

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN
DELANO
MOJAVE

AVENAL
EDWARDS AFB
RIDGECREST

BAKERSFIELD
LAMONT
SHAFTER

BORON
McFARLAND
TAFT

TEHACHAPI

TRONA

WASCO

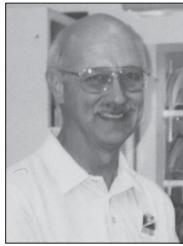


CHARTERED FEBRUARY 25, 1901

VOLUME LXXX NUMBER 5

MAY 2008

at the



Mike:

Record Breaking Food Drive!!!!!!

By all accounts it is obvious that the NALC 2008 Stamp Out Hunger Food Drive for Branch 782 has been a tremendous success. The amount of food collected in Bakersfield was over 102 thousand pounds.

This is almost four times the amount collected last year. It appears that once the final numbers are totaled for the entire branch the letter carriers of Golden Empire Branch 782 will have collected twice as much as last year.

At the first of this year Postmaster James Brouillard and I met and discussed what we could do to make the Food Drive more successful than ever. I wanted to convey a special thanks to Mr. Brouillard for his enthusiastic support of the Food Drive. Without his support we would not have been able to do it. Thanks also go out to Carmen Castillo for all her efforts in the behind the scenes logistics of contacting everyone involved and making all the arrangements for all the meetings.

I wanted to thank Pam Mauck for all the years that she worked so hard as the Food Drive Coordinator and did almost all the work by

Continued on next page...

herself. She deserves all the credit for keeping the food drive going when there was very little support. Pam wanted to take a break this year so I convinced Teresa Garcia to volunteer to be our Branch Food Drive Coordinator and I appointed food drive coordinators at each station to help. There were weeks of preparation which involved arranging media coverage, ordering T-shirts and contacting local businesses as collection points for food.



Meetings were set up with Gary Romriell, Griselda Romero and Joe Desimone of the Partnership Food Bank. I was pleasantly surprised that the Partnership Food Bank served over 135, 000 Kern County

residents through 82 pantries in 40 commodity distribution sites. Gary and Joe of the Food Bank were extremely enthused about the prospect of becoming

more involved in the Food Drive and made arrangements to have media coverage of the largest one day food drive in the country. A tour of the Food Bank was also arranged so that we could see the operations in person. The Postmaster and I, along with Teresa Garcia (our Bakersfield Branch Food Drive Coordinator) and all the station managers and station food drive coordinators attended.



I have to acknowledge the many station coordinators and Letter Carriers who spent their evening on Thursday, May 8th passing out flyers and collecting food in front of supermarkets around Bakersfield. Postmaster James Brouillard, Carmen Castillo, Georgette Breedveld, Teresa Garcia and I drove to each site to hand out water and take pictures. A special thanks to The Green Frog Market on Columbus, the FoodMax on California and Union, the FoodsCo on White Lane, and the Vons stores at the Market Place, on Stockdale Hwy, on Olive Drive and on North Chester for their support.



Krch and Kurt Rivera were there unloading the food.

I wanted to also thank all the representatives of politicians Dean Florez, Kevin McCarthy, Nicole Parra and Harvey Hall for their support of the Food Drive.

A heart-felt thanks go out to Teresa Garcia for stepping up as the Bakersfield Food Drive Coordinator and for being “The Face of The Food Drive” for all the TV coverage. She did an outstanding job. I also want to thank *EVERY* Letter Carrier who worked on the day of the Food Drive and picked up all the food on their routes and all the carriers who were off that day but spent their time driving

A special thanks to Channel 29 for their support of the Stamp Out Hunger Food Drive. Miles Muzio did a live broadcast from the Green Frog Market on Columbus. On Saturday, May 10th Kurt Rivera and Lisa Krch attended a barbecue and celebration at the GMF hosted by Postmaster Brouillard. It was quite an overwhelming site to see all the LLV’s lined up waiting to have all the food that was collected during the day unloaded. Everyone, including the Postmaster, Lisa

around the routes and picking up food from the carriers.

This years “Stamp Out Hunger Food Drive” is a good example of what can be accomplished when management and Letter Carriers work together toward a common goal. We can build on this...

MIKE TOWERY

The Vice-Prez Sez...

When being interviewed by a supervisor, or someone from the Inspection Service—or more importantly, by an inspector with the Office of the Inspector General (O.I.G.)—your first question should be, “Can this lead to discipline?” Your very next statement should be to ask for your steward!

When it comes to the O.I.G., that should be the **FIRST** thing you ask for!!! They will act like your best friend and they are only there to help you, and that they will

make the interview “fast” and “painless”. You may hear statements like, “Just cooperate and we will be out of here quickly...” Don’t believe it! Their objective is to get you fired anyway they can. Protect your rights and ask for a steward immediately.

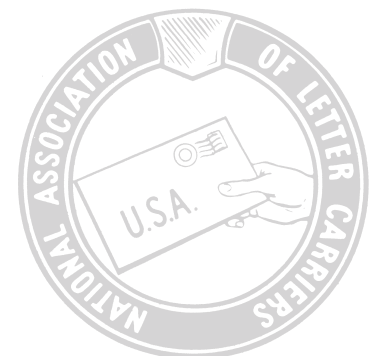
If it pertains to an issue of legalities, ask for a lawyer. They don’t like it when a lawyer is called in, but it just may be necessary.

All the confrontations, bickering and pushing that we all receive on an almost daily basis on the work room floor seems so minor when I hear all the horror stories of what the O.I.G. inspectors are doing to fellow Carriers around the country.

I guess what I want to stress to you most is to do your job safely, professionally, and

most of all honestly. Follow this advice and you will probably never have to deal with the O.I.G.

DARRYL HOLDERMAN
NALC Branch 782 Vice-President



Minutes of the April 2008 General Meeting

The regular meeting of Br. 782 was called to order by President, Mike Towery at 7:32 p.m. on the 22nd day of April, 2008 at the branch office in Bakersfield. The flag salute was led by Sgt. At Arms, Jerry Patterson. All members of the Executive Board were present except Health Benefit Representative, Mark Ramirez. The stewards were present from 01, 04, 06, 07, 08, 09, Camino Media, Delano, Mc Farland, Shafter and Wasco. Also present was the Newsletter Editor, Basil Zuniga, Webmaster, Rick Plummer, Safety and Health Rep, Danny Blair and Emma Gonzales and Frank Martinez from the Social and Recreation Committee. The minutes of the March 25, 2008 meeting were read and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from Balwinder Kaur, Shelly Aguilera and Vanessa Calderon.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Theresa Garcia reported that the T-shirts for the Food Drive will be ready on May 1 and she will get them to the carriers on May 2. The Postmaster has agreed to allow the carriers to wear them the week before the Food Drive. Theresa Garcia made a motion that the branch spend \$200.00 to buy donuts for the carriers if we exceed last years totals. Seconded by Jerry Patterson and the motion passed. Mike Towery reported that the 2008-2009 Budget will be presented at the May meeting and voted upon at the June meeting. He also reported that there will be a BBQ at the GMF on May 10th after the Food Drive for all members who help to sort the food. The media and the Girl Scouts will attend to help.

Emma Gonzales reported that the Social and Recreation Committee are discussing plans for a Dinner Dance maybe in February. Hillcrest Station proposed a Golf Tournament, it will be discussed at the next meeting. She also reported that movies tickets are still available.

