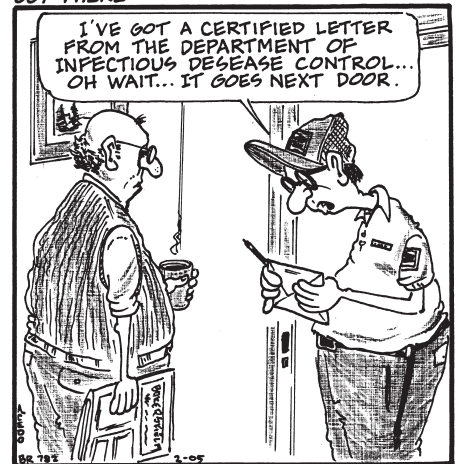
"OuT tHeRe"



"OuT tHeRe"



OUT THERE



SCOREHOLIO

**UNITED STATES POSTAL SERVICE**  
**CORN HOLE TOURNAMENT**

PRESENTED BY SOCIAL REC COMMITTEE

**\$40 PER TEAM (2 PLAYERS)**

**BOARDS AND BAGS PROVIDED**

**NOVEMBER 24TH**

**POSTAL EMPLOYEES ONLY**

**CHECK IN & WARM UPS @ 10:30 | BAGS FLY @ 11:30**

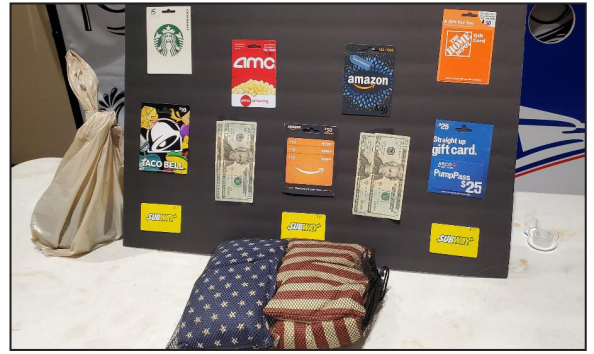
**1ST, 2ND, 3RD PLACE CASH PAYOUTS**

**4 GAME ROUND ROBIN INTO DOUBLE ELIMINATION**

**7900 Downing Ave Bakersfield 93308**

**To Register Or For More Info Call Ralph 661-340-3186**

These pictures for the newsletter are courtesy of Jeff Harrington



**FIRST PLACE:** Mike Meza and Ralph Ramirez



**2nd PLACE:** Jorge Vaquera and Nathan Southard



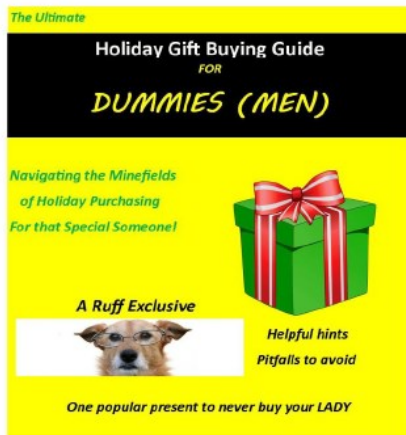
**3rd PLACE:** Chad Tate and Christian Sinnott



# RUFF

We are now officially in the homestretch of the *Christmas holiday* season- which began last Dec. 26, picked up speed with Christmas in July, gained momentum in October & slid into insanity on Black Friday!

But I realize that most of you guys (& some ladies as well) are still obsessed with weekend football & the beginning of the college basketball season. So if you are like me & haven't yet finalized (or started!) your gift buying, I present to you:



While this is specifically geared to the *Dummies* of the species, you ladies may learn a thing or two also.

## NEVER BUY CHOCOLATES!!!

Over the years we guys have repeatedly been *duped* into buying sweets for our sweetie, not realizing that for every pound of chocolate she consumes she gains 8 pounds of *unwanted fat* on her hips.





Thus, by pretending to appreciate our thoughtfulness, she must offset it by the equivalent of *running a full marathon every week before summer*



just to fit into the same bathing suit that she thought *made her look fat* last year.

Here are some other pitfalls to avoid as you meander around the stores or web-sites in pursuit of that perfect gift:

### Never buy *her* something that *you want more than her*

- a 55" flat screen TV with a free subscription to the WWE network 
- a car that can go 0-60 in 5 seconds flat 
- tickets to a Browns game



in late December

Never buy *her* something she will use *primarily* just for *you*:

- a waffle maker



- Lingerie



- A gun



Never buy *her* something *practical* (unless by mutual consent)

- a cheesy calendar



- a vacuum cleaner



- a fitness machine





Never, *under any circumstances* buy her clothes!!!

I learned very early on in our marriage that just because it looks good to me in the store doesn't mean she will think it looks good on her.

- could be the **wrong style or color**



- or a size too small



- Or worse yet too **LARGE!**



Avoid *any* gift she *might in any way* perceive as *insulting*, no matter how well-intentioned it might be

- a magazine subscription



You think I'm a messy housekeeper? Maybe if you'd help out a little instead of making the messes!

You think my meals are boring?

Why don't you try cooking every night for the rest of your life!

Now you're saying I'm wrinkled?

Better look in the mirror, Buster! You ain't no spring chicken either!

- a gift certificate



What are you trying to say?

I'm not pretty enough the way I am?

- a membership



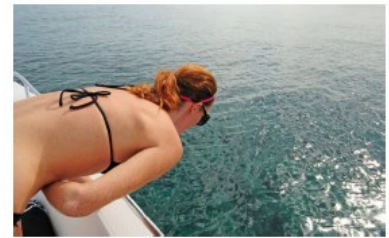
Come on! Even a Dummie

And forget buying anything *exotic* unless she specifically requests it

- a cruise might sound romantic...



but what if she is prone to seasickness?



- what woman wouldn't want a professional massage? Right?



spending an hour, **nearly naked**, with a **total stranger** who can't **keep her hands off** of you?



*Continued on next page...*

- and while a mirror above the bed helps sell *romance novels*



it might have a slightly different effect on your *personal romance*



So with all these *hidden mines & traps*, what's a poor fellow supposed to do? Here are a few tips I've picked up along the way to *stay out of the dog house*.



- Listen for hints about what she *really* wants, no matter how *subtle* they may be given



Offer the gift of *special times just with you*



Give her a gift of *service* around the house



Or you could *make her a gift* using your *special talent*



unless your *special talent* is *making messes*



## Point to Ponder:

The Bible says it is more blessed to give than to receive. That may be true but it is also more *stressful* for us men. I hope that you will find some *helpful holiday advice* from these musings.

Ladies, *help us out!* Subtle (or not so subtle) hints about what you really want, just might penetrate our thick skulls. Remember, it *is* possible to teach an old dog new tricks. We may no longer *pant with puppy love*, but we are *still loyal!*

Guys, just relax! It isn't necessary to break the bank to please your special someone. Unless she is unusual, she will likely treasure *special attention & helpfulness* throughout the year as much as a bumbling attempt to place the perfect gift under the tree. If it is the *thought* that counts, *thoughtfulness* is *priceless*. I'm not suggesting that gifts of time or service be the only ones given, but I hope you will give this a try this year. It just might turn out to be your best *Christmas* ever!

Blessings,

Ruff



## editor-guy note:

Bob Knapp is "Idiot Emeritus" for Branch 238 — in other words, he is the Editor.

Through the years, I have always enjoyed going through observations he makes, the issues he raises, and his creativity! He really WOWed me in this December 2019 issue of his *BRANCH REPORTER!!* You, too?

Article by way of Canton, Ohio Branch 238 *BRANCH REPORTER* published in December 2019

# Christmas Memories

*Not necessarily autobiographical...?*

By Jerry Lonergan,  
NALC Branch 2008

'Twas the night before Christmas 1981 and a young part-time flexible (PTF) Letter Carrier was doing a collection run on a snowy Saturday morning. Back in the day, people sent out so many Christmas cards that the flaps on the collection boxes couldn't be pulled open because of the volume inside.

It was on Rockaway Boulevard in Queens, NY, a normally busy road, now quiet and desolate at just after 6 a.m. The PTF found himself driving a two-ton vehicle to pick up mail from the box on the corner in front of Nativity of the Blessed Virgin Catholic Church. (The school next door would eventually be run by Sister Marguerite, also the sister of former New York Yankee Manager Joe Torre.)

It was dark and it was cold so the PTF got out of the vehicle and left the engine running to keep the heat on and the headlights pointed towards the box. As he was emptying that box he noticed that it was getting darker, not lighter.

***He suddenly realized the truck was now in reverse and rolling down Rockaway Boulevard!***

The young PTF made a mad dash to run to the truck and was brought to a stop by the chain that was connected to the arrow key still in the box lock. One ripped pants loop later the carrier was able to stop the truck without incident. For those of you who think you can't sweat when it's freezing out, it is possible. Adrenaline is a funny thing.

