

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
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CHARTERED FEBRUARY 25, 1901



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MARCH 2018

The NALC National Food Drive is the outgrowth of a tradition of community service exhibited repeatedly by members of the Letter Carriers' union over the years. Carriers, who go into neighborhoods in every town six days a week, have always been involved when something needed to be done, whether it be collecting funds for a charity like the Muscular Dystrophy Association, watching over the elderly through the Carrier Alert program, assisting the American Red Cross during time of disaster, or rescuing victims of fires, crime, and other mishaps.

For many years, a number of branches had collected food for the needy as part of their community service effort. Discussions were held by the NALC, U.S. Postal Service and AFL-CIO Community Services Department to explore a coordinated effort. A pilot drive was held in 10 cities in October, 1991, and it proved so successful that work began immediately on making it a nationwide effort.



Input from food banks and pantries suggested that late spring would be the best time since by then most food banks in the country start running out of donations received during the Thanksgiving and Christmas holiday periods.

A revamped drive was organized for May 15, 1993 (the second Saturday in May) with a goal of having at least one NALC branch in each of the 50 states participating. The result was astounding. More than 11 million pounds of food was collected!!! *THE ONE-DAY RECORD IN THE UNITED STATES* involved more than 220 union branches.

From Alaska to Florida and Maine to Hawaii, Letter Carriers did double duty—delivering mail *and* picking up donations. It just grew and grew from that point! In 2010, the Food Drive surpassed the one billion pound mark in total food collected over its history. *The Silver-Anniversary 2017 one-day event brought in more than 71 million pounds of non-perishable food!!*

Minutes of the February 2018 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 28th day of February, 2018 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, Frank Martinez. All members of the Executive Board were present. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Oil-dale, Shafter, South, Stockdale and Taft. Also present was the Newsletter Editor, Basil Zuniga; Photographer, Anita Holderman; Assistant Treasurers, Debbie Guillet; Assistant Financial Secretary, Lucinda Martinez; Assistant Recording Secretary, Norma Hamer and Paul Greenfield and Frank Martinez of the Social and Recreation Committee. The Minutes of the January 24, 2018 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections. The communications were read by Recording Secretary, Kim Gerdes.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that everything is on schedule for the picnic. She informed the members that tickets for the MDA 50/50 Drawing will be selling for \$1.00 each or 7 for \$5.00. She also asked that members sign the list when purchasing tickets. Basil Zuniga reported that this month Downtown Stations folded the newsletter, next month will be South Stations turn. He thanked Mike Towery for getting him a new printer cartridge for the newsletter. He wanted the members to know that getting the newsletter ready is not just a one person "thing." He discussed the passing of three retired branch members. Paul Greenfield was unable to attend the Social and Recreation Meeting; Frank reported that the Committee is trying to get together a picnic at Stramler Park. They are still some money constraints. They are working on dates. Frank reminded the Committee that the NALC Picnic is in October. A discussion was held regarding how the Social and Recreation Committee gets their funds. Frank reported that the money comes from the vending machines in each office. The vending machine company gives the Committee a percentage of the money. Management has a responsibility to audit the Social and Recreation Committee every two years; it has not been done in five years. Kim Gerdes reported that 14 books were sold, there are 613 remaining. Mark Ramirez reported that NALC Health Benefit Plan is accepted nation wide and even world wide. He listed the PPO facilities in the newsletter. He again reminded members that if they use Quest for their lab work that the plan will pay 100%.

UNFINISHED BUSINESS: Shari Sharpe reported that the Food Drive is May 12. The Commercial Food Workers Local 8 has donated 100,000 bags and will be hosting a BBQ at Dole Ct. the day of the Food Drive. Mike Towery reported that he has ordered 285,000 cards which were paid for by the National Commercial Food Workers. Mike also informed members that the Food Drive meeting will be March 15, Shari Sharp, Norma Hamer and Angie Hernandez will be attending.

Paul Salazar read the proposed by law change. The current language is "A drawing using the current membership roster provided by the Financial Secretary will be conducted at the regular meeting of the Branch with the beginning amount of fifty dollars. If the member whose name is drawn is not present at the meeting,

the amount will increase fifty dollars each successive month until it reaches five hundred dollars and will remain at five hundred dollars until there is a member present whose name is drawn. Once there is a winner, the amount of the drawing will start again at fifty dollars. Members must be present to win unless their absence is due to attendance at the State or National Conventions." The proposed language is "A drawing for five hundred dollars, using the current membership roster provided by the Financial Secretary, will be conducted at the regular monthly Branch meeting. Members must be present to win unless their absence is due to attendance at the State or National Conventions." John Ortega reported that the Committee's recommendation was one of disapproval. The Committee felt that the drawing was created to increase attendance and that we would not be getting a "bang for our buck." A discussion was held in the Executive Board meeting and we have higher attendance at the meeting when food is served. The members voted to accept the Committee's recommendation of disapproval. Shari Sharp made a motion to purchase Food Drive Posters for \$30.00, seconded by Norma Hamer and the motion passed. Hermie Encinas volunteered to help with Bi-lingual media events or anything needed to help spread the work. Gilroy Manglicmot reported that there will be a CCA meeting on March 14 at 6:30 at the office.

