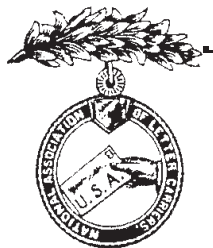


National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



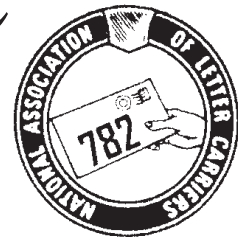
ARVIN
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TEHACHAPI

BAKERSFIELD
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RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 12

WEB VERSION

DECEMBER 2020



Fredric V. Rolando
NALC President

“Today I am pleased to announce that NALC and the U.S. Postal Service have reached a tentative agreement on a new national contract, a goal we have been working toward continuously for the last 17 months. As

I have repeatedly reported many times, NALC followed a dual-track approach to achieve a new National Agreement with ongoing negotiations and the presentation of the best-possible case for our proposals in interest arbitration. I am proud of the case and the evidence we amassed in the interest arbitration proceeding, but I am even more pleased that letter carriers will now get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the NALC Constitution.

I'd like to thank all of the officers and staff who worked so hard to reach this proposed National Agreement. We will proceed to a ratification election. However, in view of the ongoing pandemic, we will have to handle the election a little differently than in the past. In the days and weeks ahead, we will organize a virtual national rap session (via video link) and develop mechanisms for a ballot committee to conduct the ratification vote in the safest manner possible. We will use all of our communication channels in the days and weeks ahead to inform the membership as we work out the details. In the meantime, the interest arbitration proceeding has been suspended pending the results of the membership ratification vote.

NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE 2019-2023 NATIONAL AGREEMENT

Contract term: The 2019 National Agreement will last 44 months, covering the period Sept. 20, 2019, to May 20, 2023.

General wage increases: All letter carriers, career and non-career alike, will receive four wage increases under Article 9 as follows:

- 1.1 percent effective Nov. 23, 2019, paid retroactively.
- 1.1 percent effective Nov. 21, 2020, paid retroactively.
- 1.3 percent effective Nov. 20, 2021.
- 1.3 percent effective Nov. 19, 2022.

CCAs will receive additional wage increases of 1 percent on these four dates for a total of: 2.1 percent on Nov. 23, 2019 (paid retroactively); 2.1 percent on Nov. 21, 2020 (paid retroactively); 2.3 percent on Nov. 20, 2021; and 2.3 percent on Nov. 19, 2022. These additional 1 percent increases will be paid in lieu of COLAs for CCAs.

Cost-of-living adjustments for career letter carriers: All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) using the existing COLA formula and the July 2019 CPI-W as the base month. The first two will be paid retroactively:

- The first COLA will be \$166 annually effective Feb. 29, 2020, paid retroactively.
- The second COLA will be \$188 annually effective Aug. 29, 2020, paid retroactively.

The remaining five will be paid in the future as follows:

- The third COLA will be effective March 2021.
- The fourth COLA will be effective September 2021.
- The fifth COLA will be effective March 2022.
- The sixth COLA will be effective September 2022.
- The seventh COLA will be effective March 2023.

Continued on page 2

The 2019 National Agreement will last 44 months, covering the period from September 20, 2019,

Continued on page 2...

to May 20, 2023. The agreement provides four annual general wage increases and seven cost-of-living adjustments (COLAs). In addition, effective Nov. 19, 2022, a new top step (Step P) will be added to the career letter carrier pay scales, which will be \$444 annually greater than Step O.

The agreement also provides for the automatic conversion of city carrier assistants (CCAs) to career status no later than after 24 months of relative standing, providing full fringe benefits and peace of mind to non-career carriers. It also maintains existing protections against subcontracting and layoffs.

We have summarized the major features of the contract in the NALC Bulletin which will be sent to stations and offices throughout the country. Full details about the tentative agreement, along with projected pay charts, other contractual changes, and information about new and amended memorandums of understanding (MOUs), will be presented in the December issue of The Postal Record. They will also be distributed through the union's electronic platforms in the days to come.

The NALC Executive Council unanimously recommends approval of the tentative agreement

Source: NALC Website

Continued from page 1...

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2016 Wage schedule changes.

The contract provides for the addition of a new top step to Tables One and Two on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated, and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

A new PTF Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion. The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A.

New 24-month automatic conversion of CCAs to career status: While the Postal Service will maintain additional CCAs afforded to it under the Sunday package formula mutually agreed to during the previous contract, all CCAs in every size office who would have otherwise continued as non-career employees after 24 months of relative standing will now be automatically converted to career status. Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to part-time flexibles and placed in a new PTF Step AA in Table Two. The Step AA hourly rate will equal the Full-time Step A hourly rate, and the waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they are currently in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Recently retired letter carriers: Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Health insurance: In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits [FEHB] Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by 1 percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium. The biweekly impact of this Article 21 change will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of the biweekly pay increases provided by Article 9 of the tentative agreement. On health insurance for CCAs, the tentative contract maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Uniform allowance: Increase in uniform allowance on May 21, 2021, to \$487 (5 percent increase from current rate) and on May 21, 2022, to \$499 (another 2.5 percent increase). Additional allowance credits for newly eligible employees have been increased by the same percentages.

Job security protections for letter carriers:

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement, as well as the prohibitions against contracting out city carrier work.

Another option for full-time letter carriers who work their holiday: Article 11, Sections 3 and 4 have been modified to now allow full-time employees who work their holiday to elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving holiday pay.

Source: NALC Website



Politics Has ALWAYS Been a Part of Your Life as a Federal/Postal Employee — PART IV

By Eric Ellis, CSALC District 4 Officer

The legislation that created the Federal Employees Retirement System treated new employees differently than Civil Service Retirement System workers in two more ways than I discussed in my last article that directly affect employees hired now.

First, accumulated sick leave no longer counted toward retirement.

If you retired under FERS prior to 2010, it was either use your sick leave or lose it. That changed, however, when a Democratic House and Senate in 2009 passed legislation which President Barack Obama signed into law mandating that sick leave would count toward your annuity.

For instance, if you have 2087 sick leave hours upon retirement, the Office of Personnel Management adds one year to your annuity, meaning you get roughly 60 dollars extra a month. Second, if you worked as a non-career federal or postal employee after December 31, 1988, you could no longer make a deposit to OPM so that said time counted toward retirement.

For all new employees originally hired as city carrier assistants — which constitute a majority of current city letter carriers — that’s a big deal! it means that time spent working as a CCA counts for nothing.

In 2011, Paul Ryan took over as Speaker following the Republican takeover of the House of Representatives. One of his first orders of business was to install Darrell Issa as chairman of the House Oversight and Government Reform Committee.

Yes, **THAT DARRELL ISSA**, the same one who did everything he could to destroy the United States Postal Service and take away YOUR collective bargaining rights!

And, lest I forget, the same Darrell Issa who, after a two-year hiatus, came back to Congress this last election cycle.

Speaker Ryan did something else that damaged the pocketbooks of career employees who were hired after 2012: He pushed legislation which forced career employees hired in 2013 to pay 3.1 percent toward their pensions (up from 0.8

percent) an almost four-fold increase, with no corresponding benefit in return.

For new career employees hired in 2014 and after, they pay 4.4 percent toward their pensions, again with no benefit in return. If they reach the top step, this represents a pay cut of \$2341 per year.

So is it clear now why you should be involved in politics? As I noted in the article that I wrote for the *Postal Record* on behalf of the great state of California last month, I now repeat my statements.

You’re just not that into politics, huh? I hear that often from fellow employees who don’t realize how much politics factors into their standard of living. If you think political involvement isn’t important, consider the following.

You’re “just not that into politics”?

Your boss is. Our competitors are. People at the CATO Institute and Heritage Foundation are. Your landlord is.

And every day they use their political power to push for, among other things, an end to layoff protections, lowering your pay, slashing delivery frequency, privatization of the United States Postal Service, making you pay more toward your pension with nothing in return, eliminating COLAs, cutting the amount of annual and sick leave you earn, and raising your rent.

It’s time to, “Get into politics!”

There are several easy ways to give to the Letter Carrier Political Fund:

Payroll deduction: Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

Direct bank withdrawal: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account

Annuity deduction: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

Family Member Contribution: Immediate family members of NALC members may contribute to the Letter Carrier Political Fund using Electronic Fund Transfer or by making a One-Time contribution.



Most recent www.cdc.gov update:

*As of December 15, 2020, there have been 16,317,892 Covid-19 cases identified in the United States and the U.S. territories. There have been 300,032 deaths — **twenty-two have been NALC members.** On April 16, there were 632,548 cases and 31,071 deaths.*

Executive NALC VP Renfroe delivers regular updates on COVID-19 to you on the NALC's "You Are The Current Resident" Podcast. To listen on your smart phone, we recommend downloading the PodBean app. Then, more information can be heard @ [HTTPS://WWW.NALC.ORG/NEWS/NALC-AUDIO](https://www.nalc.org/news/nalc-audio).

Latest Covid-19 updates from the NALC? See the national NALC website. Also, stay in touch with your Branch 782 Officers if you have questions!

CIGNA PPO/OAP have renewed contracts with Mercy and Memorial Hospitals in Bakersfield as of July 1, 2020

I reported in February 2020 that our NALC Health Benefit Plan lost some Bakersfield hospital services because Dignity Health's Bakersfield Memorial Hospital, Mercy Hospital Bakersfield, and Mercy Southwest Hospital had terminated their contract with Cigna Open Access Plus (OAP) Network.

Our members may have received a recent letter confirming these hospitals are back in the CIGNA PPO/OAP network. Following continued negotiations between Cigna and Dignity Health, the new agreement became retroactively in force July 1, 2020. This is GREAT NEWS !

Charges incurred at these facilities between January 1, 2020 and June 30, 2020 will be processed as out-of-network; however, claims with a date of service falling on or after July 1, 2020 will be processed as in-network. To confirm the provider's network participation, call the Cigna Provider Locator service at 877-220-NALC (6252), or access this information online at www.nalchbp.org.

Mercy Hospital 2215 Truxtun Avenue Bakersfield 93301 661-632-5000
Mercy Southwest Hospital 400 Old River Road Bakersfield 93311 661-663-6000
Bakersfield Memorial Hospital 420 34th Street 93301 661-327-1792
Adventist Health Hospital 2615 Chester Avenue 93301 661-395-3000

To check on a hospital's "RATINGS", check it out at: Leapfroggroup.org/ratings.

MARK RAMIREZ
Retired Letter Carrier
Branch 782 Health Benefit Plan and Mutual Benefit Association Representative

2020 NALC HBP Info

At a glance...



NALC Health Benefit Plan
 *Hospital Pre-Certification 1-888-636-6252
 Mental & Substance Precertification 1-877-220-6252
 Prescription Drug Program 1-877-468-1016
 CVS/Caremark Specialty Pharmacy 1-800-933-6252
 Durable Medical Equipment 1-800-237-2767
 "24/7 Nurse Hotline" 1-855-511-1893
 CVS/CareMark Pharmacist 1-877-220-6252
 Solutions for Caregivers (24/7) 1-888-636-6252
 CIGNA PPO Locator Line 1-877-468-1016
 CIGNA Organ Transplant Approval 1-877-220-6252
 Quit for Life (Tobacco Cessation) 1-800-668-9682
 CIGNA Health Rewards (Discounts) 1-866-784-8454
CIGNA Plus (Dental Discount) 1-800-558-9443
 Disease Management Program 1-877-521-0244
 OPM Retirement Info Center 1-800-227-3728
 Federal Information Center 1-888-767-6738
 Social Security Administration Info 1-800-333-4636
 PostalEase Human Resources USPS 1-800-772-1213
 Quest Lab Services (Bakersfield) 1-877-477-3273
 LabCorp Lab Services Bakersfield (661) 631-8520
Shared Services Option 5 live person (661) 631-9258
 Medicare 1-877-477-3273
 Suicide Hotline 1-800-633-4227
 Suicide?? Talk With Someone... 1-800-784-2433
 1-800-273-8255

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

* Call for approvals Organ Transplants,
 DME Surgeries InPatient

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

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

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

URGENT CARE

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

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

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

MARK RAMIREZ

NALC Branch 782 Health Benefit Plan Representative

(661) 204-5592

"Out tHeRe"



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

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

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

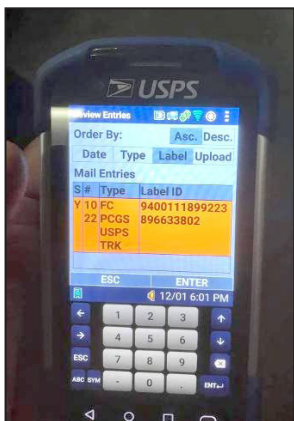
Like it or not, two “S” words in the Letter Carrier world are linked: “Scanners” and “Safety”

A Scanner Darkly

By Joel Tracey,
NALC Branch 114

We all do the same job each day, performing the same tasks following the same routines with the same tools. It becomes comfortable and familiar, so — if you're like me — you take note of the changes.