About a week later on New Year's Eve, the station manager called all the PTFs into his office. His name was Al Vann and he looked like a grown up version of Gary Coleman, the diminutive young actor on a show called "Different Strokes". Mr. Vann informed us that there had been an accident involving the truck that brought our mail from the main post office in Jamaica, NY to the smaller offices like ours, Ozone Park.

Mr. Vann instructed us to go with Bert Dunn, the parcel post driver, out to the accident scene to get our mail off the truck. We piled in the back of the two-ton (the same truck the above PTF was driving the week before) and standing in the back of the truck, with no seats or seatbelts, we made the short trip out to Cross Bay Boulevard, another busy road with a service road much like US 19 in Clearwater.

From the rear of the truck our view of the scene through the windshield was the seven-ton postal truck, a patrol car from NYPD, and an old Chevy Impala with not too much damage.

The truck driver, two cops, and a middle-aged man who looked to us to be a "foreigner" were standing on the median.

Bert told us to hang on as he swung around to place the two-ton back-to-back with the larger truck so we could get the mail off easier. From the inside we opened the rear door and jumped out, and with total disregard for his safety the "foreigner" took off running down Cross Bay Boulevard. The cops chased him down and brought him back.

We all surmised that in his country when a government vehicle pulls up and a bunch of guys in uniform jump out, it's not good. He probably thought he would never be seen or heard from again.

Many years later — after transferring to Port Richey — the former PTF with the ripped belt loop was now a Regular and he volunteered to deliver Express Mail on Christmas Day. Making his way through the Palm Terrace subdivision the Carrier stopped to deliver three large boxes to the same address. He approached the front door and rang the bell.

A young woman, probably in her early thirties, answered and from behind her the carrier could see three little boys that looked like stair steps, the oldest maybe eight, the next six and the youngest around four. The woman said, "Thank God, these are from my mother up on Long Island. If they didn't come today, the boys wouldn't have gotten anything for Christmas." She began to cry and hugged the Carrier, who was also now tearing up. She said, "God bless you," and the Carrier walked back to the truck feeling like he had the best job in the world.

Christmas is different when you work for the post office. When everyone else is caught up in shopping and baking, we're working long hours and looking forward to when it will be over. The overtime is good and the gifts from the customers are appreciated, but we're relieved to get back to normal. I always liked working around Christmastime. People are friendlier and the young kids get all excited when you talk to them about Santa.

We're fortunate to have a good paying job with benefits and most of us don't have to worry about what we can put under the tree for our kids. Please contribute what you can to the collections we have to help out the families that aren't so lucky. Never lose sight of the important work that we do all year round — but especially during the holiday season.

Article courtesy of the Tarpon Springs, Florida NALC Branch 2008  
*Suncoast Letter Carrier's Update* published in December 2018



# PMG IS RETIRING AND LANDSCAPE IS CHANGING...

By David J. Grosskkopf, Jr.  
NALC Branch 3 President

You've heard the old saying, "elections have consequences." The NALC is concerned the White House may come after us and the USPS.

I'm sure most of you have heard or seen that at the end of January 2020 the Postmaster General is retiring. Recently the current administration has filled the five (5) positions on the USPS Board of Governors. Those appointees will be responsible for the search for the new 75th Postmaster General.

It should come as no shock to any of us that this seemingly quick exodus of the PMG could have been due to differences in vision with the current administration and their plan to attempt to drastically change the landscape of the USPS and the NALC. Evidence of this was in December of 2018 when a White House Task Force issued several recommendations detrimental to the financial and operational condition of the USPS.

Negative aspects included raising the cost for commercial mailers and shippers, gut the standard of living of postal employees by outsourcing jobs, stripping collective bargaining rights and reducing retirement/workers compensation benefits.

This White House Task Force report was on the heels of a 2017 White House memo that advocated for the elimination of all job protections for Federal employees. It encouraged non-traditional labor legislative agendas in an attempt to sideline unions which carried over into the 2018 report.

The recent appointments to the Board of Governors — specifically three members — was done to give the Board a majority to push the White House agenda. Additionally, there is concern that the appointment of a "business-like" Postmaster General will cause drastic changes to the USPS by pushing that same agenda.

For the last ten years, the NALC has played a good game of defense on Capital Hill when proposals have arisen that threaten the USPS and our rights as labor.

As members of this union we cannot afford to sit on the sidelines and hope. The battles we face on Capital Hill are real. The risk that, with the stroke of a presidential pen, all this (USPS+NALC) can be undone is real. The parts are in place to make these things happen.

The question is are you going to sit on the sidelines and allow it too?

There was no greater act of courage by this union's members than the Strike of 1970. While the NALC will not advocate for that situation again, this legislative and political battle is equivalent to the situation back then! For if we fail to act — if we all fail to act and stand up — there may be nothing left for us to come back to.

*So how do we act on these types of attacks? It's a two-fold approach.*

First, we must timely, accurately and comprehensively file grievances for breaches of the Agreement. Second, we must advance the

political agenda of the NALC. What is the NALC's political agenda you may ask?

The cornerstone of this is postal reform. We *MUST* get rid of the pre-funding mandate (HR. 2382). The USPS has paid 50 billion while missing 42.5 billion dollars in missed payments. We must propose budgets for the government. Continuing resolutions to fund the government are not the answer. Balancing a budget is. Stop the White House from wanting to or attempting to take away our collective bargaining rights. This is a non-partisan issue.

**What tools are available to us that give us the strength to accomplish this political agenda?** What are the talking points:

The USPS does not use tax dollars. The USPS is the largest employer of veterans and the largest employer in the country. The NALC has a vast political diversity among its membership to use in order to connect with all kinds of representatives. This allows the NALC to have many congressional friends on Capital Hill on all sides of the isle to help in our fight. The last piece of this puzzle is the membership and huge number of votes and monetary influence we can have on the political process.

**What's the easiest way to get yourself involved in the legislative and political battle?** By signing up to give to Letter Carrier political Fund (LCPF). We are going to face more difficulties on Capital Hill in the near future. If the current administration and its supporters win re-election there will be nothing stopping them from exacting their agenda as their term will be up and they cannot run again. Therefore, they have nothing to lose.



If you do not want drastic change to your current working and benefit conditions then we ALL need to start giving to the NALC Letter Carrier Political Fund in order to fight efforts on Capital Hill to make those changes.

If you are not signed up, and would like to sign up, please attend a union meeting. Stop into the union hall, if a station needs a meeting to sign multiple people up. We will schedule that, however it works easiest for everyone, as we really need everyone contributing.

The current atmosphere does not bode well for us. We must each contribute to fend off current and future legislative attacks. While the NALC asks for \$5 a pay period, I'm simply asking all members to contribute \$1, \$2 a month to help protect your job. *Let's lead this fight in Branch 3 by getting as many members on board as possible.*

**Contract negotiation update:** As many of you know we are in the mediation phase of contract negotiations potentially heading into the arbitration phase. Many Carriers are always interested in what the NALC is asking for in negotiations. So, what are the goals?

The latest update from President Rolando stated we are looking for a four (4) year contract with four (4) general wage increases and eight

(8) COLA's. The NALC is looking to bump *all* Carriers up in pay to a newly created Step 2.B added to the wage table.

We are looking to enhance layoff protections and secure further limitation on subcontracting; Enhancement of work culture language and a move towards self-management; We are looking to add language to allow for the automatic checking of pay records; Past joint route inspection RAP procedures to be reintroduced as well as bolstering the DRT process to ensure contract compliance; Past carrier uniform task force and innovation task force to update carrier uniform technology; and, grow the business. Lastly — and most importantly — is

the complete and total phase out of the CCA supplemental classification or non-career workforce. It's the NALC's goal to be a 100% full-time workforce to deliver the nations mails.

Lastly, I'd like to thank all the veterans for their sacrifice to their country and especially those that have made the ultimate sacrifice. Without these men and women who volunteer for service to their country, there may be no country....

This article is courtesy of the Buffalo, New York NALC Branch 3 BUZZ which was published in October 2019

# Who Are We?

By Dave Mayou  
NALC Branch 114

**Letter Carriers really come in ALL different shapes, sizes and colors.**

**OK, that is a lie. I have never met a trapezoid Carrier with maroon skin who weighs 25 pounds.** But, you get my general point, right?

The weird thing is, there aren't many Carriers who left high school thinking they wanted to be Letter Carriers. That being said, Letter Carriers *are* a unique breed of individuals.

I'm a Navy veteran. There are a lot of veterans in the Postal Service. Coincidence? I think not. As a vet I was able to pay a small amount to have my six years of service apply to my USPS retirement. That six years of service also applied to my leave balance. The veteran/USPS connection is something that the United States Government has done right.