NEW BUSINESS: The membership wished Retiree, Stephanie MacLaughlin Happy Birthday. John Ortega reported that the CCA's should have received their back pay, CCA's should track their hours there have been mistakes the back pay checks. Contact your steward if you feel your pay was wrong. Basil discussed the importance CCA's saving for retirement; the USPS doesn't pay much toward their retirement, so CCA's should take care of themselves. Mike Towery reminded CCA's that are in a supervisor status are not allowed to attend the meeting.

GOOD OF THE ASSOCIATION: Mike Towery reported that Hillcrest will be having route inspections. Stockdale will have adjustment to some of the routes. Stockdale will be using a process similar to the JRAP process.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that there is a new Postmaster in Ridgecrest, Crystal Southwood. A T-6 position at Camino Media will be changed effective March 10.

FINANCIAL SECRETARY'S REPORT: Anita Holderman reported that \$14,377.12 was collected for the month of February.

TREASURERS REPORT: Molly Biggar reported:

Beginning Balance	\$69,053.20
Dues and Income	\$13,646.16
Total Balance	\$82,699.47
Total Expenses	\$13,482.89
Ending Balance	\$69,216.47

The MDA 50/50 Drawing was won by Shari Sharp.

The Drawing for \$500.00 would have been won by Nathan Barnett if he had been present.

There were 41 members present. One guest.

The meeting adjourned at 7:50 p.m.

Respectfully Submitted,

KIM GERDES
Branch 782 Recording Secretary

Non-Members March 2018*

*CCA names are in italics

Downtown Station
Sarah Kirby
Javier Cruz

South Station
100% UNION!!!

Brundage/East Bakersfield
100% UNION!!!

Hillcrest
100% UNION!!!

Dole Court
100% UNION!!!

Stockdale
James Oh
Marty Martinez
Daniel Zuniga

Camino Media
100% UNION!!!

Arvin
100% UNION!!!

Avenal
100% UNION!!!

California City
100% UNION!!!

Delano
Cynthia V. Quebral
Daniela Barreto

Lamont
100% UNION!!!

Edwards AFB
Varline Reeder

Mojave
Alexander Keller

Ridgecrest
100% UNION!!!

Shafter
M. D. Voights
L. M. New

Taft
K. J. Kaczmarek

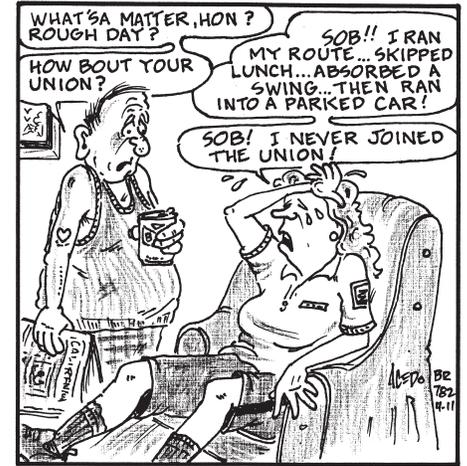
Tehachapi
B. C. Den Beeman

Trona
100% UNION!!!

Wasco
100% UNION!!!

*There are only thirteen
non-members in all of
the cities we serve...
Two of them are CCAs.*

OUT THERE



Please Pray for Branch 782 Sargeant-at-Arms Frank Martinez

Retiree Lupe Arredondo received an e-mail which was sent at 04:39 on March 12, 2018

Hi Lupe,

On March 7th, Frank went to have a simple in & out procedure at a surgery center. At the very end his blood pressure dropped very low and was rushed to ER. In ER he had a heart attack the next day had 2 more. Doctors feel he may have brain damage. He doesn't respond when they call his name or when they ask him to do other things he is unresponsive. Today they will give him tests to determine how much. I don't know time or when I will get results. Please let his friends from work know. I know some do, but I don't know if the retired ones do.

I ask for your prayers and theirs for Frank and my family. God bless, Rosalie

Lupe Arredondo's response to Rosalie, Frank's wife

Just opened my email sorry to hear about Frank. Called Basil who does the newsletter and he will get the word out. Please keep me updated on his condition and what hospital he is at.

Basil Zuniga's message to Rosalie

My prayers are with Frank. I have been letting folks know as much as I know about his condition. Info that Lupe Arredondo shared with me is what I have passed on. Not trying to get in your business, just want to encourage others to pray, too.

Rosalie's reply to Basil

Thank you Basil, I would never think that. I will keep Lupe posted and he will pass it on. Thank you for your prayers.
Mrs. Frank Martinez (Rosalie)

Frank Martinez retired on March 26, 2017 after an almost 40 year career as a Letter Carrier which began on July 24, 1978.



