

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



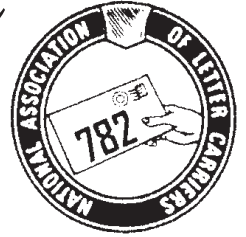
ARVIN
CALIFORNIA CITY
McFARLAND
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TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
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CHARTERED FEBRUARY 25, 1901



NUMBER 2

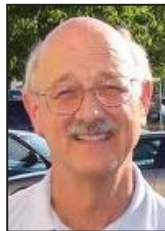
WEB VERSION

FEBRUARY 2017

at the

Mike:

As I start the new term as President of Branch 782, I would like to thank my wife, Diana, for all her patience and understanding for the last thirty-one years as I spent countless hours in the evenings, days off, holidays and Sundays working on union issues...



Without her support, I could have not done it. I know she sometimes feels like she is a “union widow”.

I want to thank Regional Administrative Assistant Calvin Brookins, for attending our January meeting and installing the Branch officers. It was both an honor and pleasure to have him attend the meeting.

Also, I thank my friend Chris Jackson for all his support over the years as National Business Agent. I congratulate him as he begins his new adventure as national NALC Director of City Delivery!

I also want to congratulate Bryant Almario as he takes over as National Business Agent for Region 1. He follows in the footsteps of Bill Young, Dale Hart, Manny Peralta and Chris Jackson. They have all gone on to be National Officers. I have had the honor to work with Bryant over the years and I am confident he has the experience, knowledge and leadership to represent all of our Letter Carriers throughout Region 1.



RAA Calvin Brookins congratulates President Mike Towery



It has also been an honor and a privilege to work with all the members of the Branch 782 Executive Board, Shop Stewards and other appointed

Continued on next page...

representatives of the Branch — some of whom have been actively involved with the union for 25 years or longer. *Every one of them* work many hours and are truly dedicated to making our Branch better and I **TRULY** thank them for all the loyalty, support and assistance they have given me over the last ten years as President and the years before when I was Vice-President.



Every single one of them contribute their talents in making our Branch function and they are an integral part of making the local union function. *Each and every one of them* do an outstanding job of representing not only our Branch but all Letter Carriers!



Moreover, the Union is **ALL**

OF US, not just the President, the Executive Board or the Shop Stewards. Unionism binds all of us together for the good of the whole. However, there will come a time that the current Branch 782 Officers and Shop Stewards will be gone (for one reason or another) and it will be necessary for others to step up, take over and fight the new battles...

I am encouraged and thankful that, recently, there have been such a number of younger Carriers in the Branch who have been stepping up as Shop Stewards and assistant Branch Officers!



NALC Branch 782 was chartered in February 1901 and has been protecting, defending and guarding the interests of Letter Carriers for well over a hundred years.

Because of the involvement of so many of our younger members, I am confident we will be here for another 100 years.

As I close, let me congratulate these four Branch 782 members: Karen Van Ostrand, John Rosso Jr, Alan Smith and Victoria Vidal for their well-deserved retirement!

Finally, let me remind you: Our General Meeting is going to be on Tuesday, February 28. I hope to see everyone there! You, too, might even wind up in Anita Holderman's viewfinder as she takes pictures on that day...

MIKE TOWERY



Yes. CCAs do face many difficulties.

Well, we had it bad in my day, too...

by Richard Tyler,
NALC Branch 226 Retiree

Carriers today have a lot of issues about which to complain. CCA's are treated badly and often overworked as are the Regular Carriers. Vehicles are worn out and probably should be discarded. But, let me share just a few things with you.

When I started in 1957, I was sent to Stock Yards station in the North Side. We had only 2 vehicles for the whole station, both were 1 ton Dodge trucks used for relays and parcel post. "Subs" — as we were called then — had to come in early (5:00 am) to clerk mail (work the dispatch). We then had to case and carry a route and be back in the office by 3:30. We had foot collections downtown that started at 4:00. We had to take a bus to get there. The collections ended at 6:00 and then back to the bus. This meant that we had put in 13 and 1/2 hours at \$1.86 per hour *AND no overtime*. On some occasions we were rewarded by taking one of the Dodge trucks to deliver specials.

Now for a real treat! People let their dogs out at 6:00 to join those dogs that were already running loose!

Carrying mail in daytime was hard enough in North Side, but at night it was terrible! You needed to make noise to alert the dogs that you were coming to their house, to avoid being bitten. ***I WORKED NORTH SIDE FOR TWO YEARS AND WAS BITTEN BY DOGS SOME THIRTY TIMES!***

I went Regular in 1959 and was assigned to route 617. The former Carrier on that route was named Clark. He gave me his most valued possession: a chair rung from a wooden chair. Clark carried that chair rung daily for as long as he had that route. He carried it in his pouch to ward off dogs.

He shared something else with me that I never forgot. He said, "Wait until you see your first running gun battle." As I rode the bus out on that first day, I wondered what he meant by "running gun battle". I got off the bus at the end of the bus line at 3400 Azle Avenue. There was a bar there called the "Dude Ranch." As I walked close to the bar, I noticed a man sitting down leaning against the wall. I touched him to inquire about his health when he fell over with a knife in his chest. So much for "running gun battles". ***THAT*** had to wait for another day.

Route 617 was 7 and 1/2 miles in length and I crisscrossed it. I guessed that I walked about 15 miles a day. It had no business



Save the Date!!
Rolando Trevino Retirement Party
6:00 p.m.
April 8, 2017
6401 Lamplight St.
Bakersfield, CA
Contact:
Vicki Trevino
(661) 331-4791
Cost: \$10 per person
Adults Only — Limited Space
This is a No-Alcohol Event!
PLEASE! R.S.V.P.
More details next month...

deliveries on it. There was no place to eat or go to the restroom. There was a church that was open where there was one lone rest room on the entire route.

The "running gun battle" didn't take place for 3 months. Not much of a gun battle really, only 4 or 5 shots fired. I approached a house on 33rd Street when I heard gunfire. I called out, "Hold your fire!" A head appeared out of the door and he told his friend to hold his fire. When I got to the house, I looked inside and there was target on the curtain and a boy on the couch with a 22 rifle.

One day, I was carrying a swing on West Exchange Avenue and I stumbled over something in a pool hall. I turned on the light and there was *another* body with a knife in *his* chest. I took a hint from that and left for another route on the East Side.

We will complain about our conditions until the end of time. I hope it will do some good. I expect that, one day, there will be a complaint that the air conditioning system in the new vehicle is only putting out 60 degree air and, "It's hot inside." ***You*** can tell them about *your* "good old days"...

Article courtesy of the Jan - Feb - March 2017
Fort Worth, Texas NALC Branch 226 *Panther City News*

Minutes of the January 2016 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:02 p.m. on the 24th day of January, 2017 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Jerry Patterson. All members of the Executive Board were present. The stewards were present from Arvin, Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Edwards, Hillcrest, Lamont, McFarland, Oildale, Shafter, South, Stockdale and Taft. Also present was the Newsletter Editor, Basil Zuniga; Webmaster, Rick Plummer; Photographer, Anita Holderman; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and Frank Martinez of the Social and Recreation Committee. The Minutes of the December 20, 2016 meeting were read and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from Amie J. Rice, South; Cheryl Bear, Brundage; Rolando Martinez, Stockdale; Martha Barrientos-Cabral, Dole Ct.; Brandon Risner, Hillcrest; Mariano Gonzalez, Dole Ct.; Michelle Watts, Camino Media and Abraham Guterrez-Vega, Camino Media.

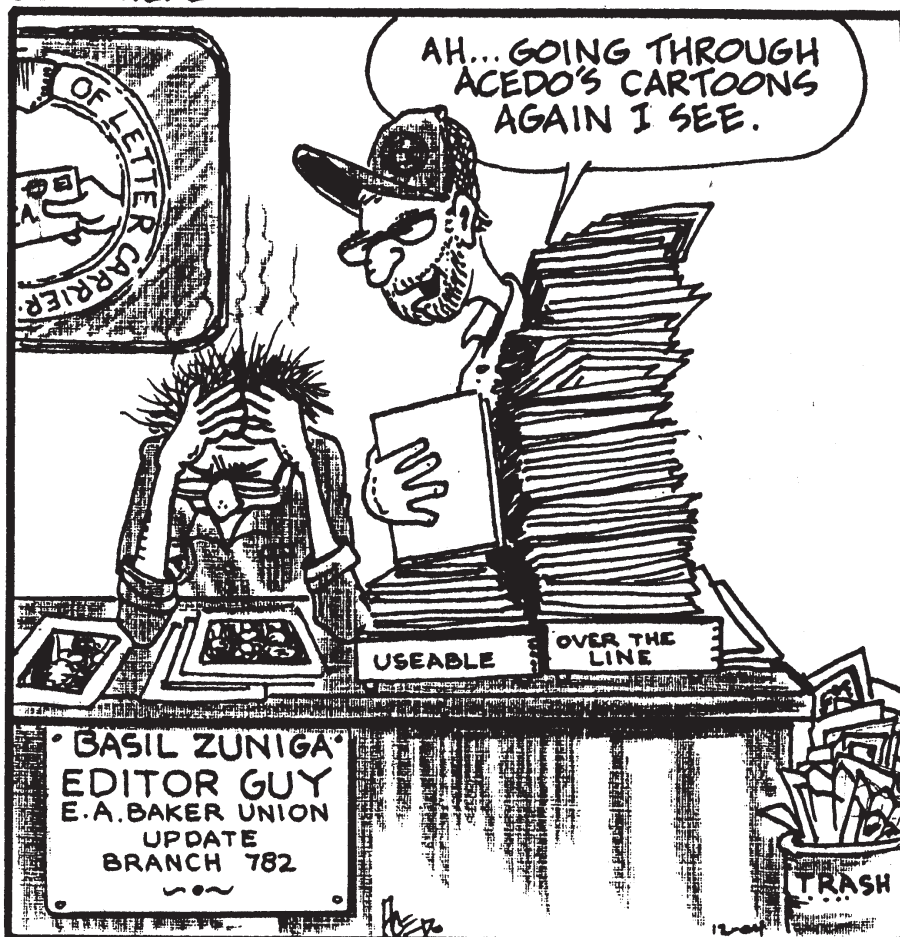
President, Mike Towery introduced Regional Administrative Assistant Calvin Brookins, former President of Br. 2462 of Van Nuys. Mr. Brookins discussed organization, especially CCA's. Region 1 is 92% organized, Br. 782 is 95%. He also discussed the hiring freeze for Federal Employees and how it applies to the USPS. As soon as it is determined if it implies to Postal employees they will get the information back to the branches. RAA Calvin Brookins installed the officers of Br. 782. Mike Towery thanked the Executive Board for their integrity and support.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that the picnic committee is great. Basil Zuniga reported that last month East Bakersfield folded the newsletter. Next month will be Hillcrest's turn. Basil informed the members, in case they did not know, that each month a different station folds the newsletter. The branch buys pizza, kids are welcome. Basil discussed the web version of the newsletter. He showed photos of LLV's across the nation catching fire. He discussed the 'Investigative Interview.' Basil said "if you don't know your rights, you don't