There are a lot of female Carriers. This wasn't always the case. I've heard the stories of some retired female postal workers who talk of being hired in the days when there wasn't even a "ladies" room as there were no "ladies" working at the post office. Those times have changed. Women make up close to 40% of carrier positions today.

In Duluth we've also seen a shift to a Carrier group that is markedly younger. In the early 2010s, there was a real stagnation of our workforce, mostly due to the USPS not hiring. Transitional employees were working year after year without any hope

of becoming regulars. The workforce just kept getting older and older.

That all seemed to change with the advent of the City Carrier Assistant position. All of a sudden the USPS started hiring again. And, the new hires seemed to be coming in at younger ages.

[Luckily, management would never expect a veteran Carrier — who is in their upper 50s or who has carried for decades — to keep pace with a new hire who is only 19 or 20. Thankfully, *that* NEVER happens! **Sarcasm is tough to convey on paper. but THAT was sarcasm.**]

Management expects all Carriers to go at the same pace. They don't say that. but their numbers reflect it.

Most Letter Carriers take the job very seriously. **It's more than just putting mail and parcels into receptacles—IT IS A TRUE CONNECTION TO THE PEOPLE WE SERVE.**

The stories of Carriers going out of their way to help people while on the route are endless. But it's more than just the stories of the heroic that make Carriers different. It's the everyday connections we have with our customers that can make huge differences in people's lives.

Every day, I have customers who wait by their windows to see when I am pulling up to the curb just so they can come out and have a little conversation with me. To some, I may be the only person they talk to each day.

**It's more than just handing someone a bundle of letters.**

Personally, I think Letter Carriers are — on the whole — a really great group of people! We work together. We help each other. We know who our common nemesis is.

*(If you are new, just look for the people with the clipboards and the made up numbers! When you've been around awhile, you will understand the difference between us and them...)*

Letter Carriers have been here since the birth of our nation; and, hopefully, we'll be here for centuries to come.

OUT THERE



That said, maybe in the years to come we *will* be working side by side with a trapezoid Carrier with **maroon skin** who weighs 25 pounds...

***If that happens, let's all welcome maroon Carrier Trapezoid with open arms!***

This article is courtesy of the Duluth, MN NALC Branch 114 ZENITH BRANCH NEWS published in July 2019



# Don't Let them Just Take your Money

By Alex Lopez, Senior Vice President

**H**ello Branch 2902 members. As I write this, it looks like summer is finally tapering off, and not a moment too soon. I know we had a few heat-related incidents within our branch offices, but nothing too serious I'm aware of. I hope everyone did what they needed to do to stay hydrated and as cool as possible.

I recently had a CCA bring me a copy of his most recent paystub, where it showed that the Postal Service had deducted some money from their paycheck. Well it turns out that they had originally paid this CCA Carrier for the Fourth of July holiday. But unfortunately for the CCA, Holiday fell within his mandatory 5-day break that CCAs are required to take once they have completed 360 days of service. Now I think these 5-day breaks are dumb. Not really sure what the point is. Management doesn't really have a choice on whether they want to reappoint a CCA or not. But because the holiday fell within the CCA's 5-day break, the CCA was not entitled to the holiday pay since when they go on the 5-day break, they are technically terminated when they leave for their break, and rehired when they comeback.

That's a tough break for this CCA. When the CCA category was created by the Das award in 2013, CCA's were originally

not paid for any holidays at all. But our union negotiated for them to get paid for six of the ten federal holidays the Postal Service observes. It really is too bad that because of his hire date, this CCA will only be paid five holidays. At least until he makes career status and paid for all ten. But there was an error that caused an overpayment to the Carrier, and management does this from time to time, where they erroneously overpay an employee for whatever reason. But management can't simply just take any overpayment back by deducting it from a Carrier's paycheck. This is all laid out in article 28 of our national agreement. It states... "in advance of any money demand upon an employee for any reason, the employee must be informed in writing and the demand must include the reason therefor." Furthermore, section 28.4.A says "If a grievance is initiated and advanced through the grievance procedure/arbitration procedure.... Regardless of the amount and type of debt, collection of this debt will be delayed until disposition of the grievance has been had." They cannot collect on a debt until the grievance has been settled.

Article 28 also allows for the Carrier to request a "waiver of claims for erroneous payment of pay." Carriers must request and fill out PS Form 3074 and submit it to their installation head, usually the Postmaster. They can waive any claim of overpayment. The process is outlined in section 437.32 of the ELM. So if you notice money being deducted from your paycheck for whatever reason other than for our usual deductions for taxes and benefits, see your Shop Steward, even if you were erroneously overpaid. Management needs to follow the rules and do things the right way, and give you a chance to grieve it and/or apply for a waiver.

We want to try something new here at *The Mailbag News*. Is there something you want to know about or have a question about? Email me your questions. It would be preferred if you would keep it to Postal/Carrier issues, but I will entertain all questions. Please include your name and which office you work at. If you wish to remain anonymous because you fear retaliation or something like that, let me know. Email me at hey.shop.steward@gmail.com. I hope to answer all questions even if I don't choose yours to publish in the next *Mailbag News*. Hope to hear from you!



Article courtesy of the November - December 2019 Chatsworth, California NALC Branch 2902 Mail Bag News

# Delivering the mail after dark? Remember this...

There is no blanket policy regarding delivery after dark because the issue to contend with is whether a particular Carrier on a particular route can **SAFELY** deliver the mail.

Bottom line: Each Carrier must weigh their individual circumstances about the type of delivery to be carried (door-to-door, walking, mounted, apartments, cluster boxes, etc.), their surroundings (unfamiliar, high crime, steps, animals and hills, etc.), and their own experiences in attempting to make after dark deliveries.

Some mail delivery may not be able to be made after daylight hours. Most apartments have lighted entryways and don't present the safety hazards that walking on uneven terrain, up and down stairs, going door-to-door and being exposed to the elements would. Because Carriers have the most experience and best knowledge of what is safe or unsafe in the performance of their duties, only the Carrier can make the decision on whether delivering after dark can be done safely.

So, if presented with a situation where you believe you'll be out delivering after dark, **REMEMBER THAT YOU DO HAVE RIGHTS** and remember this advice:

1. Inform your supervisor in the morning of your need for auxiliary assistance in order to complete your street duties before dark. **THIS MEANS FILL OUT A FORM 3996.**
2. Notify your supervisor prior to heading out to the street that you may not be able to complete your duties on the street by dark.
3. When on the street — if you realize that you definitely will be out on after dark — call your supervisor and make him/her aware of that reality. Stress your concern for your safety and, again, request auxiliary assistance.
4. Assuming no help arrives and you are faced with darkening conditions, attempt to continue.
5. If, while attempting delivery, you literally experience a safety hazard (i.e. stumbling, tripping, hear dogs barking but are unable to clearly see if the dogs are a threat, and you are not able to see potential dangers using your LLV/vehicle's outside mirrors...), call your supervisor.

## "OuT tHeRe"



6. Explain your situation and describe the conditions that you are dealing with. Notify them that you can no longer continue to safely deliver and then return to your station.
7. **COMPLETE PS FORM 1571** Curtailment form for the undelivered mail.

Be sure to hand the curtailment slip to the supervisor, and **ASK FOR A COPY!** *The copy is for your protection.* You could also ask for a PS Form 1767 - Notice of Hazardous Working Condition. This will help you document the safety hazards you encountered while attempting delivery after dark.

**It is important to note that these instructions are not intended to endorse or encourage the unnecessary curtailment of any mail. It is about each Carrier's safety and the protection of the mail in our charge.**

This is also not a blanket policy or approach. It very simply is the responsibility of each Carrier to measure their safety and ensure that they are working safely. **PERIOD.**

Article courtesy of the the December 2016 NALC Branch 1227 Wichita Falls, TX *Red River Carrier* and then reprinted in our December 2018 newsletter.