Paul Salazar wrote in a June 2017: *"Papa Frank" was one of the most interesting Carriers I've ever represented as a Shop Steward.*

He had the knack for kind of just saying the right thing at the right time, and I swear I don't think I'll

ever know another Carrier who managed to get himself out of trouble like Frank did. I don't know how many times I would think to myself as we walked into the office, 'Ok. This is the time it sticks.' — only to see the man walk out clean as a whistle..."

As the newsletter "goes to press" before anything more is known about how he is doing, we hope that he fully recovers after taking such an important trip "into the office". Rosalie, and the rest of Frank's family: Our prayers are with him and with you!

BASIL ZUNIGA

And, from elsewhere in the NALC world — just because you might be interested...

From the Veep

by Robert W. DeMeo
NALC Branch 238 Vice-President

This past month there have been several incidents that have taken place at the Canton Annex, that could have resulted in very serious tragedies. The first, involved a Carrier that had a hand gun pointed at her. The second, an individual came up from behind the Carrier and wrapped his arms around her and picked her up.

After realizing she was standing in front of a postal vehicle he let her go. The individual and his accomplice took off running. Could this incident have just been a bad judgment call on the part of a couple knuckleheads, or something more sinister? Fortunately for both of these Carriers, no harm fell on either of them.

Both of these incidents took place in the less desirable parts of our city. (That's not to say, they couldn't happen anywhere.)

I cannot stress strongly enough how important it is to be aware of your surroundings at all times! That includes walking, driving, loading and unloading...and just about every facet this job entails.

I can't tell you how many times in my career I've heard the term, "Needs of the Service." That is true up to a point, but when it comes to our personal safety, "Needs of the Service" takes a back burner to personal survival.

We all want to give the best service we can to our customers. But, at what cost? ***I CAN'T THINK OF ONE THING I DELIVER THAT'S WORTH MORE THAN MY PERSONAL SAFETY AND ABILITY TO GO HOME AT NIGHT AND SEE MY FAMILY.***

I'm sure if you think of it in those terms, you'd come to the same conclusion.

All I ask: Be vigilant and highly aware of what you do and where you are at all times. We **all** deserve to go home at night.

For so many of the newer Carriers, I realize how difficult this job can be and how many different responsibilities you must complete to get through your daily rounds. That still does not give you a pass on your own safety. Our jobs put us anywhere and everywhere, and if you feel safe in that, there's no problem... It's when you hear or see something that's dangerous, or unsafe, **that's** the time you vacate the area and call the appropriate authorities.

Your first call is not necessarily going to be postal management.

Let me ask a question. If you see a customer on your route that needs emergency care — for whatever the reason — is your first call going to be your supervisor? Hell no! You're going to call 911! Then why would you call that same supervisor if *you're* the one in need?

Ponder that and I think you'll see what I'm talking about.

In conclusion, there's **NOTHING** more important than you making that ET ring at the end of the day! Be safe. Be vigilant. Stay healthy.

The Postal Service needs you. Your families need you. Hell, I need you... I want to retire some day!

Through knowledge comes strength. Start attending the union meetings, the fourth Wednesday of the month. Get strong and know your rights!

Article courtesy of the Canton, Ohio NALC Branch 238
Branch Reporter published in September 2017

This could be an **Out there** cartoon?

by Dave Heiszler, Riverton Steward
NALC Branch 79

When customers visit the post office, what is the one item they always expect to find available? Duh. Stamps, of course!

Not so at my station where, **FOR AN ENTIRE WEEK**, we were out of stamps!

It was a little like the old TV show called *Candid Camera* when our unfortunate clerks had to inform customers that the post office was all out of stamps. The customers would either look confused or start laughing trying to find the hidden camera because they were convinced they were being punked.

Some would ask incredulously, "The Post Office is out of stamps? Uh...excuse me. ***The Post Office is out of stamps??***"

If that doesn't put a shiny black eye on this organization, I don't know what does.

As a customer, have you ever gone to your bank and have them tell you, "Sorry, we are out of money." How about when eating out. Have you ever had a server tell you, "We are completely out of food."

Now, I know that there are "behind the scenes" issues going on with our man-

agement team that led to this situation; but, are you telling me — *and the entire American public* — that there is no system in place where stamps from a different facility could be expedited to my station in order to accommodate our customers?

I would bet money that if a Starbucks location completely ran out of all of the varieties of coffee, Howard Schultz would have some sort of protocol in place to get product to that location ASAP.

Oh well, on a positive note, I'm sure we gave many customers a chance to say, "Now, I've *really* seen it all!"

This article is an excerpt from the more lengthy piece in the October 2017 *79'er* published by NALC Branch 79 in Seattle, Washington. (It fits in that category of "This can't really be true. Can it? Tell me it's not true...")

What Function/Code/Instruction is Correct?

by David J. Grosskopf, Jr.
NALC Branch 3 Vice-President

Lately I have been receiving a lot of calls of about what clock function does this go in or management told me to punch into this code while I was doing this. Maybe management instructed you to scan an item with the improper scan code. Being in the proper code or function cannot be stressed enough and I'm seeing a **ride** in carriers being in improper codes or instructed to work in improper codes. Falsification of record in a serious matter. Management may moving carriers from office/street time to another function without the appropriate cause and/or documentation. Including but not limited to waiting (354) or training (782) time in an attempt to hide time. It is the carrier's responsibility to move from one clock function to another.