GOOD OF THE ASSOCIATION: Mike Towery reported that Darryl Holderman will take over as steward in Lamont. Debbie McClain will be the steward for Taft and EB will not have a steward at the present time. He reported that he is working on the rural/city boundaries. Delegates to the State Convention gave reports. Jerry Patterson reported on the Route Inspection class. Anita Holderman reported that there were 840 carriers at the convention. She reported that it was "awesome to see that many people who are doing the same job as us in one place". The first day is classes and the second and third days are the convention. Darryl Holderman reported that some of the classes were refresher, but he did attend a new class on the OIG. He reported that they are very aggressive. If the OIG wants to interview you *TAKE YOUR STEWARD*. Mike Meza reported that it was very informative. He reported that he took 10th place in the Texas Holder Tournament. He beat President Bill Young. Basil Zuniga discussed Bill Young's rise to NALC President, and how accessible he is to the members. Frank Martinez discussed the route counts and the dry run. Pam Smith discussed the legislative class

OUT THERE



and COLCPE. There is a bill on the floor that would allow FERS members to get 15% of their sick leave upon retirement. Contact her if you need help signing up for COLCPE or have any questions.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that Br. 214 had an informational picket regarding an abusive supervisor. John Sanchez, Canoga Park, who was the Customer Connect Representative for the NALC, has gone into management. He reported that the Hillcrest route counts had a low volume on Saturday and Monday and decent volume today. Brundage will be counted in May. Dole Ct. and Stockdale in the fall. Emma Gonzales made a motion that the Br. Spend \$100.00 for dinner at the route check class. Seconded by Jerry Patterson and passed. Mike Towery thanked Mark Ramirez for organizing and getting the Executive Board desk. Rick Plummer, the webmaster, made the members present aware that the branch has a web site, 782nalc.com. Members should check it out. Contact Rick if you have any articles or pictures for the website. Mike reported that ex-postmaster, Mark Martinez has been promoted to District Manager in Kansas City. Basil Zuniga made a motion that the April and May 50/50 Drawing proceeds go to the Food Drive. Seconded by Jerry Patterson and passed. Basil reported that for every dollar donated to the Food drive will purchase 10 lbs of food. Mike Towery asked for a moment of silence for carriers Jim Sallie, Mike Nunnely St. John and Tony Garcia who all passed away in the last month. Basil reported that next month Camino Media will fold the newsletter next month.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$18,851.84 was collected for March and April 2008.

TREASURER'S REPORT: Molly Biggar reported:

Beginning Balance	\$45,143.87
Dues and Income	\$18,644.39
Interest Income	\$ 13.62
Total Balance	\$63,801.88
Total Expenses	\$19,868.52
Ending Balance	\$43,933.36

The 50/50 Drawing for the Food Drive was won by Mary Allomar-Ziemer who donated it back to the Food Drive.

The Drawing for \$500.00 would have been won by Clint Gallaher who was not present.

There were 51 members present.

The meeting adjourned at 8:21 p.m.

Respectfully submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

NON-MEMBER LIST March 15, 2008

DOWNTOWN STATION

Dale Pearce
Javier Cruz

SOUTH STATION

100% UNION!!!

EAST BAKERSFIELD

S. M. Aguilera
B. Kaur

HILLCREST

100% UNION!!!

BRUNDAGE

David Kinglee
Alice Shultz
J. Kaur

DOLE COURT

Susan Webb

STOCKDALE

Ron Huston
V. M. Calderon

CAMINO MEDIA

F. Medina, Jr.

ARVIN

100% UNION!!!

AVENAL

100% UNION!!!

BORON

100% UNION!!!

CALIFORNIA CITY

R.A. Day

DELANO

J. E. Fleming
C. V. Quebral
D. Y. Soriano

EDWARDS

100% UNION!!!

LAMONT

100% UNION!!!

Mc FARLAND

B. A. Ibarra

MOJAVE

100% UNION!!!

RIDGECREST

S. R. Pierce
H. G. Blanco

SHAFTER

I. Credillor, Jr.
L.M. New
M.D. Voights

TAFT

B. W. Krier
K. J. Hughes
T. M. Phillips
D.A. Velaszuez

TRONA

D. M. Brooks
B.R. Dame
K.K. Treat

WASCO

M. D. Voights

Each of the above listed Carriers are not paying dues. You pay for their benefits with YOUR dues... Branch 782 has 411 active duty members—91.4% of all Carriers in the cities that make up this Branch belong to the NALC!!

Financial Secretary Note:

I did a little research and I would like to start off by sharing the names of our union Brothers who are “**LIFETIME MEMBERS**” with **50 YEARS** or more with the N.A.L.C. Along with their 50 YEAR lapel pin, a letter from N.A.L.C. President William H. Young and a “LIFE MEMBER” “Gold” membership card are presented to each one of them. They are the following:

Bennie G. Aguilar

E.J. Escalera

Ronald Huggins

Vernon L. Jackson

Armando G. Jimenez

Floyd A. Lemoine

Walter C. McCoy

Edward J. Osborne

Raymond K. Pettus

The following Brothers and Sisters are the ones I overlooked in my first report. They are as follows:

40 YEARS
Joe Lewis

30 YEARS
Ralph Clyburn

25 YEARS
Edwin Balbas
Don Blanco
Kim Gerdes
Brenda Herrera
Angele Vega

The last group of Brothers and Sisters are those that have reached the next level of years. They are as follows:

45 YEARS
Ernest Alvarado
Jesse Avalos
Frank Crawford
Charles Firkins
William Lane
Bruce Sluss

40 YEARS
Forrest Clark
Steven Nieto

35 YEARS
Donald Schroder

30 YEARS
Dale Drumheiser
Patricia Edwards
Paula Hogg
Juan Lopez
Michael Newton
Mark Ramirez
Joe Santa Cruz
L.C. Webb

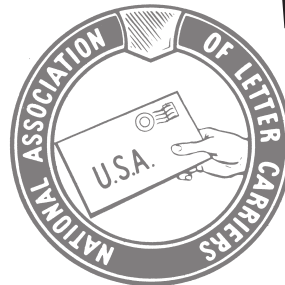
As I stated in my previous report, if you see any errors or I have overlooked anybody **please** let me know!!!

In Unionism,
ANITA HOLDERMAN
Financial Secretary

OUT THERE



Each of us owes a debt of gratitude to those who went before!!!



From the earliest days of the NALC, retired carriers have retained their membership in the union, thus passing along to future generations the history and traditions of both the craft and the union.

The contributions of NALC's retirees have not gone unacknowledged by the union. At the union's golden anniversary convention in Milwaukee in 1939, the delegates established the practice of presenting Gold Cards to carriers with 50 years of membership. Subsequent conventions created special honors for 60 year, 70-year and 75 year members.

The importance of NALC retirees to the union—and of the union to retired members—has become clearer over the years. The fight to obtain and improve retirement benefits was one the union was obviously better equipped to wage than any individual carrier. Conversely, with the enactment in 1939 of the Hatch Act limiting the political expression of working carriers and other postal and federal workers, the NALC became more aware than ever before of the significant role their retir-

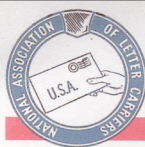
ees could play in furthering the union's objectives. This awareness was especially in evidence at the 1956 national convention when delegates created a separate national dues structure for retirees that was lower than that for active members. Supporters of the measure believed that at a time when the national dues were increasing, holding the line on the dues of retired letter carriers would encourage carriers to carry their NALC membership on into retirement.

Despite the historically high regard the union had shown for its retirees, the advent of collective bargaining following the 1970 strike led some retired members to fear that the union might ignore their interests. After all, these members reasoned, if the Postal Service was not legally obligated to bargain over retiree benefits and if the union was going to be devoting more and more of its time and resources to bargaining over the wages and working conditions of its active members only, then who would speak on behalf of retired letter carriers?

