

# National Association of Letter Carriers

## Branch 782

### E.A. Baker Union Update



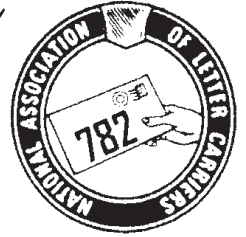
ARVIN  
CALIFORNIA CITY  
McFARLAND  
TAFT

AVENAL  
DELANO  
MOJAVE  
TEHACHAPI

BAKERSFIELD  
EDWARDS AFB  
RIDGECREST  
TRONA

BORON  
LAMONT  
SHAFTER  
WASCO

**CHARTERED FEBRUARY 25, 1901**



NUMBER 2

WEB VERSION

FEBRUARY 2020

## NALC National Officer officially installed our 2020-2023 NALC Branch 782 Officers

By Paul Greenfield,  
Br. 782 Assistant Editor



Dan Toth,  
NALC Director  
of Retired  
Members

NALC Director of Retired Members Dan Toth joined Branch 782 members and guests at our first monthly membership meeting of 2020.

The special occasion was the swearing in and installation of our local Branch Officers. Brother Toth talked to us about the importance of one third of the FERS retirement equation: TSP. He posed this question, *"If someone is willing to give you five percent for free if you put the same amount in the same pile, would you accept that offer every time?"* We all shook our heads yes!

That is what the Postal Service does for all career employees. But, he pointed out that ***THERE ARE STILL TOO MANY WHO DON'T TAKE ADVANTAGE OF THIS.***

He also touched on the unheard of management costs of TSP vs the private retirement planners. (TSP \$0.40 cents for each \$1000 invested as opposed to maybe \$15 per \$1000 with the private companies.) It's YOUR money... *Keep more of it with TSP!*

Brother Toth's enthusiastic presentation got me to realize that I should — and that I will — up my bi-weekly TSP contributions!!

Thanks to Maria Valenzuela for ending the night with a great pit beef meal! Congratulations to all of our new and continuing Branch Officers and we all wish you good health and prosperity in your new terms serving the Letter Carriers in all of our cities!



*Continued on page 3...*

# Minutes of the January 2020 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 22nd day of January, 2020 at the branch office, Bakersfield . The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Lamont, McFarland, Oildale , Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/ Social and Recreation Committee Rep., Paul Greenfield; Photographer, Anita Holderman; Assistant Treasurer and Assistant Financial Secretary, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and OWCP Rep., Rick Gerdes. The Minutes of the December 18, 2019 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections.

**APPLICATION FOR NEW MEMBERSHIP:** Applications were received by Shantika Spencer, Camino Media; Mateo Gonzalez, Brundage; Justin Tiger, Shafter and Jaspreet Kaur, Arvin.

#### REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega had nothing to report regarding the picnic. Paul Greenfield discussed the newsletter. He discussed the articles regarding Form 1571, the importance of changing your Beneficiary designation, the article by District 4 Rep., Eric Ellis regarding early outs. He encouraged members to check out the articles in the newsletter. Paul then reported that the Social and Recreation Committee had not met recently, but will meet tomorrow. There will be a " Battle of the Stations" bowling tournament On February 18th. Four member teams, \$25.00 per person, 10:00 am check in time, the tournament starts at 11:00 am. He also reported that they are still working on getting tickets to the Angels vs. Dodgers.

**NEW BUSINESS:** Mike Towery introduced Dan Toth, National Director of Retired Members. He discussed the importance of contributing to TSP. He touched on the benefit to members with their workers compensation cases. Members don't need to hire an attorney; National can help with any issues. He also stressed the importance of contributing to the Letter Carriers Political Fund. We need to make sure we are represented with congress. He then asked the Branch Officers to come forward, Trustees, Paul Salazar, Mike Meza, David Treto; Sgt. at Arms, Ryan Woommavovah; HBP Rep., Mark Ramirez; Treasurer, Teresa Ortega; Financial Secretary, Anita Holderman; Recording Secretary, Kim Gerdes; Vice-President, John Ortega and

President, Mike Towery. Dan then administered the oath to the Executive Board Members. Mike Towery thanked Dan Toth for being at the meeting, he presented him with a copy of the **Out tHeRe** book and a box of Dewars chews. Mike went on to thank Molly Biggar for all the years she served the Branch. She was Treasurer for 19 years and 6 years as a Trustee. He thanked Darryl Holderman for his years of working for the Branch. Darryl served as Vice-President, Trustee and Steward over the years. Mike then thanked each Executive Board members and Stewards for all the work they do for the branch. Mike Meza shared that everyone that Mike Towery thanked has gone to him for help and advice. Mike is the reason we are where we are today. None of this is possible without Mike Towery. Basil Zuniga thanked Dan Toth and the National Officers for all the great information.

**GOOD OF THE ASSOCIATION:** Mike Towery reported that two CCA's will be converted on Saturday.

**FINANCIAL SECRETARY'S REPORT:** Anita Holderman reported that \$13,835.08 was received for January 2020. She then reported the following corrections due to the recent Audit:

		New Total
December	+\$6348.45	\$14,030.86
November	+\$4513.80 & \$6505.56	\$24,616.85
October	+\$640.00	\$14,341.58
September	+\$1629.00	\$15,474.42
August	+\$10.00	\$20,635.29
July	+\$134.60	\$ 7,641.53
June	+\$107.37	\$21,256.92
May	+2107.50	\$16,353.64

**TREASURERS REPORT:** Molly Biggar reported:

Beginning Balance	\$79,574.64
Dues and Income	\$13,180.86
Total Balance	\$92,755.50
Total Expenses	\$13,141.71
Ending Balance	\$79,613.79

The MDA 50/50 Drawing was won by Mike Towery who donated his winnings back to MDA. (\$41.00/\$41.00)

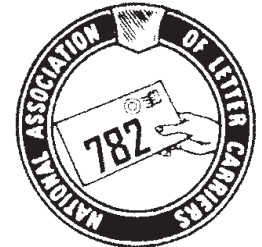
The Drawing for \$500.00 would have been won by Cathleen Gonder if she had been present.

There were 52 members present (12 Veterans, 13 Retirees, 6 CCA's, 4 visitors).

The meeting adjourned at 8:10 p.m.

Respectfully Submitted,

**KIM GERDES**  
NALC Branch 782 Recording Secretary



All pix courtesy of our Branch 782 Photographer Anita Holderman

**“OuT tHeRe”**



## Non-Members as of January 2020

<b>Downtown Station</b> Sarah Kirby Javier Cruz	<b>Arvin</b> <i>100% UNION!!!</i>	<b>Ridgecrest</b> <i>100% UNION!!!</i>
<b>South Station</b> Chanthorn Ped	<b>Avenal</b> <i>100% UNION!!!</i>	<b>Shafter</b> Laura M. New
<b>Brundage/East Bakersfield</b> <i>100% UNION!!!</i>	<b>California City</b> <i>100% UNION!!!</i>	<b>Taft</b> K. J. Kaczmarek
<b>Hillcrest</b> <i>100% UNION!!!</i>	<b>Delano</b> Cynthia V. Quebral Daniela Barreto	<b>Tehachapi</b> <i>100% UNION!!!</i>
<b>Dole Court</b> <i>100% UNION!!!</i>	<b>Edwards AFB</b> <i>100% UNION!!!</i>	<b>Trona</b> <i>100% UNION!!!</i>
<b>Stockdale</b> James Oh Daniel Zuniga	<b>Lamont</b> <i>100% UNION!!!</i>	<b>Wasco</b> Eun Chong*
<b>Camino Media</b> <i>100% UNION!!!</i>	<b>Mojave</b> <i>100% UNION!!!</i>	<i>There are only 10 non-members in ALL of the cities we serve!</i>

\*CCA names are in italics

# Have YOU ever been adversely affected by management violating the Contract?

Most of us experience this situation from time to time during our careers as Letter Carriers...

By Lew Drass,  
NALC Vice President

## OUT THERE



This cartoon was originally published March 2015

Maybe YOU were denied leave that should have been approved, or improperly scheduled to work on a holiday. Maybe YOU were taking too long on the street according to *their* crystal ball, or they forced YOU to work overtime when they had Overtime-Desired List Carriers available to work.

**These are all examples of contract violations that can — AND DO — happen...**

What happens if a member of management incorrectly claims that YOU missed an MSP scan; that YOU took too long to deliver your route; or that YOU do not come to work enough, and they take some disciplinary action against YOU?

**Fortunately, we have a grievance procedure available to try to right these kinds of wrongs!**

Most offices have Shop Stewards who are either elected by a vote of the Branch membership or appointed by the local Branch President.

Serving in the role of a Shop Steward is oftentimes a difficult and thankless job. Most of us Letter Carriers have a tendency to take for granted the efforts they make on our behalf. I want to take

this opportunity to thank **ALL** the Shop Stewards around the country for all your efforts and ask those reading to do the same!!

Probably the most important role of a Shop Steward is to initiate, investigate and process grievances at the local level!

Generally speaking, there are two types of grievances filed on your behalf when the need arises. There are contract-issue grievances (such as denied leave and forced overtime) and there are discipline-issue grievances (when management improperly issues a Letter of Warning, suspension, etc.).

**THERE ARE SOME BASIC THINGS WE CAN DO TO HELP YOUR SHOP STEWARD IN EITHER SITUATION.**

First, if you are the grievant, **WRITE A STATEMENT ABOUT WHAT HAPPENED.** If it is a contract issue, the union has to satisfy what is known as “the burden of proof,” and a statement can help your Shop Steward prove our case.

If it is a discipline issue, management has the burden of proof. **A STATEMENT CAN HELP YOUR SHOP STEWARD IN HIS/HER EFFORTS TO DEFEND YOU.**

Second, if you are a witness to what happened, come forward and write a statement about what you saw and/ or heard! THIS will help your Shop Steward add further support to our position in any grievance.

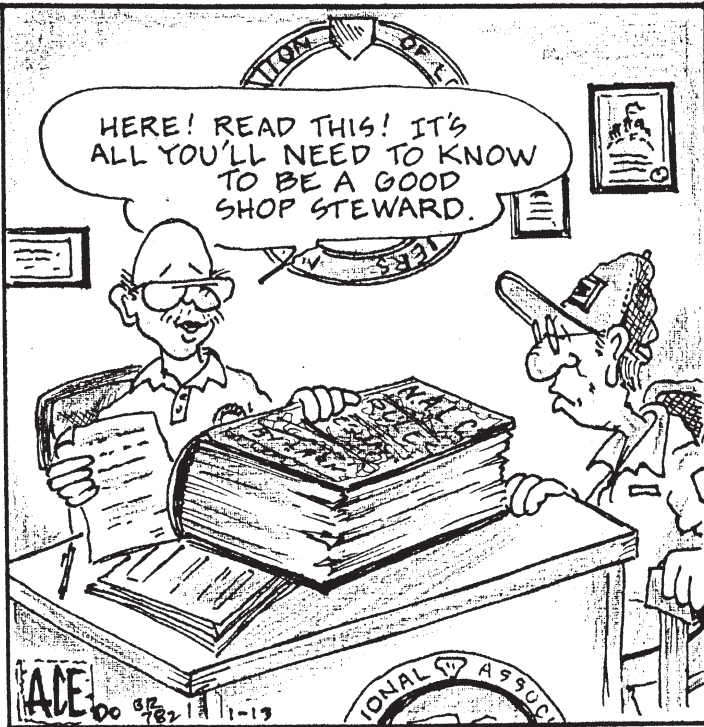
If you are the grievant, point out anyone you believe witnessed the situation so your Shop Steward can consider interviewing them.