have any rights." Mike thanked Basil for the great job he does on the newsletter, both printed and web version. The web version is very extensive. Frank Martinez reported that no one attended the meeting of the Social and Recreation Committee this month. Jeff Harrington informed the members that the annual Bowling Tournament will be February 19th at 5 p.m. The tournament is open to all USPS employees. Kim Gerdes reported that 21 books were sold this month, with 833 remaining. MBA/HBP Representative, Mark Ramirez discussed the PPO facilities and that members can pay less out of pocket. He will have a list of PPO providers in the next newsletter.

NEW BUSINESS: John Ortega read the proposed By-Laws changes: Article 111 Meetings Section 1 the proposed change reads "The regular meeting of this Branch shall be held on the fourth Wednesday of each month, except for the month of November and December, at 7:00 p.m. at the Branch 782 Union Office, 2628 F Street, Bakersfield, California. The November and December meeting will be held on the third Tuesday of the month." Article X Section 10 the proposed new language reads, "A drawing using the current membership roster provided by the Financial Secretary will be conducted at the regular meeting of the Branch with the beginning amount of fifty dollars. If the member whose name is drawn is not present at the meeting, the amount will increase fifty dollars each successive month until it reaches five hundred dollars and will remain at the five hundred

OUT THERE



Originally published June 2005

dollars until there is a member present whose name is drawn. Once there is a winner, the amount of the drawing will start again at fifty dollars. Members must be present to win.” John reported that the By-Laws Committee will meet and their recommendations and proposed By-Laws will be published in the newsletter.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that 2 CCA’s in Bakersfield and 1 CCA in Wasco will be promoted on February 4. Mike Towery asked all the Stewards to stand; he thanked all the Stewards who are on the front lines to defend your rights. John Ortega, Mike Meza and Paul Salazar are taking care of the Formal A’s. He also appreciates the Assistant Treasurer, Financial Secretary and Recording Secretary. Mike asked RAA Calvin Brookins if there was any news regarding the Contract. Calvin replied that they are still talking. As long as they are talking it is good. They are working hard to get leave and benefits for the CCA’s. Calvin encouraged the CCA’s to be involved and to learn. The USPS has an aging workforce, many with over 25 years, CCA’s will be the only ones left as they retire. There are ways to be involved besides being a Shop Steward. Mike thanked Calvin and his Branch for donating the bags to our Branch for the Food Drive.

GOOD OF THE ASSOCIATION: John Rosso is retiring in 4 days.

FINANCIAL SECRETARY’S REPORT: Anita Holderman reported that \$13,710.52 was collected for the month of January.

TREASURERS REPORT: Molly Biggar reported:

| | |
|-------------------|-------------|
| Beginning Balance | \$52,112.20 |
| Dues and Income | \$12,845.73 |
| Total Balance | \$64,957.93 |
| Total Expenses | \$ 688.75 |
| Ending Balance | \$64,269.18 |

The MDA 50/50 Drawing was won by Mark Ramirez. The Drawing for \$450.00 would have been won by Michael Eberhart if he had been present. There were 43 members present. Three guests.

The meeting adjourned at 8:17 p.m.

KIM GERDES

Proposed By-Laws Changes

Proposed new language is in **bold italics**.

CURRENT LANGUAGE

ARTICLE III MEETINGS

SECTION 1. The regular meeting of this Branch shall be held on the fourth Tuesday of each month, excluding December, at 7:00 P.M. at the Branch 782 Union Office, 2628 “F” Street, Bakersfield, California. The December meeting will be held on the third Tuesday of the month.

PROPOSED NEW LANGUAGE

ARTICLE III MEETINGS

SECTION 1. The regular meeting of this Branch shall be held on the fourth **Wednesday** of each month, ~~excluding~~ **except for the months of November and** December, at 7:00 P.M. at the Branch 782 Union Office, 2628 “F” Street, Bakersfield, California. The **November and** December meetings will be held on the third Tuesday of the month.

PROPOSED NEW BY LAW — NO CURRENT LANGUAGE

ARTICLE X

SECTION 10. A drawing using the current membership roster provided by the Financial Secretary will be conducted at the regular meeting of the Branch with the beginning amount of fifty dollars. If the member whose name is drawn is not present at the meeting, the amount will increase fifty dollars each successive month until it reaches five hundred dollars and will remain at five hundred dollars until there is a member present whose name is drawn. Once there is a winner, the amount of the drawing will start again at fifty dollars. Members must be present to win unless their absence is due to attendance at the State of National Conventions.

Non-Members February 2017*

Downtown Station

Sarah Kirby
Javier Cruz
Daniel Zuniga

South Station

100% UNION!!!

Brundage/East Bakersfield

Vicky Guerrero

Hillcrest

100% UNION!!!

Dole Court

100% UNION!!!

Stockdale

James Oh
Marty Martinez

Camino Media

100% UNION!!!

Arvin

100% UNION!!!

Avenal

100% UNION!!!

California City

100% UNION!!!

Delano

Cynthia V. Quebral
Daniela Barreto
Oscar Maya

Lamont

100% UNION!!!

Mojave

Alexander Keller

Ridgecrest

G. D Schatz

Shafter

M. D. Voights
L. M. New

Taft

K. J. Hughes

Tehachapi

B. C. Den Beeman

Trona

100% UNION!!!

Wasco

100% UNION!!!

*CCA names
are in italics

96.3% of all of the possible local Letter Carriers
in our cities are NALC Branch 782 members!

NALC Regions

Fifteen elected National Business Agents (NBAs), each responsible for one of 15 Regions of the country, serve the members and Branches in their Region. Every Region also employs at least one Regional Administrative Assistant (RAA) appointed by the NALC National President. Acting under the National President's ultimate direction, NBAs have extensive authority over union affairs in their Regions, and serve on the NALC Executive Council. An NBA's primary responsibility is contract administration—handling grievances, presenting arbitrations, and dealing with regional postal management. They also deal with organizing and respond to requests for advice and assistance from Branches in their regions.



Region 1



Region 2



Region 3



Region 4



Region 5



Region 6



Region 7



Region 8



Region 9



Region 10



Region 11



Region 12



Region 13



Region 14



Region 15

See a common thread woven throughout their involvement?

Bryant J. Almario, Region 1 (CA, HI, NV & GU)

"I became active in the union when it was obvious to me that Carriers were feeling miserable at work," Almario said. "Management had created an atmosphere that was strained and uncomfortable."

Paul Price, Region 2 (AK, ID, MT, OR, UT & WA)

It was Paul Price's early personal experience that propelled him to activism when he was assigned to a station "...where men and women cried openly on the workroom floor because of the abuse. I became a Steward within my first 100 days. What I saw there has motivated me to this day."

Michael Caref, Region 3 (IL)

"My early activism centered around fighting unjust discipline (mine or co-workers') and other contractual violations."

Roger W. Bledsoe, Region 4 (AZ, AR, CO, OK & WY)

"The way I saw postal management treating Letter Carriers convinced me that I needed to get involved," Bledsoe said.

Michael J. Birkett, Region 5 (MO, IA, NE & KS)

"I had been a Teamster just prior to starting at the Postal Service and knew that the only chance working families have to get ahead was to be united."

Patrick C. Carroll, Region 6 (KY, IN & MI)

"Early in my career," he said, "I recognized the way management mistreated Letter Carriers and I thought I would do whatever I could to stop those abusive managers."

Chris Wittenburg, Region 7 (MN, ND, SD & WI)

Wittenburg says he became an activist with St. Paul Branch 28 because he wanted his fellow Letter Carriers to work in a safe and fair work environment.

Pete Moss, Region 8 (AL, LA, MS & TN)

The entire Gulf Region bore the brunt of historically devastating Hurricane Katrina in the fall of 2005. Moss was among regional and local leaders dedicated to helping restore order to the area wrecked by the storm's force, helping to locate and assist Letter Carriers who were displaced in the aftermath of the hurricane.

Kenneth R. Gibbs Jr., Region 9 (FL, GA, NC & SC)

The former Glynn County, GA, substitute school teacher was hired as a Letter Carrier “in 1980 and immediately joined the NALC,” he said. “I already knew how important the union is to working men and women.”

Kathy Baldwin, Region 10 (NM & TX)

“My fellow Letter Carriers, Branch 842 officers and [former regional administrative assistant] Pete Goodman all encouraged me to get more involved,” Baldwin said, “after I saw managers getting away with mistreating Carriers and violating their rights — and mine — under the collective-bargaining agreement.”