This line of thought led retired members to demand their own voice in union affairs—an elected national officer concerned solely with the needs of retired members. As one NALC retiree wrote in February 1974, "The NALC can no longer bargain for retirees under the present negotiating system. It is time, brothers, that we retirees elected a retired member as a national resident officer to be in the midst of the fight to improve the lot of retirees."

The proposal to create a Director of Retired Members was overwhelmingly approved at the 1976 Houston Convention. Three prime duties were assigned to the newly created position: to provide information and service to retired members and those members nearing retirement; to monitor legislative issues of particular concern to retired carriers; and—as an "un-Hatched" national officer—to administer COLCPE, the union's political action fund.

In the decade since the position was created, the Director of Retired Members' constituency has grown continually. Today, more than 81,000 retirees stand proudly together, working to protect the interests of NALC members, both active and retired.



National Association of Letter Carriers

William H. Young
President

April, 2008

100 Indiana Ave., NW
Washington, DC
20001-2144
202.393.4695
www.nalc.org

Mr. E. J. Escalera
Branch 782, NALC
Bakersfield, CA

Dear Brother Escalera:

The strength and prestige of our organization are the direct result of the selfless dedication of members like yourself, who helped it grow and who stood loyally at its side during good times and bad, never wavering in your devotion or your support. We, who are the beneficiaries of your steadfast courage over the years, will always be grateful for the legacy of achievement you have bequeathed to us.

May you enjoy the benefits that go with your Gold Card Membership in good health and for many years to come. As President of the National Association of Letter Carriers, I want to express on behalf of the entire membership, our appreciation for what you have meant and what you mean now, to the development and progress of our great organization.

I am very sorry that, because of circumstances beyond my control, I cannot be with you in person to make the presentation of the Gold Card commemorating your fifty years of loyal membership in the National Association of Letter Carriers. However, I have asked your Local Branch Officers to make the presentation on my behalf.

With best personal wishes,

Sincerely and fraternally,

William H. Young
William H. Young
President

Fredrie V. Rolando
Executive Vice President

Gary H. Mullins
Vice President

Jane E. Broendel
Secretary-Treasurer

George C. Mignosi
Asst. Secretary-Treasurer

Dale P. Hart
Director, City Delivery

Brian E. Hellman
Director, Safety & Health

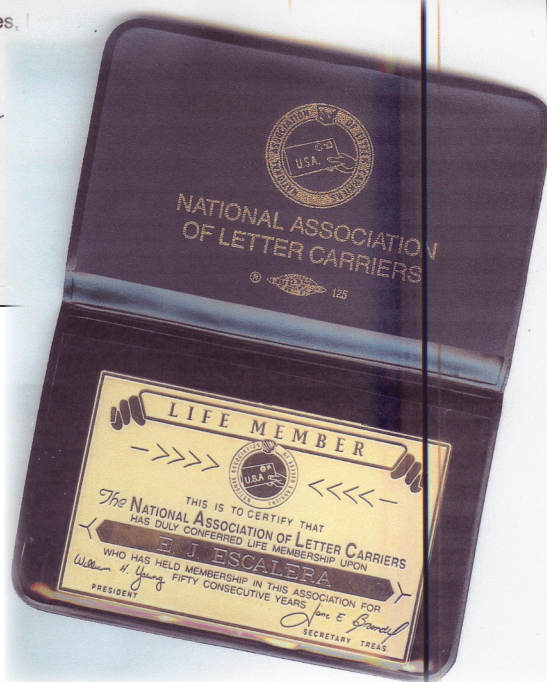
Myra Warren
Director, Life Insurance

Timothy C. O'Malley
Director, Health Insurance

Ernest S. Kirkland
Director, Retired Members

Board of Trustees:
Larry Brown Jr.
Chairman
Randall L. Keller
Michael J. Gill

Affiliated with the AFL-CIO &
Union Network International



Source: *Carriers in a Common Cause—A History of Letter Carriers and the NALC*

2008 NALC HBP Info

NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
*** Mental & Substance Precert.	1-877-468-1016
Drug Prescription Retail	1-800-933-6252
CareMark Hearing Impaired	1-800-238-1217
*** CareMark Specialty Pharmacy	1-800-237-2767
*** Durable Medical Eqpt.	1-888-636-6252
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
Nurse Assistant (24/7)	1-877-220-6252
CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
***CIGNA Transplant Approval	1-800-668-9682
Quest Diagnostics (Lab Services)	1-877-220-6252
Quit Power (Smoking Cessation)	1-877-784-8797
CIGNA Health Rewards (Discounts)	1-800-870-3470
CIGNA Dental Discount Program	1-877-521-0244
**** Disease Management Program	1-800-227-3728
MEDICARE Managed Care Plan	1-800-633-4277
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-688-9889
Social Security Administration Info	1-800-7721213



**Branch 782
Health Benefit
Representative**

**Mark
Ramirez**

**(661)
834-5011**

NALC Prescription Drug Program

P.O. Box 94465
Palatine, IL 60094-4465

Out of Network Pharmacy Claim NALC Drug Prescription Program

P.O. Box 52196
Phoenix, AZ 85012-2196

United Behavioral Health

P.O. Box 30755
Salt Lake City, UT 84130-0755
1-877-468-1016

NALC Health Benefit Plan

20547 Waverly Court
Ashburn, VA 20149

* Failure to pre-certify will result in a \$500 reduction in benefits paid by the Plan. Must notify the Plan prior to hospital admission with doctor name and dates. ** Mail order drug prescription program long term (maintenance drugs) 60 day supply: \$8 generic, \$24 name brand; 90 day supply: \$12 generic, \$35 name brand. Retail Pharmacy, you pay 25%. MEDICARE 60 day supply: \$7 generic, \$20 name brand; 90 day supply: \$10 generic, \$30 name brand. Network Retail Pharmacy you pay 15% of the cost of the prescription. Prior approval required for some drugs. Must call the Plan. *** **Prior Approval Required.** **** Asthma and Diabetis.

Preferred Provider (PPO)

Cost: \$20.00

Co-pay per office visit

Preferred Provider (PPO)

Deductible

\$250 Individual

\$500 Self & Family

Per Calendar Year

Contact Information

Center for Disease Control	http://www.cdc.gov
National Library of Medicine	http://www.nlm.nih.gov
American Public Health Assoc.	http://www.alpha.org
American Cancer Society	http://www.cancer.org
American Heart Association	http://www.americanheart.org
American Lung Association	http://www.lunusa.org
Diabetes Foundation	http://www.diabetis.org
Muscular Dystrophy Association	http://www.mdausa.org
JAMA Asthma Information Center	http://www.ama.assn.org/special/asthma
Your Personal Health Record	http://www.nalc.org/depart/hbp
National Patient Safety	http://www.npsf.org

A couple of weeks ago, I went to the funeral for Jimmie Salie, a friend and co-worker. I saw many of my friends from the East Bakersfield Station in attendance as we had been years ago when we lost Rudy Magana. The sorrow was obvious amongst all the friends and family gathered there and yet it was exactly that which made it seem even more tragic. All these people who cared about Jimmie were not able to prevent what had happened.

I remember Jimmie as a hard worker, a good person, and a friend. He shared the frustrations we all share in the carrier craft and occasionally would vent with some loud exclamation as we all have at one time or another. And then the smile would come back to his face with a joke or two. I don't know if things had changed for him since I left E.B. a few years ago. I do know of the changes we've all felt and seen since then. I can't say I understand why he did what he did but I'm sure I'll ask him when I see him again, someday.