If it is a discipline issue, let your Shop Steward in on “the ground floor.” This is something that you **AND ONLY YOU** have total control over.

If any member of management (or law enforcement) brings you into the office and starts to question you, and you reasonably believe it could lead to discipline, you should read the following statement, called Weingarten rights:

**“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my union representation present, I respectfully choose**

OUT THERE



This cartoon was originally published January 2013

not to answer any questions or participate in this discussion.”

If you were hired within the last few years and joined the NALC at new-employee orientation, you should have received a business card with the above-printed Weingarten Rights written out. If you do not have one, Branches can order these cards for free from the NALC Supply Department and hand them out.

**IT IS IMPORTANT THAT ALL MEMBERS KNOW AND UNDERSTAND THEIR WEINGARTEN RIGHTS!!!!**

It is not enough to simply have this card or know your Weingarten rights. **YOU** have to remember to exercise your Weingarten rights and ask for your Shop Steward **BEFORE** answering questions!

Under Weingarten, you have the Right to know what issue management is concerned about and the right to talk to your Shop Steward *before* the actual questioning takes place. *Your Shop Steward is not just a silent witness in this situation. He or she has a Right to assist you during the questioning as well.*

**EXERCISING YOUR RIGHT TO HAVE A SHOP STEWARD PRESENT WHEN YOU BELIEVE A CONVERSATION WITH A MEMBER OF MANAGEMENT COULD LEAD TO DISCIPLINE IS CRUCIALLY IMPORTANT!**

*THIS* gives you the opportunity to find out **WHY** you are being questioned and get some advice *before* questioning begins.

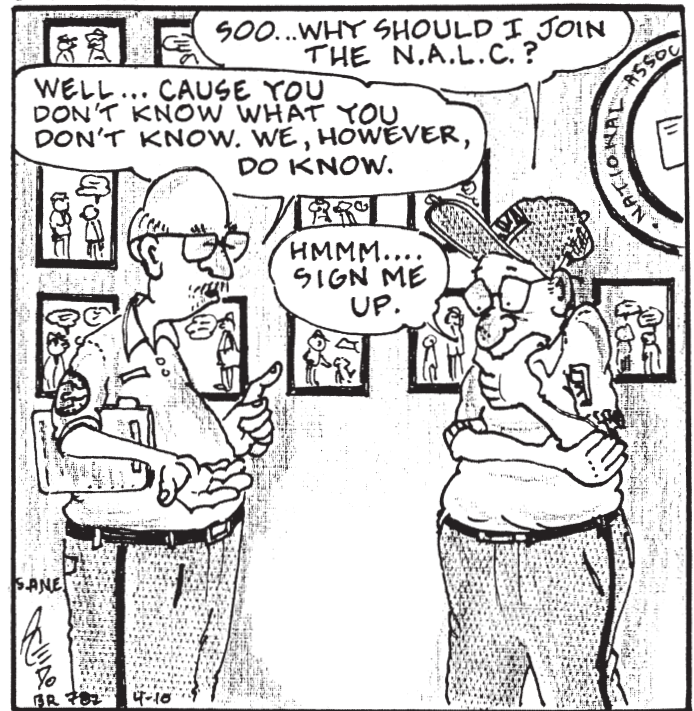
You will also have a witness to what is said and to have your representation during questioning! This will help your Shop Steward by giving him or her the chance to begin defending you **BEFORE** discipline is actually issued.

The most important thing to remember is that **ONLY YOU** can exercise your Weingarten rights!

**All you have to do is ask...**

[https://www.nalc.org/news/the-postal-record/2016/may-2016/document/2016-05\\_vp.pdf](https://www.nalc.org/news/the-postal-record/2016/may-2016/document/2016-05_vp.pdf)

OUT THERE



This cartoon was originally published October 2011

**It is important that ALL members KNOW and understand their Weingarten rights!!!!**

# Ron Bloom Was Right in 2012... and Fortunately Belongs to Our Board of Governors

By Eric Ellis,  
CSALC District 4 Officer



**B**ack in 1995, the internet became available to the public. At the time, I had three years under my belt as a Letter Carrier and worked in Pacific Grove, which is sandwiched between Monterey and Pebble Beach.

Two of my local union leaders did a presentation at a local school where they were asked what was going to happen to the postal service once the general public paid all their bills online and stopped writing letters.

At the time, I didn't know if anyone had an answer to that question.

## ***One person did.***

Vince Sombrotto, NALC's president from 1979 through 2002, correctly predicted that — among other things — Letter Carriers, while delivering less letter mail, would deliver more parcels, including groceries.

Did that happen?

Without increased parcel volume, ***which made up 32 percent of postal revenue in FY 2019***, many of you would not work for the USPS.

*Unfortunately, his vision of postal reform did not become reality, as Congress produced legislation which — for lack of a better word — bankrupted the USPS by turning a long-term liability into a short-term liability with our future retiree health benefit costs.*

Well, change is coming, and the question in my opinion is whether the NALC will

have a hand in shaping it.

The USPS just submitted a five-year business plan titled “USPS Ready Now-Future-Ready”. It is a 40-page read.

Much of what the report says we already know because the USPS has made these items a cornerstone in contractual negotiations for .

To stay in business, in a nutshell, the postal service must align what it offers with what customers want, and in the report, outlines how that happens. The report also (again nothing new) points how to align its employee obligations with operational objectives: Fewer Carrier routes, changes in delivery frequency, less pay, fewer benefits, etc.

On page 22, the report mentions “more flexible compensation and benefits packages”.

## **Decide for yourselves what that means.**

I agree that in order to survive, the United States Postal Service must adapt to current realities, and our union must be a part of the plan. If we model our business on solely delivering first-class mail, guess what? We're not viable, period.

## **We must deliver what our customers want! And what is that?**

Increasingly, our patrons (particularly our younger ones) want their orders delivered faster, knowing where the mail/parcels are in real time, and the entire processes of our products to be user-friendly and which utilize the most modern technology.

## ***AND, WHAT ELSE?***

All this must happen under the backdrop of increased competition from the likes of Amazon and FedEx for last-mile parcel delivery.

Part of our involvement includes participation in the legislative arena, and our agenda in stopping the postal service's plan to slash and burn still applies. Not only do we need allies in Congress, but also on the USPS's Board of Governors. They steer our ship, so to speak, and we need leaders who understand that a strong postal service of the future cannot shrink to survive, as has been suggested.

For those who attended the 2012 Minneapolis convention, you got to hear Ron Bloom, who now sits on the USPS's BOG, speak for roughly an hour. His speech is available on YouTube.

## **I believe what he said then applies now.**

The USPS in the next few years will deliver to roughly 7 million more addresses *with its core business, first-class mail, in continual decline*. Moreover, the USPS total revenue has stayed flat at roughly \$70 billion a year.

Ron Bloom's message in Minneapolis eight years ago was that — if the USPS restructures itself in the right way — there is no reason all of us who are the USPS cannot have a bright future.

And, yes, as part of the process, we may have to examine and possibly alter our Collective Bargaining agreements to reflect the current environment. But, that may not be a bad thing...

However, WE **must** be part of the process! We cannot depend on the authors of the USPS five-year plan to have our best interests at heart.

As long as we have allies in key positions of governance, I remain confident in our future.

# NEWS & INFORMATION

January 23, 2020

In all offices, CCAs who have at least 30 months of relative standing on February 15th to be converted to career status

NALC and USPS have settled a national-level grievance regarding non-compliance with the contractual caps on the employment of City Carrier Assistants (CCAs). This settlement (M-01906) provides that all city carrier assistants in any size office with 30 months of relative standing on February 15, 2020, will be converted to career status within 60 days from the signing of the agreement on January 22, 2020. CCAs meeting this criteria in 200-workyear offices or larger will be converted to full-time regular, and CCAs meeting this criteria in all other offices will be converted to part-time flexible.

Select districts will make conversions to career status in addition to those described above. The districts where these conversions will take place and the number of months of relative standing to be used are identified in the settlement. The criteria for these additional conversions will otherwise be the same. All CCAs converted to career status in accordance with this settlement will be converted within their current installation.

NALC projects this settlement will result in almost 4,800 CCA conversions to career status, including approximately 3,000 conversions to part-time flexible in smaller offices.

<https://www.nalc.org/news/nalc-updates/in-all-offices-ccas-who-have-at-least-30-months-of-relative-standing-on-february-15th-to-be-converted-to-career-status>

*Assistant Newsletter Editor Paul Greenfield thinks this is important!!!*

## USPS Overstated Savings of Workforce Shift While Turnover Increased

*Published: January 21, 2020*

The Postal Service over-stated savings from shifting to lower-paid and less tenured employees and reducing services, and did not account for some side effects such as increased turnover, the GAO has said.

GAO said that it was able to substantiate about \$8 billion of the \$9.7 billion in savings that USPS has claimed for the 2016-2018 period. It said the agency's own estimates "are likely overstated because they do not fully account for changes in work hours or tenure of employees. Also, USPS did not account for other costs such as increased turnover rates among lower-paid employees."

"USPS lacks guidance on what factors to consider in its cost savings estimates, and as a result may make future changes to employee compensation based on incomplete information . . . saving depends on USPS overcoming challenges, such as potential increases in turnover and reduced productivity resulting from decreases in pay and benefits," it said.

USPS and union officials told GAO that "the unpredictable non-career employee work schedules, as well as low unemployment rates, have created additional challenges for recruiting qualified non-career employees" resulting in increased recruitment costs. Meanwhile, turnover among non-career employees "was higher than expected" resulting in added costs for both recruitment and training of new employees.

It added that there is potential for savings from further service reductions, for example in delivery frequency, but the reductions already made "have not fully achieved planned work hour reductions due to, among other things, issues with management of work hours and lack of union agreement.

The report follows a similar recent one by the Postal Service IG that documented a decrease in labor costs over the last decade due to a decrease in overall employment — which has since leveled off — and the shift of tens of thousands of positions from career status to lower-paid non-career status.

Meanwhile, that report said, clerk and mail handler overtime nearly doubled, and the number of grievances rose by 6 percent per year on average over that period.

Source — <https://www.fedweek.com/fedweek/usps-overstated-savings-of-workforce-shift-while-turnover-increased/>

# Arbitrator finds the Service improperly altered, deleted and/or falsified Letter Carriers Time and Attendance Records (TACS/ETC) clock rings in violation of the National Agreement

By Ernie Arrañaga, NALC Branch 193 President

**I**n what has become the largest grievance filed in the Branch's 128-year history — and after seven (7) full days of arbitration hearings — the long-awaited decision on the San Jose City Wide Clock Ring grievance is in.

On September 24, 2019, Arbitrator Hutt, rendered a decision and finds the Service improperly altered, deleted and/or falsified Letter Carriers Time and Attendance Records (TACS/ETC) clock rings.

This deliberate and willful act occurred in every station in the City of San Jose, repeatedly affecting hundreds of Letter Carriers!

It was the position of the Union that the Service deliberately deleted, altered and falsified employee clock rings to meet the artificial Window of Opportunity (WOO) at the San Jose Post Office.