# Delivering the mail after dark? Remember this...

# 2019 NALC HBP Info

## At a glance...



|   |                       |
|---|-----------------------|
| NALC Health Benefit Plan                    | 1-888-636-6252        |
| *Hospital Pre-Certification                 | 1-877-220-6252        |
| Mental & Substance Precertification         | 1-877-468-1016        |
| Prescription Drug Program                   | 1-800-933-6252        |
| CVS/Caremark Specialty Pharmacy             | 1-800-237-2767        |
| Durable Medical Equipment                   | 1-855-511-1893        |
| <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](http://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...**





**A  
VERY  
"MERRY CHRISTMAS",  
TO EVERYONE!!**

**Holiday spirit, Christmas cheer!  
Festive music, end of year!  
Colorful presents, a beautiful tree!  
Families together, as it should be!**

**Many miles traveled, by auto, by air!  
Arriving safely, with memories to share!  
A golden baked turkey,  
Mashed potatoes and ham!  
Unbelievable stuffing, and candied yams!**

**The desserts are amazing,  
Sample all, is my trend!  
If I taste only one, I just might offend!**

**Compassion, caring, keeping the faith!  
Blessing all families,  
Stay healthy and safe!**

by MARK RAMIREZ  
(Poet-at-Large)  
Golden Empire Branch 782

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**Catered NALC Branch 782 December General Meeting**

**When: 7:00 p.m. on December 18, 2019**

**Where: 2628 F Street, Bakersfield, California**

***Please, bring plenty  
of desserts to share!***

ACED O

# from the editor-guy

I got an e-mail from a Letter Carrier who works in another region of the country. Decided that there might be others out there who might also find this kind of information interesting.

If you look through the lines, you will see that I did some redacting-ing... (Hopefully, this will make it harder for anyone to deduce the identify of the person who wanted to share.)

I have been “out of the park-and-loop” business for a little over four years. What is in this one account may now be normal and may not surprise you. I hope not.

However, because I have the opportunity to read through many newsletters published by NALC Branches, I have a suspicion that this may be occurring in many other locales, too.

Reading about this makes me feel blessed to be retired!

BASIL ZUNIGA

Sun, Dec 8, 2019 7:23 pm  
To Basil Z BRZIII@aol.com



Slideshow  
Thought I'd send you  
a note and photos.

**1st Trip @ “dark thirty”... Geez! Even more &@\*%!!! Fill it up one more time...**

Being in [REDACTED] sometimes Mother Nature is a bitch. It snows up on the pass. The roads get shut down. We didn't get Amazon for 3 days. The new contract delivery company didn't know to split up the loads into smaller trucks. So we've been hammered since Wednesday. Plus cyber Monday parcels.

I had asked the boss if we could start early. He said he'd think about it. Amazon started rolling in later that day. We got a text message on the scanners. Saying to start at 6 am. 2 hrs early. We got back that night and found this plus more on the dock the clerks did not have room to spread.

Delivered 40 parcels by 8 on Thursday. Delivered 79 by 10 am Friday. Filled the truck twice both days. 14 plus hours both days. On Friday I even got 2 hours help.

The other [REDACTED] office is even worse. Our post master was removed by the AG office and busted down to a station manager, she was also forced to carry a [REDACTED] rt. A little sweet justice, since she forced CCAs in the summer to pull weeds. Refused to cut rt. She added to rts. She added 4 hours to one 8 hr rt.

This past summer she had Carriers out till 10 pm. In the summer! So after daylight savings time they where out till 11 and bringing mail back. She had a supervisor collapse on the wrk floor. 2 months later another quit because she was working from morning till midnight. That supervisor called the post master at 11 pm. asking for help. The reply was “no” then hung up. It's no wonder the inspector general got involved.

So [REDACTED] has been forced to bring 6 CCAs up here, house them and use them at that station. They've also had to bring in trailers to hold the delayed parcels. Oh what fun the new modern post office is. Have you heard anymore horror stories like this? Just curious.

Wishing you and your family a very merry Christmas!



Originally published December 2003

On Dec 8, 2019, at 8:28 PM, brziii@aol.com wrote:

Hey, I did send you the link to the November newsletter [REDACTED]? If I didn't, I am such a dunce! Let me know. Be Well!

Basil

On Dec 8, 2019, at 8:30 PM, brziii@aol.com wrote:

Howdy Do, [REDACTED]

So... I have to ask. Would it be possible for me to reprint this in the December web version? I will b-l-u-r (redact and hide) the source (unit location, your name, etc) unless you don't care. Also - - if you want, I will give you a look-see before I publish. If you are adventurous, give me carte blanche. (Seems like it is so easy to think that everyone's Carrier world is the same for everyone. Obviously not...)

Sun, Dec 8, 2019 9:24 pm  
To Basil Z BRZIII@aol.com

Howdy! Yes you sent the link. And yes I read the article. I was really surprised! Meant to write you and thank you but it was late, then I forgot. Sorry the thank you is late.

Do what you think is best about what I wrote. It's all 2nd hand what I'd heard about the other station. But I don't have any reason to believe it's too far from reality. I do trust the person that told me the IG office got involved. The postmaster did her farewell speech at our station.

I don't know how long or how many trailers have been housing undelivered parcels. I do know when ever we sent CCAs over there a lot of them quit. So we are always short handed.

We haven't gotten any retirees to come back to help at Christmas because they got sent to [REDACTED] and they where abused by that postmaster she expected them to work much more then 8 hrs. As clerks throwing parcels. Not as parcel runners.

As a side note in our station. Our clerks did finish spreading the rest of our parcels. 2 or 3 of us. (Me included) were "lucky" enough to get a 2nd big cardboard box of parcels. My scanner that night said over 99 scans. But the other carriers said I probably had close to 400, how they guessed that I was too tired to ask. They based it their scanners and how much help the one guy gave me, and what the other rt scanners said.

You know, 30 some years ago I had a choice. Go to USPS or go to UPS. I was a part time Christmas helper back east in my 20s. For UPS. Was very difficult to haul boxes of oranges through 18 inches of snow. So I decided I'd rather deliver mail. Screw the parcels. Well the joke is on me cause now I'm doing both! At least it's a mounted route. I don't have to hump the parcels,

Friday night about 7:30 I was delivering to a customer, he came out to get his packages, saw the back of my truck. Commenting on the work load. He delivers for fed ex. Well I HAD to ask how his rt was. He said normally he has 110 stops but he'd had closer to 150. I bit my tongue! Thinking wuss! LOL. I did 79 before 10 am! Went back cased the damn rt and refilled the truck with about 70 more parcels!



Originally published August 2004

*Continued on next page...*

Getting too for this work load. I don't understand why they don't cut the rts. But [REDACTED] getting things done at all. I'm just grateful our station manager was a carrier. He takes a lot of crap from above to Shield us from upper b s. I'll cry when he retires soon. When he does push us. One of his favorite things to yell (he's a yeller but fair). He yells " why are you still here!" If he's down by me, doesn't matter who's he's yelled at. I yell back " because the rts are Too Damn Long!!!" Now the others are catching on. And doing the same! The routes are too damn long!

So that's my story and I'm sticking with it!

I trust your judgement, I don't know what your deadline is. I may not be able to get back to you in time to go to print. So have at it. they can't kill me and eat me right?

On Dec 8, 2019, at 10:34 PM, brziii@aol.com wrote:

Thank Yur! Let's see what happens...

Be Well!

Basil

Mon, Dec 9, 2019 6:58 am  
To Basil Z BRZIII@aol.com

Your welcome. I forgot to tell you the CCAs that went to [REDACTED] quit cause they were working past 9, 10 pm sometimes latter. I'd heard they where told to bring mail a couple times some where between 10-11 pm and sent back out at 6 am. That station was starting at 5:30 am for a while. Not sure if they still are. What a freakin mess. [REDACTED]

On Dec 9, 2019, at 7:49 AM, brziii@aol.com wrote:

'nother question: Would you be offended if I was able to figure out how to incorporate some Acedo artwork/cartoon into your info? Just thinkin'... Not sure, yet, how the pages might play out.

Be Well!

Mon, Dec 9, 2019 7:54 am  
To Basil Z BRZIII@aol.com

Not at all. That would be wonderful. I just got to the rock pile. I had more to tell you, I thought of on the drive. But don't have time to fill you in. have to go.

I wrote to just give you a glimpse. But now that you want a story I'm trying to remember more details.

Later



Originally published January 2005

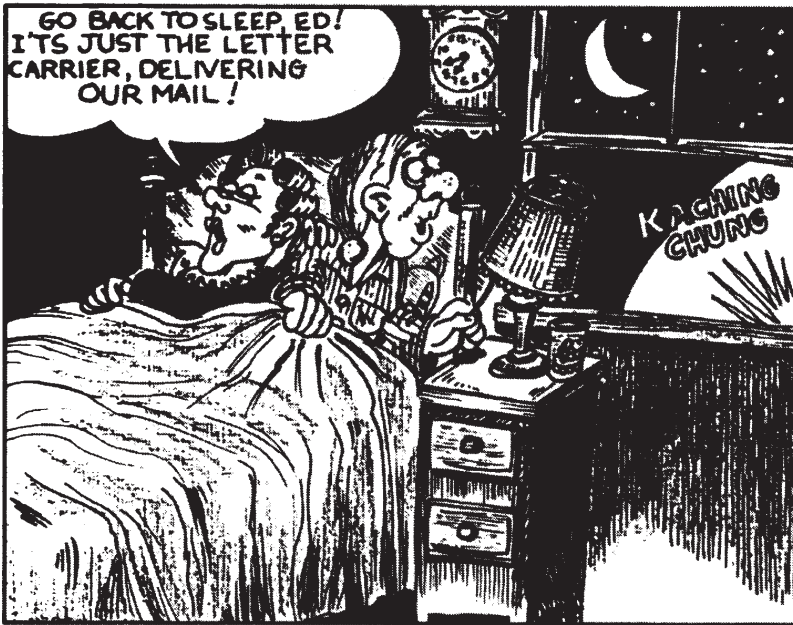
Mon, Dec 9, 2019 19:58 pm  
To Basil Z BRZIII@aol.com

Oh! Management is not happy. 22-26 ppl have some sort of doc note for wrk restrictions.