M-41:

112.23 Complete time records to accurately reflect the hours employed each day.

Managers are employees and they are NOT exempt from ELM when they **improperly** move a carrier from one clock function to another.

ELM:

665.44 Falsification in Recording Time

Recording the time for another employee constitutes falsification of a report. Any employee knowingly involved in such a procedure is subject to removal or other discipline. Failure of a supervisor to report known late arrivals is regarded as condoning falsification. These practices may also result in criminal prosecution.

665.11 Loyalty

Employees are expected to be loyal to the United States government and uphold the policies and regulations of the Postal Service.

665.16 Behavior and Personal Habits

Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation

Management's own TACS training manual warns supervisors of changing clock rings without appropriate cause and documentation.

TACS: Time and Attendance Collection System, Supervisor Training:

"Any time a ring is changed, TACS records the social security number of the individual who changed it. NOTE: The Inspection Service audits timekeeping records, and changing clock rings without appropriate cause and documentation is illegal."

It is important that management ensures clock rings are accurate for their own reports and to protect data integrity for future potential route adjustments. This argument is more important than one might think. Management will most likely make the argument that the carrier was actually getting paid for their work, so there is no harm for management changing the clock rings to show carriers performing other duties etc.

M-39:

126.42 In offices using the PSDS system, managers must review the *Daily Carrier Report Printout* and note those carriers who left late. Circle the BS or *Beginning Street* and note the reason for late leaving in the right margin. Do the same for RS or *Return Street*. The reasons for late leaving and/or late returning are to be determined by the unit manager and used as judgment factors when preparing an *Analysis of Late Leaving and/or Late Returning* on

Form 1627 (see exhibit 126.42). Assure that all clock rings are accurate because their carrier report could be selected as a basis for completing the Form 1840-B, *Carrier Time Card Analysis*. Retain the carrier report printout in the delivery unit for 1 year.

141.11 Minor Adjustments

141.111 The routes must be maintained in reasonable adjustment throughout the year. In order to fulfill this requirement, local managers may find it necessary to make minor route adjustments, to provide relief, add deliveries, capture undertime, etc.

126.42

Assure that all clock rings are accurate because their carrier report could be selected as a basis for completing the Form 1840-B, *Carrier Time Card Analysis*.

Remember the following when dealing with management going in and improperly entering clock rings. Management should have documentation to enter a clock ring. EX: Form 1260 or Form 1234. They are authorized to correct the carrier's clock ring errors and/or estimate a time if the carrier failed to enter their time at all. See F21 144.32 and 144.4.

This information was primarily designed to assist a steward with a grievance related to management putting carriers on waiting and/or training time etc.; If a manager actually changes clock rings resulting in theft of actual "paid" time from an employee (Disallowed Time), please refer to the above information, F-21 Section(s) 146.22, 146.23, 146.25, 146.251, 146.26, and Article 41.3.J.K of the National Agreement. Also, contact the branch and/or your NBA immediately.

Article courtesy of the Buffalo, New York NALC
Branch 3 *BUZZ* published in December 2017

CCA Corner

Knowledge = Power

You have the right to...

➤ Take Your Breaks

In talking with many CCA's and even some of the newly appointed regulars, I have heard many say that they don't get to take their breaks or lunch, because if they do, then they will not be able to finish their routes on time. My response to them is usually, "But it is **your right!**" Also I try to remind them that if they work through their breaks then they are working for free. All that "free work" adds up to many lost hours of unpaid time if this is done continually day by day.

Here's what the rules say about your right to Lunch and Breaks:

Mealtime

"Except in emergency situations or where service conditions preclude compliance, no employee may be required to work more than 6 continuous hours without a meal or rest period of at least 1/2 hour."

Employee & Labor Relations Manual (ELM), Section 432.33

Rest Breaks

"The carriers at the delivery unit will receive two 10-minute break periods... If two 10-minute breaks are taken on the street, they will be separate from each other. Breaks must be separate from the lunch period... Reasonable comfort stops [restroom breaks] will not be deducted from the carrier's actual time."

Handbook M-39, Management of Delivery Services, Section 242.341

Handbook M-39, Management of Delivery Services, Section 242.341



➤ Ask for Time or Help

If you believe the route you will be carrying has more work than you can complete within your scheduled time then it is important to ask for a form 3996 to fill out. This means that *instead of not taking your breaks to "finish on time,"* make it known to your supervisor in the morning that you will not be able to complete the assignment on time.