Daniel E. Toth, Region 11 (Upstate NY & OH)

“From Day 1, I was never intimidated by management,” he said. “Routinely, I went toe-to-toe protecting the rights of Letter Carriers from overzealous managers.”

David J. Napadano, Region 12 (PA & NJ)

“I found out early in my career that, in order to uphold and keep the rights and privileges that were built by the NALC and our great retired members,” Napadano said, “you had to speak up for yourself and others. Once I began speaking up, others began depending on me to do so.”

NALC democracy is **firmly** rooted in a written Constitution that spells out election procedures, Officers’ duties, convention responsibilities, and other key matters. NALC’s constitution has evolved over the years to meet the union’s changing needs and to strengthen members’ control over union affairs.

The NALC Constitution sets the governance structure for the national organization, including National Officers and local Branches. It also contains provisions related to State Letter Carrier Associations, the U.S. Letter Carriers Mutual Benefit Association and the NALC Health Benefit Plan.

The Constitution requires NALC to hold a national convention of elected delegates from every Branch every two years. The convention is the union’s supreme governing body. The convention may amend the Constitution. In addition to considering amendments, delegates at the convention discuss key issues in standing committees, and set national policy for NALC. In addition, delegates to every other convention nominate National Officers for election to four-year terms.

Timothy W. Dowdy, Region 13 (DE, DC, MD, VA & WV)

“I got involved with the union because I observed a frequent absence of fairness and competence among supervisors, and a frequent absence of integrity when it came to honoring the national contract,” he said

John J. Casciano, Region 14 (CT, ME, MA, NH, RI & VT)

“Dignity and respect on the workroom floor are never given; they are earned. Solidarity breeds strength.”

Larry Cirelli, Region 15 (NY, NJ, CT, PR & VI)

“I wanted to stop Carriers from being bullied by management and to help my fellow employees,” Cirelli said.

Source for pictures and information: NALC Website



There is plenty of proposed legislation which could affect Letter Carriers — **AND IT ALL SUCKS!**



by Eric Ellis, District 4 Officer
California State Association of Letter Carriers

While most Americans are riveted on the freak show we know as the Trump White House and its proposals to build a wall along our southern border and engage in inaugural crowd size denial, federal and postal employees will start to feel the big hands of the Donald when it comes to making a decent living. We have all heard by now of his imposition of a hiring freeze on federal employment.

Consider the following proposals floating about:

- 1) *The elimination of official time*, or in other words, stewards would be banned from processing grievances on the clock. Rep. Todd Rokita (R-IN) is responsible for this little beauty and the next, namely;
- 2) *No union representation for new employees*, or in other words, a steward could not represent a new employee if he or she is disciplined. For current employees, don't think you are safe, either, because the same proposal would allow a political appointee to fire or discipline any employee at will.
- 3) *Make the A-76 memo official policy*, which is to say, identify functions that could be provided by the private sector and privatize them.
- 4) *Adopt the Holman Rule*. With this, Congress would identify an agency or department it dislikes and cut the salaries of employees working in said agencies or departments to one dollar a day.
- 5) *Cut the earning rate of the G Fund to zero*. Remember, when President Trump talks about getting a good deal negotiating with creditors, paying 85 percent on the dollar or less, he is talking about you and me, not China or Japan. Why do I say that? Most of America's debt is owed to American citizens, not to foreign creditors.
- 6) *Change the Consumer Price Index to a chained CPI*. This would result in a Social Security/pension cut of at least 3 percent by 2033.
- 7) *Raise the full Social Security retirement age from 67 to 69 for those born after 1968*.



Now if you don't think what I just mentioned is scary enough, consider the following proposals from Speaker of the House Paul Ryan's so-called Path to Prosperity:

- 8) Eliminate defined pensions for new career employees, replacing them with a defined contribution plan. So, if current employees who retire at age 57 with 30 years of career service under the Federal Employees Retirement System get a defined pension plus the special retirement supplement until age 62 (when Social Security takes the place of the supplement), which translates to roughly \$2000 a month, they would receive approximately \$120,000 in total over those five years, give or take. Elimination of defined pensions takes that away, not to mention the loss of the defined pension part after turning 62. In effect, the elimination of the defined pension would force the affected employee to work until he or she accumulated enough in the Thrift Savings Plan to live on, probably around a million dollars. Good luck with that!
- 9) Raise FERS retirement contributions to 6.5 percent of your base salary. If you were hired as a career employee prior to 2013, you pay 0.8 percent toward your pension per pay period, or roughly \$20. Paying 6.5% would raise that amount to roughly \$150 per pay period, a pay cut of \$130 every two weeks with translates to a pay cut of roughly \$300 per month, taking into account the two months per year we are paid three times.
- 10) Increase amount postal employees pay for health insurance to mirror what other federal employees pay. To illustrate, examine the back of your health insurance brochure under 2017 Rate Information. If you have self and family under the NALC plan, you pay \$139.35 per pay period. If Speaker Ryan has his way, you would pay \$167.89 per pay period. **That is a pay cut of over \$60 a month, folks**

I am sorry if I damped your excitement about the whopping \$1000 a year tax cut Speaker Ryan's plan promised the middle class. But, it should be obvious to anyone with half a brain that his "Path to Prosperity" wasn't written for the benefit of Letter Carriers and other federal employees, not to mention the other anti-union proposals I mentioned. Would a \$4000 a year pay cut affect your standard of living? If you're a new employee, how do you feel about not having a pension? Building a wall doesn't seem so important, now does it?

If you are a Letter Carrier and you care about what I wrote about in this article (if you say you don't you are a liar), **PLEASE at the very least** call your elected federal representatives when your eActivist notifications ask you to.

We may not be able to stop all the aforementioned proposals from becoming law, but I think with all of us pulling together we can limit the damage. At least enough to keep us from the poorhouse.



Family and Medical Leave Act

Is this a lot to read? Yes. But?? *IT COULD BECOME VERY IMPORTANT TO YOU...*

On Nov. 24, 2015, the NALC and the Postal Service agreed upon a jointly developed document (M-01866) to provide the mutual understanding of the national parties on issues related to leave covered by the Family and Medical Leave Act of 1993 (FMLA). A similar document was previously included in the 2005 *Joint Contract Administration Manual (JCAM)*. Much has changed since 2005.

The National Defense Authorization Acts (NDAA) of 2008 created two new categories of military family leave covered under the FMLA. Those categories are qualifying exigency leave and military caregiver leave. The NDAA of 2010 then further expanded both categories of military family leave. M-01866 describes the FMLA rights regarding those two categories as follows:

- **Qualifying exigency leave**—The Postal Service must grant an eligible employee up to 12 workweeks of FMLA leave during the 12-month FMLA leave period for qualifying exigencies that arise out of the fact that the employee's spouse, son, daughter or parent, who is a member of the Regular Armed Forces, National Guard, Reserves, or a retired member of the Regular Armed Forces or Reserves, is under a call or order to covered active duty (or notification of an impending call or order to covered active duty) during the deployment of the member with the Armed Forces to a foreign country. For those military members in the National Guard or Reserves, the call to active duty must also be in support of a contingency operation.

- **Military caregiver leave**—The Postal Service must grant an eligible employee who is a spouse, son, daughter, parent or next of kin of a covered service member or covered veteran with a serious injury or illness up to a total of 26 workweeks of leave during a single 12-month period to care for the covered service member or covered veteran. While the 12-month period for every other category of FMLA leave coincides with the postal leave year, the 12-month period for military caregiver leave begins on the date that the eligible employee first takes military caregiver leave.

The definition of a spouse has also changed since the

previous FMLA document was created in 2005. A spouse, as defined in the statute, means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the state in which the marriage was entered into or, in the case of a marriage entered into outside of any state, if the marriage is valid in the place where entered into and could have been entered into in at least one state. This definition includes an individual in a same-sex or common law marriage that either:

1. Was entered into in a state that recognizes such marriages, or
2. If entered into outside of any state, is valid in the place where entered into and could have been entered into in at least one state.

M-01866 also covers more than the changes since 2005.

For example, a few common questions usually come up when discussing FMLA, such as:

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

These are all valid questions that are answered in M-01866. An **eligible employee** is one who has been employed by the Postal Service for at least 12 months (this time does not have to be consecutive, but generally must have been worked within the past seven years) and has completed at least 1,250 workhours during the 12-month period immediately preceding the date the leave starts. The 1,250 workhours includes overtime, but excludes any paid or unpaid absence, except for absences due to military service. Leave without pay (LWOP), including union LWOP, does not count toward the 1,250 workhour eligibility requirement.

The law entitles eligible employees to take up to 12 workweeks of job-protected absences during a 12-month period as defined by the employer. The Postal Service has selected the postal **leave year**, which begins with the first full pay period that begins in a calendar year and ends with the start of the next leave year.

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

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

The answers to the above questions are just the beginning to understanding the rights afforded to, and responsibilities required of, employees and the Postal Service under the FMLA. For a more in-depth understanding, refer to M-01866 in the Materials Reference System on the NALC website at mseries.nalc.org/M01866.pdf.

Article courtesy of the Annandale, Virginia NALC Branch 3520 November 2016 *NOVA CARRIER*

Karen Van Ostrand took a Long and Meandering Postal Journey!

by Lynnel Howell, Ridgecrest Branch 782 Shop Steward

On January 31, 2017 Karen Van Ostrand retired from the Ridgecrest Office. Her story is filled with choices, options and decisions.

In March of 1984, Karen took and passed the Clerk/Carrier exam but experienced some difficulties while attempting to pass the driving test. During an interview, the Trona Postmaster agreed to hire her as a Clerk because he said that she reminded him of himself. However, he said that if he hired her she would have to transfer out in six months.