Unbelievable. Not really sure best guess is there is about 110 full time carriers split between 2 stations. Could be roughly 1/3 of carriers. That's the only way to get some time off to spend at home. I have a doc note to only work 9 hours. I can go longer if I feel like it but they can't force me, so it's a big relief to know I can't be mandatoried to walk a route I don't know at 9 pm. I'm not as fast on my feet running from dogs anymore. My route is all mounted. About 780 stops.

Oh hear more news about that other station. They still had over 20 pallets of parcels that didn't make it out. I think they are using the garage as a sorting area. At morning stand up, they told us there was tv stolen out of the garage at the other station. Some one walked off with a tv. I can't make this stuff up. Just glad it's not snowing or raining.

*OUT THERE*

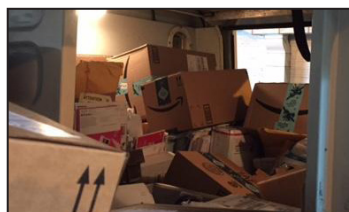


Originally published in 1997 and taken from [Out tHere](#) page 54

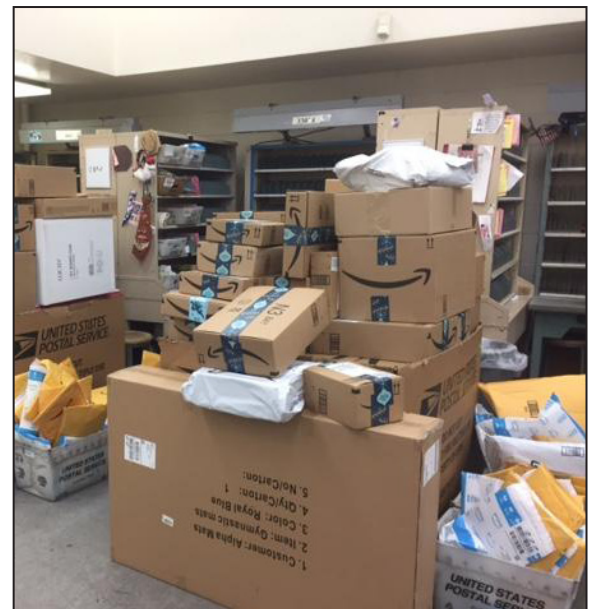
*OUT THERE*



Originally published in 2002 and taken from [Out tHere](#) page 117



Parcels on ledge by left window are definitely a hazard. But, where else can you be expected to put them???



# The “consolidated casing test” is still ongoing in Taunton, Massachusetts — *Taunton Carriers continue to persevere through this test..*

Article courtesy of NALC Branch 51 President Paul Knarr’s Report in the Fall River, Massachusetts November 2019 NALC Branch 51 *COURIER*

To date, there has been one Carrier who has put in for a special inspection. For eight weeks now, the NALC and Branch 51 have been committing resources — **PEOPLE** — in the Taunton office to act as daily observers of the process.

To date, it does not appear that there have been any savings on the Carrier’s side as far as hours worked goes. Managements original estimates going into the test, and rationale for adjusting the routes, was that they **WOULD** reduce the office time from a pre-test base time of 49:27 hours a day to a post- test base office time of 30:00 hours a day — a potential savings of 19:27 hours a day.

For the first 8 weeks, they have been averaging about 35 hours a day; so, they **have** been using about 14:27 hours less a day in the office.

On the street time they went from a pre-test base street time of 234:45 a day to a *projected* post-test base street time 243:25 hours a day. (Obviously, Management *had* planned on needing additional street time.)

For the first 8 weeks, the Carriers have been averaging about 290 hours a day on the street. **This translates to 47 hours OVER the original post-test planned base.** So, the actual numbers show that they are spending 47 more hours per day on the street while saving 14:27 hours less in the office.

*That’s a net increase of 30:33 hours a day MORE Carrier hours than their established “base”.*

## **Those raw numbers don’t tell the whole story.**

The “office projected time” varies with the amount of mail to be cased, and the street time projections vary depending on how many parcels each route has over their base parcel count.

The amount though that the Carriers are spending on the road and in the office are reflections of what the Carriers are doing **EVERY** day.

There are days when Managements projected office time is over its post-test base office time of 30:00 and its post-test projected

street time of 243:25; **but, the Carriers hours used are consistently over these totals also.**

There is probably someone in some district/headquarters office somewhere who is saying, “LOOK!!!! Look at all the office time we are saving everyday.”

But, they are then not looking at the larger picture of **TOTAL** hours spent!

Also the test can appear to be a “success” because the mail is flowing fairly smoothly. Taunton *has* been able to move nine of the twenty-six streeters to a 7:00 start time with the other seventeen starting at 7:30 and the nine casers at 5:30 A.M.

The REALITY though is that it is NOT the new Caser/Streeter program that is enabling the Carriers all to be out of the office by 7:30.

The real reason that the Carriers can now start earlier is that Taunton is the first office in the district to get their mail, with the majority of caseable mail arriving prior to 5:30.

***YOU HAVE THAT TYPE OF MAIL DELIVERY FROM THE PLANT TO ANY OFFICE IN THE DISTRICT AND THEY SHOULD BE ABLE TO ACHIEVE THE SAME START TIME.***

*Had they provided this type of mail delivery to Taunton prior to the test, ALL Carriers would all be starting at 7:00 — with most on the road around 8:00 and on an 8-hour day back in the office at 3:30!!*

As I have stated before, this was an office that did not use a lot of overtime. The office now it **AVERAGES** 30 hours a day!

**MAYBE THE TEST THEY SHOULD HAVE RUN FIRST WAS GETTING AN OFFICE MAIL IN A TIMELY MANNER AND SEE HOW THAT WOULD AFFECT THE PRODUCTIVITY, AND EFFICIENCY OF AN OFFICE. IT IS SOMETHING MANAGEMENT AND CRAFT HAVE BEEN SUGGESTING FOR YEARS.**

**One thing Management did not take into consideration when building these routes was the additional time it would take to load and deliver the extra deliveries added to each street route.**

The majority of Taunton Carriers are going out with loaded trucks, with packages and SPR's on top of letters and flats and 3rd bundles. While they may have added an hour or more of delivery to a route, the time needed to load and then search for the mail in the truck was NOT figured in.

Looking at the volume of mail that the Carriers are taking out, it has to be a project in the beginning of the day to unbury packages and mail for delivery until there begins to be more room in the truck later in the day.

The union has been active in filing grievances when contract violations are observed. For the year there were 19 grievances filed in Taunton. We are now at 95 because of this process.

A number of grievances relate to the basic process that was put into place. The answer for these procedural grievances from Management is that the Post Office is conducting a test and as such can do these violations.

The Unions stance is that they are testing Article 34 — but not all the other Articles which the Union is grieving. This difference in opinion has led to a number of grievances being sent to the Dispute Resolution Team in Providence.

This modified article courtesy of the Fall River, MA  
November 2019 NALC Branch 51 *Courier*

# The “consolidated casing test” is still ongoing in Taunton, Massachusetts — December 2019 update...

## *Taunton “Caser Streeter” The test continues in the Taunton office.*

As the Casers become more familiar with their cases, they *are* now getting the routes up earlier. As a result eighteen of the twenty-seven Carriers now come in at 7:00 to begin to carry their routes. That leaves nine Carriers coming in at 5:30 to case with the remaining nine coming in at 7:30 to carry the remaining routes. (Most days, all mail is up by 6:30 so they can adhere to these start times.)

**IF ANY OTHER OFFICE IN THE DISTRICT WAS ABLE TO CONSISTENTLY HAVE ALL THEIR MAIL UP BY 6:30 THEY COULD HAVE ALL THE CARRIERS IN THEIR OFFICES STARTING AT 7:00 ALSO.** The office continues to use much more hours than it was using prior to the test. As stated previously, the setup does use less square footage than a typical one case for each route uses. This appears to be the *ONLY* savings that is being achieved. (After moving around some of the cases and also moving the sorting cases, they have now reclaimed about 1/2 of the area originally vacated.)