A little while back we all switched over to the new scanners, and I'm sure we've all found things that we like and dislike about them.



“I sure miss the physical keypad on the old scanners, after much use I could hit most all the keys I needed while strolling along without a glance at the thing. With the new touch screens there aren't any landmarks for my keying finger and thus the days of being able to enter numbers on the keypad without having to stop and focus on typing are long gone.

The only physical keys left to us are a scan key on each side and an enter key on the side, but I've found that the enter key doesn't recognize more than one input if it's pressed too fast making it basically useless to me.

I'm either left slowly and deliberately hitting “enter, enter, enter, enter” with the physical side button to complete a scan, or have to stop and look at the screen so I can just hit the little “enter” button on the

touch screen, which seems to function just fine completing a scan with fast, repetitive input.

Either way, completing a scan, which I do over and over throughout the day, has gotten slower.

Speaking of buttons, the only other button available outside of the touch screen is an unnecessary icon on the bottom left of the device that serves as an escape key. There are four little permanent icons on the bottom of the device, and some genius decides to program one as an escape key and leave the rest without functions.

Great, one of the most easy to unintentionally hit buttons on the device is assigned a function I barely need to use throughout the day, leading to inadvertent logging out of the scanner and unintentional deletion of scans I've yet to complete.

I used to be able to use whatever was handy as a stylus on the old touchscreens, including a pen without the ink tip out, but I've found the new scanners only recognize the stylus they come with (let me know if you find any handy everyday objects that work as a stylus on the new scanner).

Additionally, the stylus that we're forced to use is attached to a basically useless hand strap that only serves to make the thing unnecessarily difficult to set on the charging dock. I found it easier to simply take the hand strap off, and remove and store the stylus on the scanner holster.

I've covered the downsides that I've noticed about the new scanners, and I'm sure you all have more, but there's also a lot that I appreciate about them.

The new processing power is evident when you select the “load truck” feature, which I

used to select on the old scanners before starting the walk to my vehicle just to give it a chance to load before I needed to start using it. Now I can just hit “Load Truck” and it's immediately ready to go.

The larger screen is nice, and the lighter and more compact size is great, fitting comfortably in my pocket, but in spite of all of the article I've just spent considering the new scanners, the real reason I decided to write is actually about something that started with the new scanners but has little to do with them.

When I first logged into the new scanner — and every day since — I've been given the prompt “Have you completed required Notice 76 Expanded Vehicle Safety Check today?”. That sure wasn't there before.

If you answer “No” to the prompt, you are instructed to “Take the MDD to your Supervisor or press ESC to complete Notice 76 Expanded Vehicle Safety Check” and not given the opportunity to proceed without scanning a supervisors badge.

They sure are serious about you recording a response affirming you've done your vehicle check.

OUT THERE



Originally published July 2007

OUT THERE



Originally published November 2008

Once you've said yes to the prompt, you're faced with a second prompt asking whether you've found any deficiencies while conducting your vehicle inspection. If you say "Yes" you are instructed to "Please complete PS 4565 and submit to Supervisor for Further Guidance prior to Utilization of Vehicle".

I've inadvertently hit "Yes" to the second prompt and thought maybe a supervisor would be notified, so I went so far as to give the boss a heads up to the situation; but, don't believe anything ever came of it.

Apparently they aren't so serious once you've recorded a response saying you found something wrong with your vehicle.

If they were, you'd be instructed to scan YOUR SUPERVISOR'S BADGE while submitting to them your PS 4565 (vehicle repair tag)...

Here's hoping that as we all continue to do the same job each day, whatever changes come along, that we all continue to find ourselves safe and whole in our beds each night!

We've probably all gotten used to the buttons we need to hit to get onto our day; but, who else has thought about why we have to hit those buttons and have our responses recorded?

I've been asking myself why management felt like it was important enough for them to add this feature to the new scanners when the fact that the vehicle check is part of our job and we are expected to do it used to be good enough.

The most obvious answer to me seems to be so that management can blame carriers

OUT THERE



This two-panel cartoon was originally published February 2005

for accidents that result from deficiencies that could have been identified on the Vehicle Safety Check.

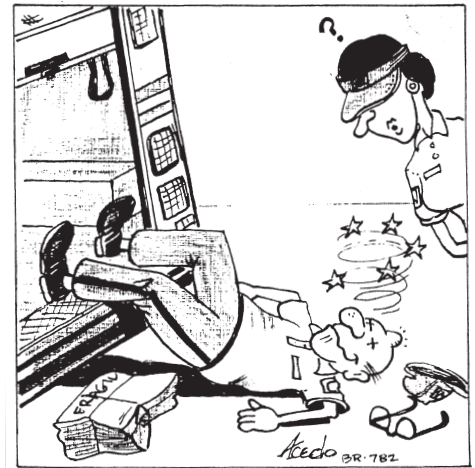
Included on the Expanded Vehicle Safety Check is checking for leaks and checking tires, locks, mirrors, signal lamps and brakes, among other things.

I can see how each of these items being in disrepair could lead to an accident or theft from a vehicle. If management can somehow prove that was the case and show that you answered "Yes" then "No" to your vehicle prompts on your scanner, discipline or termination is sure more likely to stick than before they added those prompts to the scanner.

Maybe I'm being a negative nelly and management's new prompts aren't an attempt to "get" Carriers.

Regardless, now that we've familiarized ourselves with the new scanners' favors and faults, I think it's worth taking the time to familiarize ourselves with the "Expanded Vehicle Safety Check" and ensure that we're performing it each morning as thoroughly as we are able.

I use a headlamp as a flashlight in our poorly lit garage to ensure that I'm able to



OUT THERE



Originally published July 2007

clearly see everything I'm checking on my vehicle.

At the end of the day, taking the time each morning to conduct a well done vehicle inspection is going to make you, the Carrier — and the public we're serving — are more likely to be safe from injury or death, no matter what questions management records our responses to on the scanners.

Here's hoping that as we all continue to do the same job each day, whatever changes come along, that we all continue to find ourselves safe and whole in our beds each night!

Until the next time, keep your stick on the ice.

I hope that some of you will make the time to read this article which is courtesy of the November 2020 ZENITH BRANCH NEWS published by NALC Branch 114 in Duluth, Minnesota.

A (Not So) Funny Thing Happened to me or so the story usually starts.

by Pam Donato, NALC Branch 9

Although I've changed the name of the Carrier involved, the gist of this article is genuine and truthful to the last penny.

A Carrier—I'll refer to him as "Bob"—had an accident while driving his LLV back to his route from his lunch break.

Bob calls his supervisor to report what has happened and completed the accident reports required. Witness statements were taken by the police and their full report was made available to the USPS: There seems to be no doubt (including Bob's own report), that the accident was Bob's fault.

A Letter of Warning was issued to "Bob", citing his careless driving which resulted in an accident.

The union Steward grieved the discipline. As a result, the Letter of Warning was to be removed from Bob's file after only 6 months if "Bob" had no new "at fault" accidents during that time frame.

As part of the settlement, "Bob" was counseled by management (with the Steward present), that he was not allowed to leave his route to go home for lunch or breaks. Management cited the distance off his route as their concern regarding "Bob" going home for lunch.

The USPS paid for all of the damages to both the LLV and the privately owned vehicle involved in this accident.

Less than 30 days later, "Bob" had another "at fault" accident when he failed to stop at a stop sign and hit a car that was not required to stop as he entered the intersection.

Once again, "Bob" was off of his route returning from lunch—which he had

again taken at his home.

He called to notify his supervisor and completed the accident reports. Police took witness statements and pictures. (*Thank God, there were no personal injuries to anyone involved!*) There was only damage to the privately owned vehicle.

"Bob" again was issued discipline. He was issued a much more severe Letter of Warning in lieu of a 14 day suspension. This discipline cited Bob's careless driving, (which again had resulted in an accident), his previous accident and discipline — as well as the fact that Bob had failed to follow specific instructions NOT to go home for lunch or breaks.

"Bob" (apparently feeling a bit sheepish about the whole thing) decided *not* to inform his Steward when this most recent discipline was issued.

Months passed.

By the time "Bob" called the union office, he had received a letter from an insurance company demanding payment of almost \$7,000 for damages to their client's vehicle as a result of the second accident. "How could this be? I was at work when the accident happened!! I should be covered by the USPS!" Bob rambled.

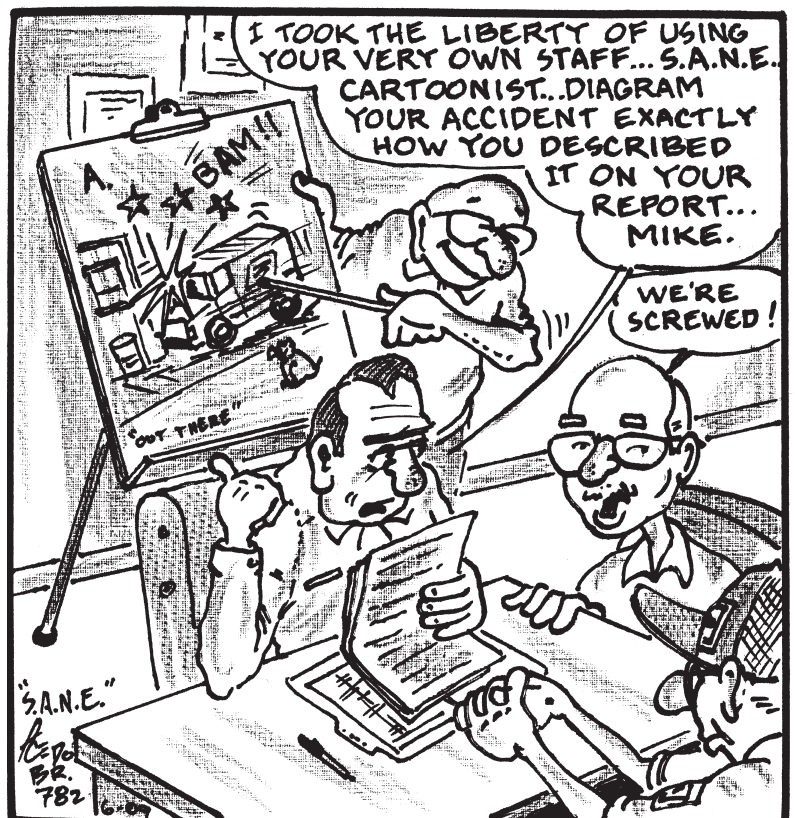
While it's too late for "Bob" to change what's happened to him, other Carriers can learn from his experience. "Bob" made two regrettable decisions. Both at the time may have seemed trivial, but were far from it.

First, he *did* violate specific instructions by going home, off of his route, for his lunch break. Most Carriers probably think this is no big deal. You might think of your LLV as a stealth bomber, able to easily slip out of and then back into your route, with nary a trace of your whereabouts. And besides... what are they going to do to you anyhow? Issue you some paper discipline?

Although most discipline now is only "on paper" (with no real suspension time), it would be a mistake to take it lightly. Consequences can go beyond discipline. By knowingly violating his instructions, "Bob" left himself vulnerable. Secondly, he made the decision to accept the more severe discipline *WITHOUT INFORMING HIS STEWARD*.

By accepting this discipline, "Bob" was conceding that he was guilty of every claimed violation listed in the discipline letter by management. Some Carriers

OUT THERE



believe that grievances are too messy, Or believe they can privately negotiate a better deal for themselves. And sometimes they're embarrassed and don't want others to know what happened. They just want the whole thing to go away, out of sight, out of mind.

But, because "Bob" never told his Steward or grieved the discipline, everything in the discipline letter went unchallenged, with no mitigating factors to consider, or limiting conditions of that discipline.

But how could this lead to "Bob" being on the hook for damages to the vehicle in the accident? Aren't we all covered by some sort of insurance when we're at work?

Normally, yes. But in some cases, employees disqualify themselves by their actions or circumstances.

As a federal employee, you are covered under the Federal Tort Claims Act (FTCA). This generally provides that when a federal employee—including a postal employee—injures a person or damages someone's property while within the scope of their employment, neither a claim, nor a lawsuit may be filed against the employee as an individual, but must be filed against the United States of America.

Simplified, this provides federal employees with a sort of insulation from personal financial responsibility when you're involved in an accident or act where loss or damage occurs in the performance of your employment duties.

The USPS carries that burden. BUT, this coverage is not absolute, and it may be denied by the USPS.

There are two major reasons cited when denying employee coverage under the FTCA. Either the employee is not engaged in the performance of their duties at the time of the accident, or the employee is engaged in willful misconduct at the time of the accident.

In this particular case, management claimed the Carrier had deviated from his assignment, clearly defying his previous instructions not to go home for his lunch or break, an act they referred to as

"willful misconduct". And, because "Bob" accepted the previous discipline without question or any protective conditions by his union Steward, he had no argument to make with management's position.

Management refused to cover the damages to any of the vehicles involved, because in their opinion (under FTCA), "Bob" had exempted himself from coverage. They refused to pay for the damages to the vehicle involved, and so the insurance company representing that driver pursued reimbursement from Carrier "Bob".