These words came to me as I took in the service for him. I found them a little ironic since I suffer from tinnitus, a ringing in the ears which sometimes makes it hard to hear or focus on what people say. But here they are.

Each of our lives

Plays out like a song.

Our family and friends

Help sing along.

The melody is made of

The joys in our life,

The birth of a child,

The love of a wife.

There're also the low notes

Our trials and our fears,

The times that we stumble,

The times we shed tears.

But, all of these things,

The joys and the strife,

Make up the wonderful

Song of our life.

There's also a thing,

A thing called the noise. It tears at our hearts,

It rips at our joys. It tries to take all,

Of which we are proud. It tells us we're nothing,

Just one in the crowd.

And sometimes the noise gets too loud.

Don't let the noise get too loud.

We miss you, Jimmie.

JOE DANGLER

In 1999 I was transferred from DwnTwn to E.B. I was put on route #520 for the 1st week I was there. It happen to be Jimmie Salie's route and he was on vacation. The first 3 days I needed help casing it (Pre-DPS) His route is one of the toughest to case if you don't know it because he literally has 50 different streets all cut up in different places. Bernard st. on the lower left 1st shelf, then on the middle 2nd shelf, on the right 5th shelf, in the middle of the 3rd shelf, and the left on the 4th self. And alot of the other streets were simular. You can imagine your brain scanning everywhere for 3 hrs. Back then a lot of his deliveries were stop and hop up to the house. Not to mention his first delivery on Haley St.had Even numbers on both sides. LOL (talk about confusing for a young buck) But I made it through the week and the follow week when Jimmie came back I walked over there and introduced myself to him. Then told him his route sucked! He totally laughed at me with a big Jimmie smile that he always had. As the years went by Jimmie always came in and did his job day in and day out. Every morning when we saw each other before clocking on. It was always a Jim meh, Jim, meh, Jim meh. He would always reply with Jef frey, Jef frey, Jef frey with a firm military handshake. I would always ask Jimmie, "Just another day in paradise eh Jimmie" and he was a big 3 stooges fan and would always reply with a Curly voice "Soitenly" And another memory of him that I always loved is when we are ready to hit the streets and we are getting our DPS outside and I always had a knack of singing, It's a beautiful day in the neighborhood. He Jimmie would always say. "Sheeeeeeeeeee iiitt" LOL jokenly. I will miss Jimmie, his smile, that firm handshake, and that, "Jef frey, jef frey, jef frey." We will all miss Jimmie.

Route #514 Jeff Harrington

Good-bye, Jimmie!!!

Dear Diana Chavez, NALC Branch 782 Legislative Liaison

Congressman Kevin McCarthy has introduced a bill which would allow the Bush Administration the ability to contract out to a non-union carrier overseas ballots instead of continuing to use the USPS which currently handles this mailing.

The bill is HR 5673, the Military Voting Protection Act of 2008

In is important to let Mr McCarthy know that for the fourth consecutive year in a row, the USPS has been named the most trusted Federal Government agency. The American public trusts the USPS to handle very sensitive documents, including ballots. Federal Government employees should be the only ones handling ballots in American elections.

We appreciate his concern for proper handling of ballots form the military but feel that this legislation would hurt his efforts more than help.

Please have a few of your members who are constituents in Congressman McCarthy's District call him this Monday with the above talking points and ask him to consider withdrawing H.R. 5673.

Thanks,

**John Beaumont
President, California State Association of Letter Carriers**

UP ON THE HILL

It has been an interesting month up here on the hill. We made it through the week of route inspections. It is not an easy week for a carrier, with having to fill out the form and having people watch your every move. You just do the best you can. Best advice is to be consistent, and do what you normally do every day. We will see what transpires from it next month.

Update, in previous articles I have said that I have switched from Kaiser to the NALC Health plan. So far, I am extremely happy with it. started going to the Neck and Back center for low back pain, after meeting my \$300 deductible, my co-pays are only \$5 for the rest of the year. It seems to be working, since I haven't been taking any pain medication. I was prescribed 3 pain medications before I started which cost me a total of \$2.80, I was surprised by that.

I was going to say welcome to George Duarte, Melissa Badaway, and Mona Martin has they have bidden to Hillcrest from E.B., but they have bidden back, so I will say best wishes on your new routes.

Alyce Nelson was assigned to our vacant T-6 position. Congrats I think, but at least you get to stay.

I would like to give Connie Crimmins a big thank you for being our office food drive coordinator. I know it turned out to be a bigger job than expected, but you were great. Thanks again.

Last but not least the family of Michael St. John, a former carrier at Hillcrest and South stations, and he was a 204-B for awhile, had a memorial for him at Hart park on May 18th. our condolences go out to his daughter Jamie and family.

PAM SMITH
93306 Steward

from the
editor-guy

Working "in union" with others seems to embody a profound, fundamental truth: You can accomplish so much if everyone works together to achieve a common goal—each person just has to take on only a small portion of the work.

This is really evident in a project like the NALC Food Drive. It is also true for efforts involving legislation or in giving the NALC leadership the support and resources to protect or improve our Contractual benefits. Working together so much can be achieved. Each city in the Branch and each Carrier gives us the potential to make *all* of us more successful.

For that reason, I apologize for not having the final tally for this year's Food Drive. Restrictions kept me from including all of the numbers from each city other than Bakersfield. Next month, if all goes well, final numbers will be published!

2008 NALC-USPS Food Drive!!!

**Planning was done.
It was the week of
the Food Drive...**

**Monday—May 5, 2008:
The Kick Off!!!**

Media Event: Television Stations 17, 23 and 29 are there! Mike Towery seems nervous. So am I. Postmaster Jim Brouilliard tells the media about his involvement. Mike talks about the history of the Food Drive. I speak about our “grocery store event” and where and what should be put out for Saturday’s main event. Gary Romriel, Food Bank representative, tells the viewers about the lack of food at the Food Bank. A postal tub filled with Campbell’s soup is given to the Food Bank to signal the kick off of the 2008 NALC-USPS Food Drive.



Thursday—May 8, 2008: Grocery Stores

Everybody did a great job! Carriers showed up and "worked the crowds". Some showed up as early as 5:00 p.m. Many didn't leave until around 8:00 p.m. Some units had the station managers and supervisors also show up.

● Letter Carriers out in force at target grocery stores in their respective zip codes handing out Food Drive post cards and requesting donations. Channel 29 “EyeWitness News” weatherman, Mike Muzzio, does a live interview at Green Frog Market on Columbus and Auburn with some of the fifteen Hillcrest Station and East Bakersfield Station Letter Carriers.

● Brundage Station had two Letter Carriers, Mabel and Yvonne, talking to shoppers about the importance of the Food Drive. They were encouraging shoppers to lend a hand and had a great time laughing and talking with everyone.



● Some fifteen South Station Letter Carriers were at FoodsCo on White Lane along with station manager, Robert Nichols. South had so many volunteers that the store manager asked if some of us could leave. It was so funny.

● Stockdale was at Vons and had about half of a donation can filled when we drove by at around 7:00 p.m.

Continued next page...and Next Year????



● Four Camino Media Letter Carriers set up at Vons at the Marketplace. They were joined by their plant manager and supervisor, Angel Vega. They also did well and had about filled their donation can when we drove by to see how they were doing.

● Dole Court targeted two Vons stores (Olive Drive and North Chester Avenue). Shoppers here were very generous and contributed to the great atmosphere at both locations. Made for a great photo opportunity, too.