***The Union presented over 273,000 pages of exhibits!***

The majority comprised of clock ring data from April 2014 through

April 2017 for each individual station in San Jose: (1) Almaden Valley; 2) Bayside; 3) Berryessa; 4) Blossom Hill; 5) Cambrian Park; 6) Foothill; 7) Hillview; 8) Robertsville; 9) Seven Trees; 10) St. James Park; 11) Tony Cortese (Westgate); and, 12) Willow Glen.

Not only did the Branch file one grievance, two city-wide class contractual grievances were filed regarding managers and supervisors in the San Jose Installation improperly altering, manipulating, and/or falsifying Letter Carriers' time sheets (clock rings). This caused great harm to affected Letter Carriers in being paid properly and at the appropriate rate.

The first grievance was filed in early May of 2017. And, even after the management team in San Jose was put on notice on March 21, 2017 by the Postmaster to cease any changing or altering of time records — and that such actions would not be tolerated — the manipulation of time records continued.

This resulted in the Branch filing the second grievance in late July of 2017.

## Arbitrator Hutt's Ruling (excerpts taken from the Regular Arbitration Decision):

First, the Union established that the Service's (USPS) timekeeping documentation from all stations of the San Jose Post Office reflects a widespread practice by management of willfully and repetitively deleting and altering time records of Letter Carriers.

Second, The Union also established that the broad manipulations of data reflected in the Service's timekeeping documentation were

not carried out in a manner authorized by Service's rules and regulations, in that the Service failed to produce records confirming that the manipulations of an individual employee's time reporting were documented or communicated to the employee, as required. The mandatory procedures require that clock ring adjustments to clock rings have documentation to support the supervisor's actions. Management failed to provide the documentation to the Union to substantiate the changes were legitimate, and therefore, are found improper in violation of the F-21 Handbook (Time and Attendance).



Third, the Union established that carriers have been instructed by Service supervisors and/or managers to take irregular action when recording their time, including being instructed to clock out while continuing to work at the conclusion of their shifts, being improperly instructed about completing timekeeping forms and being instructed to use improper codes that do not relate to the work being performed.

The Union also established that supervisors entered false operation codes and deliberately extended lunch times of Letter Carriers.

Additionally, the record confirms a broad practice of managers or supervisors clocking out an employee who continued to work.

The unfuted record evidence establishes that class-wide violations of the National Agreement occurred with respect to management's improper deletion and/ or alteration and/or falsification of time records at the 12 stations in the San Jose Post Office.

The Service offered no evidence to support or explain local management's reasons for the inordinate number of changes that worked to the detriment of the affected letter carriers.

Based on the record, one can conclude the alterations were deliberately effectuated to slant the facts and figures in order to present a more efficiently run workroom floor that benefits the management team.

The Service asserts that the Union offered "cherry-picked" time records of select individuals in the 12 San Jose stations to support the



Originally published March 2004

Unions claims and disregarded" the remaining records that did not support their narrative." To the contrary, the Arbitrator's independent rereviewf time records from all 12 stations yields broad evidence of a pattern of deletion or alteration of carriers' time records, particularly with respect to the artificial 1800 Window of Opportunity

Based on the testimony at hearing, the letter carriers were generally unaware that they had been shorted time, and therefore, received less pay. On these occasions, supervisors manually entered end tours on the computer by changing a carrier's swipe time and inserting an earlier clock-ring time.

Additionally, Supervisors instructed carriers to complete manual timecards, Form 1260, to reflect that their end time before they had actually finished working.

Moreover, the arbitrator's independent review additionally included analysis of approximately 240 carriers' time records. The Arbitrator conducted a spot-check by selecting at random the time records of approximately 20 employees from each station.

The Arbitrator's independent review of the additional 240 sets of records yielded broad evidence of a similar pattern of deletion and/or alteration of time by management personnel in each of the 12 San Jose stations.



Originally published November 2014

The Arbitrator is satisfied that the time records offered in evidence by the Union constitute credible evidence in support of the Union's claim.

*Continued on next page...*

**"OuT tHeRe"**



Originally published January 2016

TACS/ ETC clock-rings support the carriers testimony that management instructed them to use improper function codes, not to clock -in, record their return to the office earlier than their actual return and to continue working off the clock without pay.

**Arbitrator's Award Summary**

"The grievance is sustained. After a thorough review of the record, I find the Service improperly altered, deleted, and/or falsified Letter Carriers Time and Attendance records (TACS/ETC) clock rings in violation of the National Agreement.

The grievance is hereby remanded to the parties and ORDERED to jointly determine the extent of the violations and damages to begin May 2, 2017 and extend until such time that all complained-of time violations cease. A further telephone hearing is hereby set for Monday, December 2, 2019, at 10:00 A.M. at which time the parties are directed to report to the Arbitrator their progress in implementing the ordered remedies. The Arbitrator reserves jurisdiction over the implementation of the remedies until all the pay violations at issue in this matter cease and the affected carriers are made whole."

The Arbitrator ORDERS:

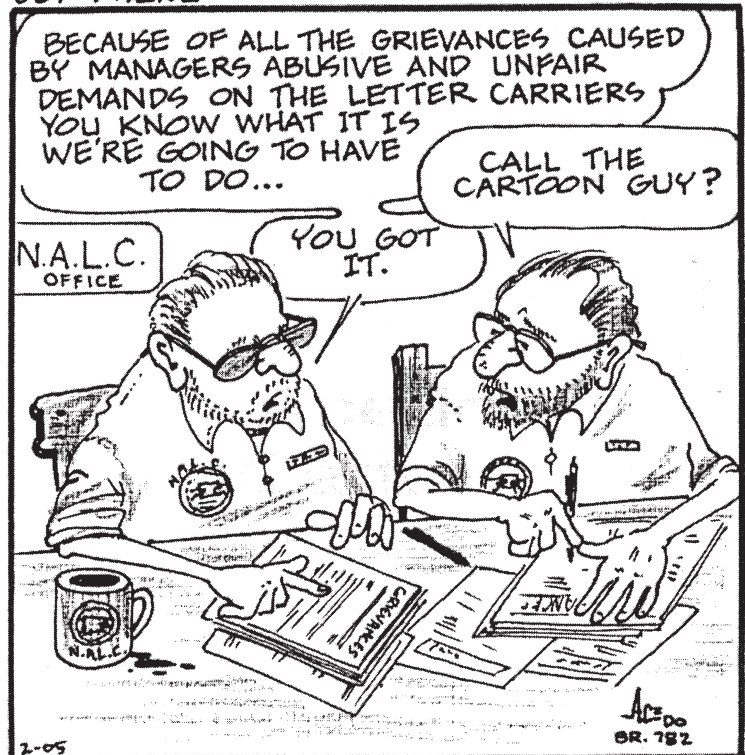
- All harmed Letter Carriers identified during the remand shall be made whole.

It is noteworthy, as well as alarming, the number of end tours at exactly 1800 or 1799 noted during the independent review.

Finally, the Letter Carriers interviews and EER/

- Management is ORDERED to cease and desist violations of the National Agreement with respect to willfully and improperly altered and/ or falsified Letter Carriers' Time and Attendance records/clock rings.
- Bryant Almario of Region 1 shall be reimbursed for all reasonable and customary wages and expenses incurred as a direct result of the Service's advocate failing to appear for the first day of hearing.
- Letter Carriers interviewed off-the-clock by the Union about the complained-of violations shall be compensated for that time at their regular rate of pay.
- The Service shall compensate Union representative(s) to ascertain the time record contract breaches committed by management.
- Management is ORDERED to provide all supervisors and managers in the San Jose Post Office comprehensive training regarding the Service's policies and practices with respect to Time and Attendance Records (TACS/ETC) clock rings, etc.

**OUT THERE**



Originally published March 2005

## Arbitration Award Update:

As of this writing, there are currently six Letter Carriers, who have been selected by the Union, who have been reviewing clock rings from May 2, 2017. They work eight (8) hours a day, forty (40) hours per week, identifying Letter Carriers who have been harmed, in order to make them whole.

*This delicate task, which is expected to last for months, will extend until such time that all contested time clock violations cease.*

In the meantime, it is imperative that *EVERYONE* keep track of all hours worked and the pay you ultimately receive. Properly record your work hours daily using the time recording devices (Time Clock) - Employee Badge Reader (EBR), while on the clock.

Bring all discrepancies to the attention of management immediately. If you feel you are not getting a proper response, request to see your Shop Steward.

A few options are available to you to monitor your work hours:

- 1) Log in to the “Members Only” portal by going to [nalc.org](http://nalc.org) and download the [NALC Track Hours App](#).
- 2) Log in to Liteblue and download the [Virtual Timecard App](#).
- 3) You can also request from your Shop Steward a [NALC Work Hour Tracker Booklet](#).

This extremely informative and insightful article is courtesy of the San Jose, California January - February - March 2020 issue of their NALC Branch 193 *Bulletin*

# NALC Track Hours App

For a year, NALC has developed tools for NALC representatives and Letter Carriers to use to ensure that clock ring editing by supervisors is accurate. NALC has seen too many cases of times being inappropriately edited. Sometimes such edits affect the evaluation of a Letter Carrier’s assignment or route, whether on a daily basis or during a route count and inspection.

In some instances, managers were deliberately changing the end-of-tour clock rings made by Letter Carriers to reflect an earlier time while they were still working. These edits ranged from just a few minutes to several hours of time spent on the clock being taken away from employees. Obviously, these edits resulted in Letter Carriers receiving paychecks that were less than they had earned. Throughout the cities where this took place, Letter Carriers were shorted tens of thousands of dollars in pay.

NALC representatives in those cities were able to identify these cases and were able to make the affected Letter Carriers whole for the pay they rightfully earned and should have initially received. However, it’s important for Letter Carriers to monitor the hours they work and the pay they ultimately receive themselves as well. We want to be sure that Letter Carriers have the tools to do so.

The first tool developed was a pocket-sized book that can be used to record clock rings on a daily basis. Along with this pocket book, we created *The NALC Guide to Identifying Intentional False Editing of Clock Rings*. It is available online at [nalc.org/workplace-issues/city-delivery/city-delivery-resources](http://nalc.org/workplace-issues/city-delivery/city-delivery-resources). This guide shows NALC representatives how to identify inappropriate edits and how to address them through the grievance procedure.

The most recent tool is the NALC Hour Tracker app developed for smartphones. The app is currently available on Android devices in the Google Play store. As of this writing, we were still in the testing process with Apple and we hope the app will be available in the App Store soon.

Before using the app, NALC members should first log in to the Members Only portal by going to [nalc.org](http://nalc.org) and clicking on the “Members Only” box in the top right corner to log in. After downloading the app, the same login information will be used.

The app allows real time basic clock ring entries such as “begin tour,” “office and street moves” and “end tour.” It will automatically calculate the number of hours of straight time, overtime and penalty time you should be paid each pay period based on the entries made. Once entries are made in the app, the data will be available in the Members Only portal, where it can be edited, and reports can be printed.

NALC appreciates the feedback we’ve received already. The union will continue to work to update and improve the app in the future.