In this particular case, "Bob" will either have to pay the damages (totaling nearly \$7,000) out of his own pocket, or attempt to have his private auto insurance policy cover the cost.

Now, just because management claims that you were not in the performance of your duties, or they claim that you engaged in willful misconduct, DOES NOT mean that you are not covered under FTCA! The employee, or the union on their behalf, has the right to grieve management's claims regarding the application of the FTCA.

It's also important to clarify that the fact that "Bob" was on his lunch break did not mean that he was "not in the performance of his duties" at the time of the accident. As long as an employee is at an approved

lunch location or returning from there, (or where they're supposed to be) they're covered under FTCA.

THE MORAL OF THE STORY?

Accidents happen. The unexpected can, and usually does, happen.

OUT THERE



No, the LLV is not a stealth anything! It's important to ALWAYS be where you're supposed to be everyday.

The consequences can be far greater than discipline.

Always notify your Steward when faced with any actions by management, especially discipline!

The discipline may be just printed on paper. A grievance may be mess. It's sometimes embarrassing. But—as "Bob" found out—the implications of silence are far reaching and can be expensive!

Editor-guy note: This excellent article was originally borrowed from the September 2005 NALC Branch 116 Fort Wayne, IN Summit City Mailbag. It first appeared in our newsletter on October 2005, reprised in May 2016 and it merits another reprint...

Especially in the midst of a pandemic, a grin can help...

“We are here on Earth to help others: what on Earth the others are here for, I don’t know.”

“When opportunity knocks, some people are in the backyard looking for four-leaf clovers.”

Polish Proverb

“I think my Guardian Angel drinks.”

“Life is like a camera, Focus on what’s important, Capture the Good Times, and Develop from the Negatives.”

“What others think of you, is none of your business.”

“Everytime you are able to find humor in a difficult situation, You Win.”

“I tried to be normal once, it was the worst two minutes of my life.”

“I’m 99% Angel; but, ohhhh, that 1%.”

“Cherish your Yesterdays, Dream your Tomorrows, and Live your Today’s.”

“Take the ride, live the experience, find your passion.”

Charles E. Hudson

“Live life boldly, be kind, lift up others, hurt no one along the way.”

“As long as people will accept crap! it will be financially profitable to dispense it !”

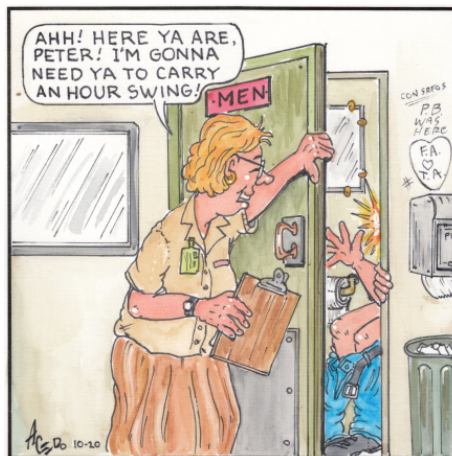
Dick Cavett

“The most common elements in the universe are hydrogen and stupidity.”

“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



“I love all mythical creatures. Vampires, Werewolves, Unicorns, Kids Who Listen.”

“Please call 9 wine wine”

“Sarcasm is an art. If it was science, I’d have my PhD.”

“No man has a good enough memory to be a successful liar.”
Abraham Lincoln

“A clear conscience, laughs at false accusations.”

“Welcome to the “Karma Cafe.” There are no menus, You will get served, what you deserve !”

lifequotesru.com

“Never be a prisoner of your past. It was just a lesson, Not a life sentence !”

“Some people lack the ability to laugh at themselves, That’s where I come in.”

“I refuse to join a club that would have me as a member.”
Groucho Marx

“Whoever said money can’t buy happiness, didn’t know where to shop !”

Gertrude Stein

“Here’s something to think about: how come you never see a headline like “Psychic Wins Lottery ?”

Jay Leno

“Women are wiser than men, because they know less, and understand more.”

James Thurber

MARK RAMIREZ
Retired Letter Carrier

Health Benefit Plan/Mutual Benefit Association Representative
The Golden Empire Branch 782 NALC

Ruff



“T’was the year of Corona”

By Bob Knapp, Branch 238 Editor

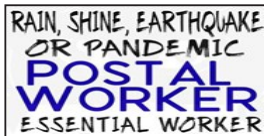
*T’was the year of Corona and all through the land
It started so promising, everything grand
The Stock Market bulged as if nothing was wrong
So many new records before the last gong*

*Then one day on the news, we saw a small blip
About a virus in China — t’was just a short clip
It seemed insignificant, maybe a hoax
Until it came here, landing on the West Coast*

*But it spread like a wildfire and soon became clear
That it wasn’t just Democrats we had to fear
Then a panic arose and we all lost our mind
Hoarding all the t.p. we could*



*They shut down the country — so much lost potential
But USPS was declared as essential*



*While others stayed home with their jobs on furlough
We dutifully worked day by day — even more so
Since few could do much but indulge online shopping
A gazillion more packages came without stopping*



*At night Mom & Dad moaned of problems for each
But the biggest new challenge was, “Who’s gonna teach?”
History, Science, New Math, Common Core
Can we get them to read things that we find a bore?*

*Meanwhile we have learned how to work with
a mask
Protecting our scanner, completing the task
Delivering ballots and all campaign ads
It won’t be our fault if the voting goes bad*



*Eight months now have passed and we’re learning to cope
Realizing it won’t last forever — we hope
But how strange now to see as we walk into places
that the good guys wear masks
while the rest show their faces*



This reformat poem is courtesy of the Canton, Ohio December 2020
NALC Branch 238 *BRANCH REPORTER* (pages 8 - 9)

OUT THERE



Originally published December 2004

S.A.N.E.



Originally published December 2009



Originally published December 2005

Season's Greetings from Branch 782 to all NALC members in the entire country

There is a definite theme to the presentation of the vintage photos in the next few pages: *We're all just passing through...*



Bakersfield Station "B" February 1966



FRONT ROW: Chuck Norman, Bobby Pliler, Frank Maltone, Leo Walker, Tony Garcia, Dave Oscars
MIDDLE ROW: Joe Myers, Fidel Raya, George Dostaler, Larry Apalatea, Barney Wright, Walter Heer, Manuel Munoz, Eddie Escalera, Al Corella, Ollie Lewis, Fred Cardiel, Dolores Lucero
TOP ROW: Mel Batson, Larry Curtis, Ken Trone, Paul Alexander, Arnett Cooper, Frank Tesch, Richard Doane, Joel Gutierrez, Bill Leslie, Eldon Fletcher, Harold Pearson

NALC Branch 782 Presidents*

Cooper	January 18, 1936
Herschel Street	January 1941 - January 1943
Warkentine	February 1943 - January 1944
Vernon Oldershaw	February 1944 - March 1945
C.W. Hensley	April 1945 - January 1977
James Carter	February 1948 - January 1950
Emmet Dosier	February 1950 - January 1951
Richard Powell	February 1951 - April 1951
Bob Hilton	May 1951 - June 1951
Duffy	July 1951 - August 1951
Richard Powell	August 1951 - September 1951
Homer Hobbs	September 1951 - October 1951
Richard Powell	November 1951 - December 1951
John Kunder	December 1951 - January 1952
Richard Powell	January 1952 - February 1952
Carter McClanahan	March 1952 - May 1954
Stewart	June 1954 - January 1955
Vernon Oldershaw	February 1955 - October 1955
Ernest Johns	November 1955 - December 1958
Bill Quinlan	January 1958 - December 1958
Angelo Angello	January 1959 - February 1959
Lea	February 1959 - September 1964
Vernon Jones	October 1964 - November 1966
Jack England	December 1966 - January 1967
Wayne Baird	January 1967 - February 1968
Jack England	March 1968 - December 1968
Richard Tucker	January 1969 - January 1971
Bruce King	February 1971 - January 1973
Fred Cardiel	February 1973 - March 1974
Leo Walker	April 1974 - April 1981
Tony Chavez	May 1981 - July 1985
Paul Alexander	August 1985 - September 1988
Frank Thomasy	October 1988 - January 2007
Mike Towery	January 2007 - Present

**Based on available records...*



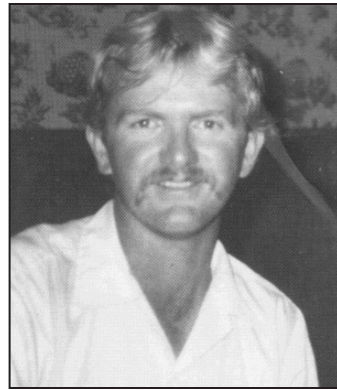
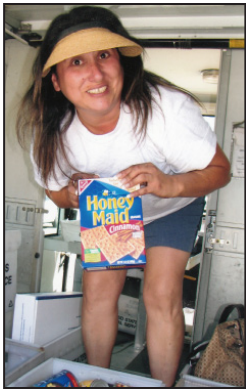
Unknown, Dick Powell, PM John Loustalot, Harvey Thomas



Bill Quinlan at a Branch Retiree Dinner



Dick Powell in 1963



*More pix?
Turn the
page...*

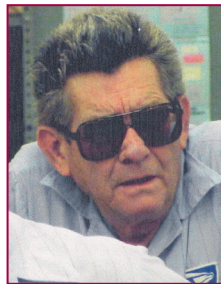
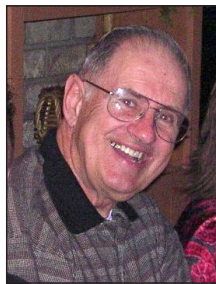
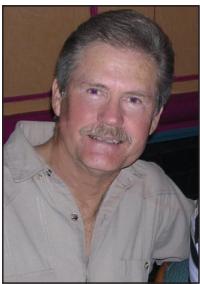


93306 Delivery Unit on March 15, 1996

Pictures are a slice of a moment in time. Eventually, memories fade and we forget we were there. But, we were...



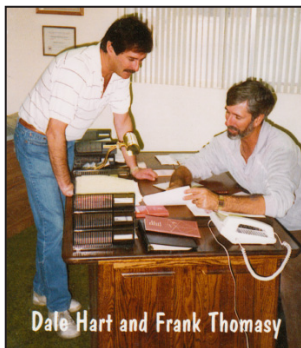
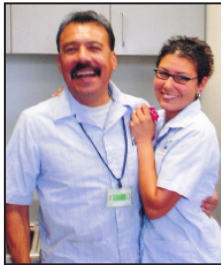
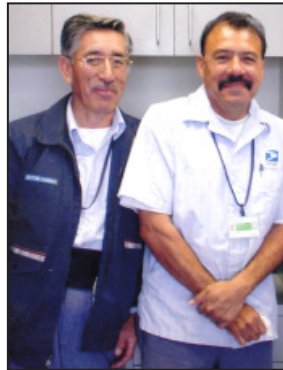
This April 27, 1933 picture is the oldest photo in the Branch 782 archives. No one alive in 2020 can identify who these people are. It underscores the reality that each of us is "just passing through". Even that dog wearing the Letter Carrier hat in the center...



More pix in following pages...



Delano, California Post Office crew in an undated series of pictures



Dale Hart and Frank Thomas



Debbie Wiles 1980

There are boxes of old photos in the Branch 782 office! It has been many years since many “saw the light of day”. What better time, than as the Editor-guy “rides off into the sunset”, to share them with you??



This undated picture had a note indicating that it was taken in the downstairs area of the Downtown Bakersfield Post Office.



Additional pictures continued on the next few pages...



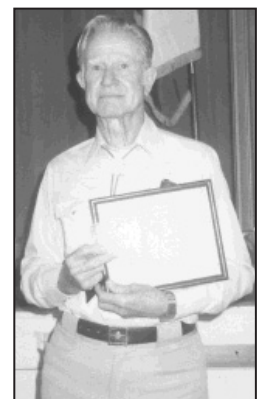
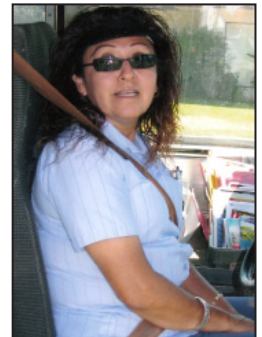
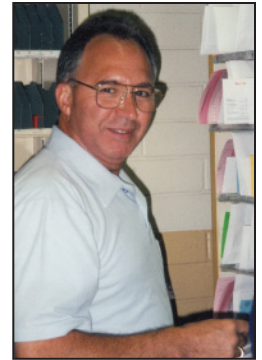
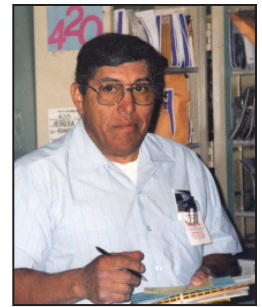
**93304 Delivery Unit
in the mid-1980s**

FRONT ROW:

Unknown, Alex Trujillo, Gilbert Chavez, Basil Zuniga, Ray Brady, Paul McCarthy, Wes Johnson
MIDDLE ROW:
 Carl Nietzel, Bill Marchand, Joe Lewis, Joe Gandara, Snodgrass, Patty Russell,
 Lorraine Clemons, Diane Diaz, Tommy Herrera

TOP ROW:

Bruce Bathcler, Bob Leitko, Frank Diaz, "Bad News", Bill Curtis, John Rugnao, Steve Gomez,
 Marshall Eaton, Eli Metry, John Smith, Jerry Gann, Homer Ruiz





Ridgecrest
(93555)
Post Office

2004
Food Drive



Many pictures. Many years. For some of you, many memories, too...
Time REALLY does fly! You don't really realize it until you look back!!!