Saturday—May 10, 2008: The Day of the Food Drive!!!

● Letter Carriers all over Bakersfield begin calling for someone to pick up food from their vehicles because they are collecting too much to be able to efficiently get at mail in the back of the delivery vehicles.



- Stockdale Station calls because they have filled up all available food bins.
- Dole Court calls to report that they need four more empty bins.
- South Station phones in a request for more bins.
- I kept having to call the Food Bank to pick up the food which was piling up. This was part of our strategy. We decided to flow food from all of the stations out to the GMF where it could be culled.
- Each station is told to drive accumulated food over to the GMF in delivery vehicles so that the media could show the community the kind of impact that the 2008 NALC-USPS Food Drive was having.



● It was so neat! It was almost like we were filming a movie! So many volunteers unloading so much food from the delivery vehicles and putting them in hampsters was quite a sight to see!!

● Everyone was so happy and laughing while the food products were being separated.

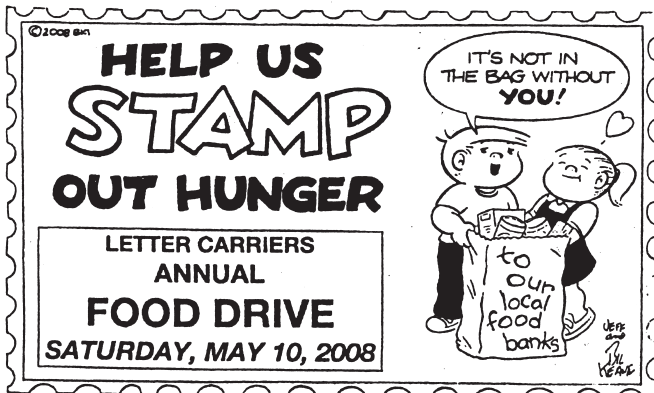
● A “Thank-You Barbeque” was hosted by the Bakersfield Postmaster. News reporter Kurt Rivera even cooked up a few hamburgers for a while



It was so much fun to be art of such a successful event; and, to know that we helped so many people—that was the best art!!!



Continued next page...and Next Year????



Brundage Rocks!!!

I have been an employee with the U. S. Postal Service for over three years. This is the first year I took an active participation in the event; and, the enthusiasm and giving I witnessed from my fellow co-workers and the general public is cherished.

USPS ~

I think this is absolutely wonderful! I am a busy, full-time working, single mom so I don't always get to volunteer as much as my heart wants to. This is a great way for me to contribute, no-traveling needed! I propose that USPS should do this more often, monthly maybe? Thank you so much for making an easy way for us busy-bodies to donate and give back to the community.

Sheresa Akers
&
Nadine Akers

The commitment put forth by the community and post office employees yielded over 102,000 pounds of food collected! A barbeque/picnic finished the event on May 10th at the GMF as a long line of mail trucks from all over Bakersfield waited to drop the food off from their respective stations before relaxing and enjoying freshly cooked burgers.

I am so proud of Brundage Station for their enormous effort to collect nearly 25,000 pounds. This amount allowed our station to win a competition between us and East Bakersfield Station. As a result, Mike Bettes (station manager) and Crystal Southwood (supervisor) will carry a route of our choice! I want to take this opportunity to thank Mike, Crystal and Jaime (East Bakersfield Station supervisor) for committing themselves to this competition to help fuel participation. I would also like to thank several people for *personally* generously donating the following generous amounts of food to our station total:

Rosie Padilla, 1500 pounds; Karen Mills, 1500 pounds; Maria Gutierrez, 1500 pounds; Dhaliwal Gill, 1930 pounds; Inderdeep Gill, 2100 pounds; and last—but certainly not least—Crystal Southwood, 6000 pounds!

I want everyone to know it was a group effort and everyone in our station contributed. Believe me, it was such a sight to see! I was in awe as everyone put more and more effort into increasing the impact that we had.

The success of this competition has fueled conversation to continue it again next year and to get more stations involved. Is anyone up for the challenge? Are any supervisors up for the sportsmanship?

I love my co-workers! I am proud to say that I work with such a great, caring bunch. Our station may suck at bowling but we challenge anyone to beat us in fundraising!

MABEL BULLIS

A Proud Brundage Letter Carrier!!!



To my fellow Letter Carriers,

The 2008 NALC Food Drive was a success in many ways! Management, Postal Carriers, and the community of Kern County pulled together collecting over 102 thousand pounds of food in Bakersfield alone!!

Proclamation

Office of the Mayor



- WHEREAS, The National Association of Letter Carriers has joined with the United States Postal Service to have a Nationwide Food Drive on May 10, 2008; and
- WHEREAS, all across America, Letter Carriers will be collecting non-perishable food items along postal routes for local food banks; and
- WHEREAS, in 2007, over 26,000 pounds of food was given by the Letter Carriers to food pantries for the needy families in our community; and
- WHEREAS, the need for non-perishable food donations has risen dramatically; and
- WHEREAS, on Food Drive Day, Letter Carriers will deliver the mail and pick up food donations at mailboxes, then take the food back to the Post Office where it is prepared for delivery by trucks to the local food pantries;

NOW, THEREFORE, I, Harvey L. Hall, Mayor of the City of Bakersfield, do hereby proclaim May 10, 2008, as

"LETTER CARRIER'S FOOD DRIVE DAY"

in our city, in recognition of this volunteer driven effort by our Letter Carriers to feed the hungry; and I hereby encourage all citizens of our community to participate and support the Food Drive.

DATED, at Bakersfield, California, this 10th day of May, 2008.




Mayor of the City of Bakersfield

I would like to thank everyone for their help and hard work in making this year's Food Drive the best it has ever been

"Head Honcho" Mike Towery, President of the local chapter of the NALC asked me to coordinate this year's Food Drive in Bakersfield. I was reluctant and tried to talk my way out of it. When Debbie Wiles didn't want to do it, and my DAWG Mary Ziemer said I would be good, I decided to sign on to "give it my best shot".

After seeing for myself how much work is involved in organizing a food drive, I would like to give props to Pam Mauck for the many years of coordinating past food drives!

Although one day—May 10th—is officially recognized nationally as the NALC Food Drive Day, it took many weeks of preparation and organization to be successful. I would like to personally thank each of my delegates who represented each Bakersfield station: Irene Castanon from Downtown; Sylvia Reyna from South Station; Joy Cordova from East Bakersfield; Connie Crimmins from Hillcrest; Mable Bullis from Brundage; Evelyn Gauthier from Dole Court; Randy Courson and John Ortega from Stockdale; and, Greg Clines from Camino Media. All of them contributed time and ideas that helped in this years great success!

A shout out to Gary Romriell, Manager of Partnership Food Bank, his associates and all the volunteers.

I would also like to thank my husband, Andrew, and my two kids: Breanna and Drew Drew! They were extremely supportive of me in my efforts. I also need to thank the Bakersfield Postmaster, Jim Brouilliard, Carmen Castillo and Georgette Breedveld for backing our efforts 100%.

I also want to give a special thanks to all of the individual Letter Carriers and coordinators who worked so hard in all of the outlying areas. The associate offices generated a lot of food which will stay in their local communities to help those who are in need of a big lift in their times of need. Many of you have been extremely active in past years and also came up big this year as well!

Maybe next year we can do more to work together

to coordinate everything to make even more of an impact next year!!! Basil says (with the deadline that he had to work with) pictures and stories from those of you who work outside of Bakersfield will be published next month as we continue to celebrate the great effort that **ALL** Carriers of NALC Branch 782.