Here are the basic steps to asking for a form 3996 as suggested by the CCA Resource Guide:

- 1. Verbally inform your manager that you can't make it in eight hours.**
- 2. Follow your manager's instructions.**
- 3. If you still can't make it in eight hours, request a PS Form 3996 from the supervisor and explain the reason(s) why you need one.** If you are denied the form, immediately request to see your shop steward. If this is denied, make sure another carrier hears you ask for the form.
- 4. Fill out the form completely and list the types of mail you have as well as any other circumstances that are present.** Examples are: full set of ADVO, circulars in the DPS, known road construction, weather (describe conditions), certified letters, late leaving, stand-up/safety talk(s), excessive DPS mail/ parcels, not feeling well, unfamiliar with route, deviate for Priority Mail Express, new deliveries etc.
- 5. Keep your cool and request a copy of your 3996.**
- 6. Don't argue with the supervisor or manager.**
- 7. Don't make decisions** - that's what your supervisor or manager gets paid to do in our current system. Call back to the office by 3pm for further instructions. There are two options: *bring back mail* or *keep delivering*. Ask the supervisor which one option you should do. Follow the instructions given.
- 8. Handle requests for overtime or auxiliary assistance due to delivering on other routes in the same manner.** Many times, letter carriers make the decision to either bring some mail back or deliver all the mail and get back late. The trick is to force the manager to make the choice.

Any Questions?

Contact the Branch 782 Shop Stewards or Officers and they will do their best to clear up any issues that you may be dealing with.

An adaptation of a page which originally appeared in the Hayward, California NALC Branch 1707 Vol. 35/No. 1-2 issue of the ZIPPER

CCAs were invited to a meeting... to help them survive our world!



A big Thank You
to Branch 782
CCA Representative
Gilroy Maglicmot
for facilitating this
educational event!

"OuT tHeRe"

"OuT tHeRe"



March 14, 2018
Branch Office

Thank you, Branch Photographer Anita Holderman!!!



It's About Time We Started Treating CCAs Like They Are Our Future

The other day I came across a surprising statistic in the Fresno installation. Of the roughly 440 active city letter carriers, 210 either are, or were, City Carrier Assistants. Think about that for a moment. A position that did not exist five years ago, and now they make up almost half our workforce.

I constantly read the arguments, pro and con, regarding the CCA position. Some say that the postal service makes money hand over fist by hiring them as opposed to hiring career part-time flexibles. Others say that, unlike casual or transitional employees, they at least have a path to career employment. Hard to disagree with either assessment. The one thing we can all agree on is that all of us will eventually be replaced by a CCA, and that includes our National President.

As one of the carrier academy instructors in Fresno, I have the wonderful privilege of being one of the first to welcome new CCAs into the letter carrier craft. I admit that the experience takes me back to 1992, when I went through whatever passed for a carrier academy those days in San Jose. The training experience is a lot better now in that a newbie goes through orientation, a shadow day in which he or she follows a letter carrier on the route, four days of academy training, and three days of on-the-job instruction. Now does that mean that they are ready to just tear it up when on their own?

That is where the rest of us come in. Being a letter carrier is not as easy as it looks. Besides the elements, carriers work a job that statistically is one of the most dangerous in federal employment, in terms of on-the-job injuries. And even those who survive a full career without a traumatic injury don't escape without an ailment of some sort. It is physical labor, after all. And of course some in management think the new CCAs can leap tall buildings in a single bound, or in other words, do twice the work in half the time. And we

by Eric Ellis
CSALC District 4 Officer

all see that on a daily basis. Not to mention there are some in Congress and the White House who want to do away with their future benefits, such as a defined pension and cost of living allowances.

So what are you doing to ensure that our young CCA brothers and sisters have the tools to succeed in the letter carrier craft? When a CCA does a route for the first time, are you one of those who tells him or her what to look out for? Do you invite our newbies to our monthly Union meetings? How about encouraging them to start opting on routes when they've completed 60 days on the job, so as to make it easier to make their probation? Or how about encouraging them to be politically active and sign up to contribute to the Letter Carrier Political Fund, so that letter carrier-friendly politicians get elected to office not only to protect our jobs but also our collective bargaining rights and pensions?

Kudos to those who showed up to the rallies we held nationwide in March of 2013 when our ex-postmaster general tried to get rid of Saturday mail delivery. If he had succeeded, our brother and sister CCAs would not be gainfully employed as letter carriers. Nor would we for that matter.

Remember, after we retire, our past, present, and future-day CCAs will be the ones to carry the union torch. If we look after them, they will look after us. Please remember that the next time you hear a CCA being mistreated or badmouthed on the workroom floor.

"...all of us will eventually be replaced by a CCA, and that includes our National President."

Article courtesy of the Fresno, California NALC Branch 231
Postman's View published in December 2017

A note and another “toon” from Fred Acedo, NALC Branch 782 S.A.N.E.

FROM MARK J.
WOODBURY'S BOOK
“TALES OF YORE”
PG. 96 - DIFFICULT
CUSTOMERS

“OuT tHeRe”



For the past two years the Postal Tales team has been collecting stories from Letter Carriers across the United States to create a portrait of America through the eyes of the Letter Carrier. “Postal Tales” will be an unlimited series of poetic videos and podcasts, told by Letter Carriers, and set to carefully chosen pieces of traditional and contemporary American Folk music.