Source — <https://www.nalc.org/member-benefits/nalc-track-hours-app>



# National Association of Letter Carriers

**Fredric V. Rolando**  
President

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

**Brian Renfro**  
Executive Vice President

**Lew Drass**  
Vice President

**Nicole Rhine**  
Secretary-Treasurer

**Paul Barner**  
Asst. Secretary-Treasurer

**Christopher Jackson**  
Director of City Delivery

**Manuel L. Peralta, Jr.**  
Director of Safety & Health

**Daniel Toth**  
Director of Retired Members

**James W. "Jim" Yates**  
Director of Life Insurance  
**Mutual Benefit Association**  
202-638-4318

**Stephanie Stewart**  
Director, Health Benefit Plan  
**Health Benefit Plan**  
888-636-6252

**Board of Trustees:**  
**Lawrence D. Brown, Jr.**  
Chairman  
**Michael J. Gill**  
**Mack I. Julion**

Affiliated with the AFL-CIO &  
Union Network International

November 25, 2019

Dear Branch President:

Next year will mark the 50th Anniversary of the Great Postal Strike of 1970. That wildcat strike, which began in New York on March 17, 1970, and spread across the country like a wildfire, created the modern NALC. The brave men and women who went on strike not only helped transform the standard of living of hundreds of thousands of postal employees but also secured the collective bargaining rights we still enjoy to this day.

As I reported at the Denver Rap Session and at the Committee of Presidents meeting earlier this fall, we will commemorate the strike and honor the heroes of 1970. We will gather in New York City on Saturday, March 21st – near the headquarters of NALC Branch 36 whose members led the way – to pay tribute to letter carriers who went out on strike in 1970. The celebration will be held at Manhattan Center, the venue Branch 36 used to conduct its famous strike vote 50 years ago.

**Date: Saturday, March 21, 2020**  
**What: 50th Anniversary Celebration of the Great Postal Strike of 1970**  
**Where: Manhattan Center, 311 W. 34th Street, New York, NY 10001**

If you have veterans of the strike in your branch and would like to honor them in New York, please fill out the attached form and return it to NALC by December 20, 2019. Once we have a count on how many branches and strikers will participate and how many need hotel rooms, we will negotiate a hotel deal and send you information on how branches can book rooms.

In addition to negotiating hotel room rates in New York, the national union will cover the entire cost of the venue and as well as the dinner and preceding reception. As we have previously discussed, branches will be responsible for the cost of travel and hotel accommodations.

Every day we fight to strengthen the union that our retired members built for us. We all owe the strikers of 1970 a huge debt of gratitude. I hope as many branches as possible can join us with their strikers for this important celebration.

In Solidarity,

Fredric V. Rolando  
President

Did you or a family member participate in the 1970 postal strike? We're collecting strike stories for the 50th anniversary. If you have a story to share, email [social@nalc.org](mailto:social@nalc.org) with a brief summary, your name, and contact information. Send us your story...

"...*The Postal Record* reported that "the average American family" earned \$5,520 a year before taxes in 1955 while the average letter carrier earned \$4,400—\$1,120 a year less. Yet, the 1956 Republican platform stated: "Good times in America have reached a breadth and depth never known by any nation."

On August 1, 1957, letter carriers tried the unusual in their fight for better pay. The method: prayer. Tens of thousands of letter carriers throughout the nation paused from their daily tasks to pray for a salary increase. In hundreds of cities, clergymen appeared at the local post office early in the morning to conduct a short service.

...Dissatisfaction welled up in the ranks of carriers. Although (President) Eisenhower signed into law a pay raise on May 27, 1959, it did little to quell the mounting resentment. Some carriers vented their anger at the union and its officers and either quit paying dues or threatened to quit the union.

...By 1960, letter carriers were having serious financial difficulties. Many carriers worked two jobs to support their families, and their wives often were forced to work to supplement carriers' meager income. **A SUBSTANTIAL NUMBER OF LETTER CARRIERS COULD NOT EVEN QUALIFY FOR AN FHA LOAN TO BUY A HOME.** (emphasis added)



(l-r) Unknown, Branch 782 Letter Carriers Bruce King and Wes Johnson walk the walk in the 1970 Strike!

## 1970 — A Strike Is Called

Not surprisingly, New York was the center of the drama, for the city itself had been a cauldron of social unrest, with protests against the Vietnam War, urban race riots, strikes by teachers, transportation and sanitation workers dominating the news for several years. Angry Branch 36 members had already raised their voices protesting the federal government's indifference to their plight and their own union's ambivalence, and they became enraged in early February 1970, when Nixon deferred a wage increase scheduled for July. ... Although the branch's executive board had earlier directed stewards to tell carriers to oppose calling for a strike, angry carriers exploded with shouts of "No, no! Not enough! Strike! Enough talk! Strike!" and demanded a strike vote. Raucous debate verging on a brawl ended with an agreement to meet again the next Tuesday, March 17, and hold a strike vote at that time... the vote on March 17, 1970 at the Manhattan Center dragged on until around 10:30 p.m. Some 30 minutes later, the results were announced to the members: 1,555—yes; 1,055—no. NALC's largest local had chosen by a 3-to-2 margin to strike against the U.S. Government regardless of whether the national union joined the strike.

... The leader of New York Metro Area Postal Workers, the union representing the inside workers in the post office, said his members would honor carriers' picket lines even though they could not vote whether to strike until the union's next regular meeting in three weeks. But Brooklyn Branch 41's president immediately announced that his carriers would join the strike. Letter carriers had taken a stand. The long-threatened strike was on.

... And then the wildfire swept the nation: Branch 34, Boston, Massachusetts; Branch 157, Philadelphia, Pennsylvania; Branch 1, Detroit, Michigan; Branch 40, Cleveland, Ohio; Branch 84, Pittsburgh, Pennsylvania; Branch 214, San Francisco, California; Branch 9, Minneapolis and Branch 28, St. Paul, Minnesota; Branch 47, Denver, Colorado; Branch 11, Chicago, Illinois. In large and small communities alike, from coast to coast, letter carriers and postal clerks walked off their jobs, joined the picket line, and dug in for the duration. By March 23 the strikers numbered over 200,000 strong.

By April 2, the parties reached an agreement they believed would satisfy the demands of the carriers and clerks who, at great personal risk, had defied both the federal government and their national leaders... In the end, the strikers changed the Postal Service **AND** their union. And yet, the struggle for dignity and justice would continue in the years ahead—on different battlefields...".

Info on this page is an abstract from the publication *Carriers in a Common Cause — A History of Letter Carriers and the NALC*. You can also find much, much more about **YOUR** history if you go to <https://www.nalc.org/about/our-history/carriers-in-a-common-cause>

The death of anyone can be stressful. There are so many things that need to be addressed and so many different people who need to be informed. The following two pages offer guidance and also provide an opportunity for you to do some advance planning...



National Association  
of Letter Carriers

**W**hen a  
retired  
letter  
carrier  
dies...

Step-by-step instructions for survivors to notify appropriate entities and apply for federal benefits such as survivor annuity, health and life insurance.

The NALC Retirement Department provides advice and assistance to retired and active members regarding retirement issues. This support does not end when an NALC member dies. Guidance to spouses and other survivors is also provided.

The steps to be taken when a retired Letter Carrier dies are as follows:

Notify the retired Letter Carrier's NALC branch.

If the retiree was a veteran, notify the Veterans' Administration at 800-827-1000.

Call the Social Security Administration at 800-772-1213.

Notify insurance companies (life, health, home, automobile, etc.).

If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.

If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan.

When a spouse is entitled to survivor benefits, he or she will continue to receive health insurance through the FEHB as long as he or she was covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self only and be switched to the surviving spouse's name.

If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

**Save this page with your important papers...**

Source: NALC Website <https://www.nalc.org/.../retirement/.../when-a-retired-letter-carrier-dies-2014>. pdf

# Save this page with your important papers...

Notify the employee's immediate supervisor, postmaster and personnel section (if any):

Give the supervisor the Letter Carrier's locker keys and badge as well as information on time and place of memorial services.

Check with USPS Human Resources Shared Service Center at 877-477-3273 for benefits for spouse and any dependent children.

Fill out forms (obtain from USPS personnel section or postmaster): application for death benefits under the retirement system; claim for unpaid compensation; claim for FEGLI death benefits. You should notify HRSSC by calling 877-477-3273.

Notify the Thrift Savings Plan for Death Benefits Claims (only):  
Fax Number: (703) 592-0170 Mailing Address: TSP Death Benefits Processing Unit, Fairfax Post Office DEDIS, P.O. Box 4450, Fairfax, VA 22038-9998 or call the ThriftLine, Toll-Free 877-968-3778

Notify the Carrier's NALC branch.

If veteran, notify the Veterans' Administration local office or call toll-free 800-827-1000.

Notify banks and other financial institutions.

Call the local office of the Social Security Administration or toll-free 800-772-1213.

Notify insurance companies (life, health, home, automobile, etc.).  
If the Carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318 or toll-free 800-424- 5184.

If the Carrier was enrolled in the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call toll-free 888-636-6252.

**Note:** Health benefit coverage for a surviving spouse and dependent children continues automatically if Carrier had Family Coverage at time of death and if a monthly survivor annuity is payable.

Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

The days following the death of an active Letter Carrier can prove to be quite traumatic. Many forms and notices must be obtained from the Postal Service and completed at this extremely stressful time. The NALC stands ready to assist our members and their families during these difficult times.

Source: NALC Website [https://www.nalc.org/workplace.../50499\\_NALC\\_Active\\_WEB-1.pdf](https://www.nalc.org/workplace.../50499_NALC_Active_WEB-1.pdf)

**National Association  
of Letter Carriers**

**W**hen an  
active  
letter  
carrier  
dies...

Step-by-step instructions for  
survivors to notify appropriate  
entities and apply for federal benefits

# 2020 NALC (GIGNA) PPO/OAP Providers in Bakersfield Ca. area

*Our NALC Health Benefit plan is accepted nation-wide and world-wide. We will receive better discounts on the best medical services if we utilize the NALC (CIGNA) online provider directory (see NALC home page).*

*We can receive medical services at most providers but not have negotiated lower charges with the ones listed under the NALC (CIGNA) directory.*

**This is just a small list of providers available to NALC HBP members, and it is just intended to assist our members in the Bakersfield, California area with a PARTIAL road map of facilities (at a glance).**

**HOSPITAL:** Adventist Health Hospital 2615 Chester Ave, Bakersfield, Ca. 93301 (661) 395-3000

**Bakersfield Sports Medicine Physical Therapy**  
3500 Coffee Rd. #A (661) 589-6700

**URGENT CARE FACILITIES:** Sendas Urgent Care  
9450 Ming Ave. 93311 (661) 587-2500 (ask about other locations)

Chiropractic (adjustments neck & spine) 33 listed  
consult NALC website CIGNA Directory

**Accelerated Urgent Care :** 9710 Brimhall Rd. 93312  
(661) 829-6747 (ask about other locations)

**Podiatry (foot & ankle) California Podiatry**  
307 So. Chester 93304 (661) 874-3668

**Universal Urgent Care** 2121 Niles St. 93305  
(661) 325-1255 (ask about other locations)

**Pharmacies:** CVS 5184 Stockdale Hwy. 93311  
(661) 633-2066 (ask about other locations)

**IMAGING (MRI, X-RAY) Bakersfield Upright MRI**  
9802 Stockdale Hwy. 93311 #106A (661) 663-8674

Consult NALC website (CIGNA Directory  
(many pharmacies listed)

**LABS (blood work) Quest Diagnostic** 9500 Stockdale Hwy. 93311 #102 (866) 697-8378  
(ask about other locations)

**Audiology (hearing) Jennifer S. Pascoe**  
9900 Stockdale Hwy. #104 (661) 564-3300

**LabCorp Labs:** 3550 "Q" St. #102 93301  
(661) 323-3353 (ask about other locations)

**Daniel S. Duran** 12500 Stockdale Hwy.  
(661) 564-3300

**Physical Therapy:** Pair/Marotta 4605 Buena vista Rd. #690 93311 (661) 328-0650 (deep tissue laser therapy) (ask about other offices)

**MARK RAMIREZ**  
*Retired Letter Carrier*  
*HBP/MBA Representative*  
*The Golden Empire Branch 782*

*Available to ALL Active and Retired NALC members in good standing with the Union: Our MBA Mutual Benefit Association offers — at no cost to members — an "Accidental Death Benefit". For inquiries, call James W. "Jim" Yates, NALC Director of Life Insurance. Monday, Wednesday, Friday (202) 638-4318 and Tuesday and Thursday (800) 424-5184.*

## Did you know that a D.O. is not a chiropractor?

A Doctor of osteopathic medicine (D.O.) is a fully trained and licensed Doctor who has attended and graduated from a U.S. osteopathic medical school. A Doctor of medicine (M.D.) has attended and graduated from a conventional medical school.