This closing point is important: I would like to thank **ALL** of the Letter Carriers who worked so hard gathering all of the donated food while delivering their routes! Without all of your efforts, many would still be hungry.

TERESA GARCIA
2008 Bakersfield Food Drive Coordinator

Guest Editorial:

OVERTIME EQUITABILITY

By Jim Goins
Second Senior Vice President
NALC Branch 1100

One of the most misunderstood procedures within the Branch is determining quarterly overtime equitability. For several years, each office had its unique method of averaging the overtime and determining what was "equitable."

In the early and mid-1990's, the National Business Agent and Labor Relations embarked on developing a process that would uniformly apply to every office in what is now known as the Pacific Area. The process was part of the original Working Together book, which was the forerunner of the Joint Contract Administration Manual. The process calls for an examination of hours and opportunities with a high priority placed on the number of hours worked each quarter. This agreed-upon "Area" methodology works as follows.

Overtime is tracked by calendar quarters, starting with January. Each quarter consists of three consecutive months. The only overtime hours tracked are those hours worked by the carriers on the office-wide list (OTDL) off their assignment, this includes their non-scheduled day. We do not track the hours of carriers who sign the work assignment list.

Article 8 requires that overtime be distributed equitably among those on the office-wide overtime list each quarter. For example, after the end of March, the overtime hours are posted for the quarter and are reviewed to determine the median average of hours among the carriers on the OTDL. The hours are added together and divided by the number of carriers on the list. The result of this division is called the median average. The individual carriers on the OTDL are split into two categories- those at or above the average and those carriers below the average.

The next step is to determine those hours in which the carriers were "excused" from overtime work. These hours are added to the individual hour totals for the quarter. An example would be when a carrier works 50 hours of overtime, but has 10 hours documented as "excused" hours, the carrier's total for the purposes of quarterly equitability is 60 hours.

The next step is to determine equitability for the quarter for each carrier. This is accomplished by analyzing what hours the carriers who fall below the average were available to work but were passed over in favor of carriers who ended up work-

ing higher than the average. Remember, the intent is to create equitability among those on the OTDL. Therefore, those carriers equal to or above the median average are equitable regardless of their differential in hours. Those carriers who worked less than the average are inequitable for the hours below the median. The application of the method is like a Robin Hood principle- only instead of "robbing from the rich", it is finding hours worked by the carriers above the average and giving those hours to the lower tier carriers below the average.

However, as each hour is deducted from the higher carriers, those carriers' hours are reduced until they are equal to the median average. The process continues until all hours that can be redistributed are completed. This creates a true equitability among the carriers on the OTDL.

This does not necessarily mean that every carrier will receive pay for every hour under the average.

The carrier must be available on the date in question to have worked the time. The methodology mirrors recent arbitration decisions and contract language in that management has the following quarter to supply the low hour carriers with an overage of overtime hours at least equal to the amount under the average in the previous quarter. If this is not accomplished during the 2nd quarter, then payment of those hours not allotted to the carrier are paid at the overtime rate. The only exception is where the carrier gets off of the list after the end of the quarter or the individual office has a history of egregious quarterly violations. In the first instance, the carrier cannot be given make-up opportunities and payment is made at the end of the initial quarter when equitability is lacking. In the latter instance, payments have been made at the end of the initial quarter.

The idea of creating the process was not to create overtime payments for quarterly inequity, but to see that the hours are spread as evenly as possible among the carriers on the OTDL. One caveat that bears considering is that the tracking is a quarterly process and not a daily or even weekly process. It is only necessary that carriers on the list be equitable at the end of a quarter.

If you see non-OTDL carriers working overtime, there may be a violation that needs correcting. However, it has nothing to do with the quarterly equitability in a unit or office.

If you have any more questions either see your steward or give me or any officer a call at the Branch office.

Article courtesy of the May-June 2008
Branch 1100 Union Carrier

California State Association Convention Delegate Reports

Recently, Branch 782 invested almost \$7,000 to send a delegation to attend the 52nd Biennial California State Association Convention in Los Angeles. In turn, those delegates invested three days of their time (the use of either annual leave or LWOP) to attend a variety of classes and to conduct the business of the State Association.

Generally, the overwhelming majority of Letter Carriers clock-in in the morning, put up the mail, try to justify to our supervisor our estimate on how long it will take us to deliver that day's mail, deal with the day's events, and then clock off to carry on with our lives.

At a convention you encounter others who do the very same thing in all kinds of different locations. Some Carriers work in large cities, others are from towns with only two or three routes. Circumstances vary because of this. In larger locations, we can bid to routes in different stations. In smaller towns, there is no place to bid to. You just wait until those senior to you leave. And then you can finally get a route.

In a convention, you also meet those who (for whatever reason) have chosen to become involved in more than the basic duties of all Letter Carriers. They have chosen to be activists and bring many different talents and skills to the task.

I learn from them and am energized to do my small part in keeping us all able to survive until we can, one day, retire...

BASIL ZUNIGA



In Jerry's World

We have lots of friends in Congress, but we need more.

We need all the help that we can get to protect us and our families from the changes which the Postal Service has been trying to institute. "Contracting out" is not a threat which has been eliminated. More and more automation will mean more street time. The USPS is trying to eliminate as many delivery and processing positions as possible.

This is one reason that we should contribute out of our paychecks to save our jobs through the NALC's political action fund—COLCPE. Not only does the NALC use that money to help elect representatives who will do whatever is needed to keep our rights and our benefits, COLCPE is also an investment in fighting for all Americans.

We must fight for a change to take back America! We know that this President has the lowest approval rating of every other President before him. Personally, I don't care which of the candidates gets nominated for us. I just want to see a change in the way that the administration and Congress work with each other to bring America out of the past eight years of taking from middle class people.

This country needs to bring our military men and women back home and give them all of the medical and education benefits that they deserve. We shouldn't treat them the way that many of the returning veterans from Vietnam were treated from 1960 through 1975.

That is all that I have to say about that. Well, the state convention is over. This year's training had a few changes with shorter classes and new classes.

Even though the classes were shorter, there was still a lot of information provided. Our National Business Agent, "Manny" Peralta, worked hard to make sure that information was provided to us by his staff of Regional Administrative Assistants. They worked well with all of the officers of the California State Association of Letter Carriers.

Much of the information is also available to Letter Carriers who go to the NALC website. There has been a lot of progress made from the day when I first started out. Much of this is because of computers. We can click on the website and find all the information or contacts that we need.

As I steward, I find that most people don't help themselves to the information which is available. They still want Stewards and other Branch officers to do everything for them. I urge every single Letter carrier to learn what it means to be a professional Letter Carrier. Take pride in what you do and learn the proper ways to step up when something isn't right with the way that you or others are being treated.

When you have a good Steward, don't expect them to be around all the time to babysit you.

Learn enough to be able to make the right decisions. Do some simple things to help them: **Learn** the Rules. **Follow** the Rules.

If you see the Rules broken let the Steward know. Help your Steward be more effective. If you see other Letter Carriers breaking the Rules, tell them that there is a better way to do something, and then let the Steward know. Help your Steward be more effective. If you see a supervisor, manager or postmaster breaking the rules, jot down a quick little statement, and let the Steward know. Help your Steward be more effective.

In this Branch, a Steward earns a little over a dollar a day for all the work that he/she does. Help your Steward be more effective and earn those "big bucks"...