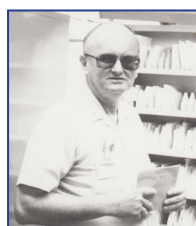
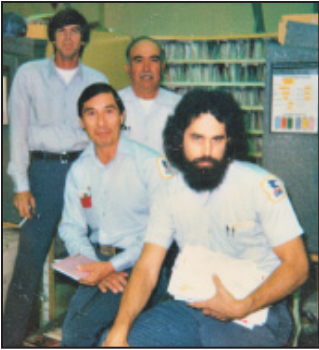
Bakersfield Station A
Some time in the 1950s

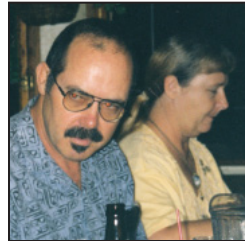
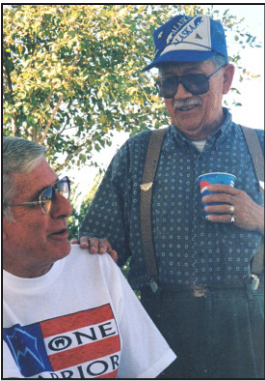


See next page for a few more pix...

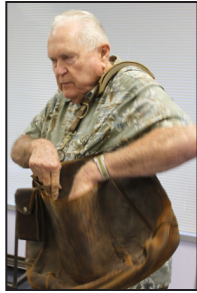
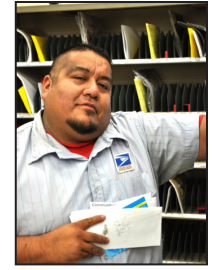


When Retiree Homer Ruiz heard about this particular picture mini-project, he graciously donated many from his collection. (Above picture: Homer by a jeep in the mid-1970s...)





Pictures continued on the next few pages...



Undated picture from Bakersfield 1930s - 40s

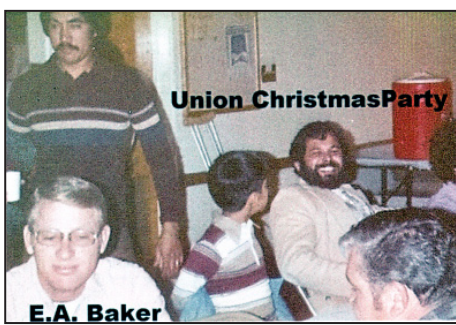


BILL MARCHAND - CARRIER



NALC Branch 782

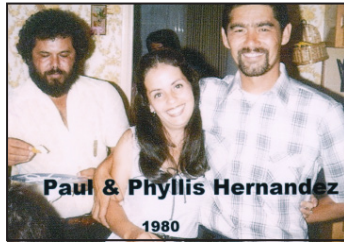




Union Christmas Party

E.A. Baker

The Branch 782 newsletter is named for the person in the lower left corner of this photo. Oddly enough, there aren't any more pictures of Ed Bake located in the collection...



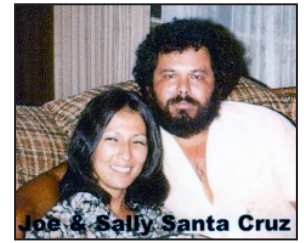
Paul & Phyllis Hernandez

1980



Alfred & Lucy Martinez

1981



Joe & Sally Santa Cruz



Lupe & Belen Arredondo

1979



Tony & Bertha Chavez

1981



Mr. & Mrs. Paul Zabala

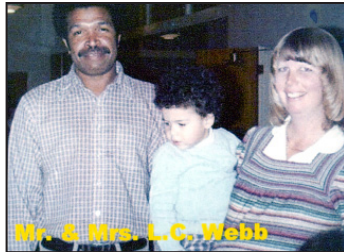


The Serban's Redeyes

Station "A"

Early 1970's

- Dan Lujan**
- George Perez**
- Joe Santa Cruz**
- Alfred Martinez**
- Lance Williams**
- Frank Thomasy**
- Eddie "spider" Escalera**
- Mario Muniz**
- Richard Suniga**
- Bill Keech**



Mr. & Mrs. L.C. Webb



E.B. Station Baseball Team

1980

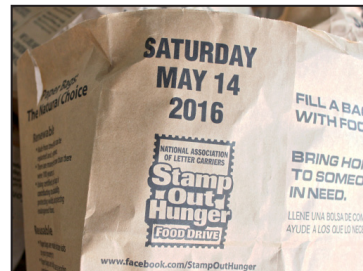
These E.B. pictures were all grouped together in one envelope. They used to be on a posterboard which was in the Branch office. Many of the old timers from East Bakersfield may remember the stories which may remain untold...



Little Debbie



See next page for a few more pix...



2016 NALC Food Drive





2015 Branch Picnic



See next page for a few more pix...



(l - r) Leo Walker and Richard Tucker (standing) look on as Former Congressman Bob Matthias and NALC Branch 782 President Bruce King discuss a point during a discussion in the 1960s



Bakersfield Letter Carrier Floyd LeMoine during active duty days during in the 1960s



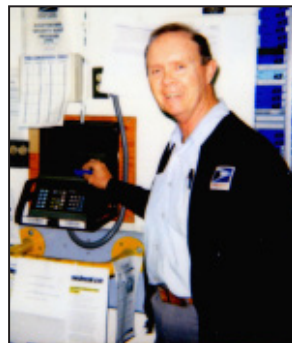
Ollie James Lewis
11/16/1913 – 6/13/1996
Retired from the USPS in 1971 after twenty-six years as a Letter Carrier

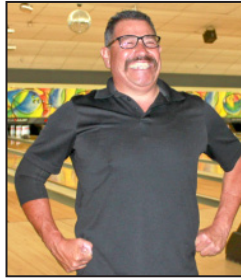
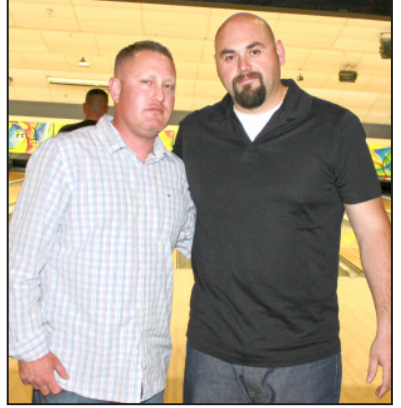


NALC Branch 782 Letter Carriers assembled a parade float and marched during the 1994 Christmas Parade in Bakersfield, California

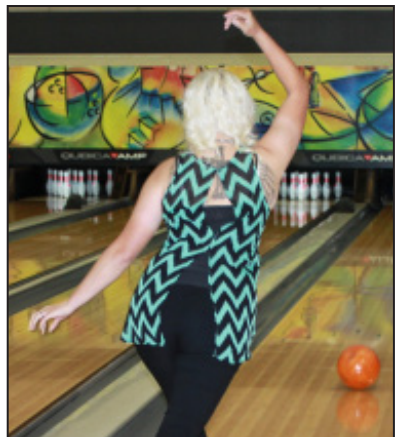


Branch 782 President Emeritus Tony Chavez (no age admitted) enjoying the company of his granddaughters Kaela (2), and Tasiana (5) at the 1995 NALC Branch 782 Picnic

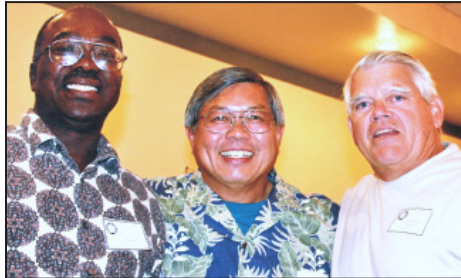
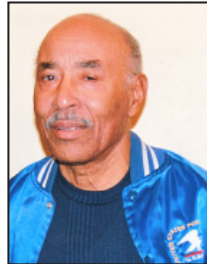




April 12, 2015 — 9th Annual Battle of the Stations



*Okay, you know that you want to! Go Right Ahead!
Turn the page for a few more pages of pix...*



Pictures can and do represent many years, many people and many, many memories...



There Really IS Something to that "Last Swipe Hype"!!! Cheers, Juan!!!



Begin Tour

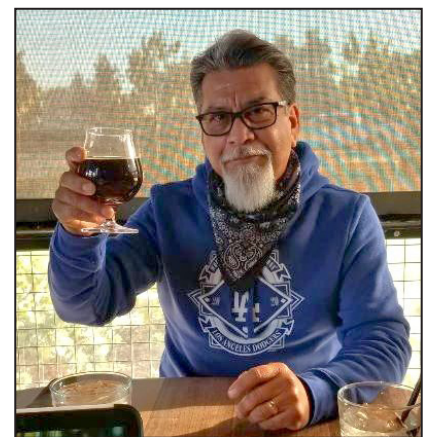


Pinata designed and crafted by Brittney Rivera



End Tour

Pictures courtesy of Janet Galvan



Pictures courtesy of Lisa Rivera-Smith

September 28, 1985 – November 30, 2020

It seems like it's never ever going to end. And, then? You're looking at your life in your rear view mirror...



OUT THERE

This cartoon was originally published December 2004

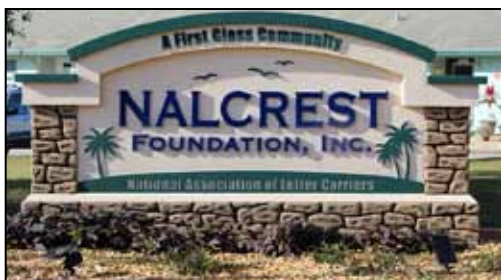
FRED ACEDO · S.A.N.E.
N.A.L.C. BR 782
BAKERSFIELD, CA.
SPECIAL ASSISTANT NEWSLETTER EDITOR 8-04

from the
ex-editor-guy

When I look at Fred's cartoons, I see thin lines and thick lines. And, I also see some shading. However, he somehow manages to "capture" people I've known, situations I've been in, or thoughts that have been in my head...

NALC Branch 782 Retiree Dennis Crenshaw Sends Greetings and News of Retirement Living

Sharon (my wife) and I moved into our Nalcrest apartment the first week of September 2020 — one year after I retired from Bakersfield's South Station in September 2019. We haven't quite finished setting up our home yet but we're getting there. Let me explain how we got to this "place" in our lives.



central Florida.) We visited Nalcrest for the first time about three years ago and I got to experience a few things first hand.



I guess I should get ready...



Wait for it... Wait for it...



She doesn't want him to go...



DONE!!! End of a career!!!

During my working years I did a variety of jobs. I didn't go to work for the USPS as a Letter Carrier until I was 50 years old.

I thought about retirement as just a concept to think about once in a while; but — as is true for for most people — life happened along the way. It seemed like retirement was something that I would just get to someday *somehow*.

The day-to-day living, and dealing with what each day would present to us, was our basic reality. And, yet...

About five years ago I began to realize that I couldn't work enough years to have a comfortable retirement in our circumstances. Living in California was expensive. Something had to change.

My working goal was to retire when I got to be seventy years old; but, each year on the way to that point proved harder and harder on my body. I began to become concerned about whether or not I would be able to actively enjoy my hard-earned retirement.

Before I eventually did retire at the age of 68, I learned about Nalcrest (a retirement community for Letter Carriers in

Nalcrest is located in Central Florida just south of Route 60, midway between Tampa on the Gulf Coast and Vero Beach on the Atlantic Coast just east of Lake Wales. We learned that even in the coldest January, sunny Central Florida daytime temperatures still hover in the comfortable mid-70s.

Situated midway between the Gulf Coast and the Atlantic Coast, centrally located Nalcrest is about an hour's drive from Tampa and an hour south of Orlando. You'll have access to the best of Florida, but be away from the crowds. Our new home lies on 15 square-mile Lake Weohyakapka (Lake Walk-In-The-Water) and is a haven for boating and fishing enthusiasts

Nalcrest features 500 garden-style apartments which are arranged in clusters of four to 10 apartments — and all are on ground level. Efficiency, one-bedroom and two-bedroom apartments are available. All are leased unfurnished on a yearly basis. Rental fee includes basic amenities as well as interior and exterior maintenance and use of all recreational facilities.

Our 1500 square foot home in Bakersfield was large enough that, with the amount of downsizing Sharon and I would have to do to fit into a small apartment, it didn't seem feasible to live at Nalcrest. We *did* think that it might be an interim stop until we found a permanent residence where we would be able to take full advantage of our new life.