The major difference between osteopathic and allopathic Doctors is that some osteopathic Doctors provide manual medicine therapies, such as spinal manipulation or massage therapy, as part of their treatment. After medical school, both M.D.s and D.O.s must complete residency training in their chosen specialties. They must also pass the same licensing examination before they can treat people and prescribe medications.

The NALC HBP does have one Bakersfield D.O. in our list of preferred providers: John T. Heidrick M.D. D.O.; 6001 Truxtun Ave. # 380 C; (661-748-1891). He is listed as a "Family Practice, and Osteopathy, adjustments of neck & Spine".



# 2020 NALC HBP Info

At a glance...



NALC Health Benefit Plan  
 \*Hospital Pre-Certification  
 Mental & Substance Precertification  
 Prescription Drug Program  
 CVS/Caremark Specialty Pharmacy  
 Durable Medical Equipment  
 "24/7 Nurse Hotline"  
 CVS/CareMark Pharmacist  
 Solutions for Caregivers (24/7)  
 CIGNA PPO Locator Line  
 CIGNA Organ Transplant Approval  
 Quit for Life (Tobacco Cessation)  
 CIGNA Health Rewards (Discounts)  
**CIGNA Plus (Dental Discount)**  
 Disease Management Program  
 OPM Retirement Info Center  
 Federal Information Center  
 Social Security Administration Info  
 PostalEase Human Resources USPS  
 Quest Lab Services (Bakersfield)  
 LabCorp Lab Services Bakersfield  
**Shared Services** Option 5 live person  
 Medicare  
 Suicide Hotline  
 Suicide?? Talk With Someone...

1-888-636-6252  
 1-877-220-6252  
 1-877-468-1016  
 1-800-933-6252  
 1-800-237-2767  
 1-855-511-1893  
**1-877-220-6252**  
 1-888-636-6252  
 1-877-468-1016  
 1-877-220-6252  
 1-800-668-9682  
 1-866-784-8454  
 1-800-558-9443  
**1-877-521-0244**  
 1-800-227-3728  
 1-888-767-6738  
 1-800-333-4636  
 1-800-772-1213  
 1-877-477-3273  
 (661) 631-8520  
 (661) 631-9258  
**1-877-477-3273**  
 1-800-633-4227  
 1-800-784-2433  
 1-800-273-8255

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

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

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

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

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

\* Call for approvals Organ Transplants,  
 DME Surgeries InPatient

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

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

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

## URGENT CARE

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

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

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

**MARK RAMIREZ**

**NALC Branch 782 Health Benefit Plan Representative**

**(661) 204-5592**

## "Out there"



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

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

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

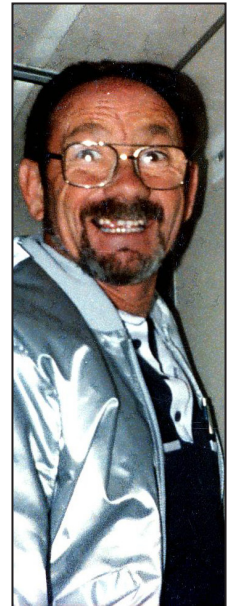
# — *In Memorium* —

## Paul Alexander

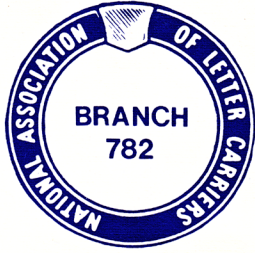
### April 13, 1940 — January 28, 2020

Paul Alexander succeeded Tony Chavez as Branch 782 President and held office during the 1980s. In this role, he was active in many varied activities and duties on behalf of the membership. He was most inclined to be supportive of our efforts on behalf of the NALC's Muscular Dystrophy Association because he lived — personally — the anguish and suffering of a parent with a child afflicted by a long-term condition or disease. For him, it wasn't just a passing fad cause.

And, although we “knew” him at work, there was more to his story...



These pages feature “slices of life” captured in a camera’s lens. In some, Paul is shown participating in our NALC activities. And, because we do have lives away from the (Postal Service) some feature him with friends and family living what was a definitely very full and rich life!



# BRANCH OFFICERS

*Circa August 23, 1986*

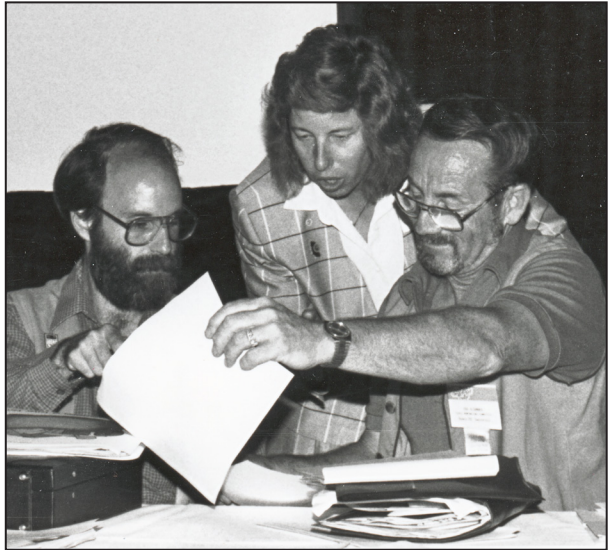
PRESIDENT ..... PAUL ALEXANDER  
 VICE PRESIDENT ..... JOHN ROSS  
 RECORDING SECRETARY ..... TONY CHAVEZ  
 TREASURER ..... RACHEL POLIN  
 FINANCIAL SECRETARY ..... RICHARD SUNIGA  
 CHIEF SHOP STEWARD ..... FRANK THOMASY  
 SARGENT OF ARMS ..... GILBERT OCHOA  
 HEALTH BENEFIT REP. .... STEVE MUNOZ

## TRUSTEES

GILBERT CHAVEZ                      BILL CURTIS                      MICHAEL FREEMAN

## SHOP STEWARDS

DOWNTOWN (93301) ..... STEVE MUNOZ  
 SOUTH MAIN ANNEX (93304) ..... MARGARET ROMERO  
 EAST BAKERSFIELD (93305) ..... RACHEL POLIN  
 HILLCREST (93306) ..... RAFAELA OCHOA  
 BRUNDAGE (93307) ..... EMORY JENNINGS  
 OILDALE (93308) ..... CATHY THOMPSON  
 STOCKDALE (93309) ..... ALEX DANG  
 ARVIN (93203) ..... SANTOS GONZALES  
 DELANO (93215) ..... RALPH ESCALANTE  
 EDWARDS (93534) ..... FRED ERICKSON  
 LAMONT (93241) ..... MARK RAMIREZ  
 MOJAVE (93501) ..... SANDY ROBERTSON  
 SHAFTER (93263) ..... JERRY PATTERSON  
 TEHACHAPI (93561) ..... MARY MORPHIS  
 TRONA (93562) ..... DIXIE STOLL



The Bakersfield Post Office was established on August 22, 1869. The free delivery of mail was started on June 1, 1900 with four carriers. Records show that the first carriers in Bakersfield were L. O. Stevenson, R. E. Galloway, G. A. Newberry and Ed Kent. H. E. Wells was the first substitute carrier.

Brother Otwelle Stevenson was Carrier No. 1 in Bakersfield. He served as Branch Secretary from the time of its inception until he transferred to Long Beach in 1920. In a letter to Branch 782, Brother Stevenson stated:

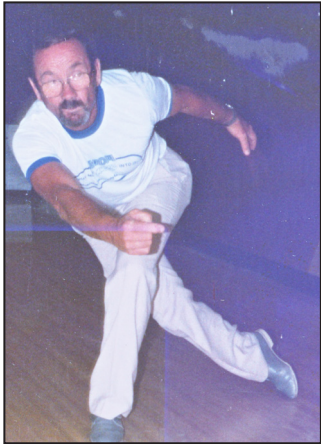
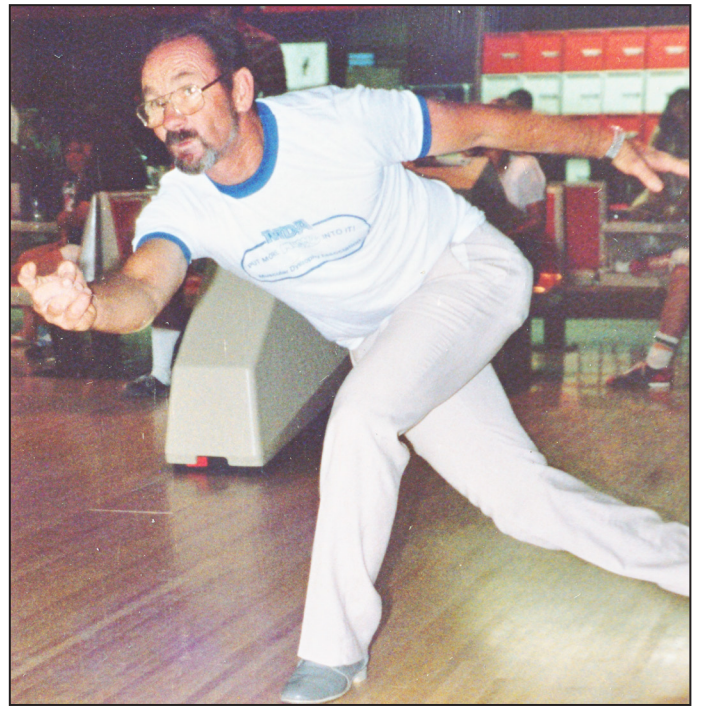
"A civil service examination was held for carrier prior to the institution of delivery service in 1900. Seventeen persons took the examination and four were successful in passing. I was the first foot carrier and my route covered the business district.

Practically all of the population gave up their post office boxes in anticipation of the free delivery at their homes, but after a few days of poor service by two inexperienced carriers who worked from daylight until dark, they came back to the Post Office to re-rent boxes. By July 1st, the department realized that the load was too heavy and substitute carrier Newberry was made a regular and Ed Kent was appointed as the substitute carrier.