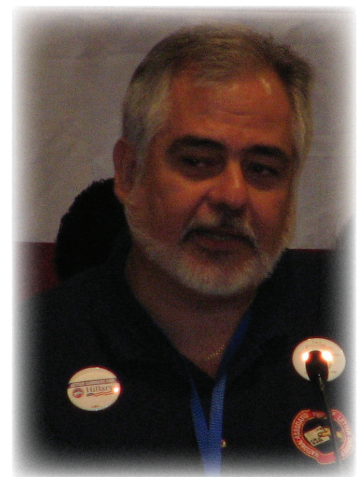
Too often, people don't want to become involved. If you are asked to write a statement about something that you saw or heard, please do it. You may not be doing it for yourself. It may be for another Letter Carrier. Put yourself in their shoes. How would you feel if you would have been eligible for a monetary settlement because of a grievance—but because someone didn't write a statement—all you got was a promise from management that it wouldn't happen again?

It all comes down to learning what your rights and benefits are and then taking the next step: Acting professionally at all times.

Stay strong in your union with others. Support your Shop Steward and make things better for everybody. Make an investment in your future by learning about your rights and your benefits by attending Union meetings and educational classes. Everybody is welcome to attend.

Please, please, please make an investment in your future by giving money to COLCPE!!!

JERRY PATTERSON
Shop Steward
Delano and Shafter



The softer and gentler National Business Agent Manny Peralta speaking at the CSALC convention.

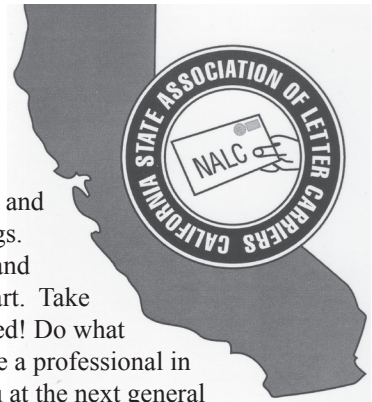


Ten of your brothers and sisters from Branch #782 were sent to represent you in Los Angeles at the 52nd Biennial California State Convention. The conventions are held every two years in a different city in California. It is scheduled for three days. Thursday morning started early with class registration at 7 a.m. and classes started at 8 a.m. Twelve different classes were offered. The classes I attended were Route Inspections, Proper Bookkeeping Practices and OWCP / Assisting Carriers in Filing Claims. Friday and Saturday was the actual convention.

This year, 862 letter carrier from this state came together to listen to National President Bill Young along with other speakers such as Congressman Xavier Becerra (D-CA-31st), Congresswoman Maxine Waters (D-CA-35th), and Mayor of Los Angeles, Antonio Villaraigosa. The convention days are full and at times can be long winded. Overall the information is necessary. Being informed is vital. We need to bring this information back home to you.

Several functions were organized for delegates and guests to attend on down time. A Golf Tournament and a Casino / Texas Hold'Em Tournament raised thousands of dollars for the Saxsenmeier Scholarship Fund. Los Angeles Branch #24 hosted "An Oldies But Goodies Dance" and raised over \$4,400 to benefit MDA. It's a fun time to participate.

Overall, the convention is something every union member should experience at least once. This was the first time for Paul Salazar and Mike Meza. This was the fourth State Convention I've attended. Your other delegates were Bazil Zuniga, Jerry Patterson, Frank Martinez, Pam Smith, Diana Chavez, Teresa Ortega and Darryl Holderman. Let me encourage all of you to get involved just a little more and attend your union meetings. Being an actual member and reading this article is a start. Take the next step. Get involved! Do what you can to learn how to be a professional in your daily duties. See you at the next general meeting on May 27th. And, you just might win the \$500...



In Solidarity,

ANITA HOLDERMAN
NALC Branch 782 Financial Secretary

It's convention time again and as I sit through my classes, it always amazes me how many people I start to recognize. I guess that's a good thing because it shows the dedication of learning these delegates have. A dedication to do the best job for the union and its members. There are 10 delegates from Branch 782 Bakersfield here this time. Two are first timers. It's always good to see new faces attend the conventions. As usual there are a wide variety of classes to choose from during the training sessions. Some subjects that are new to me and some that are a review for me. There were classes with subjects such as route checks, Article 12 issues, O.W.C.P. issues and health benefits. Classes concerning the Department of Labor, the O.I.G. (Office of Inspector General), the National Reassessment Program and a *BIG* push for legislative issues.

Thanks for sending us to this convention. I, along with the rest of your delegates will do our best to voice your concerns at any future general meeting.

DARRYL HOLDERMAN
NALC Branch 782 Vice President

Basil got a letter...

Thanks for publishing “Confessions” in your Newsletter. I do appreciate the professionalism and content of your publication. I am an avid reader, devouring information as I can.

I also want to thank you for your letter and kind words. I am a man who has many sins to atone for as a former Manager and hope I can do some good which may balance against the evil I have done, both knowingly and unknowingly. I am learning more daily.

I don’t know if you realize this, but the MSP barcode program was written by a supervisor in Sacramento and how it’s used nationally is what I developed.

That’s right Each time a barcode is scanned by a letter carrier and analyzed by a supervisor, it is because I—Guy Nohrenberg, designed it that way.

I taught this program with 3 accomplices at the Bolger Leadership Academy in Potomac Maryland. They flew people in from throughout the country for three day sessions to learn how to manage with MSP. Afterward, they had me write a book about it which became an informal training guide, then I flew 67,000 miles in a year, back and forth this United States of ours showing more people how to use the barcoding system. During 9/11 I was stuck in Minnesota and fished until the planes flew again.

So, like I say, I have many sins to atone for.

I have attached the second “Confessions” article. If you feel it is suitable and would benefit your constituents, please feel free to publish it as you please. I also am not offended by any cartoons or humor on the topic of a former manager turned letter carrier. I would rather enjoy it actually.

Here are two pictures, a before, and after I was a manager if you’re interested. In Teampmg.jpg, I’m the one standing second from the right. It was the Friday before the guy to next to me was announced as the next Postmaster General.



That’s right Each time a barcode is scanned by a letter carrier and analyzed by a supervisor, it is because I—Guy Nohrenberg, designed it that way.



Who knows, perhaps your current Postmaster, and my old friend, Jim Brouillard, may get off his butt and carry mail for a week every four months too?

Maybe old Jack Potter will run a route now that he’s getting paid more. We all could use a bit of exercise and perspective.

Be well my new friend, may we long stand together.

GUY NOHRENBURG
Former Level 22 Manager



Confessions of a Former Station Manager—Part 2

by Guy Nohrenberg, PTF Carrier
Simi Valley, California Branch 2902

Sex, Drugs and Violins...

In my former job as a Manager I had to be very careful about what I wrote. I still do; however, I can write words like SEX now without fear of a grievance! SEX SEX SEX! I'll write it again, SEX SEX SEX! There! After 20 years, I've been able to write the forbidden word! I won't be writing about SEX though...*My wife said I should stick to topics I know about!*

Violins is another topic. I'll steer clear of it.