From a payroll standpoint it looks like the Taunton Post Office could easily spend an additional \$500,000 over the course of a year to get the mail delivered using this system. For a company complaining about rising expenses, the current setup will not help to reduce that. Hearing reports from other stations involved in the test, the information seems to be the same.

Carrier Bob Leal put in for a special inspection but the Post Office is denying it because they say “it is only a test”. The grievance has been sent to the Dispute Resolution team along with a number of other grievances. **WE HAVE NOTICED SOME PROBLEMS WITH HOW CARRIERS ARE PAID OUT OF SCHEDULE PAY.** All Carriers should be keeping track of their hours and should review their paycheck every two weeks to insure that they are being paid correctly. [*Basically if your schedule was 7:30 to 4:30, and you are now a Caser and are being brought in at 5:30, you should be paid as follows: If you work 5:30 to 2:00 you should be for 8 hours, 2 hours of out of schedule premium and 6 hours of straight time. If you work 5:30 to 3:00 you get paid 9 hours, 7 hours of straight time 1 hour of premium, and 1 hour of OT. If you work 5:30 to 4:00 you should be paid 10 hours, 8 hours straight and 2 hours of overtime.*] The NALC has committed to keep observers in the test sites. Currently, in Taunton, the National Union is covering the Taunton office by sending a combination of Chris Grinnell, Paul Knarr and Matt Leger. This will continue until the National office determines that it is no longer necessary to have these observers there on a daily basis.

Modified article courtesy of President Paul Knarr's Report in the Fall River, MA December 2019 NALC Branch 51 *Courier*

# BACK TO THE BASICS

By Steward Casey Ritchie,  
NALC Branch 458

## Carriers have Rights and also Responsibilities.

There is no question that we — as Letter Carriers — are in a difficult time right now, between management arguing over 30 minutes on a 3996; a unilateral consolidated casing test; or, even all the flack the postal service gets from politicians.

Letter Carriers are constantly caught in a tough position when it comes to dealing with expectations from management.

Complying with the Contract seems to be the furthest thing from managements' mind when they give instructions. In most offices it seems making the numbers trumps our National Agreement and even good customer service.

### **“Time wasting practice or good customer service?”**

Carriers are being accused of “time wasting practices.” It is always important to remember to follow instructions given by any member of management; but, knowing your rights and your “by-the-book” responsibility is equally important.

Knocking on a door and waiting for a response before delivering a parcel? *“Time wasting practice or good customer service?”*

Not only does it say on most parcels we deliver (“carrier leave IF NO RESPONSE”) it is in our handbook M-41 section 631.1 which states: **“Determine if someone is available at the address by ringing the doorbell or knocking on the door.”**

*We MUST see if someone is home before just leaving a parcel.*

Customer service puts the USPS above the other delivery services that exercise the “knock and drop” method. Letter Carriers are encouraged to make customer connects whenever possible.

### **“Cutting Corners” is never going to be truly safe!**

The new fleet of postal vehicles is reported to hit streets in 12-18 months, in the meantime we have to take care of the fleet we currently have (as best we can).

It is important that vehicle inspections are being done correctly on a daily basis. There is a 27 point inspection listed in section 832.1 of the M-41 that ensures your safety, only when done correctly. Simply going out to your vehicle and turning it on, honking the horn and turning it off is not enough.

We are given a minimum of three (3) minutes to conduct a vehicle inspection; and, it can't be done without using the “buddy system”. *If at any point you feel your vehicle is unsafe to drive, report it immediately to your supervisor and steward.*

Lastly it is important that Carriers take their two ten (10) minute breaks and 30 minute lunch. Management is supposed to ensure we are taking these breaks, found in managements handbook M-39 section 222.214(b)3e, which states “At the option of the local union, the carriers at the delivery unit will receive one 10 minute break period in the office (rather than two such 10 minute breaks on the street). Such break will be scheduled by the employer.”

Article 41.3.K states “Supervisors shall not require, nor permit, employees to work off the clock.” If you work during your lunch break you ARE working off the clock.

Although all of these things seem small and insignificant, if we all work together and we all do our jobs the way they were intended to be done we can continue to provide exceptional customer service in the safest manner possible.

Customer service continues to be what sets us apart from the other delivery services.

***Let's all work together to protect that!!***

Article courtesy of the Oklahoma City, Oklahoma November 2019 NALC Branch 458 *SOONER SCRIPT*

## Bereavement Leave/Annual Leave Sharing Program

Many Carriers are asking questions on how they may use both Bereavement Leave and the Annual Leave Sharing Program. Carriers do not know that when a family member passes away, they are able to request bereavement for up to three days. Just keep in mind that bereavement leave *is not extra leave* that you receive from the post office. You are required to use either sick leave, annual leave, or leave without pay. The Contract states clearly on which family member management must approve your bereavement leave for. The insert from Joint Contract Administration Manual is below:

City letter carriers may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local memorandum of understanding provisions. Definition of Family Member. “Family member” is defined as a: (a) Son or daughter —a biological or adopted child, stepchild, daughter-in-law or son-in-law; (b) Spouse; (c) Parent; or (d) Sibling—brother, sister, brother-in-law or sister-in-law; or (e) Grandparent. Use of Sick Leave. For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible. Documentation. Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service. Date: September 11, 2007 (The preceding Memorandum of Understanding, Bereavement Leave, applies to City Carrier Assistant Employees.)

Article courtesy of the Austin, Texas November 2019 NALC Branch 181 *Capital City Carrier*



# Franklin 1st – The Drive By Grievance

By De’Antha Franklin,  
NALC Branch 791 V.P.

I was recently asked why I didn’t file a specific grievance. Well, there are a few things that come with filing grievances.

The first one is the statement from the person or persons who were wronged. I can’t do much with hearsay, and I can’t write a statement for you.

**Rule #1** — If you have reason to believe that a violation has occurred, take notes, write a statement and ask to see a Steward. We the Stewards don’t have the time to put together the bits and pieces that you give us during your “Drive-By”.

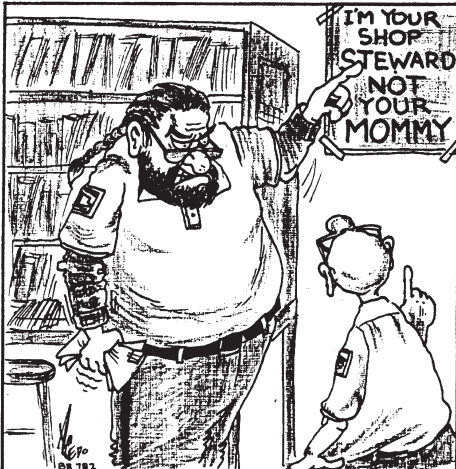
**“Drive-by” definition:** The action of a Carrier approaching a specific Shop Steward (sometimes while the Steward is on break/lunch or off the clock) and relaying information that a violation may have occurred...while the Carrier has not asked to see a Steward, has not written a statement, but expects that a grievance will be filed on behalf of the Carrier or the unsubstantiated violation.

**THIS** people... is a “Drive-By”.

I have NO problem doing the leg work for a grievance; **but, I do need solid ground to walk on.** Even unstable ground at times works, but I need a foundation for the grievance.

More specifically, I can’t just take something that you said in passing and go file a grievance, especially on hearsay. Filing a grievance on hearsay is when management loves to refer their golden statement, “The Stewards are Fishing” for grievances.

S.A.N.E.



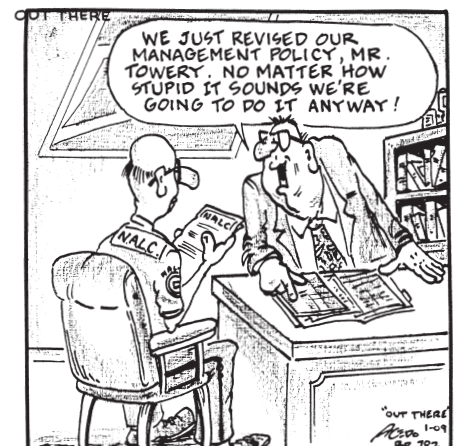
Originally published January 2003

Article courtesy of the Everett, Washington November 2019 NALC Branch 791 *Monthly Report*

OUT THERE



Originally published November 2007



Originally published January 2009

The Lynnwood Office has come down dramatically in the grievances. However, management is continuing to violate several simple things such as still messing up employees pay; not providing documents for borrowed or lent carriers; refusing to call/schedule the ODL carriers, etc....

Common sense tells us that management should know better when doing the things that they do. Reality shows us that management doesn’t care and will continue to do things (whether right or wrong) as they see fit. And in a statement of fact: Grievances will always be filed.