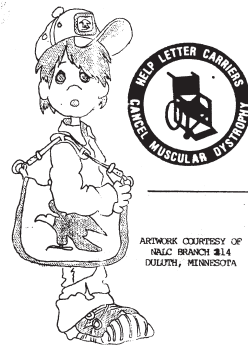
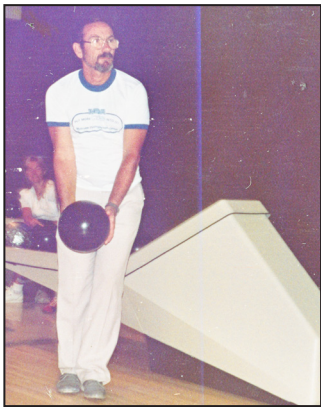
When we started in the Service, we received the large sum of \$600 per year for the first year and \$800 the second year, \$1,000 the third, \$1,200, and then \$1,500, later \$1,800 and finally \$2,100, which was the top pay and was not increased until 1945."



*Continued on next page...*



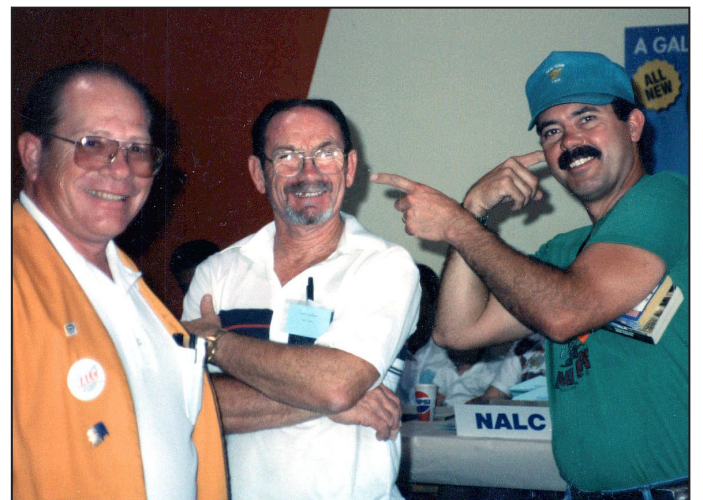
Paul Alexander was passionate about helping "Jerry's Kids!"

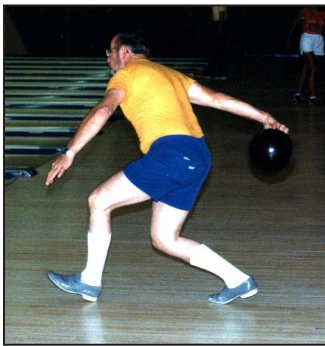


**BOWL-A-THON**

SUNDAY, JUNE 29  
1:00 P.M.

EAST HILLS LANES  
8331 KERN CANYON RD.





# National Association of Letter Carriers

## Branch 782

### Bakersfield, California

AFFILIATED WITH THE AFL-CIO



September 5, 1986

#### NATIONAL ASSOCIATION OF LETTER CARRIERS

#### BRANCH'S ACTIVITY REPORT — JERRY LEWIS LABOR DAY WEEKEND TELETHON

To Whom This May Concern:

This letter is an addendum to the "NALC Branch Activity Report - Jerry Lewis Labor Day Weekend Telethon". It serves to report the amounts raised at various functions conducted by this Branch. It also records the total monies raised in pledges and donations during the course of this year's Branch 782 MDA Campaign.

A telephone report was made to assigned NALC numbers during the Labor Day Weekend. At that time, it was noted that we projected raising a total of \$12,457.21 by the end of the Telethon.

The total amount that we wish to report in pledges and donations is to be changed to \$13,181.46. The following information itemizes each of the activities and amounts potentially raised:

- League Bowler Project.....\$5,405.88 in donations
- Bowl-A-Thon #1 (6/29/86).....3,620.15 pledges & donations
- Bowl-A-Thon #2 (8/16/86).....2,628.43 pledges & donations
- Branch MDA Raffle #1 (8/23/86).....1,107.00 in donations
- Branch MDA Raffle #2 (Telethon).....420.00 in donations
- TOTAL RAISED.....13,181.46

This report is late because the Branch Secretary and the Branch Treasurer audited the monies raised in the MDA raffles.

If there are any questions regarding our 1986 MDA Campaign, feel free to contact me or this year's Chairperson, Basil Zuniga.

Sincerely,

PAUL ALEXANDER  
President



**A**s announced at the 2018 NALC Convention in Detroit, the union has established the NALC Disaster Relief Foundation to alleviate the suffering of members affected by natural disasters, including earthquakes, tornadoes, hurricanes and wildfires. The foundation was created to fill a need identified by many branches in the face of the disasters last year, including the wildfires that ravaged northern and southern California, as well as the hurricanes that swept through South Texas, Puerto Rico, the U.S. Virgin Islands and the Florida Keys.



“Branches wanted to know where they could send desperately needed supplies and money, but there wasn’t a central location,” NALC President Fredric Rolando said. “That’s why we created this foundation, to reflect the will of the members and make it easy for them to help others in need quickly and efficiently.”

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants. NALC is in the process of creating response teams throughout the country. People on the teams will receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA).

Foundation volunteers recently were activated to go to North Carolina to help letter carriers recover from the destruction wrought by Hurricane Florence. They offered physical assistance—helping to remove water-logged furniture and tear out soaked drywall—as well as emotional assistance for individuals who had been overwhelmed by the aftermath. Additionally, basic supplies, including uniforms and food, will be available for those who need them in the future.

The foundation also will provide financial support through grants. Any NALC member who has faced hardship as a result of a natural disaster will be able to apply for assistance. The foundation’s board of directors will consider the hardship applications and will issue grants on an objective basis to eligible individuals as funds are available. Job performance or history of donations to the foundation will not be considered as part of the selection process.

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor. Anyone who would like to make a donation may send a check or money order to the address below. The union is working on accepting donations through credit cards and electronic funds transfer (EFT) online. It is anticipated that financial support for the foundation will be provided by NALC, branch fundraising events, donations from members and donations from corporate sponsors. *Any member wishing to be a potential Disaster Relief Foundation volunteer should send a note about his or her interest to 100 Indiana Avenue N.W., Washington, DC 20001-2144.*

Source: <https://www.nalc.org/community-service/nalc-disaster-relief-foundation-2/overview>

“The generosity of Letter Carriers never ceases to amaze me. We hope that the Foundation will become an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity. A donation to this foundation eases the suffering of your fellow members when disaster strikes, and 100 percent of NALC Branch and members donations will be used to provide supplies and award grants to NALC members.”

Fredric V. Rolando, NALC President

## Disaster Preparation Guide

<https://www.nalc.org/member-benefits/body/NALCDRF-Members-Guide-1.pdf>

# Does the USPS Discourage Injury Reporting?

By Sherri Rutledge, NALC Branch 4374  
Compensation Officer

The following is an article Director of Safety and Health, Manuel Peralta Jr., wrote for the October 2019 edition of *The Postal Record*.

During this past summer, we received a number of initial heat injury reports, which I review on a continuous basis. In the process of reviewing them, I discovered several issues that caused me concern, not the least of which was the tendency of employees to keep pushing forward and delivering despite suffering from heat-related illnesses.

## Why do our employees fear reporting their injuries/symptoms? Are there any rules that cover this?

In some cases, the employee calls management, reports the symptoms and then discovers that management's professed commitment to safety is just lip service. The supervisor/ manager they speak with is more concerned with getting the mail delivered than focusing on the employee's medical needs.

In a few cases, City Carrier Assistants (CCAs), who were not yet protected by the just-cause provisions of Article 16, kept on delivering because they feared that they might be let go.

In some cases, our CCAs were threatened with separation during their first 90/120 days, in an effort to force them to continue (and in what appears to be an effort to claim that the injury was the fault of the employee, and not due to the heat).

*Whether or not you are covered by Article 16, you may put yourself and others in harm's way if you continue to work when it is not safe to do so.*

In August of 1977, the national parties reached a Step 4 settlement (M#484) which, in part, reads as follows:

Based on the evidence presented in this grievance, we find that a local manage-

ment official may interview an employee as a result of an on-the-job injury. This interview may be held in conjunction with a program to train employees in proper safety methods.

*However, it is not the National Policy of the Postal Service to induce, compel, or discourage Postal employees from the exercise of their rights under the Federal Employees' Compensation Act, as amended.*

Therefore, local management should exercise good judgement to ensure that the interviews may not be interpreted as a program of coercion or intimidation against employees who have sustained on-the-job injuries.

Three years later, Carl Ulsaker issued a memorandum to regional directors' employee and labor relations (M#744), indicating:

This will reemphasize the need for careful attention to situations in which disciplinary action for safety rule violation is considered. While Article XVI of the National Agreement clearly makes discipline for such a cause appropriate, we must be mindful of the requirements of the Federal Employees Compensation Act and our Own policies which prohibit taking action discouraging the reporting of an accident or the filing of a claim for compensable injury with the Office of Workers' Compensation Programs.

In May of 1981, Ulsaker issued a follow-up memorandum to regional directors' employee and labor relations (M#743) which re-emphasized:

...It must be fully understood that postal policy prohibits taking any action which discourages the reporting of an accident or the filing of a claim for compensable injury with the Office of Workers' Compensation Programs.

What kind of action discourages an employee from reporting an injury?

A Carrier suffering from the effects of extreme heat drove himself to a nearby hospital, where it was determined that he had suffered heat stroke.

How did management react? They held a pre-disciplinary interview (PDI) based on his failure to follow management's "Plan 5" instructions to properly hydrate. A few days later during the same heat wave, the Carrier finally decided to leave work to seek medical attention. The management staff mocked the employee who left by announcing to all remaining Carriers that, due to his departure, they would be stuck covering his workload.

In another situation, a Carrier informed his supervisor that he was feeling sick, had a headache, was dizzy and felt like he was about to pass out. Supervisor JH advised that there was no help available and that the Carrier had to keep delivering. Supervisor JH further commented that maybe the Carrier should find another job. The injured Carrier contacted others, the union got involved and ultimately higher-level management did the right thing. JH should be fired, for putting the injured Carrier at risk.

Separately, one of our Carriers received a letter of warning that charges him with "...Failure to work in a safe manner... upon your return from your delivery route showed symptoms of a heat related illness..." The charge letter goes on to state that the employee was taught better through management heat safety information.

These are only a few examples of stories that should not exist in our work environment. Until management takes action against its own for endangering letter carriers, this madness will not end.

These three examples show that management defies the requirement that they must not discourage the reporting of injuries.

Keep an eye on each other.

This article is courtesy of the  
Center Line, Michigan January 2020  
NALC Branch 4374 *FRONT LINES*

# Did you Know...?

By Misty Wenger,  
NALC Branch 3126 Alternate Steward

On January 23, 2020, electronic filing for OWCP claims goes into effect for our area.

You may have read about this in the latest article by Kevin Card in the *Postal Record*. I'm sure there will be a few bugs that will need to be worked out, but I think this program is going to make it much easier on injured Carriers. Hopefully this will eliminate some of the anxiety Carriers have when they report injuries.

When you file a CA-1 for a traumatic injury online, you will still need to notify management of the accident *but you will not have to rely on them to get you the necessary paperwork for your claim*. If you are unable to work or have restrictions due to your injury, you will need to provide management with that information.