Contact us with any questions. Our email address is postaltales@gmail.com and our facebook page is www.facebook.com/PostalTalesProject. Our phone number is (323) 844-3912. Our mailing address is 2008 Hyperion Ave, Los Angeles, CA 90027.

Dog Spray

by: George J. Elias

This was back when I was a PTF with just over a year under my belt. I had opted on a walking route in a part of town that was known for having a lot of dogs that ran loose as it was a residential area with plenty of open space for kids and pets.

I had only been on the route about four days and was pretty much aware where all the dogs were. There was one particular house that had the mail slot next to the door. When I would put the mail in the slot, the dog would go crazy.

One day I walked up to the door, just concentrating on doing my job and delivered to the slot and turned to walk away to deliver to the house next door. The houses front doors were very close together and I could step over the sidewalk to get to the next house.

As I was walking away from the door it hit me that I didn't hear the dog barking. Then I realized the front door was open and only the screen door was there separating me from the dog.

The next thing I knew I heard the screen door open and shut and I turned around to see the dog crouched down, growling and showing his teeth ready to attack.

Behind me I hear the neighbor yelling, “Spray him! Spray him!” as I already had my spray out and my satchel in front of me.

Just as the dog got ready to pounce, the owner ran out and grabbed him by the neck. Needless to say I was pretty shaken up.

The rest of the day I was like Don Knotts delivering mail. Shaking as I walked up to each address not knowing if I was going to get attacked again.

I got to a house that had a huge yard and a huge tall fence around it. I had a certified letter for them. There was no front door access and you had to go through the yard to get to the house.

I just knew they had a dog with that big yard. I had seen a few great Danes around the neighborhood and I'm thinking they have a big dog for sure.

I'm jingling my keys, whistling, and calling out, “Here, doggy.” etc. as I slowly open the gate. As I step into the yard, I see out of the corner of my eye what I believed was a Great Dane. I grabbed my spray, spun to the right — and sprayed.

Bullseye! Got him right across the eyes!

Only problem was, it was a deer statue... with an orange spray mark across its eyes.

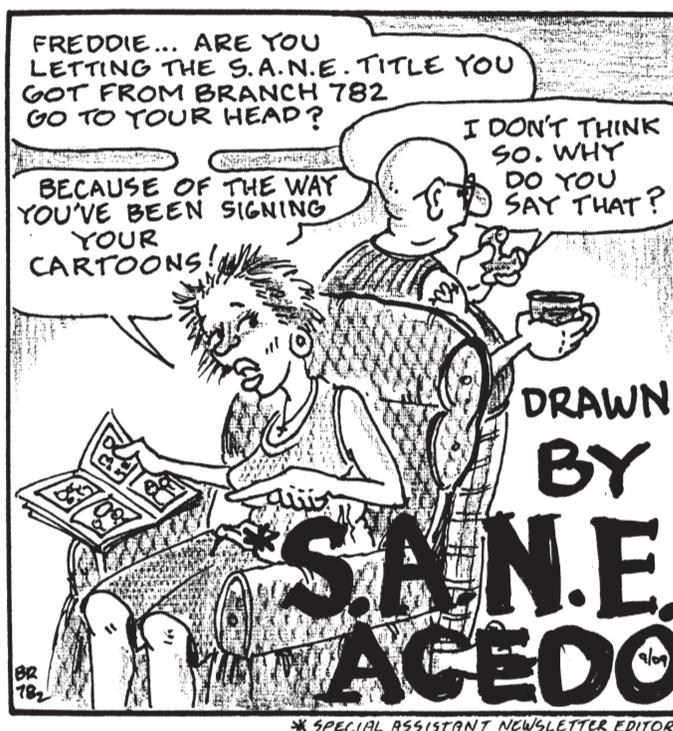
GEORGE ELIAS
269 Fraxinella St
Encinitas Ca 92024



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.)
• Or? Order the CD-ROM with a PDF. Cost is **\$10.00**. Includes postage + bonus features.
• Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!**
• ***** 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!*
•

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.

OUT THERE

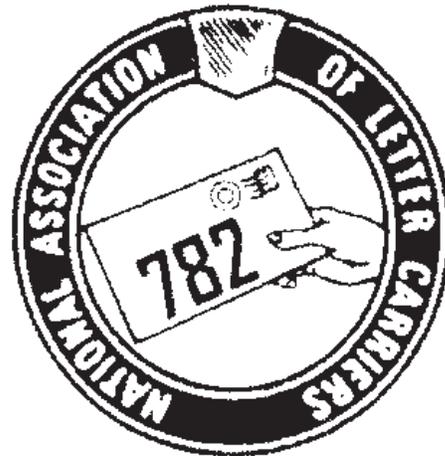


Originally published November 2009

OUT THERE



Originally published November 2009



Originally published December 2009

OUT THERE



Originally published December 2009

S.A.N.E.