In March of 2019 we put our names on the apartment waiting list with our deposit. We were number 110 on the list! July of 2020 (16 months later) we were informed that there was an apartment available in September.



“...Nalcrest features 500 garden-style apartments which are arranged in clusters of four to 10 apartments — and all are on ground level...”



“...I would rate Nalcrest very high as a retirement option no matter what your financial situation...”

We jumped at the chance!

We have a 1 bedroom apartment with a screened porch with a lagoon view. Our rent, \$415 a month, includes basic cable, water, garbage and grounds maintenance. We love it here! It is so green. There is an abundance of wildlife, even alligators!

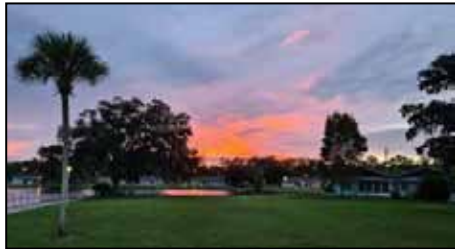
At this particular time, community life is very quiet. Covid 19 has really limited the activities that are available. Thankfully, to date, there have been NO Covid cases in the community.

Swimming, golf, horseshoes, tennis, softball, shuffleboard and other activities *are* still available.

Our neighbors are friendly (all retired Letter Carriers). It is a **very** safe and beautiful environment. I would rate Nalcrest very high as a retirement option no matter what your financial situation.



We mostly meet people walking around the lagoons and in our little neighborhood. The people I've spoken to are from the east coast (New York and New Jersey). Also a lot of Midwesterners (Ohio, Illinois and Michigan). Why are those states considered the Midwest? I've heard there are people from the West but haven't met any yet. Most of the people I've met started out as snow-birds and, over the years, transitioned to permanent residents.



I haven't been involved in the recreational activities. No trivia nights or potlucks at this time.



There is a travel club here but it is inactive at this time. Before Covid, they offered trips of all types.

I would recommend to any Letter Carrier in good standing with the NALC, and who is interested in retiring in Nalcrest, to get on the waiting list (over 180 on the list as of today).



Here is something else to consider: Government fees are less. There is no state income tax. Sales tax is about 7%. Utilities are less than California. Groceries are about the

same price and gasoline is under \$2 a gallon. Getting our Florida driver license took about 30 minutes and we received our new licenses immediately on site'

Come for a visit! There are apartments for short term rental for about \$65 a day. If Nalcrest isn't for you, you can always take your name off the list.

Continued on next page...

Nalcrest is a great fit for us. It is very likely that this is our home for the foreseeable future.



Please reserve a guest apartment in the name of _____, for the period of _____ to _____, for _____ nights.

Phone number: Home _____ and/or Cell _____

How many people will be staying _____?

Which bed size would you prefer Twin _____ or Queen _____

(All rooms and bed sizes are subject to availability)

Half of the total amount of the stay is due at the time of booking. Your total amount is due upon arrival.

1 - 2 nights	\$65.00 + tax (\$7.80) = \$72.80 per night
3 - 30 nights	\$55.00 + tax (\$6.60) = \$61.60 per night
31- 60 nights	\$50.00 + tax (\$6.00) = \$56.00 per night
61 (or more) nights	\$45.00 + tax (\$5.40) = \$50.40 per night

Tax = 7% FL State Sales Tax + 5% FL Resort Tax

Check-in time is 3:00 PM. Check-out time is 11:00 AM.

Our office hours are Monday through Friday 9:00 AM - 4:00 PM. The office is closed weekends and holidays.

Nalcrest is a No Pet facility. If you have a certified service or comfort animal Nalcrest **MUST** be notified when your reservation is made with the proper documentation. Approval for a service or comfort animal is mandatory or your reservation will not be granted.

The apartments are fully furnished, including linens and a small assortment of kitchen/cooking supplies. They are all equipped with a refrigerator, stove, microwave and coffee pot.

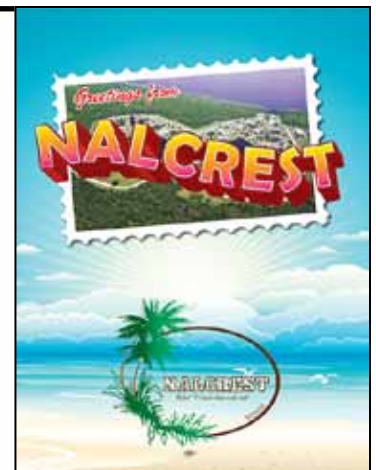
- **REMINDER: This deposit is refundable only if cancellation/change to reservation is made in writing, at least 60 days prior to your scheduled stay.**

SMOKING IS PROHIBITED IN GUEST APARTMENTS AND ALL NALCREST BUILDINGS.

IF SMOKING OCCURS THEN A \$500.00 FEE WILL BE APPLIED.

Please sign that you have read and agree.

SIGN: _____ DATE: _____



A bustling town center is home to Nalcrest's management office plus a cluster of conveniences, such as a laundromat, post office and chapel, along with free wi-fi access. Residents look after the town center's lending library for books and videos, and there is also a game/ billiards room and TV lounge.

If for some reason you can't find what you need in Nalcrest, the town of Lake Wales is a short drive away with many of your shopping needs.

The community's fitness center is free and contains exercise equipment to suit every fitness level. There are clubs of all kinds that bring like-minded residents together for project planning, instruction, community service or simple socializing.

Nalcrest

Application and Confidential Questionnaire



**All questions must be answered!
Please print legibly or type.**

I, the undersigned, hereby submit application for an apartment rental at Nalcrest.

Efficiency apartment One-bedroom apartment Two-bedroom apartment
(Rent starts at \$372 per month. Prices subject to change due to periodic Trustee approval.
Please call 863-696-1121 for pricing and availability.)

If you are intending to reside at Nalcrest, please remit one month's rent plus the amount equal to one month's rent for a security deposit. If you have already filled out an application and need to update your information, do not send a new form—please call or write the office.

MasterCard, Visa, check or money order payable to Nalcrest Foundation accepted.

FULL NAME: _____

ADDRESS: _____

CITY/STATE/ZIP: _____

PHONE (contact number required) _____

DATE OF BIRTH: _____ NUMBER OF YEARS AS AN NALC MEMBER/LETTER CARRIER: _____

NAME OF SPOUSE OR S/O: _____

CURRENT NALC BRANCH (number and location) _____

ARE YOU A GOLD CARD MEMBER: YES _____ NO _____ ARE YOU A VETERAN: YES _____ NO _____
(50 years of membership in NALC)

Nalcrest is committed to the spirit of, and compliance with, the Fair Housing Act and all anti-discrimination and fair housing laws. It is Nalcrest's policy to make reasonable accommodations to our rules, policies and procedures and to permit reasonable modifications as necessary to permit our residents and applicants with disabilities the full enjoyment of their apartment home and community. NALCREST IS NOT AN ASSISTED LIVING FACILITY.

To request a reasonable accommodation or modification, please contact the Nalcrest rental office. In determining whether a requested accommodation is reasonable, Nalcrest may consider, among other things, whether the request places undue burden on Nalcrest or its staff, fundamentally alters its programs, or interferes with other residents' health, safety or quiet enjoyment of the premises.

If accepted, you must be willing to sign a 1 year lease
However, you need not occupy or furnish the apartment immediately upon signing lease.

Signature: _____ Date: _____

NALCREST FOUNDATION, INC.
Box 6359 Nalcrest, FL 33856-6359

phone: 863-696-1121
fax: 863-696-3333

☛ Nalcrest is located in Central Florida, midway between Tampa and Vero Beach (ten miles from Lake Wales).

☛ 500 garden-style apartments arranged in clusters of four to 10 apartments, all ground level, around two large lagoons.



☛ Apartments are leased, unfurnished, on a yearly basis. Rent includes water, sewer, trash, basic cable TV, stove, refrigerator and there is no maintenance fee.

☛ Applicants must be retired letter carriers and remain members of the NALC in retirement to receive approval to live at Nalcrest.

☛ No pets allowed.

So — before I leave all y'all — I want to remind everyone who has ever seen the newsletter:

from the
ex-editor-guy:
 Been doing this gig since 1983 and, I guess, my “shelf life” has finally expired.

OUT THERE



“OuT tHeRe”



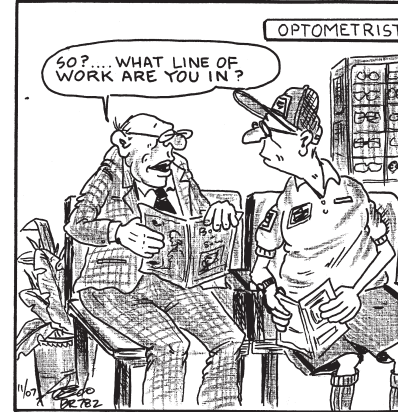
“OuT tHeRe”



“OuT tHeRe”



OUT THERE



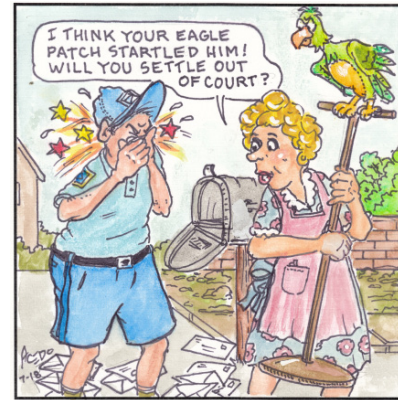
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“OuT tHeRe”



“OuT tHeRe”



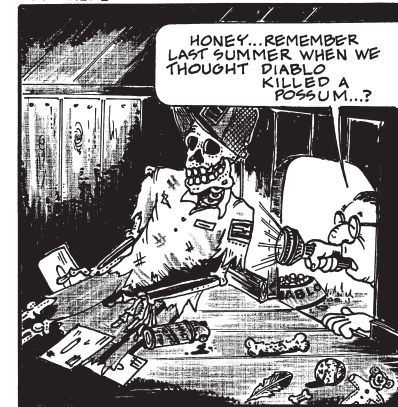
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“OuT tHeRe”



OUT THERE



“OuT tHeRe”

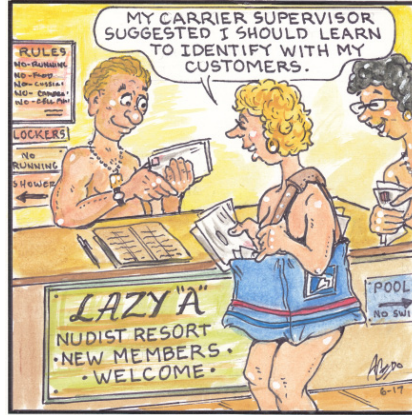


Each — and every — Fred Acedo cartoon is an “article” for you to think about your world...

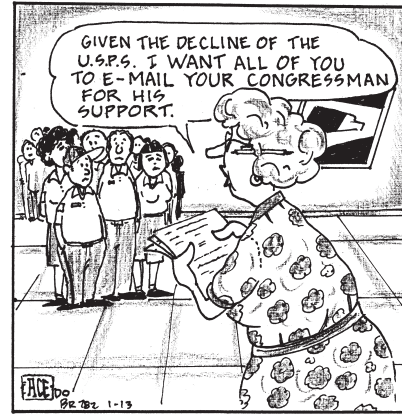
“OuT tHeRe”



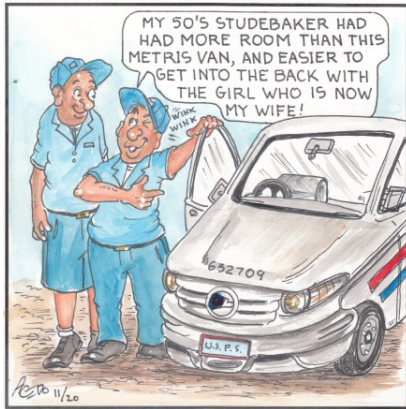
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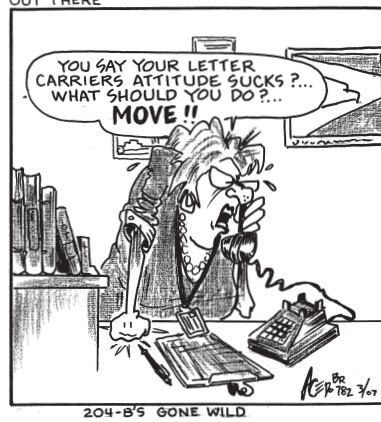
OUT THERE



“OuT tHeRe”



OUT THERE



“OuT tHeRe”



OUT THERE



“OuT tHeRe”



“OuT tHeRe”



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“OuT tHeRe”

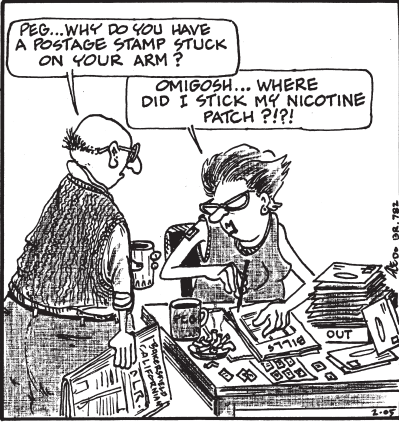


If you've enjoyed them like me, tell him. Fred Acedo, S.A.N.E., P.O. Box 6532, Bakersfield, CA 93386

I have had three Assistant Editors through the years: Paul McCarthy, Juan Rodriguez and

Paul Grenfield. Each of their efforts on behalf of the membership was always very greatly appreciated by me!!!