Before you file a CA-2 (occupational disease) online, I suggest you get the appropriate medical for your claim. Talk to your doctor and explain what you do as a Letter Carrier. If your doctor believes that your condition is related to your duties, he will need to say that in a medical narrative. (You can talk to John Dick or myself if you are not sure what is needed from your doctor.)

Here are a few things that you may not know about OWCP...

MRI's do not need prior authorization. The DOL website (under OWCP DFEC) advises medical providers:

"Level 1 procedures (for example, office visits, MRIs without contrast, and some other routine diagnostic tests) do not require authorization."

If you are assigned a Field Nurse for your injury, they may want to attend your medical appointment.

You DO NOT have to let them in the room while the examination is going on. They can come in after your examination and talk with you and your doctor.

***Anything they discuss with your doctor about your condition should be done in front of you.***

If you turn in a CA-17 to your manager and they send you home saying that they do not have work available to you within your restrictions, fill out a 3971 requesting "LWOP" and "OTHER". In the line next to "OTHER" put 049 (this is the code for OWCP LWOP). Then in the comments field write your claim number and "No Work Available".

Turn this in to your supervisor and get a signed copy right then. **DO NOT** just put it on their desk for a signature later.

After you have your copy, ask to see your Steward.

Management is required to try to find you work within your restrictions *but most of the time it is done improperly or not at all*.

If you are given a job offer, it should include a description of the duties of the position, the physical requirements of those duties and a date that you are to either return to work or notify management of your decision to accept or refuse the offer. If you think it is outside of your restrictions, take it to your doctor and have them look at it.

Ask to talk to your Steward about it, too. You don't have to navigate this alone.

Article courtesy of the Royal Oak, Michigan  
February 2020 NALC Branch 3126 *NEW VISION*

## I'm injured but I don't want to get in trouble!!!

By Rachel Garnsey, NALC Branch 193 OWCP Representative

Getting injured is bad enough but then you worry about what management will do. Many Carriers will not report their injury because they know of a co-worker that did — and the co-worker got a Letter of Warning, 7-day suspension, or worse.

Management tries to discourage the filing of an injury, which is not right. We are outside daily, where there are many hazards and elements that continuously change. Being injured not only means we could miss work, but it also affects our personal life and the activities we do outside of work. So, when you should be focusing on your recovery, you're instead forced to worry about being disciplined. Let me ease your fears on that: **"IT'S AGAINST OSHA REGULATION TO DISCIPLINE FOR REPORTING AN INJURY."**

Yes, there are laws to protect employees from retaliation or discipline when reporting an injury. OSHA CFR 1904.35(b)(i-iv) says: "(b)(1) Implementation - What must I do to make sure that employees report work-related injuries and illnesses to me? (i) You must establish a reasonable procedure for employees to report work-related injuries and illnesses promptly and accurately. A procedure is not reasonable if it would deter or discourage a reasonable employee from accurately reporting a workplace injury or illness; (ii) You must inform each employee of your procedure for reporting work-related injuries and illnesses; (iii) You must inform each employee that: (A) Employees have the right to report work-related injuries and illnesses; and (B) Employers are prohibited from discharging or in any manner discriminating against employees for reporting work-related injuries or illnesses; and (iv) You must not discharge or in any manner discriminate against any employee for reporting a work-related injury or illness." If you are disciplined for reporting an injury you can call OSHA Whistleblower (415)-625-2547 or visit [www.whistleblowers.gov](http://www.whistleblowers.gov).

Article courtesy of the San Jose, California January, February, March 2020 issue of the NALC Branch 193 *Bulletin*



# THEY Say, "It's Working." Let's let YOU be the judge...

By Casey Ritchie, Level 2 Steward and Trustee  
Oklahoma City NALC Branch 458

There has been a lot of talk about the "Consolidated Casing" test the past few months and I'd like to give an update to everyone.

*(As many of you know the National level grievance filed by the NALC is currently in the arbitration process, it began Nov. 22 although we have not received an update I am hopeful we hear something soon.)*

I am one of two Stewards at Westside station where we were chosen to be a part of the initiative by the USPS. Since before the test began we were given several stand-up talks, almost daily, about how the new process would be and what was expected of us.

During these stand-up talks I noticed a common theme as they told us: "YOUR OPINION MATTERS".

The more this was drilled into our heads the more I thought it wasn't true — and the further we get into the test the more I agree with that opinion.

We weren't asked if we wanted to participate in the test; we haven't been asked how we could make it better; or, if it is working at all.

Some Carriers were asked what start times worked best for them, but as you can imagine it is impossible to please everyone. So, many Carriers weren't asked but rather were told what their new start time would be.

Our opinion **DOESN'T** matter.

**But, enough about speculation and opinion, what do the numbers say? Is it working?**

If you ask management you will hear "It's working", "Westside is the best in the Nation", and "Keep up the good work". In quarter 4 of 2018 Westside station had 27 Carriers on the overtime list. Collectively, those Carriers worked about 3200 overtime hours.

In quarter 4 of 2019 (as of 12/17) with 25 overtime Carriers, collectively those Carriers worked about 3800 hours of overtime.

**600 more hours with fewer overtime Carriers and the quarter isn't over yet!**

Overtime is almost impossible to keep equitable with the three start times, and management's unwillingness to let OTDL Carriers come in early.

*But hey! "It's working".*

The test started on September 9, 2019. Since then, the morale of Carriers and supervisors in our station has plummeted; there have been arguments and disagreements on the floor; people are stressed, overworked, and tired.

**Before September 9th, we rarely had anyone out on the street past 6 pm in the dark. now it is somewhat of a normalcy.**

**Carriers are regularly getting over 60 hours a week and over 12 hours in a day.**

*But hey! "It's working".*

The Carriers aren't the only ones suffering by this unilateral decision to carry out this test. The customers we see every day are suffering!

There is a new common theme in our stand-ups since the test has started: Customer Service.

We have been told that calls about mis-delivery, or no delivery at all have been

increasing. Carriers are being pushed to make unrealistic times on the street. Casers are being pushed to case mail in @an unrealistic time.

EVERY route has been consolidated into ONE piece of equipment.

Many routes have cells with *entire city blocks in one 1 inch cell*. Because Casers have to case mail in these conditions, it is time consuming to put all the mail in delivery order. Often, Carriers are sent to the street with mail out of delivery order.

## "OuT tHeRe"



Because of all of these things, it is no surprise that mis-delivery is happening!

Management can say it's working, but I respectfully disagree.

Ask any of the Carriers at Westside if it's working. Ask the Carriers that start at 8:30 am and don't get off work until 7 pm or later. Ask the Casers that start at 5 am and don't leave until after 5 pm on a regular basis.

You don't have to go that far. You can ask the CCAs at your station that are sent to Westside on a regular basis to help if it's working.

This article is courtesy of the  
Oklahoma City, OK January 2020  
NALC Branch 458 *SOONER SCRIPT*

14th Annual



BATTLE OF THE STATIONS



All pix courtesy of our Branch 782 Photographer Anita Holderman



**February 16, 2020**

If you participated in this 14th Annual Event, you know what a great time you had. You also know how you did and who were the "big" winners.

The newsletter deadline is unforgiving. There was no opportunity to report the final results.

While the most important thing is that YOU know that it WAS a lot of fun, rest assured that the Editor-guy has been assured that there WILL be a final report in March!



Chances are you've probably never looked *CLOSELY* at the cartoons in your newsletter. But, perhaps maybe, *this* month you can. (While they were published in 2/20, each one may have been drawn *many* years ago. *WHEN?* Take a look by page: 9/19; 3/15; 5/18; 12/19; 11/18; Undated probably 1990s; 4/19; 12/19; 12/18; 11/14; 1/18; 12/15; 9/19; 4/18; 7/18; 12/16; 11/19 and 1/20.) *AND?* More are definitely in your future, too!!

The Editor-guy thinks you should know, "I am SO thankful I have such a stash for you!!" Basil also suggests that you send Fred some thoughts for future cartoons.\*

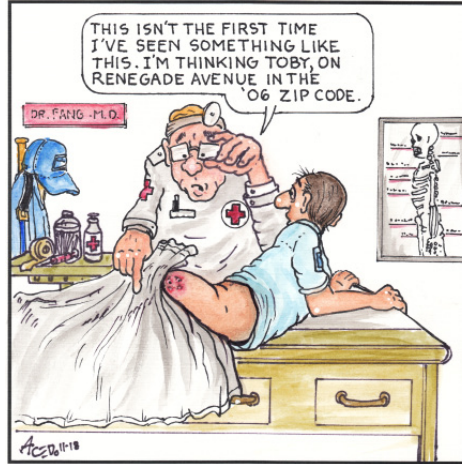
Have an idea for an **Out there** cartoon?

**P.O. Box 6532  
Bakersfield, CA  
93386-6532**

"Out there"



"Out there"



OUT THERE



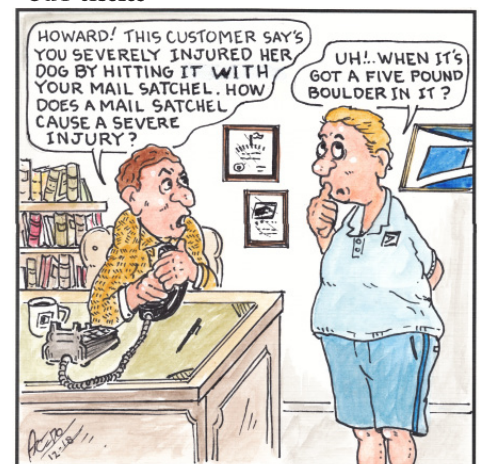
"Out there"



"Out there"



"Out there"



OUT THERE



"Out there"



"Out there"



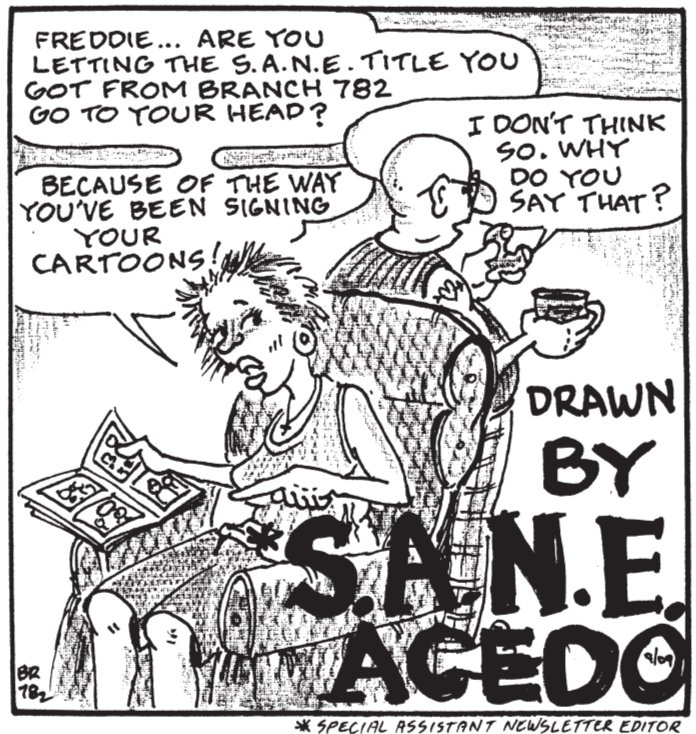
\* But, trust me, you never know what you might get ... With Fred, it IS a pretty cool adventure!!!