Seemed like a good deal to her and Karen started working in the Trona office for the USPS on August 6, 1984. After six months Karen applied to Apple Valley and Mojave and both offices offered her a job.

She accepted the job in Mojave working at the Plant. She felt it was the right choice. It was night shift work and she was raising her three children (4 year old Lacie, Toni who was 2, and newborn Danny). The hours worked well for her and her family and Karen was assigned to a variety of jobs in Mojave for the next 28 years.

When the Mojave processing plant closed in 2011, she was one of the many Clerks faced with some tough choices: quit, try to transfer to another city as a Clerk, or lateral into the Carrier craft with the most junior seniority, *AND* do it in a different city.

Initially, she worked in Ridgecrest as a Clerk before she she spent a short time working in Lancaster as a Carrier. She was commuting almost an hour and a half one way to the Lancaster PO. Being able to work in Ridgecrest — closer to home — was definitely a much better option.

It is an ironic twist how her career brought her full circle. First, she start-

ed out in Trona because she wasn't able to work as a Carrier. And then she ended up in Ridgecrest as a Carrier because there was no more work for her as a Clerk!

Karen has worn many hats throughout her career: Nixie Clerk; Register Clerk, SPLSM (Single Position Letter Sorting Machine) Clerk, Window Clerk, 204B, Expeditor and City Letter Carrier.

She is certainly was very knowledgeable about many facets of the Post Office and always would take the time to help others.

Karen shares that what she will miss the most, and the best part of her job, will be the people she has met. The worst part of her job — ***AND WHAT SHE IS NOT GOING TO MISS*** — *are those body aches at the end of the day...*

She recalls working for ten postmasters and several OIC's and supervisors. She hopes that she never forgets her favorite supervisor, Jeff Hoffrock. He bent over backwards to make operations run the way they should.

There is one personal highlight that not all of us can talk about. Karen has had the op-



RLC Toni Valdez is — quite literally — walking in her Mom's footsteps on Ridgecrest streets!



Karen with "her Bible" — the Ridgecrest Local Memorandum of Understanding

portunity to work in the same facility with her daughter Toni Valdez. Toni started out as a CCA and is now a Reserve Letter Carrier in Ridgecrest.

Karen has really enjoyed seeing Toni almost every day. She has enjoyed sharing her knowledge about the USPS and the Union with her daughter. Karen said that she is very proud of Toni and it appears that she really likes her job.

Adding some parting advice for her fellow co-workers, Karen had this to say, "Tell Toni to turn her clock back 10 minutes."

For her part, Toni said that she is going to miss working with her Mom and doesn't want her to go. And she added, "I'll miss my Mom telling me to comb my hair." Karen also has more pearls of wisdom for the rest of us: "**CHILL!!** Its *just* a job!" And for the newly hired Carriers she points out, "**MAKE SURE YOU PUT SOME MONEY AWAY FOR YOUR FUTURE!!**"

When asked what she is going to do when she retires she had a typical Karen response. "Well, 'Pinky', I'm going to do the same thing I do everyday. Try to conquer the world!"

We have no doubt that she will do just that!

We will all miss our co-worker and friend and we wish her the very best! We hope that she enjoys everything that she has worked so hard for! ***Enjoy Life, Karen, and keep in touch with us!***



The Seventy-Niner

Volume LXXXI Number 10

October 2016

Strangest Retirement Party Ever (and the cops were invited, too)

by Jo Ann Pyle, President*
NALC Branch 79

Last month I attended the strangest retirement “party” ever.

I heard a few weeks earlier that a Carrier at Renton Highlands was retiring after more than thirty years of service with the USPS. This Carrier has been a valued employee for the agency and has done so much for Letter Carriers during her career. She has served as a Shop Steward, Food Drive Coordinator, Picnic Chair and was an Officer of our Branch as well.

As I have done for twenty-six years, I notified management that I would be arriving on this Carrier’s last day for a station visit. When I entered the station, the retirement food was being prepared and laid out both in the lunchroom and outside of the lunchroom and there were banners and balloons festooning her case. Her’s was the best-decorated case I’d ever seen. (Good job La Vonn!) It was a happy occasion.

OR, IT SHOULD HAVE BEEN...

Normally, when I find out about a retirement and if I’m available, I join management for the standup. Usually management starts out thanking the employee for their years of service and then I say a few words followed by words from the retiring Carrier and maybe a few other final thoughts from one or more co-workers. If there is a cake or other food, we then partake for a few minutes in honor of the occasion.

As my station visit was finishing, a Carrier informed me that the food was ready and asked me to let management know that we could now do the retirement standup. I approached Station Manager On Bong Wong and politely informed him that apparently the food was ready for the retirement “party” and that we could do the standup whenever he was ready. He became immediately angry and asked me, “Who said we were ready for the standup?” I was confused by his hostility and tried to explain that I was just letting him know everything was ready and we could start whenever he was ready.

He told me angrily that there would be no standup and that I was not allowed to speak. I asked him why he would do that to a Carrier who had worked for this company for over thirty years. He said because he was the manager, that’s why. He said it didn’t matter what I said, he was not going to change his mind.

After going around in a circular discussion for a bit, I decided I would go on break with the retiring Carrier and any others who might also be on break. Since Wong wouldn’t allow the customary standup, I had to present the Branch retirement token in the cramped lunchroom. Other Carriers began to show up and we were all trying to say a few quick words before being ushered back to work.

Wong came into the lunchroom and told me I had to leave his workroom floor. I informed him I was not on the floor; I was in the lunchroom. As he turned to leave he said he was going to call someone to remove me. I couldn’t hear if he said the police or the postal inspectors. I finished my goodbyes and left since I had already finished the station visit and there wasn’t going to be a standup.

I later found out that he actually did call the police.

I was also amused when we received

a copy of the 911 call he made to the Renton Police Department. He added several years to my age and described me as having gray hair.

COME ON!! *There isn’t a gray hair on my head since it is covered up with dye. Maybe he has x-ray vision.*

On Bong Wong’s behavior on this important occasion was disgusting. This day was not about him or me. I didn’t care that he called the police on me. He could have called the National Guard for all I cared. But it was dumb and unnecessary.

This day should have been about thanking a Letter Carrier who gave over thirty years to the Postal Service. I guess this didn’t matter to On Bong Wong. His ego and power trip was much more important to him than his employee or the Postal Service.

*Jo Ann Pyle is the now-retired Branch 79 President!
Article courtesy of the October 2016 79’er published in
Seattle, Washington . Thanks, and enjoy your retirement, Jo Ann!!

OUT THERE



Originally published September 2006

Rosso might have had a few boring days?

Like anyone else looking in the rearview mirror with over thirty years as a Letter Carrier, John Rosso has more than his share of stories. **THERE WAS THE TIME THAT HE DIDN'T CLOCK OFF UNTIL 21.75.** (That's 9:45 p.m. in the non-postal world of time-keeping... And, yes, *that* was a very late day.)

The Bakersfield postmaster, at that time, felt it was far cheaper to pay overtime than to hire new people. There were months and months when mandating was the norm. John — and too many others — were working 10 and 12 hour days, all of their days off; and, even on their day off, they were getting twelve hours!

John was a T-6. On “that day”, he had put up numerous routes for others to carry before he finally hit the street at around 14.50 to begin delivering the entire old Route 24. It was winter time and he informed his supervisor that, because it was going to be getting dark soon, he was going to need a lot of help. His supervisor told John that he would send help. (Hmmm...) It got darker and darker and Rosso kept getting farther and farther behind.

When he contacted his supervisor again, John was informed that by the time he got back to the office the supervisor would have already left for the day. The supervisor told John to take his raw mail to the GMF when he got done, gave him the code to the gate and to the door of South Station, and told John to keep track of his time and that he would enter the time that he clocked out.



He doesn't remember being warned about things like this when he walked into “The 93304 Cotton Gin” as a newbie in 1986. But, he recalls that John Rugnao helped him figure out a way to wear his satchel so that he wouldn't have such a sore shoulder. He also enjoyed meeting and working with some of the other Carriers like Alvie Ramos, Rick Cartier and clerk Danny Chavez.

As a 93304 PTF, John did as many others have done — he delivered mail on every single route and was extremely happy when

he made Regular in September 1986. He liked it at South. Really liked it. In fact, John wound up “homesteading” in the zone. He bid Lois English-Miller's T-6 assignment and then stayed on the same string for his entire career! Initially, he delivered to 401, 403, 409, 415 and 410. When Route 410 was eliminated, he picked up 404.

Another memory which still causes him to flinch occurred when he was delivering on Route 410 around Q and P Streets. While seated in his LLV, he had just handed the mail to someone when he heard a series of loud **POPS** and heard some kind of a noise in the back of the LLV. He recalled trying to duck, but the seat belt kept engaging and he couldn't get as low as he wanted. He left the area as soon as possible and found Everett Jennings around the corner. He asked Everett if he'd heard gunshots. *Everett's eyes got big as he told him, “I heard Pop - Pop - Pop!!!* (For a little more context: Everett wears a hearing aid in each ear.)

Shaken, John called his supervisor and told them what had happened. He was directed to return to the station. When he arrived, he and the supervisor discovered a bullet hole on each side of the LLV cargo area — the bullet entered on the left and exited on the right.

It wasn't all bad though. One of his favorite memories was of a time he was doing swings on 428 and 429. He had told his supervisor that he was going to be **really** late. After it got dark, he looked up to see Frank Diaz, Al Lopez and a number of other Carriers coming out like the Cavalry! *That* was a great memory!

Despite bullets or dogs, John's career was punctuated by “close encounters”. While never bitten by a dog, he cited many incidents involving animals and people that he dealt with.

Ironically, the most serious injury he dealt with was non-postal. It all started with a 1000 cc Honda CBR he used to ride back in 2011... Eleven broken ribs, a shattered collar bone, a broken scapula, and severe road rash kept him in the hospital for five days. After discharge, blood clots became more than just words he'd read on a piece of paper and he was back in the hospital.