OUT THERE



OUT THERE



OUT THERE



"Out tHeRe"



"Out tHeRe"



Out tHeRe



OUT THERE



OUT THERE



OUT THERE



OUT THERE



"Out tHeRe"

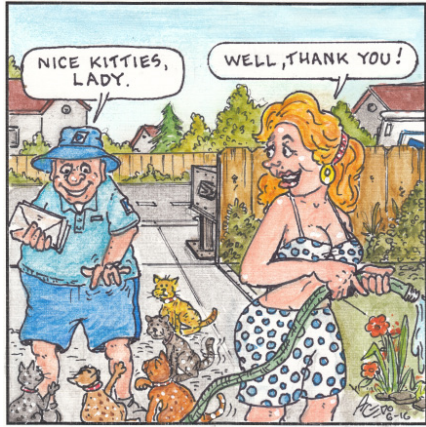


"Out tHeRe"



"OuT tHeRe"

WAGS & WHISKEY
M. WRIGHT 28.



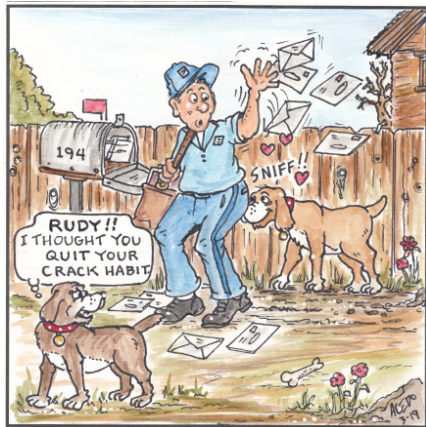
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* S.A.N.E.



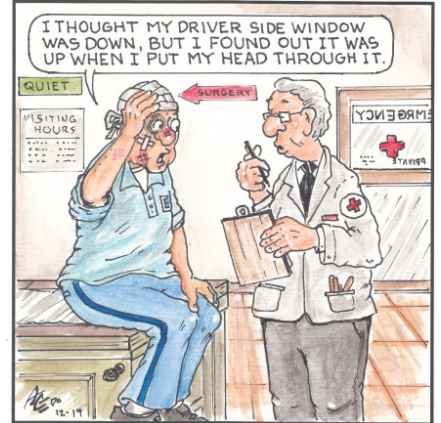
"OuT tHeRe"



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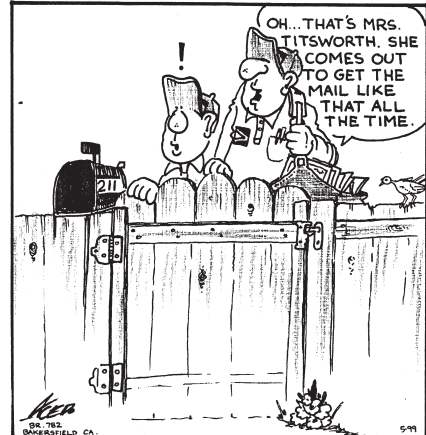
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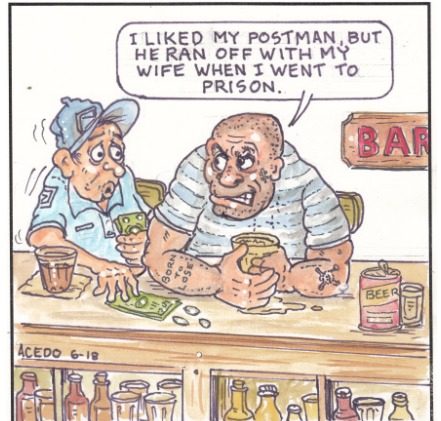
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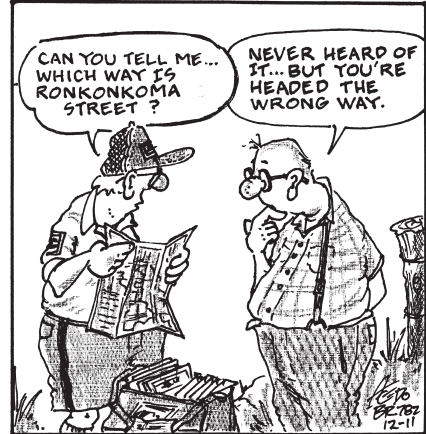
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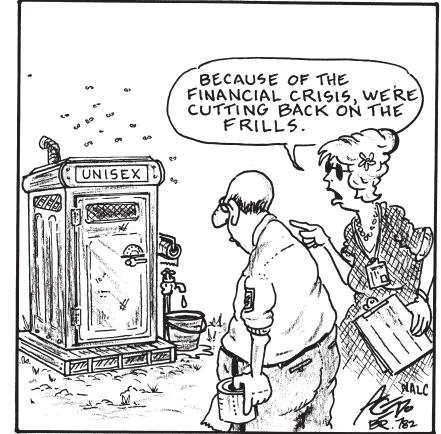
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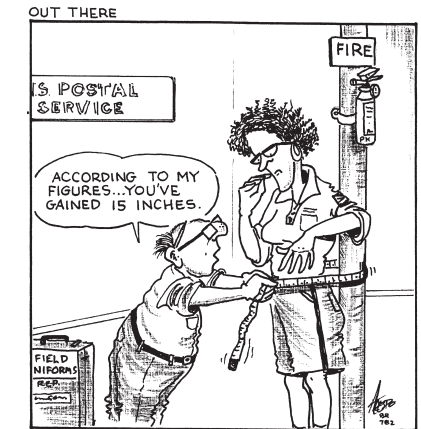
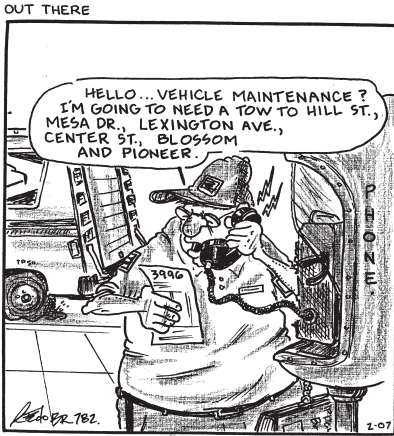
OUT THERE



Ultimately, it is a fact that I have been privileged to serve all of you as the Branch 782 Editor-guy for so damn long!!!

Branch 782 Webmaster Rick Plummer has used his mojo to publish electronically for you.

Even after moving to Texas, his ability to teach this old dog new tricks has been a fun process to go through, too.



"OuT tHeRe"



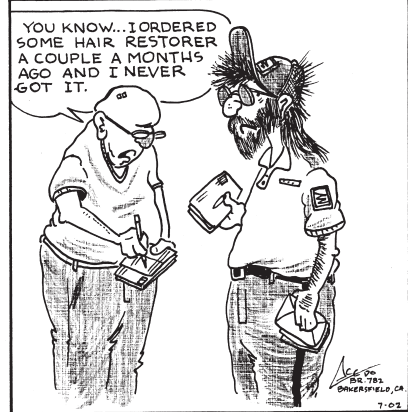
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"OuT tHeRe"



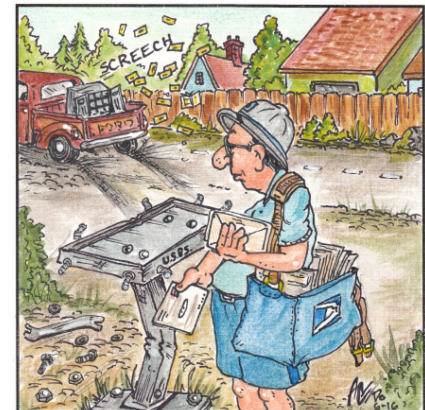
OUT THERE



"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



OUT THERE



And, some final "fine print": I really am going to miss everything except for hoping against hope that I will get articles from Branch 782 members each month.

I have formed friendships with some amazing NALC members from all over the country. I treasure EACH one of them!

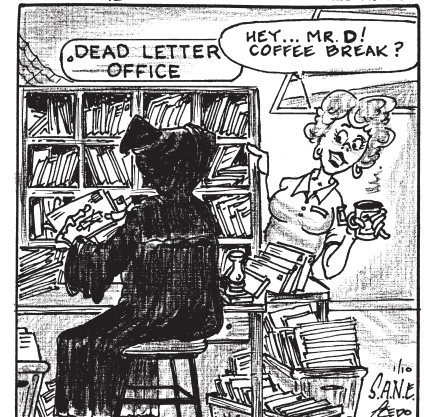
Others of you (and you know who you are) have actually made the time to faithfully provide me with *local* written material to use. It was VERY much appreciated!!!

Finally, for all y'all (whether old-timers or newbies) don't forget to live life to the full each and every day! I wish you the best in everything!

OUT THERE



OUT THERE



Well, 1983 - 2020 has been a long run from Editor-guy to Ex-Editor-guy any way that you count the effort, eh...???

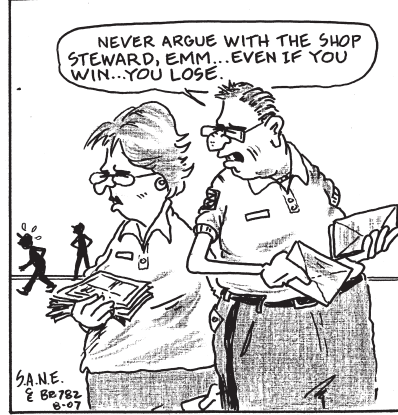
Final commentary on page 45...

This is a Merry Christmas gift to Brother and Sister NALC Editors!

OUT THERE



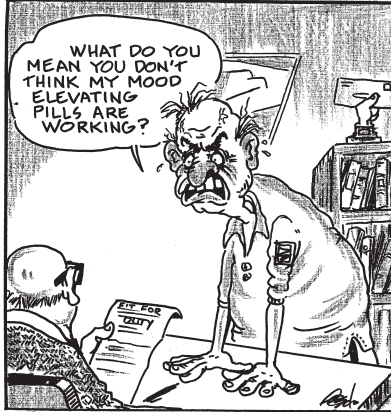
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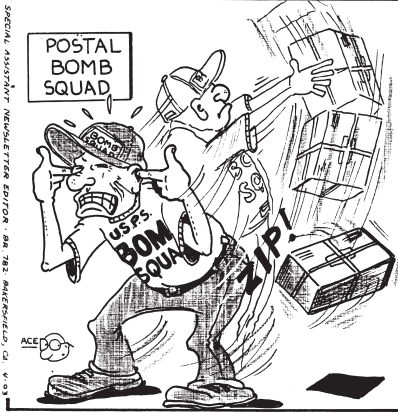
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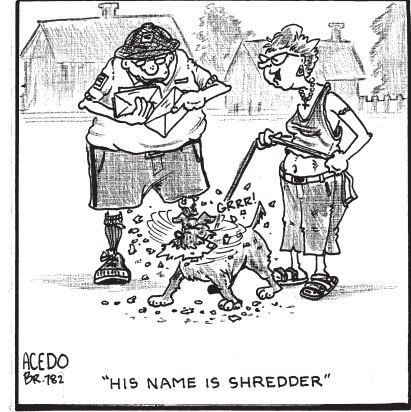
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*S.A.N.E.



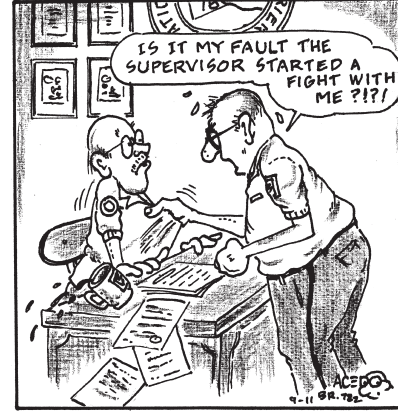
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"OuT tHeRe"



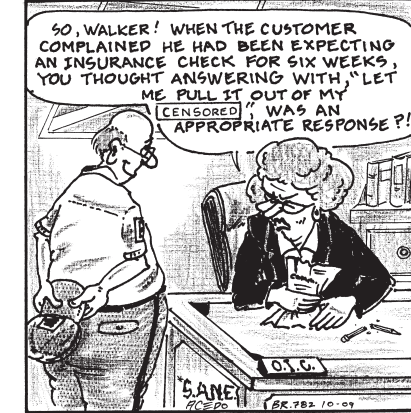
OUT THERE



OUT THERE



* SPECIAL ASSISTANT NEWSLETTER EDITOR



These — hitherto — unpublished Fred Arcedo cartoons can now be used in your publications.