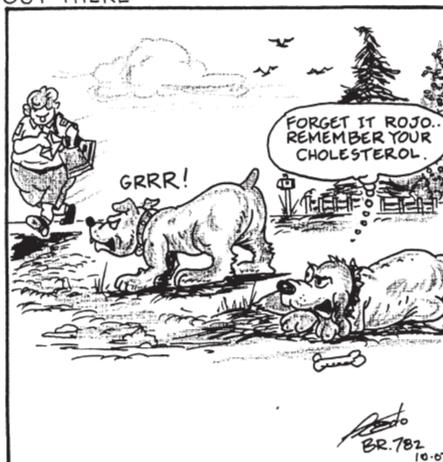
Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

This is a sample. You are looking at page 82 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 ...

2018 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

* Call for approvals Organ Transplants, DME Surgeries
 InPatient

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

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

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

URGENT CARE

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

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

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

MARK RAMIREZ
 NALC Branch 782 Health Benefit Plan Representative

(661) 398-6075

How do you find NALC/CIGNA (PPO) (OAP) Providers and Pharmacies?

Go to NALC.ORG.

Under "Member Benefits"
NALC Health Benefit Plan,

Click on HBP Website (Center of Page)

Under Quick links,

Click on "Locate Network Retail Pharmacy" - or CIGNA.

Click on Healthcare (OAP) Online Provider Directory

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

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

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

“Out tHeRe”



from the editor-guy

In our January 2018 newsletter, Mark Ramirez presented a word that most of us were probably not familiar with. I want to “throw” it out there again...**KAKISTOCRACY**.

KAKISTOCRACY: a system of government which is run by the worst, least qualified, or most unscrupulous citizens. (You can think of some examples.) A company is not a democracy; decisions are made by a board of directors, not the working people.

And — as a refresher — a **DEMOCRACY** is a government in which the supreme power is vested in the people and exercised by them directly or indirectly through a system of representation usually involving periodically held free elections.

BASIL ZUNIGA

THE U. S. CONGRESS, AND THE ADMINISTRATION, ARE ELECTED TO SERVE OUR NATION...NOT THEMSELVES!!!

“A President’s hardest task is not to do what is right, but to know what is right.”

Lyndon B. Johnson

“No government is perfect. One of the chief virtues of a democracy, however, is that it’s defects are always visible and under democratic processes can be pointed out and corrected.”

Harry S. Truman

“It is not the enactment, but the observance of laws, that creates the character of a Nation.”

Calvin Coolidge

“Being a politician is a poor profession. Being a public servant is a noble one.”

Herbert Hoover

“Every election is determined by the people who show up.”

Larry Sabato

“I can imagine no greater disservice to a country than to establish a system of censorship that would deny the people of a free Republic — like our own — their indisputable right to criticize their own public officials.”

Woodrow Wilson

“Office holders are the agents of the people, NOT their masters!”

Grover Cleveland

“He serves his party best who serves the country best.”

Rutherford B. Hayes

“The only legitimate right to govern is an express grant of power from the governed.”

William Henry Harrison

“The National will is the supreme law of the Republic, and on all subjects, within the limits of his/her Constitutional powers, should be faithfully obeyed by the public servant.”

Martin Van Buren

“We have the BEST Congress that money can buy.”

“This country has come to feel the same when Congress is in session as we do when the baby gets hold of a hammer. It’s just a question of how much damage he can do with it before we can take it away from him.”

Will Rogers

“Protest beyond the law is not a departure from Democracy; it is absolutely essential to it!”

Howard Zinn

“Have you ever stopped to ponder the amount of blood spilt, the volume of tears shed, the degree of pain and anguish endured, the number of noble men and women lost in battle so that we as individuals might have a say in governing our country.”

Richelle E. Goodrich

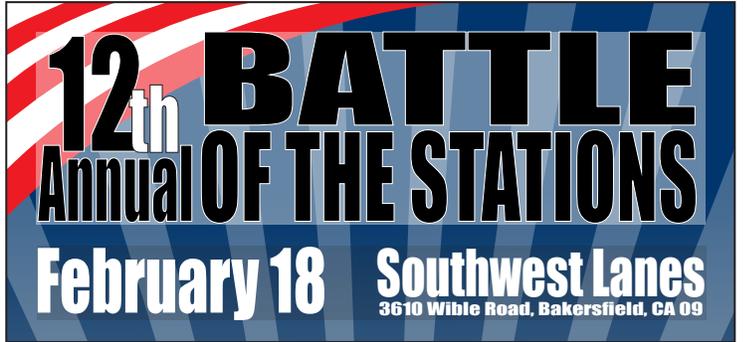
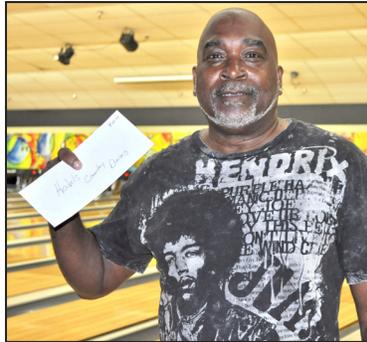
“Choose a leader who will invest in building bridges, not walls; books, not weapons; morality, not corruption; intellectualism and wisdom, not ignorance; stability, not fear; peace, not terror or chaos; love, not hate; convergence, not segregation; tolerance, not discrimination; fairness, not hypocrisy; substance, not superficiality; character, not lawlessness; environmental improvement and preservation, not destruction; and, truth, not lies.”