John was off work from May through the end of November. After extensive and often painful physical therapy while on light duty through December, he returned to full duty in January 2012.

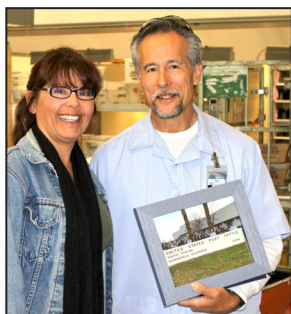
Being resilient is part of John Rosso's makeup. In fact, to show that nothing was going to keep him down, John and two of his daughters went sky diving! He loved it and pictures prove it!!

John graduated from high school in 1977. After high school, he had been introduced to a girl named Ronda who lived on Lee Drive. He used to see the mailman delivering to her house. That mailman had a long pony tail and a beard. In May 1985, now married to Ronda, John got to thinking about that long-haired mailman and felt that maybe a walking job as a mailman would be better than earning \$3.25 an hour like he was at Quality Door.

That long-haired, bearded mailman-guy? Basil Zuniga. Go figure!

“John’s potluck was on Thursday, January 26. He had the “long weekend” (January 27 - 29). John never came back to work after the day we had his potluck... I think John’s a smart guy!”

Judy Kyoshi, South Station Shop Steward



He Knew It Was Time!

Glen “Alan” Smith admits that he doesn’t particularly like change. Ironically, the path he took as a Letter Carrier seemed to involve working in different locations, a wide variety of assignments and even changes to the very way the job was done.

With a seniority date of 8-2-86, Alan now finds that he is in a position to make his greatest career move: **RETIREMENT**.

Following six months as a Part Time Flexible employee at Bakersfield’s South Station, Alan made Regular (thanks to OJI Bruce Batchelder). He was then assigned to delivering mail on 93304 routes until September 1987. At that time, he bid a T-6 string at East Bakersfield (Routes 512, 516, 521, 522 and 523).

After four months of working in the 93305 zip code, Alan took a job as a Vacation Relief in 93308. Within two months (thanks to supervisor Rudy Aros), Alan had delivered every route in the zone. He recalls that he had to learn how to deliver Route 800 three different ways: the way it was set up on the case, the way that the T-6 pulled the route down, and the way that the Regular would deliver.

Following nine months as an “08” Carrier, Alan bid a T-6 position at Brundage (since he knew all of the routes anyway). Uncle Leonard King and Aunt Teresa Bozeman — who were both Letter Carriers — worked there and his nickname while there was “Nephew”.

1988 featured another bounce when Alan bid another T-6 assignment at Brundage Station (711, 712, 713, 707, and 708). But, after a short while (back in 93308), he opted 809 when the Regular, Carolyn Erwin, was injured in an automobile accident. He remembers that T-6 Steve Friedle and Penny Correa were really helpful. When the opt was over, he bid Route 804.

Thirteen months later, saw him return to East Bakersfield when he got Route 522 because Paul Hernandez bid out to Route 612. Alan recalls that he definitely got his

exercise on that “Billy-Mule Route”! It was a heavy volume assignment punctuated by steep hills and tough terrain that he dealt with for some twenty months before he decided that he was going to make another move.

He journeyed back to the land of the “Daleans” when he bid Route 811 which was a great Christmas route! He also remembers that while there The Old-Timer, Joe Jones, shared with him what the Post Office was like in the 1960s and Joe would encourage Allen to “hang in there”.

After three years and eight months, Alan (the guy who professes that he doesn’t like change...) used his seniority to win Route 611 and it was his “home” from June 24, 1995 until September 1998.

Alan must have decided that he might as well stay put because he bid Route 615 in 1998 and stayed there until 2001 when he bid Route 623. After nine years and four months on that assignment, Alan found himself on January 1, 2011 on what would be his current, and final, stop in the journey — Route 618.

He points out that the Route 618 that he originally bid is not anywhere close to the assignment that he currently has. About 80% of the territory is different due to a route adjustment.

When asked, Alan admits that there are a few things that he’s not going to miss. Seven dog bites through the years (with Jack Russell Terriers as the main perpetrators) rank pretty close to the top of the list. Somehow, the names of Alex Silva, Henry Garcia and Dana also crept into some of his responses to queries on this topic.

While he doesn’t want to spend too much time on this, Alan says that DPS was the single biggest change he encountered. (Those of you who worked here before DPS will understand.) He’s heard about FSS and is glad he won’t experience it!

Like all others who are looking back at the “line of travel” they’ve been on, Alan gets a somewhat wistful look in his eyes as he shares postal memories which began in 1982. That was the year that he took the test to become a postal employee.

Alan remembers the other folks who had that “newbie” look with him in 1986: Danny Blair, Carolyn Erwin, Sylvia Long, and Carolyn White.

He grins at some of the conversations he had with Fred Acedo and others through the years. In fact, Fred used to tell him, “Behind every fourth case is someone who’s nuts...” Of course, Alan didn’t know this when he first started out at South Station and met what must have been some of the “old timer” nuts: Bill Marchand, Steve Gomez, Don Gomez, Ed Mota and Basil Zuniga.

Alan also shared one very personal experience. When working in the 04’s, he would occasionally deliver to 2727 4th Street. When young, it had been his home and had been built by his grandfather. Alan would often wonder if anyone noticed that he slowed just a little as he got to the house and looked it over as he delivered to the mailbox which was original to the house...



When asked about advice he might offer, Alan had this to say: “I encourage anyone who can retire this year to do it!” He went on to share that his daddy told him, “It’s a physical job. Get out as soon as you can and while you’re still healthy!” And? He’s personally taken that advice seriously.

Moving forward, Alan muses about the future for him and his wife, Shelley. His children, Jennifer and Bethany, are adults now and living their own lives. He hopes that any future grandchildren may be seeing more of both him and Shelley. Alan prays that they will both have good health with which to enjoy this retirement adventure that he is entering into.

One thing is certain: April 15, 2017 (Tax Day) will be his first birthday as a Retiree!

2017 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
20547 Waverly Court
Ashburn, Virginia 20149

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

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

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

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

NALC Health Benefit Plan Members:

The NALC Health Benefit Plan does not cover "Dental" except in cases of accidental injury to teeth. See plan brochure for coverage.

But we do have a Dental Discount Program!

Members covered under the NALC HIGH OPTION PLAN must enroll BY PHONE ONLY! The member must call 1-877-521-0244. The cost is \$3.75 per month for "Self Only" \$5.50 per month for "self and family". The savings/discount is around 25%.

Once you have enrolled in Dental Discount Program, you will log on to www.CignaPlussavings.com. On this site (in the right corner), it will show "FIND A DENTIST". Type in your city and zip code, and select a dentist. Or print the page/pages and call the dentist you have selected to make sure they are accepting new patients and, that they are STILL ENROLLED in the CignaPlussavings dental program.

Preventive Care Children/Adults Available (See Brochure) Prevents Serious Illnesses, Flu, Tetanus, Pneumonia, Shingles Many immunizations are Free (Adult/Child) when administered at a PPO pharmacy/facility. Some will require a prescription from the Doctor.

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.

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

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

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

URGENT CARE

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

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

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

MARK RAMIREZ
NALC Branch 782 Health Benefit Plan Representative
(661) 398-6075

NALC HBP CIGNA PPO/OAP PROVIDER NETWORK

Bakersfield, California

Our NALC Health Benefit Plan pays a fee to CIGNA that allows our members to access preapproved hospitals, facilities, physicians at a lower negotiated rate and still receive the best health services. This means less out of pocket cost to our members.

I will list a number of hospitals, labs, facilities, and physicians that are available to our members in the Bakersfield area.

**Contact the Plan at
www.nalchbp.org
or call 1-888-636-6252
for other options in your area.**

CIGNA HEALTHCARE OAP NETWORK for hospitals, facilities, specialists, physicians, and transplant facilities (Be aware that pre-approval is required.)

Call Plan at 1-877-220-6252 for providers.

OPTUM HEALTH BEHAVIORAL SOLUTIONS nationwide provider network (behavioral health care and substance abuse services) (Pre-approval needed.) Call (1-877-468-1016)

CVS/Caremark is the NALC HBP Pharmacy benefit manager 24/7 Call to locate other retail pharmacies in your area (1-800-933-6252). There are too many to list.

(PPO) HOSPITALS in Bakersfield area:

San Joaquin hospital 2615 Chester Ave (661-395-3000)
Memorial hospital 420 34th St. (661-327-1792)
Mercy hospital SW 400 Old River Rd (661-663-6000)
Mercy hospital downtown 2215 Truxtun Ave. (661-632-5000)

(PPO) LABS in Bakersfield area:

Quest Diagnostic 9500 Stockdale Hwy (661-664-1037)
Quest Diagnostic 2001 17th St (661-631-8514)
Quest Diagnostic 3535 San Dimas #18 (661-631-8520)
LabCorp 3550 "Q" St (661-323-3353)
Call Plan at 1-877-220-6252 for other providers.

(PPO) Urgent Care Bakersfield area:

Universal Urgent Care 2121 Niles (661-325-1255)
Universal Urgent Care 8327 Brimhall Rd (661-829-6747)
Accelerated Urgent care 4871 White Ln (661-832-1679)
Universal Urgent Care 7910 Brimhall Rd (661-829-6747)
Sendas Urgent care 3409 Calloway #101 (661-587-2500)
Call Plan at 1-877-220-6252 for other providers.

Pharmacies

There are 134 PPO Pharmacies listed in Bakersfield area (short list)

Walgreens 2628 Mount Vernon Ave (661-871-3855)
Walgreens 9550 Hageman Rd. (661-587-0838)
Call Plan at 1-877-220-6252 for other locations.