This is a Merry Christmas gift to Brother and Sister NALC Editors!

Turn the page for twenty-four more Fred Stedo cartoons that you can use to your heart's content...

OUT THERE



OUT THERE



OUT THERE



OUT THERE



OUT THERE



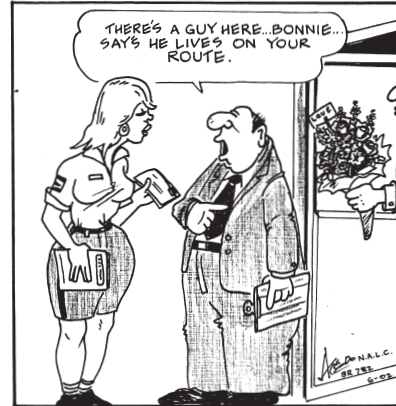
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*S.A.N.E.



*SPECIAL ASSISTANT NEWSLETTER EDITOR - BR-782 BAKERSFIELD, CA.

OUT THERE



OUT THERE



Y. G. GAMP



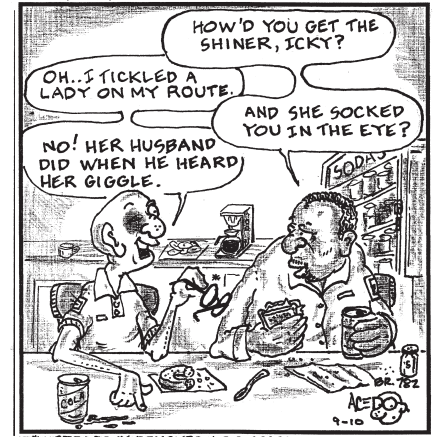
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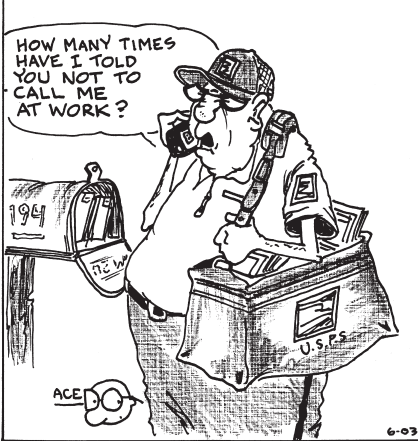
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S.A.N.E. - SPECIAL ASSISTANT NEWSLETTER EDITOR - BR 782 - BAKERSFIELD, CA



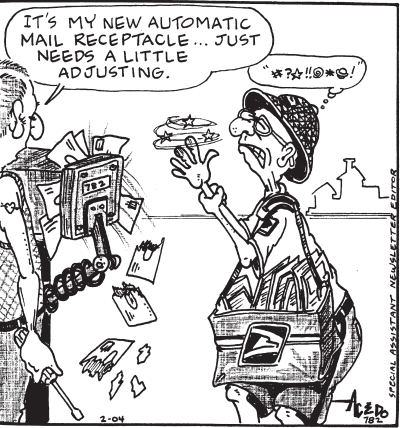
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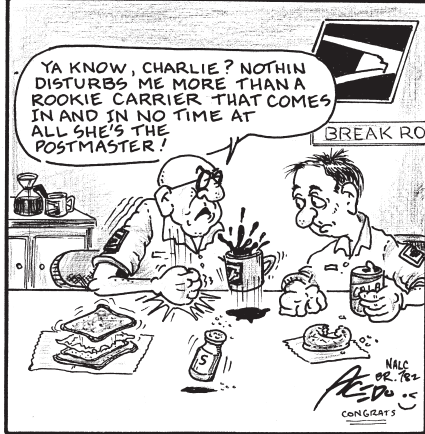
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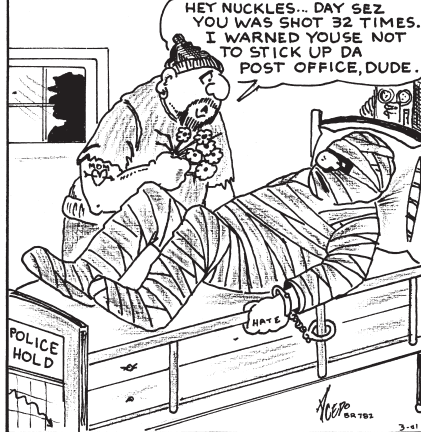
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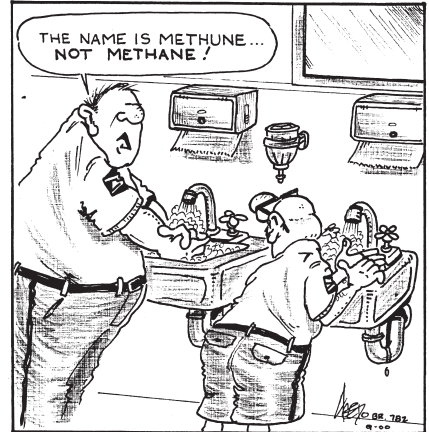
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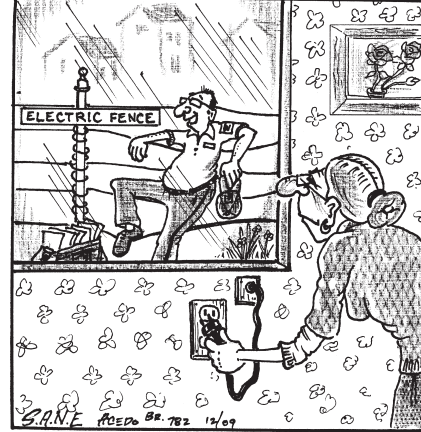
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OUT THERE



OUT THERE



If you've enjoyed them like me, tell him: Fred Acedo, S.A.A.E., P.O. Box 6532, Bakerfield, CA 93386

Fred Acedo escapes from hospital!

from the
editor-guy:

When Mike Towery called out for S.A.N.E. Fred Acedo during the roll call at our General Meeting on April 26, I reported that Fred wasn't in attendance because he'd stayed home fighting bronchitis.

A few days later, I received a call from his wife, Toni. She informed me that Fred had been admitted to the hospital. She sounded tired. She said Fred now had a lung infection and a fall led to where he was.

When I got to the hospital, I found Fred sleeping and Toni keeping vigil. She told me that he hadn't eaten in thirty hours. Apparently, he had been coughing continuously, was weak from lack of sleep, and — when he got out of bed in the morning — had keeled over and hit his head. (I guess, blood thinners really do work and this caused some concern about a possible brain bleed...) After a few minutes, Fred woke up and he and Toni filled me in on some of what they had been going through.

For days, Fred had been having a hard time breathing. By May 1, both he and Toni were a little concerned and decided that they needed to get him to the doctor.

Following an initial assessment and x rays, the doctor came in and told Fred that she was going to give him a shot in each hip and asked if he minded. He dropped his drawers and, taken aback, Doctor Gregorian told him that he'd only needed to pull his pants down a few

inches. Fred responded with, "Doctor, I was in the Navy..."

This was followed by lab work and a breathing treatment. Because the doctor soon determined that his situation would probably necessitate more intensive care, Fred and Toni found themselves in the emergency room at San Joaquin Hospital.

He was in the hospital for four days and went through numerous CT scans, blood draws and other "invasive" procedures. Although they wanted to keep him there until May 5, Fred (in his own words) "had to beg on his hands and knees" to go home.

He was released on May 4. But, his problems weren't over.

His breathing problems persisted. Additionally, his medications seemed to be out of whack and they were back in the doctor's office....

Today, on May 14, while he's feeling stronger and finds breathing a little easier he still doesn't have much energy. In fact, he shared that he hasn't even really wanted to draw any cartoons (but he says that the trip to the hospital has given him a lot of material to work with...). So, he warned me that he *is* going to be back in the cartoonist saddle soon.

The doctor did tell him that he needs to work at "breathing deep" so that he can loosen up whatever is still clogging things way down deep in his lungs. And, he's glad that he can.

This isn't Fred's first major health issue "rodeo". Twenty-two years ago, he and Toni dealt with an equally serious event.

Fred was at work in Bakersfield's Hillcrest Station. He remembers that there was an announcement that Jane Barrett was going to be giving a standup. As he got ready to turn from his case, he noticed that the numbers on the case labels seemed to be "floating" in the air and things seemed "hazy". He says that he passed out and probably pitched forward where he hit his head on the ledge and then fell backward and hit the floor. (He doesn't think they had the standup.)



And he had help...

If you've read this you may have noticed that a sense of "Fred *and* Toni Acedo" comes up a lot. They've gone through all of this together...

Toni shares that she is still in kind of a "survival mode". "All of the days have kind of run together and, in some senses, it's been like a nightmare."

She is so worried that he might fall again that, "I am his shadow." Where he goes, she goes. Holding his hand *every* time he goes to the bathroom, making sure that he *always* follows all the medical orders, and also *making sure* his medications are all in order is part of her daily routine.

There are at least 20 bottles of meds that they must keep straight — some have to be taken at certain times, with or without food, not lying down, etc. and etc.

Toni shared that sometimes she thinks that both she and Fred are "going nuts".

But, Toni also says, "Fred really is Out There...but he's coming back!"

When he woke up he was in the hospital and the nurse tending to him had been a girl that he used to date when they were in high school. (In fact, it was the girl's father that was his impetus for making the decision to join the Navy. But, *that's* a subject that might turn into a future article!)

The Doctor explained to Fred and Toni that he needed heart surgery. Within a few days, a mechanical aortic valve replaced the one which had stopped working. (For some context, Fred had four valves. One no longer worked. One had a “flutter”, but he’d been told when he’d been in the Navy that he did have a slight murmur. And, two valves were keeping him alive — but only barely.)

While the doctor told him that all of those years spent walking up and down those hills as a Letter Carrier probably made his heart strong enough to keep him alive, it was the USPS that contributed to other problems. Because (believe it or not), Fred’s health wasn’t a particular priority for management at his station.

After the open heart surgery, Fred was off work for only six weeks and returned to Hillcrest on Light Duty. He recalls feeling pressured by supervisor Sandy Morales because she would tell him, “We don’t need Light Duty people, we need people to carry.”

He decided that he would get back out there and get her off his back.

He now feels that it was this push by management to get him out on the street too soon that led to other issues which stemmed directly from the heart surgery and the work climate he had to deal with.

But, all of this is now in his rear-view mirror. Looking forward he feels the need to share a few things. He knows that, for most of you, his thoughts probably won’t sink in because you’re not ready.

So, do you want to know what Fred is thinking about?

At some point in time, it *WILL* become “your turn in the barrel”. If you don’t realize this now, you will someday.

We think, “If I hop that fence, I can save a few seconds...somebody might have mentioned that there could be a dog in that yard, but I can still run pretty fast.....

and, besides, what can happen? Me hurt? That’s never going to happen!”

Much like the day you first realize that you’re no longer 21 (because of your creaks and groans) you will be shocked in the future when you are faced with your own life-changing event.

And, you know what? You may or may not get through it.

Fred, happily, got through this one.

He’s also emphatic that, without Toni, what he’s gone through would have been so very much harder! It hasn’t been anything that either of them would have chosen to do. But, going through life together is what they do.

Fred knows that he’s not the only person to face health issues. He’s not the first and he certainly won’t be the last.