DRUGS are what I'd like to discuss with you. I suspect, there may be some Managers and Higher Level Managers on DRUGS! Mandate DRUG testing! Let's consider these FIVE TRUTHS to be self-evident to those who are NOT on DRUGS: If you are NOT ON DRUGS, you KNOW THAT:

1. Changing a formula does not increase productivity.
2. There is no computer program that will serve as a panacea for saving time out here on the front lines.
3. Those who rely SOLELY on DOIS for your route to route 3996 approvals, may be on DRUGS or perhaps just clueless. They should try a Batman decoder ring instead. It's just as good for this task. What are all the factors involved deciding in a 3996?
4. **ANYONE WHO HASN'T CARRIED MAIL FOR AT LEAST ONE WEEK IN THE PAST FOUR MONTHS CAN DO THIS ORGANIZATION NO GOOD IF IN A DECISION MAKING CAPACITY.**

5. Managers need to **GET OFF THEIR BUTTS** and help instead of hinder!

For those who may be on DRUGS, or just walk around like they're in OZ, here are FIVE LIES that they can blindly believe in and carry out orders on:

1. **You can Squeeze the formulas to unobtainable goals and getting part way there will be just enough.** (Yes. This is a silliness in management that we pay for daily; HQ says to save 1%, Area translates that into a 2% savings, District says they're great and to go to a 4% cut, The Postmaster says 5% savings or the supervisors are in trouble, and the guys with the clipboards are pushing you at a 7% reduction in hours to the Same Period Last Year and it becomes a hostile work environment. Ask your supervisors what their goal is to the Same Period Last Year!)
2. **There are newer computer programs with really clever names that will make everything all better!** (I was told the following, 20+ years ago by an old Division Manager, "Computers? Keep 'em locked up! Otherwise, they'll be used as a crutch and it'll all go to hell!" I used to disagree with him...)

OUT THERE



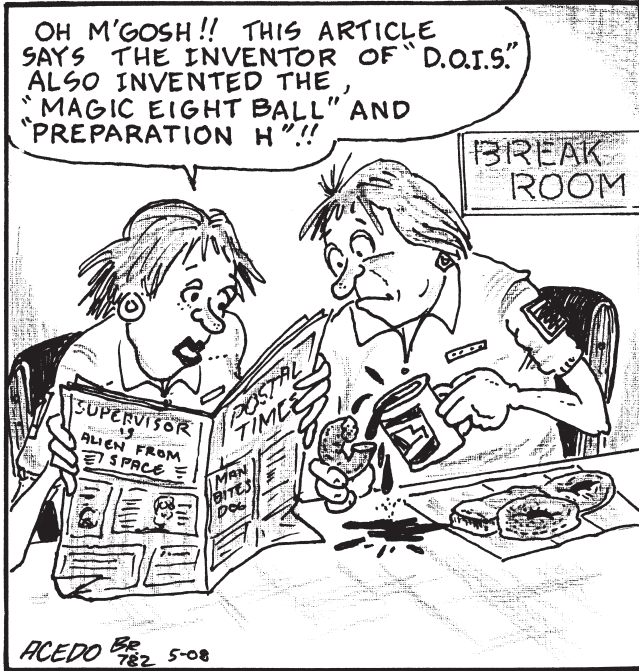
3.

All carriers should ONLY be approved what is in DOIS. (I was told this during a job interview once... I disagreed with the guy who said it because such a notion is at the lowest level of intelligence. We argued. He didn't hire me as the Manager of Delivery in his District.)

4. Even if you've never carried mail, you can manage just as effectively as if you DID. (When I was a manager—if I knew then, what I do now as a carrier—I could have been much more successful and hopefully not as intolerable through my lack of perspective...)

Continued on next page...

OUT THERE



5. You can fool all of the carriers all of the time! They will never catch on. Keep them close to their comfort zone and distracted. (Can anyone say "Water cooler Committee?") This tactic still works in some offices. In other offices, carriers are waking up to doing something about their environment.)

So, there we go. At some point, someone in management with courage will start the process of ensuring all EAS (managerial) personnel carry mail for a full week every Four months. They will learn what I am learning and what you've been trying to tell me for years.

Perspective, I'm told, leads to Enlightenment which produces Success which results in Happiness. A Lack of Perspective leads to cluelessness which produces Failure, which, if it continues, will result in the Collapse of America's Mail System. From the Postmaster General on down, and yes, all our Union Leaders. All need to feel what it's like on the front lines, and feel it often enough for things can change for the positive.

1 Week every 4 Months

So, if you have guts. If you care. If you are not just a passive observer of your life. Politely and persistently persuade

your boss and all tie wearing, clipboard carrying, computer connected persons that you meet, to carry mail for one week every four months, so that they will gain Perspective. Help rehabilitate them! And by the way, I don't really believe any of the managers are on drugs or anything. You may disagree, as the ridiculous head-in-the-sand approach to improving the nation's mail service makes you feel that way.

I can tell you that most managerial personnel are pressured and freaked out. I can testify to the fact that they are fearful of going against the flow and telling the Emperor his new Clothes don't really exist. I assure you that there is great hope for our nation's hard copy communications stream if we all participate and have perspective.

I can say this from experience.

Next time I write, I will reveal a mystery to you. I will show you how, using publicly released statistics from the LISPS, we have all been misled to believe that the carrier hours are the impressive quotient in our Total Operating Expenses nationally. In other words, I will reveal what percentage of the LISPS costs that we—The Letter Carriers—really represent, and where true savings can be found. It will shock you. Management will hate me because we have been used as their path of least resistance, and they don't like change. I will answer the question as to how we are being scapegoated when it comes to the budget. You will see how the answer to efficiency is hiding and hidden !

America Needs You! Work Safe! Work Smart! See you at the Union Meeting!

GUY NOHRENBURG

NALC Branch 2902 Letter Carrier... and, a former USPS station manager

THE FRONT LINE

This article for all my fellow carriers who are tired being pushed around, given false information, and having their integrity questioned!

Everyday I see frustrated carriers dealing with these issues. We are all in a fight here! This fight is about "numbers". This fight is about "the bottom line". This fight is being fought dirty by the other side. We did not start this fight! We do not have a choice, we must stand up for ourselves! We must and will fight back with the truth, with knowledge, with the contract, and most importantly together!

Carriers are on the front lines! We have to deal with managers and supervisors everyday. Do not let yourself be fooled, intimidated, or talked down to anymore.

Learn your rights! Don't you want to know when your right? Don't you want to be able to look management in the eye and tell them their wrong? That's one of the best parts of my workday! It's easy to do. You have a great resource in your union. Come to the shop steward and general membership meetings, and ask questions. Talk to your shop stewards and union officials. Read your local and national newsletters. Make time for the security of your job and your mind. Knowledge is the key!

And as Jimmie Salie use to say to me every day, "...and a top of the morning, middle of the afternoon, and bottom of the evening to you!"

PAUL SALAZAR
East Bakersfield Carrier



Branch Officers

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

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General Meeting
Tuesday
May 27, 2008
7:30 p.m.

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2628 F Street
Bakersfield, CA

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The 66th Biennial National Convention for Letter Carriers is coming up soon. It is scheduled to be held in Boston, MA. coming late July this summer.

I am planning on attending along with

seven other members from Bakersfield Branch 782. Our Branch pays for each delegate (who qualified with Branch meeting attendance criteria) with air fare or mileage to get there. The Branch also pays for hotel stays and per-diems (money for meals) for each day. Delegates who attend will only need to pay for any extras such as shopping or tour excursions. Delegates who attend will also need to use annual time or take LWOP or a combination of both.

Attending an NALC convention is a fairly big commitment; but, it can also be a vacation. Work is done every day, but there is also "play" time. The days are full with classes and guest speakers; but, the evenings are for you to spend with newly made friends, old friends, or take off on your own and explore the city.

I am happy to see a "first timer delegate" heading to Boston. In the future, if I were voted to be a delegate, I would give up my spot if another first timer would qualify and commit to attend. Getting involved in attending your monthly meetings is the first step. I look forward to seeing more new members there!

Anita Holderman
NALC Branch 782 Financial Secretary

Confessions of a Former Station Manager—Part 2

Pages 20 - 22

OUT THERE