Rite Aid 9000 Ming Ave. (661-663-0171)
Rite Aid 11200 Olive Dr. (661-588-0010)
Call Plan at 1-877-220-6252 for other locations.

Costco Pharmacy 4900 Panama Ln. (661-398-4749)
Sav-on Pharmacy 13045 Rosedale Hwy. 661-587-0158
Call Plan at 1-877-220-6252 for other providers.

Imaging (X-rays, CAT, MRI) Pre-authorization required.

Quest Imaging 9602 Stockdale Hwy. (661-633-5000/5001)
Truxtun Radiology 1817 Truxtun Ave. (661-325-6800)
Truxtun Radiology 3551 "Q" St (661-325-6200)
Truxtun Radiology 9330 Stockdale Hwy. (661-616-5100)
Call Plan at 1-877-220-6252 for other providers.

Pediatricians

There are 64 listed in the Bakersfield area. This is a sample.

Pediatricians Group 420 34th St. 661-323-361-1677
Call Plan at 1-877-220-6252 for other providers.



It is suggested that you have this information in a place where it will be handy if you need to access medical care...

Podiatrists

There are 18 listed in Bakersfield area. This is a sample.

Podiatrist Group 3857 Stockdale Hwy. (661-832-1667)
Call Plan at 1-877-220-6252 for other providers.

Plastic Surgeons

There are 3 listed in Bakersfield area. This is a sample.

Grossman Medical Group 420 34th St. (818-981-2050)
Call Plan at 1-877-220-6252 for other providers.

Chiropractors

Doctor of Osteopath General M.D. (A physician that does adjustments of spine.) One listed.

Dr. Benjamin Dirkx M.D. 2725 16th St. #100 (661-864-1150)

There are 42 Chiropractors listed in Bakersfield area.

Call Plan at 1-877-220-6252 for other providers.

Physical Therapy

Southern Cal Orthopedic 2400 Bahamas Dr. (661-328-5565)
Terrio Physical Therapy 7737 Meany Ave. #85
[Kathleen Groves, PT] (661-377-1700)

Accupuncture

There are 5 listed in Bakersfield area. This is a sample.

6001 Truxtun Ave. #180 (661-317-7872/661-564-8210)

Orthopedic Surgeons

There are 27 listed in Bakersfield area. This is a sample.

Orthopedic Group 2619 "F" St. (661-327-1425)
Call Plan at 1-877-220-6252 for other providers.

Dermatologists

There are 16 listed in Bakersfield area. This is a sample.

5101 Commerce Dr. #101 661-327-3756
Call Plan at 1-877-220-6252 for other providers.

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.

I advise you to realize all of this before you are faced with an emergency...

There are many more categories of caregivers and facilities... I encourage you to contact me if you have *ANY* questions!!!

MARK RAMIREZ
"POST MARK"

NALC Branch 782 Health Benefit Plan Representative

(661) 204-5592

NALC Health Benefit Plan Member Responsibilities:

- Read the information the Plan provides you and ask us questions when you need to know more.
- **Make sure** you understand your benefits under the NALC Health Benefit Plan, INCLUDING your costs for services as outlined in Section 4 of our brochure.
- Accept personal responsibility for any charges not covered by this Plan, if applicable.
- Provide information the Plan needs to process your claims (to the extent possible) *including* other health insurance coverage your family may have.
- Keep your provider informed about your medical history and your current health status including the medications you take so they can effectively treat you and manage your care.
- Inform your provider about any living will, medical power of attorney, or other directive that could affect your care.
- Participate with your provider to understand your health condition and develop mutually agreed upon treatment goals to the degree possible.
- Follow your provider's instructions and treatment plan. **ASK QUESTIONS** if you don't understand them.
- Treat your health care provider, their staff and others respectfully and honestly.
- Voice your opinions, concerns or complaints to our customer service and /or your health care provider.
- Make sure you obtain authorization required under the Plan for certain services.



Health Prescription: Humor from Mark Ramirez!!

The Diner and the Redhead

A man was dining alone in a fancy restaurant and there was a gorgeous redhead sitting at the next table..He had been checking her out since he sat down, but lacked the nerve to talk with her.

Suddenly she sneezed, and her glass eye came flying out of its socket towards the man.

He reflexively reached out, grabbed it out of the air, and handed it back.

“Oh my, I am *SO* sorry,” the woman said, as she popped her eye back in place. “Let me buy your dinner to make it up to you.”

They enjoyed a wonderful dinner together, and afterwards they went to the theatre. This was followed by drinks. They talked. They laughed. She shared her deepest dreams and he shared his.

She listened to him with interest.

After paying for everything, she asked him if he would like to come to her place for a nightcap and stay for breakfast. They had a wonderful, *WONDERFUL* time!

The next morning, she cooked a gourmet meal with all the trimmings.

The guy was amazed! *EVERYTHING had been so incredible!*

“You know,” he said, “you are the perfect woman! Are you this nice to every guy you meet?”

“No,” she replied.

“You just happened to catch my eye.”

Basil.....I don't know if these will work in our newsletter.....maybe not politically correct??

THEY ARE FUNNY THOUGH.....

Great Teacher *...you think??*

There were four Sophomores taking chemistry and all of them had an ‘A’ so far. These four friends were so confident that (the weekend before “Final Exams”) they decided to visit some friends and have a BIG party. They had a great time; but (after all the hearty partying) they slept all day Sunday and didn’t make it back to Florida State until Monday afternoon...just in time for Finals Exams.

Rather than taking the Final Exam then, they decided that — *after the day of the Final* — they would explain to their Professor that the reason they missed it was: On the way back to school they had a flat tire. As a result, they missed the Final.

The clueless Professor agreed they could make up the Final Exam the next day. They were excited and relieved. They all studied hard that night for the exam.

The next day the Professor placed them in separate rooms and gave each of them a test booklet.

They quickly answered the first problem worth five points. “Cool,” they thought! Each one (in a separate room) also thought, “*THIS* is going to be easy!”

Then they turned the page.

On the second page was written: “For 95 points: WHICH tire?”

MARK RAMIREZ
“POST MARK”

NALC Branch 782 Health Benefit Plan Representative

(661) 204-5592



Yes...it's only February. And, yes, the Food Drive isn't until May 13. So? Yes, it is *THAT* time again!

The nation's largest single-day food drive — the Stamp Out Hunger Food Drive — is held each year on the second Saturday each May in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. The Letter Carriers' Food Drive provides residents with an easy way to donate food to those in need in the community. Customers simply leave their donation of non-perishable goods next to their mailbox before the delivery of the mail that Saturday. Letter Carriers collect the non-perishable food donations on that day as they deliver mail along their postal routes, and distribute them to local food banks, pantries and shelters.

Last year our Branch collected 118,223 pounds of food!

“Candy” Abelia is a Bakersfield Carrier who retired in 2001. His wife, Barbara, passed away recently and we offer our sincere condolences.

Ask any Bakersfield Letter Carrier who was around Back in the Day: “Candy” Abelia must have been really, **REALLY** fast on the street!

WHENEVER he gave away an hour swing on his route, it would take any of us *at least* an hour and-a-half to finish. Hence, *HIS* one-hour (????) swings became known as **“CANDY HOURS”**...



Welcome New Members!!

Janet Trejo
Elias Pichardo

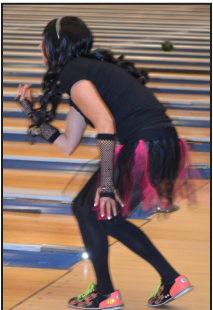
Henry Gasca
David Barrera



11TH ANNUAL BATTLE OF THE STATIONS

February 19th 2017 • Regency Lanes • 820 Real Rd. • Bakersfield, CA 93309

A BIG THANK YOU TO THE BAKERSFIELD SOCIAL REC COMMITTEE



Look for Tournament Results and more coverage and pix in your March newsletter!

Photos courtesy of Adrian Santa Cruz!

If you recognize this page, you must've been at the January General Meeting. If you don't, you probably weren't...

Why plans for replacing LLVs are heating up:

The Postal Service operates the largest civilian fleet in the world. About 190,000 vehicles are used to collect and deliver the mail, and about 140,000 of them are Grumman-built Long Life Vehicles (LLVs). These LLVs are getting up in years, and it's long past time to begin replacing them.

They're getting far too expensive to maintain and more and more of them are ending up in a fiery blaze.

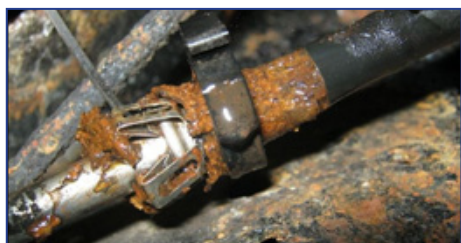
Most LLVs vehicles were purchased between 1987 and 1994. In fact, they were designed to last for 24 years, and many of them are already well past their expected lifespan.

According to Government Services Administration data, the Postal Service's vehicles are about three times older than the rest of the government's fleet. While other federal agencies replace their fleets every seven years, the Postal Service is going on 21 years and counting.

Most LLV fires initiate from locations in and around the engine compartment and some have been linked to failed fuel system components.

In some cases evidence was provided that oil leaks previously existed and this problem was not addressed.

Vehicle Maintenance workers pointed to cracked fuel lines, corroded connections, faulty wiring, hot fuse panels, overheating engine compartments, leaky windshield fluid lines over the fuse panel (the fluid contains alcohol), flammable fust collecting at the bottom of the steering column, and so on.



One of the most obvious problems with an aging fleet is that maintaining the old trucks is getting very expensive. Because of financial problems, the Postal Service hasn't been able to replace trucks, so it has had no choice but to repair them. It has been clear for many years that the Postal Service would need to begin replace the fleet, but the recession and its impact on mail volumes and revenues set back any plans to do so.