**Here are a few things to remember that might help us help you, when you believe that a violation has occurred:**

**Take Notes, have the facts**  
**WHO** (person committing the violation)

**WHEN** (date and time of incident/action)

**WHAT** (what action/ violation occurred)

**Where** (place that incident/action took place)

**WHY** (what was the cause for the situation).

Write a statement (Tell us what happened, be descriptive if possible, without writing a novel, include any witness if possible).

Ask to see a Steward (If you are at work ask to see a Steward.)  
Steward time is paid time).

Report the incident immediately. (Time limit to file a grievance is 14 calendar days from the date of incident).

So if you feel that your grievance was ignored, or a Steward brushed you off, ask yourself if you did any or all of the above mentioned. And then, ask yourself *again...* Was your grievance *really* ignored?

Or you can come to a Union meeting and we can discuss it there. Let’s talk about it...

# GOOD NEWS ON USPS LITE BLUE

By Joyce Pope, NALC Branch 183 Shop Steward

There have been many changes to your employee USPS lite blue log-on site. Once you log on you will notice that all the employees' immediate needs are in the Employee App section right in the middle of the page. These include; Virtual Timecard, eLRA, eJob Bidding, eCareer, eOpf, eRetire, ePayroll, Change of address, Postal Ease, Name change and eReassign.

Let's start with eLRA. Once you're in the app, it will open to eEMS Leave Request. The app can be used on an iPhone, MAC, Android or PC, and it is so easy to navigate. Remember the days when you had to call in and the computer could not tell what you were saying, and you had to repeat everything just to get to the end and finally it would respond that it could not understand you and told you to hang up and please call your supervisor? Do you remember as well, the amount of time it took? And how you yelled at the phone until your voice was gone? Well, no more. This is a very easy app that can be navigated in minutes. All you do is log in and answer the limited number of questions asked. Then hit "submit" and a confirmation code will come up. If you request FMLA, an FMLA case number will come up as well. Use your phone to take a photo of the sick leave request, with the confirmation number, to save for future use. It's also used for Emergency Annual Leave requests.

Next is the Virtual Timecard app. This app allows you to see what hours you have worked daily. It will not show all the clock rings, but it will show your BT, ET, total time, OUT lunch and IN lunch. It also has a running total of hours per week, any Annual Leave or Sick leave taken, Emergency Annual Leave, FMLA designation, and Holiday pay. This will allow you to make sure your clock entries are correct. Immediately ask for a steward if something does not look right.

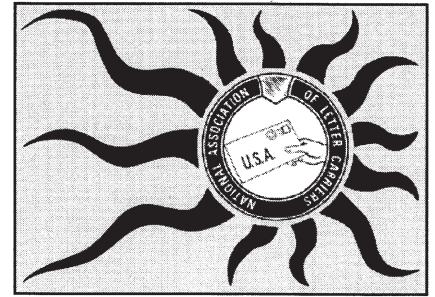
E payroll also has a new look. It has drop down menus, beginning with Employee Information, then paid Hours, Leave and Retirement Information, Additional Pay and Other Compensation, Deductions, and finally, Adjustments. Adjustments can include grievance settlements, as well as any adjustments that had to be made to correct the pay or leave you were given. It also has a Donated Leave section which includes how much was donated, used, and the balance.

E Job Bidding is also among the apps. If you want to bid on a different route within your installation, this is where you go. At one time, you could not use a MAC to bid, only a PC. I have not been able to test this yet, so I'm hoping it has changed as well.

If you want to transfer to another city, you go to eReassign. All the information is there to process a request to transfer to another city within the Continental United States, Guam, Hawaii and Puerto Rico.

The USPS must have been listening when we expressed our complaints on the lack of 'ease of use' with the old system. Positive changes have been made.

Article courtesy of the Santa Rosa, California  
September/October 2019 NALC Branch 183 UPDATE



## NOTE FROM THE EDITOR OF *EL SOL*

By Connie Burns,  
NALC Branch 504

Within the last month, I have noticed issues with my clock rings. So I searched for an easy way to keep track of my work/overtime hours.

I found an app on the NALC website that is made for Letter Carriers to keep track. I have been using it for about a month now and it works really well.

The biggest problem I've had is getting the internet at the Station to work on my phone so I can access it.

You can get the App by going on the [nalc.org](http://nalc.org) website and clicking on members only. Follow the prompts from there. It allows you to review entries daily, weekly or biweekly. Your hours stay in the system by pay period and you can access them at any time. If you aren't able to enter your time at work (no internet), you can write your times down and enter them manually later.

***We should all be keeping track of our time since "strange" things seem to happen to overtime, especially penalty. Check it out and maybe it will help you too.***

With Christmas in sight the parcel volume is already picking up. Do your job the way you were trained, don't cut corners or be unsafe to please management. They are not your friends and will throw you under the bus if you get hurt.

Thank you for all the hard work that you'll do in the coming months. If you have any questions or suggestions you can email me at [connieburns.nalc@comcast.net](mailto:connieburns.nalc@comcast.net).

By way of Albuquerque, New Mexico  
NOV/DEC 2019 NALC Branch 504 *El Sol*

# 2020 Carl J. Saxsenmeier

## Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2020 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 3, 2020.** The Chair will send scholarship packets to all applicants by the end of January 2020. The scholarships are available to the children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2019 award announcement. Applicant's parent / grandparent must be a member in good standing of the NALC for at least one year prior to applying. Applicant must be a high school senior when applying. Saxsenmeier Scholarship awards are issued in the year of graduation and are not renewable.

**Jeff Parr**

**Saxsenmeier Scholarship Chair**

**1177 Levine Dr-Santa Rosa, Ca 95401**

**707-523-1818**

**Saxsenmeier Scholarship Application**

**(Please Print)**

Student's Name: \_\_\_\_\_

NALC Member's Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

City / State/ ZIP \_\_\_\_\_

Home Telephone: \_\_\_\_\_

Cell / Fax: \_\_\_\_\_

Email Address: \_\_\_\_\_

Applicant's Signature: \_\_\_\_\_

NALC Member Signature: \_\_\_\_\_

Relationship to Applicant: \_\_\_\_\_

**Local NALC Branch Officer Signature required for verification of member in good standing:**

NALC Branch

Officer Signature: \_\_\_\_\_

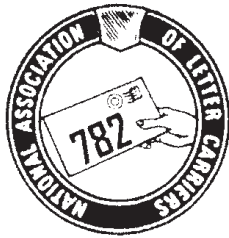
Title: \_\_\_\_\_

Branch Officer

Printed Name: \_\_\_\_\_

Branch Number: \_\_\_\_\_

**782**



# from the editor-guy

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

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

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

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

BASIL ZUNIGA

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

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

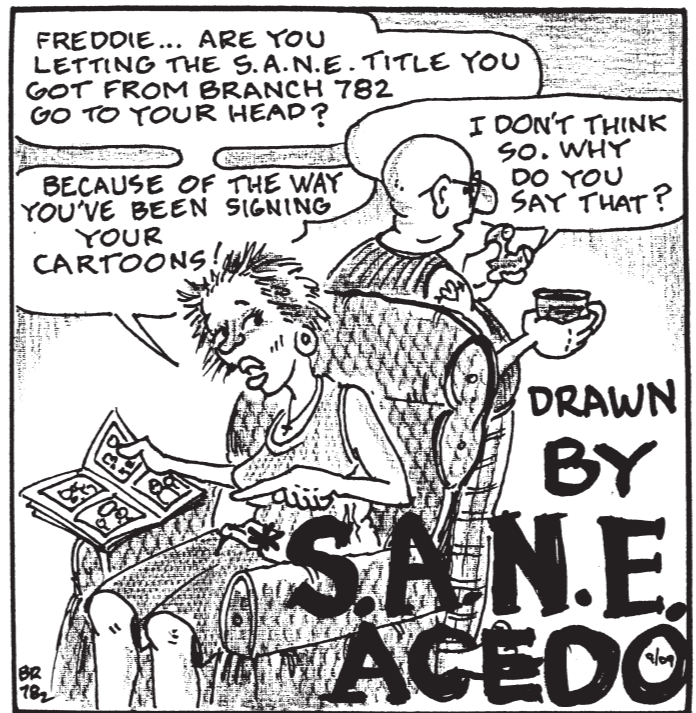
••• **SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. *500 more cartoons!* •••

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

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

Please include \$7.90 for USPS Priority Mail postage.

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



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

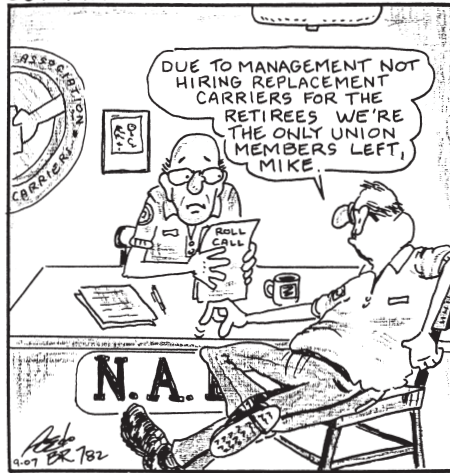
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...