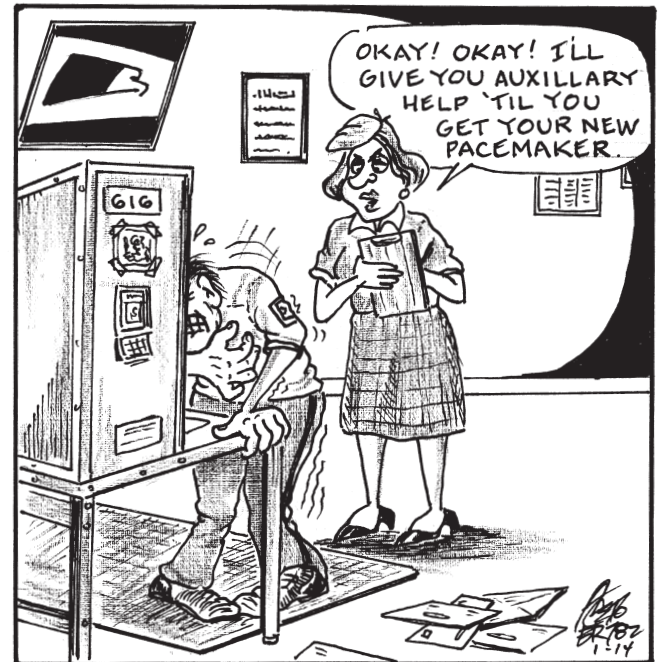
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Out there

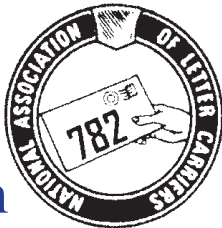
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OUT THERE



These two pages are reprinted from the May 2016 newsletter. Fred Acedo has been a continuous presence for Branch 782 readers since 1993.



from

Kim Gerdes

Recording Secretary

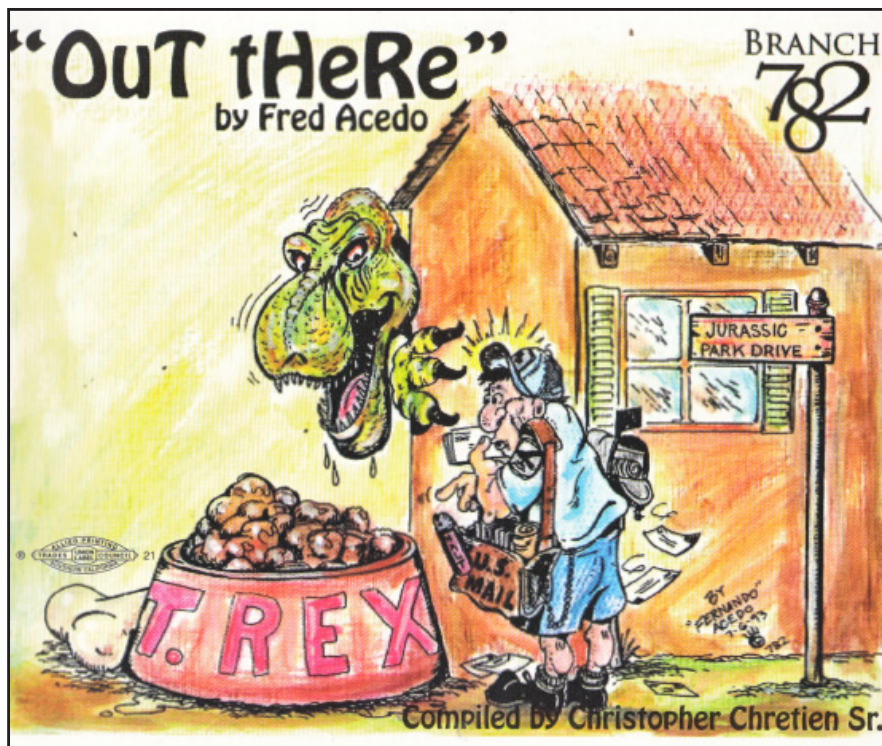
Request an autographed copy of the book...

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

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

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

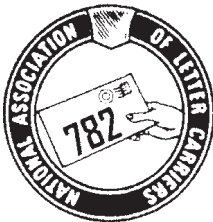
You can also order by contacting me via e-mail at krgerdes91@hotmail.com. Or, you can call me at the phone number on the bottom of this page. The book and projected shipping costs are provided below. You can even share *your* work life with family and friends with this book as a Christmas gift...



Dear Kim Gerdes, NALC Branch 782 Recording Secretary

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

Name and address for shipping: _____



One book is **\$7**. Two books for **\$10**. (Postage rates based on number of books ordered.)
 We ship via USPS Priority Mail Flat Rate. (For larger orders, please request the best rates.)

NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 301-9676

final comments from the ex-editor-guy:

This page was originally intended to feature a variety of my favorite **Out there** cartoons. I spent some time going through and trying to select from the many that I found.

I then came across a message from Fred Acedo published in the August 2005 newsletter. In it, I found a certain resonance with any kind of a final message in my mind. It may not answer any questions about why I've been doing the Editor-guy thing for such a long time, but it did make me smile — much as have the cartoons through the many years I've used them.

It seems like a certain “recap” is in order. Now, pay attention to some of the details which might really put Fred Acedo's efforts on your behalf into a proper perspective.

From 1993 - 2002, 497 works were published in the Branch 782 E.A. **BAKER UNION UPDATE**. They subsequently became the first of the **Out there** cartoon books.

Volume II (“The NALC Editor Resource Book”) presented the 1,111 cartoons featured in newsletters from January 2003 - July 2016.

630 more of Fred's submissions made their way into our newsletter from August 2016 to this final issue in December 2020.

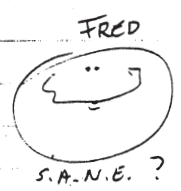
DEAR BASIL :

THE OTHER DAY WHILE STRUGGLING WITH IDEAS FOR DRAWING CARTOONS I BEGAN TO PONDER THE WHOLE CREATIVE PROCESS FROM A FRAGMENT OF AN IDEA TO FINISHED WORK OF ART.

THEN I REMEMBERED ONE DAY A COUPLE OF WEEKS AGO WHILE DRIVING ON THE 58 FREEWAY NEAR WEED PATCH. IT BEGAN TO RAIN. I VISUALIZED THE LARGE, DARK RAIN CLOUD AS A GIANT BRAIN OPENING UP AND SPEWING FORTH THOUSANDS OF IDEAS ONTO THE AWAITING EARTH BELOW.

HALF OF THE DROPLETS FELL ONTO LITTLE PATCHES OF WILDFLOWERS, ON THE SIDE OF THE ASPHALT ROAD, EAGER TO ABSORB THE DROPLETS AND FLOURISH INTO OBJECTS OF COLOR AND BEAUTY, ~~NEED~~ TO BE ADMIRER AND APPRECIATED.

THE OTHER HALF OF THE RAIN DROPS FELL INTO THE SEWER FARM. NOW I UNDERSTAND.



So, if you're keeping count, a total of 2,238 cartoons have been published in your newsletter! Furthermore, many other NALC editors from all over the country have also seen fit to provide reprints to their members. It's been fun to see Fred “in syndication”.



Fred Acedo at the 2010 NALC National Convention in Anaheim, CA

And? There's even a little more to this story of how prolific he has been as a cartoonist!

I still have a pile of unused 214 black-and-white and 257 full color. They have been returned to him (sub-total is 471).

Even a basic math computation will, for the record, report that Fred has submitted to the NALC a **TOTAL OF 2,709** Letter Carrier “slices of life” from his view of the world from **Out there**...

Here is my final thought for you: I was putting out Branch 782 newsletters for about ten years before Fred Acedo's efforts first graced the pages for your attention. While I had fun during those first ten years, having the opportunity to be able to get to know Fred and Toni Acedo made what I did so much more exciting!!!

BASIL ZUNIGA

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2020.

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, 2020.

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, 2021. (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, 2021.

Regulations

- Scholarship is to be used toward pursuing undergraduate

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 canceled.

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 2020-21 school year.

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

letter carrier _____

of Branch No. 782 City Bakersfield State CA

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Signature of branch officer

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than December 31, 2020, 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.

2021 Carl J. Saxsenmeier

Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2021 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 8, 2021.** The Chair will send scholarship packets to all applicants by the end of January 2021. 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 2020 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.

Derek Simpson
Saxsenmeier Scholarship Chair
18315 E Bellbrook St
Covina, CA 91722-2754
626-384-1746

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:

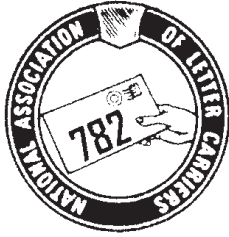
Title:

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.).

BRZIII@AOLCOM

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!*

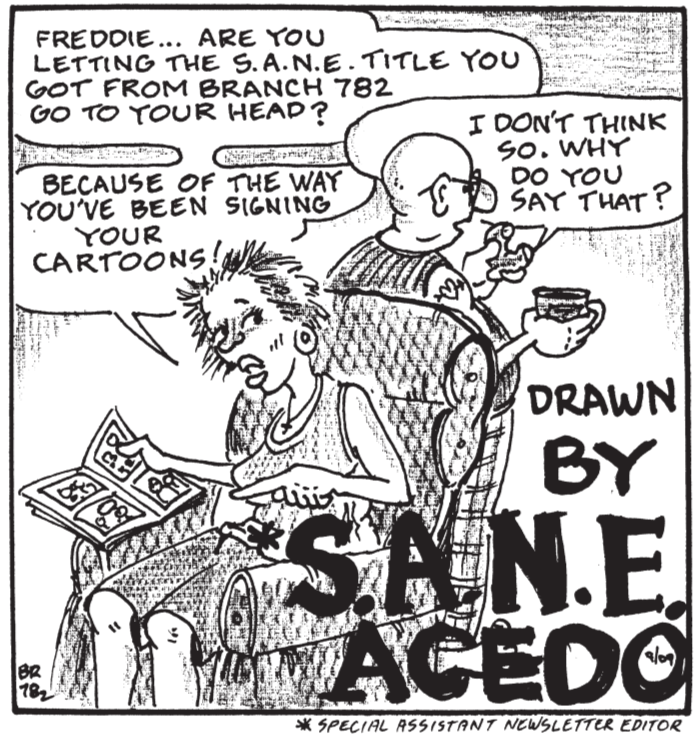
When you order, please indicate if you are an NALC Editor!

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

Please include \$7.90 for USPS Priority Mail postage.

Editor-guy ● 2412 Hasti Acres Drive ● Bakersfield, California ● 93309-4734 ● (661) 205-1603

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



In this sample page, you are looking at December cartoons from the *NALC Editor Resource Book*. 176 pages explore Fred Acedo's *OUT THERE* glimpses into our lives as Letter Carriers from January 2003 to July 2016...

Peter Berton, Thank You for making the suggestion to use diferent cartoons from Volume II!! Think this works?

OUT THERE



Originally published December 2003

OUT THERE



Originally published November 2006



Originally published December 2004

OUT THERE



Originally published December 2007



Originally published December 2010



Originally published December 2011

OUT THERE



Originally published December 2012

OUT THERE



Originally published December 2014

Fred does seem to fixate on potlucks. Mark Ramirez is always so inspirational...

Each — and every — Fred Acedo cartoon is an “article” for you to think about your world...

OUT THERE



“OuT tHeRe”



“OuT tHeRe”



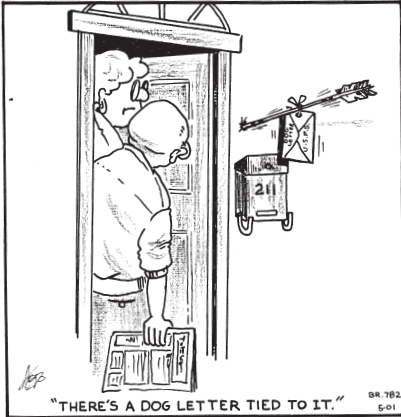
OUT THERE



“OuT tHeRe”



OUT THERE



“OuT tHeRe”



OUT THERE



“OuT tHeRe”



OUT THERE



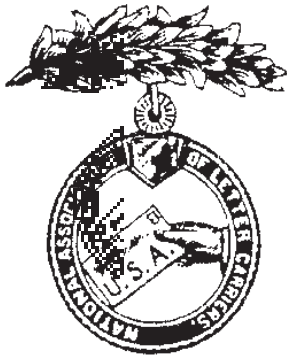
“OuT tHeRe”



OUT THERE



Fred is now 80 years old. Although he continues to birth new work, the cartons in this December newsletter were originally produced in many different decades. You should check out some of the dates which appear on each of the cartoons. If you find some with no date, it is because they've been sitting in my "to use" pile for a long time. Seek out the oldest cartoon. Amazingly, the material is just as current today as it was way back then. Funny??



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 301-9676
Treasurer	Teresa Ortega	(661) 391-8026*
Financial Secretary	Anita Holderman	(661) 487-5353
HBP & MBA Rep.	Mark Ramirez	(661) 204-5592
Sargeant-at-Arms	Ryan Woommavovah	(661) 322-7624*
Chief Trustee	Mike Meza	(805) 625-4541
Trustee	Paul Salazar	(661) 303-3603
Trustee	David Treto	(661) 865-8922

E.A. BAKER UNION UPDATE is published monthly by Merged Branch 782 of the National Association of Letter Carriers, AFL-CIO.

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

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

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

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

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

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

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Anita Holderman, Branch Photographer
Dholderman@bak.rr.com

NALC Branch 782 Shop Stewards

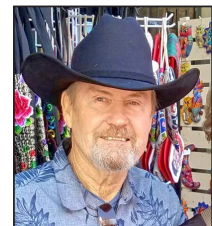
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Dole Court (93308)	Denise Ream	(661) 304-6625
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USPS Social Recreation Rep.	Paul Greenfield	(661) 203-7802

* Denotes Post Office Phone Number

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

Rick Plummer, Webmaster (RLP1947@GMAIL.COM)





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Basil Zuniga 1983

Picture courtesy of Bill Curtis

DUE TO THE CONTINUING COVID-19 PANDEMIC, AND FOR THE SAFETY AND HEALTH OF ACTIVE AND RETIRED LETTER CARRIERS AND THEIR FAMILIES, IT IS NECESSARY TO CANCEL THE DECEMBER GENERAL MEMBERSHIP MEETING

from the editor-guy

The Branch 782 editor doesn't hold an elected position but is appointed to fill that role. He/she serves "at the pleasure of the President". It has become more and more evident, in a number of subtle and unsubtle ways, that I no longer do.

Continued on page 22...

OUT THERE



"OUT THERE" CARTOONIST... THE RETIREMENT YEARS.

"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



Wow!! You made it to the web version. If you have any comments, contact brziii@aol.com