The Postal Service made a decision in 2011 not to replace its delivery fleet "largely because it would cost about \$5 billion," money it just didn't have at the time.

Now that the Postal Service's financial situation has improved the agency is moving forward on buying new trucks.

The current plan is to buy 180,000 "Next Generation Delivery Vehicles" (NGDVs). The anticipated cost for each NGDV is between \$25,000 and \$35,000, which comes to a total cost of \$4.5 billion to \$6.3 billion.

The plan has come under fire from a couple of tax advocacy groups, Securing America's Future Energy (SAFE) and Americans for Tax Reform, the critics seem more interested in bashing the Postal Service than in saving money. It's not as if taxpayers will be paying for the vehicles anyway.

Whatever approach the Postal Service takes, it takes a long time, perhaps as long as five or six years, to go through the process of deploying the new trucks. Once deployment begins, it will take several years to completely replace the old vehicles. The Postal Service plans to stagger its purchase of 160,000 new vehicles over a nine-year period beginning in FY 2018.

At this point, it looks as though mid to late 2018 is more likely. And that's if everything goes according to schedule.

By that time, all LLVs will be well past their 24-year life span, over a billion more dollars will be spent on maintenance, and we will see more LLVs going out in a blaze.



If you are curious, go to this link...
<https://www.postaltimes.com/2016/07/2016-llv-fires/>

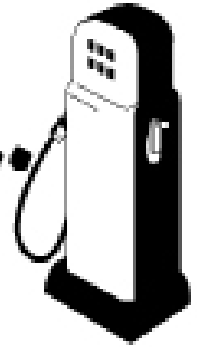


This article is courtesy of the January 2017 *Suncoast Letter Carrier's Update* published by Tarpon Springs, Florida NALC Branch 2008.

Thank you **Editor Mike Leishman!** Each picture was, indeed, worth another thousand words!!!



Don't Top Off That Vehicle! The Evap System...



By Safety Officer Jerrie Hall

The following article addresses a **VERY** serious matter! I AM GOING TO TRY TO KEEP IT SIMPLE.

I started researching about postal LLV fires and such. What I found out was that many of the postal related fires may have been caused by the "EVAP System".

Now, the best way to describe the EVAP System is to say that it is a charcoal based system that absorbs gas fumes and overfill gas when you fill up.

If you are in the habit of "topping off", you are stressing that EVAP System filter!

What that means is that you may be on your way to saturating the System. When the EVAP filter is saturated, it poses a fire hazard...

And, summer time — because of heat with evaporation of gas and the creation of gas fumes — would be the most dangerous. But, it does NOT just occur in the Summer time.

Random sparks, hot engines and electrical issues (even in Winter time) can make the fuel tank filler tube a small bomb...

And? The EVAP filter can be an issue at any time on any vehicle! This is the case on many cars, not just the LLVs!

The best way to avoid this: **DO NOT TOP OFF YOUR VEHICLE!** When the pump shuts off, let it shut off.

By doing this, you keep yourself and others out of harm's way!

This article is courtesy of the January 2017 44 MAGNUM published by Manchester, New Hampshire NALC Branch 44.

Yo! Are you a CCA?

Feel there is no way you are going to learn every single thing that you need to know about being a Letter Carrier??? Well, you know what? *You won't be the first or the last to feel this way!*



Originally published in our newsletter in 1997

One of these **Out tHeRe** cartoons was published in our newsletter *twenty* years ago and the other in 2007. The point is **WE** know how frustrating it all can be. You are a member of a union of Letter Carriers who understand and want to give you a chance to survive. We know that the wearing of a uniform can be a big help in giving the public confidence in you. *We have postal uniform items members have donated for you!*

Do you have questions about what your supervisor is telling you? Come to one of the monthly meetings. We are even willing and able to schedule a CCA meeting where we can address questions you don't even know enough to ask. **Let us help you.** Call your NALC Branch 782 President at (661) 331-9171 and let him know how we can help you!

OUT THERE



Originally published in our newsletter in 2007

Are you an injured Letter Carrier?

by Cathy Simonson, NALC Branch 214
Executive Vice President

Chances are if you haven't been injured while working as a letter carrier, you will be at some point. If you've been accommodated for a while without being bothered by management, that is about to change. Management has been issuing notices of Removal of Bid to carriers that have been deemed "permanent and stationary" by their doctors or by the U.S. Department of Labor, Office of Worker's Compensation. These letters usually come in waves when management deems it necessary to vacate some routes. In this case, we have pending conversions of CCA (City Carrier Assistant) employees who management intends to convert to career status. In order to convert the CCAs to regular carriers' management must make room for them. Although they (management) may not admit to this wave of letters being connected to the conversions, one must admit the timing is obvious.



What does "permanent and stationary" mean? A finding that you are "permanent and stationary" (P&S) means that, in your doctor's opinion, your condition has plateaued to the point where additional medical treatment is not likely to improve your condition. It is this finding that may trigger management to try to remove you from your bid route. What happens if you are removed from your bid assignment?

It means that upon notice from management, you have a limited time to get a medical update to show management that you are not "permanent and stationary". If the time passes and your medical status does not change, you will be removed from your bid assignment and you will become an "unassigned regular".

Unassigned Regulars. The definition of unassigned regular was changed in the 2001 National Agreement by removing that part of the prior definition that provided that they "are excess to the needs of the delivery unit." This change makes clear that any full-time regular letter carriers not holding a bid assignment are unassigned regulars. Whether or not they are excess to the needs of the delivery unit is irrelevant. This change was made to remove inconsistencies with other sections of the contract such as Article 41.1.A.2 and Article 12.

Now to the nitty gritty. Can management remove you from your bid if you are deemed "permanent and stationary". The short answer is, yes.

The long answer is, if you just bid on a route with an existing condition, you are given time to heal. If you recently bid on a route, then management must afford you the opportunity to get better and be able to assume the duties of the route to which you bid. So in effect the disability must be of a temporary nature.

What does the NALC contract say regarding bidding rights of an injured Carrier?

Article 41.1.C of the National Agreement and JCAM (Joint Contract Administration Manual) says is the following:

The national parties agreed to a national Memorandum of Understanding on March 16, 1987 (M-00752) setting forth specific rules governing the bidding rights of a carrier who is temporarily disabled and unable to work his or her normal assignment. Such a carrier has the right to bid and be awarded a bid assignment so long as the carrier will be able to assume the bid-for position within six months from the time the bid is placed. Upon management's request the carrier must provide medical documentation showing that he or she will be able to do so. If the carrier is still unable to perform the duties of the bid-for position at the end of six months, a second six-month period is permitted if supported by new medical certification. The carrier must relinquish the assignment if he or she cannot work the bid-for position within one year after the bid.

A carrier who bids on a higher-level position under these rules will not receive higher level pay until he or she is physically able to, and actually performs work in the bid-for higher-level position.

What about if you bid on a route and then later on you become injured? What happens then? Unfortunately the answer does not change. The fact that you are "permanent and stationary" is what will trigger the removal of your route. The contract says this:

Article 41.1.C

*Successful bidders who develop a disability after a position is awarded are entitled to retain the position **if the disability is temporary** (National Arbitrator Mittenhal, H8N-5B-C 22251, November 14, 1983, C-03855). Page 41-6 NALC-USPS Joint Contract Administration Manual - July 2014*

This Memo is located below.

NALC-USPS Joint Contract Administration Manual - July 2014 Page 41-7 If the letter carrier's personal physician determines that the disability results from

a medical condition that is permanent and stationary, and prevents the letter carrier from performing the functions of the position, the letter carrier may be removed from the position and the position posted for bid. In cases where the medical condition is not a result of a job related illness or injury and there is a dispute over whether the disabling condition is permanent or temporary based upon medical evaluations of the letter carrier's personal physician and the USPS physician, a third physician selected by the parties will be final concerning the employee's medical condition and limitations, if any (Article 13.2.B.2). In cases where the disability is the result of a job-related illness or injury, the Postal Service is bound by the medical opinion accepted by the OWCP.

As you can see, the rules for letter carriers that were not injured on the job are a little bit different. Ultimately though, if you have a medical condition that will prevent you from performing the functions of your letter carrier position, such as casing and carrying, you may be removed from your bid position and the position will then be posted for bid.

It is extremely important to contact your steward if you receive one of these notices. The union can file a grievance on your behalf if management attempts to take your route without taking to account that you may no longer be permanent and stationary. You must make an appointment with your injury claim doctor and discuss your medical condition with them. Only they can determine if you are no longer "permanent and stationary" or if there is indeed hope still that you will improve in the future, even if only a little bit at a time. If you ignore the letter and do nothing, then it is a sure thing that you will lose your bid position and you will consequently become an "unassigned regular". Although you will not be able to opt on any open routes in your station, you should be able to remain in your assigned station as a limited duty carrier in an unassigned status. Whether work remains available to you may become an issue and you should contact your steward for assistance.