# from the editor-guy

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

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



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

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

BASIL ZUNIGA

- 
- **Please send me one or more *NALC Editor Resource Books!* I want Fred's cartoons!** •
- Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.) •
- **\*\*\* SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!** •
- **When you order, please indicate if you are an NALC Editor!** •
- **Please make check payable to Basil Zuniga, Branch 782 Editor-guy** •
- 

Please include \$7.90 for USPS Priority Mail postage.

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

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

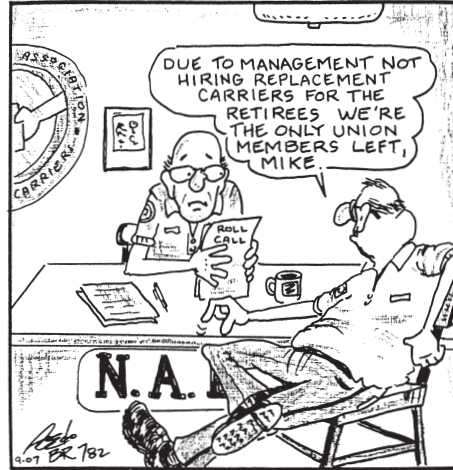
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...

OUT THERE



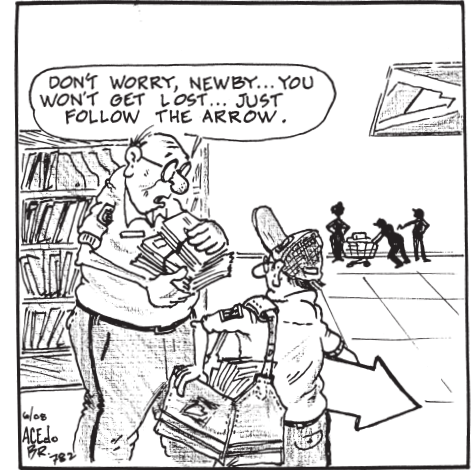
Originally published April 2009

OUT THERE



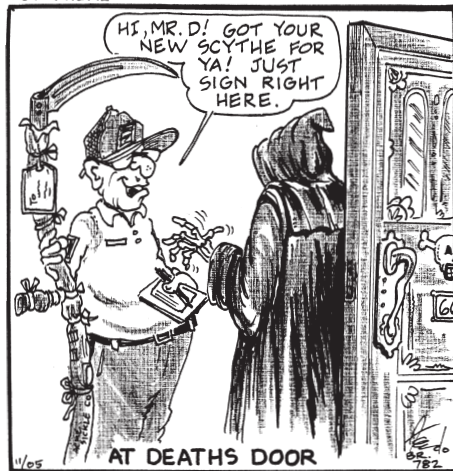
Originally published April 2009

OUT THERE



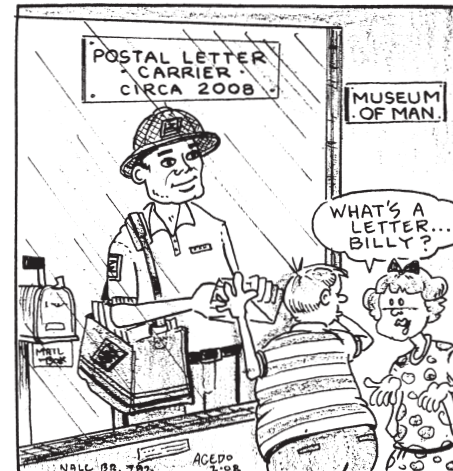
Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

OUT THERE



Originally published May 2009

## from the editor-guy

*Tami Foshee came to me before the January meeting and “gifted” me with some dusty past newsletters from the 1990s she’d found when cleaning up. It gave me an opportunity to take a stroll through them for a glimpse at one Editor-guy “blast from the past”....*

*These following comments give some insight into one thing which had provided a chance for reflection and sharing in the January 1996 E.A. BAKER UNION UPDATE.*

“Tony Chavez (a past-President of Branch 782 and our Branch Representative of Retirees) works in the Branch 782 office three mornings a week. He routinely reviews obituaries to make sure that the passing of any Branch Retiree won’t occur without our chance to pay our respects. *(This is helpful because once a person does retire, there is a decrease in the possibility the Branch will be informed when something has happened to them.)*

There are relatively few times that people on active duty have obituaries published. On those occasions when they are, the information is already known to us because they work in one of our units.

*ONE obituary caught Tony’s attention.*

### Ceremonies planned in Arvin for Donald D. Warren, Jr.

Listed in the information was the fact that not only had Donald Warren been a Postal employee...but that he had been only thirty-three years old when he had ‘died on his *Letter Carrier* route’.

Additionally, while Donald Warren lived in Arvin, he had commuted to work in Santa Clarita.

Tony shared the obituary with me and it led me to speculate about who Donald Warren was; why he was working in Santa Clarita; how long he had been a Carrier; and... *what had happened to him on his route*. More importantly, I got to wondering if anybody he worked with would be able to make it to his funeral—especially since it was scheduled to be held 75 miles away at 1:00 p.m. on a Friday in Arvin.

As an editor of an NALC newsletter, I continually read many different articles

in newsletters which address many of the things that Letter Carriers do and the things we have to cope with.

Ultimately though (no matter how noble we portray our chosen profession) we are not high status people who would warrant any kind of a gathering of dignitaries to mark our passing. We’re not—for the most part—rocket scientists or world renowned humanitarians.

### WE’RE JUST LETTER CARRIERS.

Probably the only other person who is able to appreciate what our lives are like is another Letter Carrier. And, not knowing if anyone other than family would be there, I decided that *AT LEAST* another Letter Carrier should be at Donald’s funeral. (I also had one of those nice twists of life in that this particular Friday was part of my long weekend.) *I would* be there!

I’m really glad that I made the decision to go to the funeral. *I was so very pleased to find a contingent of about twenty Carriers from Santa Clarita at the funeral!* It gave some insight to the man that Donald had been that he would have had this many people follow through with showing their respect and appreciation of him!

Listening to their comments also gave me an indication of the effect that each one of us *DOES* have on the total personality of a unit.

I told Santa Clarita Shop Steward Bill Sharpe that the newspaper account had indicated that Donald had “died on his Letter Carrier route”. I asked him what had happened. He told me that Donald had been on the O.T. list and had been making evening collections when he had collapsed while stepping into his LLV.

Apparently he had even asked one of the customers to help him carry a package out to the LLV—and this was unlike Donald.

It was also a confirmation that you never really know... Donald had been an avid participant in *ANY* kind of outdoor activity that was happening (from snow skiing, to boating, to jet skiing and even more)! Pictures of him showed what could best be described as a tanned, active “California dude”.

Donald was eulogized by his co-workers in a way which made me wish I would have known him. *And??* I know I would have “watched my back” because he was such a prankster!

### *Something else became evident to me that day at the funeral.*

The anecdotes shared by Donald’s co-workers were familiar to me even though I’d never known him! The same types of things that seemed to go on in Santa Clarita were what I’ve seen, heard and participated in as I’ve gone about my life as a Letter Carrier in Bakersfield.

Whether it is Postal culture or just Letter Carrier culture is probably unimportant. I just know that I somehow felt a part of each of those Letter Carriers’ lives!

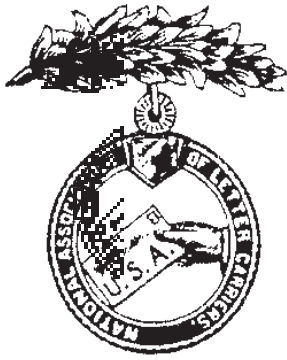
Too often, it seems I wonder why I continue to stay as involved as I am in the various things that I do for the NALC...

Many things about what I saw, heard and thought about during Donald Warren’s funeral seemed to put that particular question *and* the answer in perspective for me.

I think that’s why I also enjoy the cartoons that Fred Acedo allows me to share with you in this newsletter. Not only do they add a fantastic dimension to my job as the editor, they also fascinate me in their ability to capture many of the things that I see and do *every* single Letter Carrier day! And, the fact that his cartoons are duplicated, replicated and syndicated seems to underscore the fact that there *ARE* ties to *ALL* of the other Letter Carriers all over this country. And *that* makes me feel good.

”  
BASIL ZUNIGA

*Ditto 24 years later in 2020...*



# Branch Officers

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

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

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

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

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

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

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

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Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Norma Hamer	(661) 619-1465
Downtown Station (93301)	Teresa Ortega	(661) 391-8026*
South Station (93304)	Mike Meza	(805) 625-4541
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 303-3603
East Bakersfield (Alternate)	Ryan Woommavovah	(661) 322-7624*
Hillcrest Station (93306)	Mike Meza	(805) 625-4541
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Shari Sharp	(661) 364-5544
Dole Court (93308)	Denise Ream	(661) 304-6625
Dole Court (Alternate)	David Treto	(661) 865-8922
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	Maria Valenzuela	(661) 496-5929
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Camino Media (Alternate)	Paul Salazar	(661) 303-3603
Mojave (93501)	Delga Loza	(661) 824-8332
California City (93504)	Ryan Gerstl	(761) 373-4180
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93523)	Vacant	(661) 331-9171
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Vacant	(661) 331-9171
Trona (93562)	Lynnel Howell	(760) 382-3030

OWCP Representative  
USPS Social Recreation Rep

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

\* Denotes Post Office Phone Number

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

**Rick Plummer, Webmaster**





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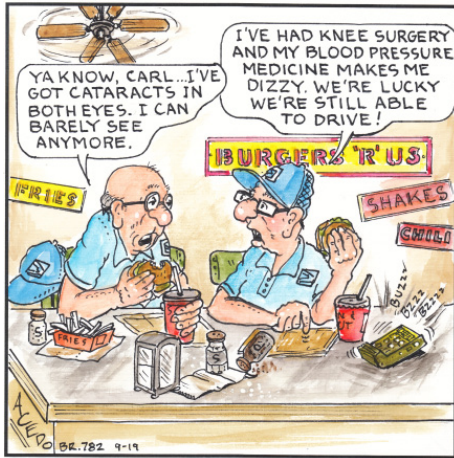
# General Meeting Wednesday February 26, 2020 7:00 p.m.

Branch 782 Office  
 2628 "F" Street  
 Bakersfield, California

**FORWARDING SERVICE REQUESTED**

Please see the comment at the top of page 27...

"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



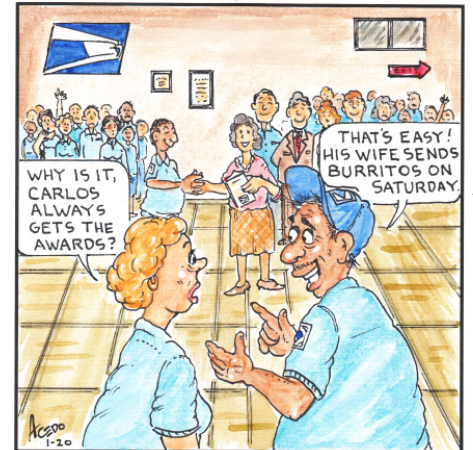
"OuT tHeRe"



"OuT tHeRe"



"OuT tHeRe"



Each and EVERY month, Branch 782 sponsors a drawing at the General Meeting to encourage YOU to come to our monthly Meeting\* Last month, Cathleen Gonder could have won \$500! YOU could win \$500 this month!!!

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

For better or worse, this is the 32 page web version of the Branch 782 newsletter...