OUT THERE



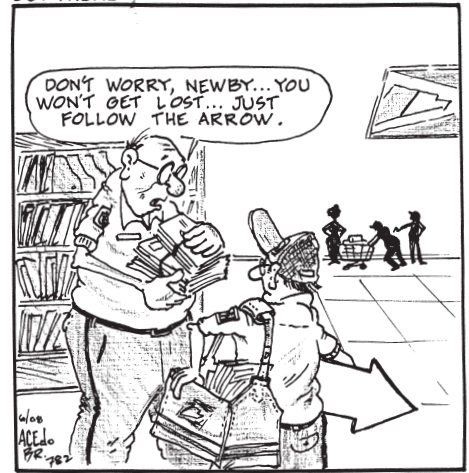
Originally published April 2009

OUT THERE



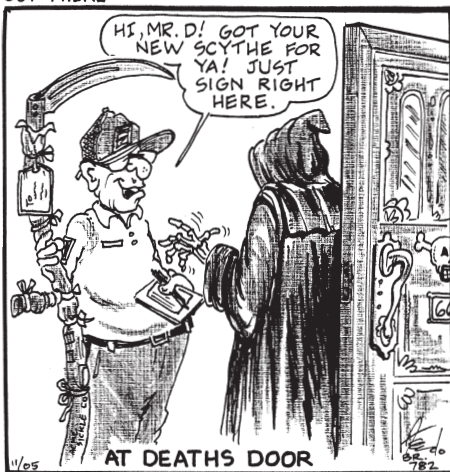
Originally published April 2009

OUT THERE



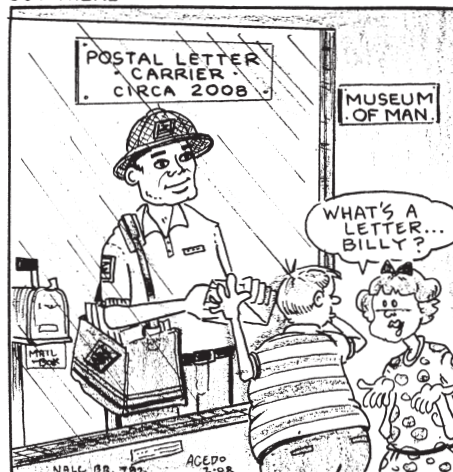
Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

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Originally published May 2009

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Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

# DOHERTY & DONELON SCHOLARSHIPS

**Deadline: This form must be returned to NALC Headquarters no later than December 31, 2019.**

## Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing — active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2019.

## Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2020. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2020.

## Regulations

- Scholarship is to be used toward pursuing undergradu-

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be cancelled.

## Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the **William C. Doherty Scholarship Fund** will again award five \$4,000 scholarships to children of members in good standing. The **John T. Donelon Scholarship Fund** will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

## SCHOLARSHIP APPLICATION

Date \_\_\_\_\_ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2019-20 school year.

I am the  daughter  son  active  
 \*stepdaughter  \*stepson  of  retired  
 \*granddaughter  \*grandson  deceased

letter carrier \_\_\_\_\_

of Branch No. **782** City \_\_\_\_\_ State \_\_\_\_\_

My name is \_\_\_\_\_

My address is \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone No. \_\_\_\_\_

Signature of NALC parent member  
(or spouse if deceased)

Last 4 digits of Social Security No. \_\_\_\_\_

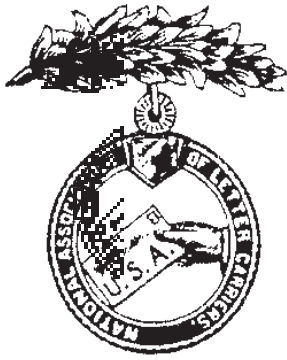
Signature of branch officer

Printed name of branch officer

Title \_\_\_\_\_ Date \_\_\_\_\_

This form must be returned no later than December 31, 2019, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

\* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.



# Branch Officers

|                            |                         |                       |
|----------------------------|-------------------------|-----------------------|
| <b>President</b>           | <b>Mike Towery</b>      | <b>(661) 331-9171</b> |
| <b>Vice-President</b>      | <b>John Ortega</b>      | <b>(661) 809-8140</b> |
| <b>Recording Secretary</b> | <b>Kim Gerdes</b>       | <b>(661) 301-9676</b> |
| <b>Treasurer</b>           | <b>Molly Biggar</b>     | <b>(661) 832-0393</b> |
| <b>Financial Secretary</b> | <b>Anita Holderman</b>  | <b>(661) 487-5353</b> |
| <b>HBP &amp; MBA Rep.</b>  | <b>Mark Ramirez</b>     | <b>(661) 398-6075</b> |
| <b>Sargeant-at-Arms</b>    | <b>David Treto</b>      | <b>(661) 865-8922</b> |
| <b>Chief Trustee</b>       | <b>Teresa Ortega</b>    | <b>(661) 391-8026</b> |
| <b>Trustee</b>             | <b>Paul Salazar</b>     | <b>(661) 303-3603</b> |
| <b>Trustee</b>             | <b>Darryl Holderman</b> | <b>(661) 332-9201</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.

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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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## NALC Branch 782 Shop Stewards

|                              |                  |                |
|------------------------------|------------------|----------------|
| Arvin (93203)                | Mike Munoz       | (661) 304-5516 |
| Avenal (93204)               | John Ortega      | (661) 809-8140 |
| Delano (93215)               | Vacant           | (661) 331-9171 |
| Lamont (93241)               | Mike Munoz       | (661) 304-5516 |
| McFarland (93250)            | Fernando Soto    | (661) 331-9171 |
| Shafter (93263)              | Norma Hamer      | (661) 619-1465 |
| Taft (93268)                 | Mike Meza        | (805) 625-4541 |
| Wasco (93280)                | Norma Hamer      | (661) 619-1465 |
| Downtown Station (93301)     | Teresa Ortega    | (661) 391-8026 |
| South Station (93304)        | Mike Meza        | (805) 625-4541 |
| South Station Alternate      | Judy Kiyoshi     | (661) 817-5529 |
| East Bakersfield (93305)     | Paul Salazar     | (661) 303-3603 |
| East Bakersfield (Alternate) | Ryan Woommavovah | (661) 331-9171 |
| Hillcrest Station (93306)    | Mike Meza        | (805) 625-4541 |
| Brundage Station (93307)     | John Ortega      | (661) 809-8140 |
| Dole Court (93308)           | Shari Sharp      | (661) 364-5544 |
| Dole Court (93308)           | Denise Ream      | (661) 304-6625 |
| Dole Court (Alternate)       | David Treto      | (661) 865-8922 |
| Stockdale Station (93309)    | Randy Courson    | (661) 345-0256 |
| Stockdale Station (93309)    | Maria Valenzuela | (661) 496-5929 |
| Camino Media (93311/13)      | Mike Meza        | (805) 625-4541 |
| Camino Media (Alternate)     | Paul Salazar     | (661) 303-3603 |
| Mojave (93501)               | Delga Loza       | (661) 824-8332 |
| California City (93504)      | Ryan Gerstl      | (761) 373-4180 |
| Boron (93516)                | Paula Hogg       | (760) 373-8963 |
| Edwards AF Base (93523)      | Vacant           | (661) 331-9171 |
| Ridgecrest (93555)           | Lynnel Howell    | (760) 382-3030 |
| Tehachapi (93561)            | Vacant           | (661) 331-9171 |
| Trona (93562)                | Lynnel Howell    | (760) 382-3030 |

OWCP Representative  
CCA Representative  
USPS Social Recreation Rep

Rick Gerdes (661) 301-9675  
Gilroy Manglicmot (661) 301-2156  
Paul Greenfield (661) 203-7802

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

Rick Plummer, Webmaster





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

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# General Meeting

## Wednesday

### December 18, 2019

#### 7:00 p.m.

Branch 782 Office  
 2628 "F" Street  
 Bakersfield, California

**FORWARDING SERVICE REQUESTED**

**Seasons Greetings**  
 AND BEST WISHES FOR THE COMING YEAR.

*Teresa Ortega made a Motion that dinner for the December General Meeting be catered, with the members bringing desserts. Seconded by Debbie Guillet, the Motion passed.*

**"OuT tHeRe"**



**Please Note:**  
 December General Meeting will be on the **THIRD** Wednesday of the month.

**"OuT tHeRe"**



**"OuT tHeRe"**



**"OuT tHeRe"**



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