Article courtesy of the San Francisco, California NALC Branch 214 July-August 2016 *Voice* published

"They Make Me Skip My Lunch and Breaks"

This is the refrain that is heard by the Branch quite often. Carriers are pressured to clean up and "stay in 8" or "be back by 5" or some other arbitrary time. Some carriers react by skipping their lunch and breaks and cutting safety corners just so they won't have any confrontations with their managers. This is ridiculous. Article 41.3 of the National Agreement states: "Management shall not require, nor permit, employees to work off the clock." When you skip your breaks, or work through your lunch break, you are working off the clock. NALC has negotiated two ten minute breaks and one 30 minute lunch period each day. These breaks are for your health and safety. They give your body a little respite from a very physically challenging job. When you can't make the time allowed, what should you do? Follow the SOP by filling out a 3996 and calling back when needed. Look at the chart below and tell me, *does this make sense to you?*

Skipping Breaks? Skipping Lunch? How Much Are You Giving Away??

| | |
|---|---------------------|
| One Break: | \$4.67 |
| Two Breaks: | \$9.34 |
| Lunch | \$14.01 |
| Lunch and Two Breaks: | \$23.35 |
| Lunch and Two Breaks for One Week: | \$116.75 |
| Lunch and Breaks for One Year: | \$5,487.25 |
| Lunch and Breaks for a 25 Year Career: | \$137,181.25 |

Article courtesy of the Annandale, Virginia NALC Branch 3520 November 2016 *NOVA CARRIER*

Accidents, Safety and Priorities

by Andrea Lopez,
NALC Branch 231

When it comes to safety, we all know what we need to do to stay safe: Carry dog spray. Carry our satchel. Be aware of our surroundings. Press our foot against the screen door when there is a dog present.

Do all these measures work to prevent safety entirely?

I have personally had three dog incidents in the two years I have been with the Postal Service. I had an incident of a dog jumping out of its owner's arms as I turned around. He attempted to bite me (the dog, not the owner) but just scratched my skin.

I was a CCA. While in training, I was told to report every incident that happened. I reported it. I did not realize that a scratch would get me into so much trouble. I even refused medical treatment because it was not necessary to seek for a mere graze.

The second incident happened while I was delivering at another station. I noticed the dog in the yard and I took the precaution of walking away from the house down the driveway to the street. When I got to the curb —without warning— I was bitten. This dog gave no indication it was going to attack. I think the dog may have been a ninja!

That bite had taken me off work for quite some time, as I needed to heal from a significant injury to not only my skin but ligaments and tendons. I mean who doesn't like getting a tetanus shot and one ugly permanent scar as a reminder?

The third attack happened just recently.

I was delivering a parcel. As I knocked, I heard dogs barking from inside. I took safety measures and safely got myself off the steps and walked to the side. Once the door opened, two huge (and I mean HUGE) dogs came crashing out of the door!

Before I could pull my dog spray out and adjust my satchel for protection, I was

bitten on my right shin by one dog as the other dog was growling fiercely on my left side. The owner got control of the dogs and placed them inside immediately, giving me the opportunity to walk away and call management.

On a good note, I returned to work the next day with just a minor abrasion, contusion, another scar and of course, another tetanus shot. You know, just in case the tetanus shot from the year before did not work!

Shortly after my incident, I was asked to reenact what happened. Don't worry folks, I did not reenact a theatrical play from Shakespeare. I simply explained in detail what happened.

I was asked a few questions and gave answers that were not taken well.

Question: "Knowing that there is a dog in the house, would you still knock on the door to deliver a package?"

My response: "Yes!"

Question: "You would still knock on the door knowing there is a dog in the house to deliver a package?" (apparently confused)

My response: "Yes! I am required to knock and notify the customer that they have a package."

The comment I got back was that there is a scan on the package for a reason and it is to notify the customer that they received it. However, we do not just leave packages unsecured without at least making the effort of informing the customer.

Amazon packages say "Carrier leave if no response." Well, what does that mean to you? To me, that means you must have made an attempt to inform the customer before leaving the package.

Now, what about the packages that do not have that notification to "...leave if no response...?"

If I were to deliver a package and leave it on the porch for every dog I heard inside a

home, then my whole route would never have an attempt of notification for the arrival of a parcel.

Our priority is to deliver mail in a timely and safe manner and to try and keep our customers satisfied with the delivery of their personal mail and packages. How do we not get complaints if we drop a package like a cigarette being flicked out of a car window? How can we maintain professional and successful community relationships if we are going against what we were trained to do and what our postal laws and regulations require?

Is every single dog bite or accident preventable? No, they are not.

Some may say 'yes'. And the "some" I am referring to is management. So, management, if you have been informed of my article, my question to you is: Where is *your* satchel and dog spray when you are on the street harassing us? Where is *your* satchel and dog spray when you are doing a route inspection? You give safety stand-ups, and yet you are not safe yourself.

I mean, if you and I were on the street together I will not hand over my satchel to you if a dog is ready to attack nor will I spare my spray. I need to ensure that my safety comes first! Remember that is what you always try to impress upon us!

Courtesy of the *Postman's View* published by NALC Branch 231 in Fresno, California in February 2017.

OUT THERE



Originally published August 2005



from

Kim

Recording Secretary

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

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

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

"Out tHeRe"



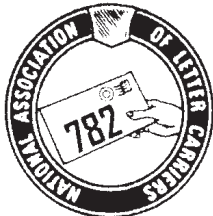
You can also order by contacting me via e-mail at "krgerdes91@hotmail.com". Or, you can call me at the phone number on the bottom of this page. The book and projected shipping costs are provided below. You can even share *your* work life with family and friends with this book as a Christmas gift...

This book features Fred Acedo's published works in our Branch 782 newsletter from 1993 - 2002.

Dear Kim Gerdes, NALC Branch 782 Recording Secretary

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

Name and address for shipping: _____



One book is **\$7**. Two books cost **\$10**. (Postage: 1 - 4 books \$6.45 & 4 - 7 books is \$6.80.)
We ship via USPS Priority Mail Flat Rate. (For larger orders, these are still the best rates.)

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

from the editor-guy

There is little chance that you will read this. I know that.

But, if you DO check out Fred's cartoons, I hope you might possibly see what I wrote. (This is based on a concept I once heard about: "There are articles in Playboy magazine." WHO KNEW?)

PLEASE make the time to read pages 20 and 21! Ok?

LLV fires are NOT a laughing matter in our world! REALLY. YOU can do something to prevent any more of them!

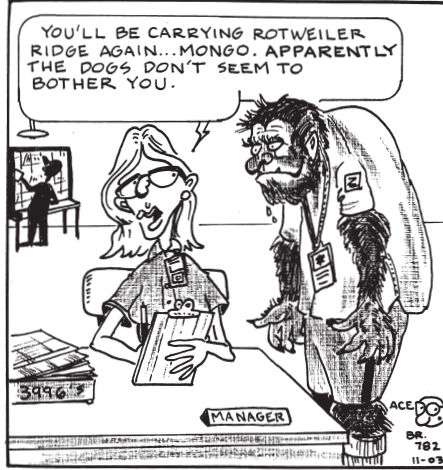
With that said, I hope you enjoy the cartoons and this Branch 782 newsletter. Both exist with YOUR questions in mind — whether you ask them or not...

BASIL ZUNIGA

OUT THERE



OUT THERE



"OuT tHeRe"

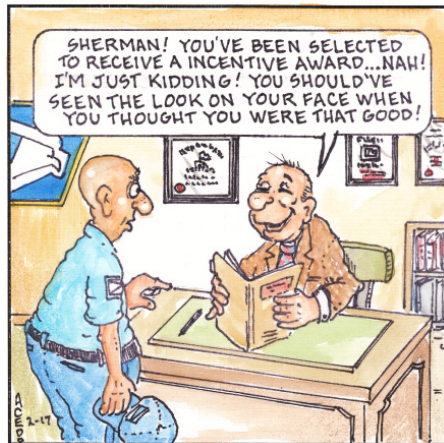


NALC Branch 782 S.A.N.E.*

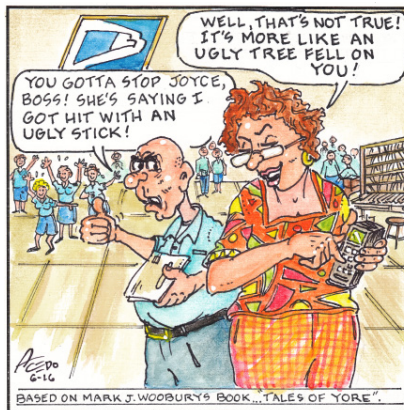
Out tHeRe by Fred Acedo

*Special Assistant Newsletter Editor

"OuT tHeRe"



"OuT tHeRe"



OUT THERE



This cartoon originally published in January 2004. For subtle Fred Acedo humor, check out the left toe...

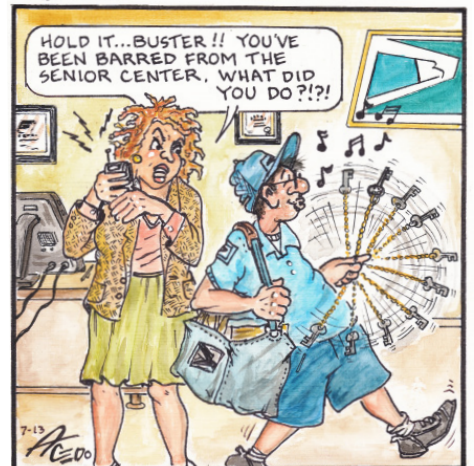
OUT THERE

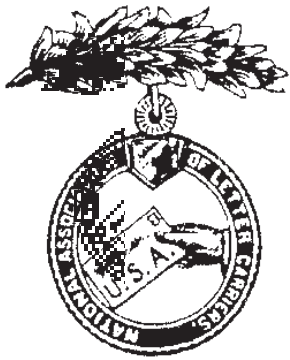


"OuT tHeRe"



"OuT tHeRe"





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

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

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

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

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

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

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

Rick Plummer, Webmaster



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

Non-Profit Organization
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General Meeting
Tuesday
February 28, 2017
7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

"OuT tHeRe"



Each and EVERY month,
 Branch 782 sponsors
 a drawing to encourage
YOU
 to come to our Meeting*

*There was no winner
 in January 2017...*

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

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

Congratulations!!

Karen Van Ostrand John Rosso, Jr. Alan Smith
8-6-84 6-7-86 8-2-86

You're Retired!

You can find more details on pages 10 through 14...

**LLVs are
 on fire...**

Details on pages 20 and 21...

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