Suzy Kassem



MARK RAMIREZ

Retired Letter Carrier & NALC HBP Rep.
The GoldenEmpire Branch 782 NALC



RESULTS

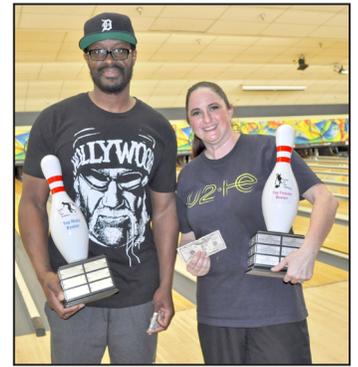
Place	Pins	Station	
1st	1961	Dole Ct.	The Unknowns -Jeremy Reed, Rodel Pangaldan, Patrick Farr, Jeff Harrington
2nd	1893	Plant	Bowling Stones - Neil Moralez, Johnny Martinez, Jason Johnson, O.C. Johnson
3rd	1844	Camino	Camino Cabrones -Mike Meza, Ray Moya, Ralph Ramirez, John Russo
4th	1780	Stckdale	Fricken 10 Pin -Francisco Herrera, Drew Hennessy, Marty Martinez, Ed Vitson
5th	1696	Auburn	Royal Pins in the Ass -Roel Alaniz, Paul Hernadez, Valerie Tweedy, Ronnie Mireles
6th	1676	Mixed	Can't Believe it's not Gutter - Sara Owens, Todd Whitson, Christina Gualardo, Paul Pineda
7th	1666	Dole Ct.	Prestige Worldwide -Diane Ryder, Glenn Ryder, Shari Sharpe, Kevin Vandiver
8th	1614	Camino	Camino's Most Wanted -Soledad Arcila, Joel Blanco, Albert Sanchez, Antonio Avery
9th	1610	Plant	How We Rollz - David Guillarmo, Luis Acosta, Jasmine Cruz, Kamal Singh
10th	1559	Brndge	Four Stooges -Ruben Gonzales, Joe Dangler, Sal Garcia, John Ortega
11th	1556	South	Thank GodWe'reBowling -Tatia Boone, Kelly Martinez, Les Shaw, Joe Boone
12th	1508	Mixed	Split Happens -Kimmi Gardea, Cassius Hooper, Lisa Sanchez, Juanita Lopez
13th	1500	Tehach	Mountain Thunder -Bud Tuner, Dave Thomas, Rob Brown, Bill Lewis
14th	1489	Tehach	Guzzlerz -Kahrin Burdick, Ron Anaya, Gracie Silva, Jorge Vaquera
15th	1459	Dole Ct.	Dos XX -Jennifer Hernandez, Paul Hernandez, Jorge Beltran, Fito Jimenez
16th	1431	Brndge	3CuteChicks&1Goat -Cindy Jimenez, Joy Cordova, Angie Hernandez, Brian Shellcros
17th	1374	South	SouthSide Strikers -Mark Anderson, Jose Cruz, Christina Scott, Ton Ped
18th	1371	Dole Ct.	10 Pin Mafia -Senia Garriquez, Kim Vines, Maureen Parcell, Luther Fowler
19th	1366	Plant	Bowl SAAC -Santiago Ornelas, Anthony Neal, Allen Murry, Cesar Rivera
20th	1337	Mixed	Split Endz -Sheila Wiley, Judy Kiyoshi, Annette Ortega, Kim Pumphey
21st	1335	DwnTwn	Downtown Clowns - Steve Friedle, Jeri Jimenez, Gene Shebley, Lori Clemmons
22nd	1267	Camino	DamagedConditions -Candice Brown, Stacey Adams, Melinda Hernandez, Jen Martin
23rd	1265	Mixed	Three Holes -Vanessa Rener, Robert Little, David Rener, Mona Rener
24th	1228	Plant	Brew Crew -Dan Williams, Adrian Rivera, Vince Avila, Fredo Velasco
25th	1167	Brndge	Split Happens -Kimmi Gardea, Cassius Hooper, Lisa Sanchez, Juanita Lopez
26th	1147	Arvin	Butterifics -Humberto Rosales, David Velasquez, Christian Rosales, Manuel Alvarenga
27th	1133	Auburn	Barbie & 2 and half Kens -Barbara Bernal, Ericka Moya, Justin Gerber, Eric Zungia
28th	1125	Plant	Dolls & Balls - Jerry, Vianey Espinoza, Javier Asencio, Jazz Hernandez
29th	1120	Dole Ct.	1st Class Divas -Angie Garcia, Dahlia Meza, Sandra Rodriguez, Margie Vega
30th	1096	Stckdale	Gutter Fingers -Maria Valenzuela, Laura Romero, Barbara Rubio, Tina Harbour
31st	996	Camino	Lucky Strikers - Adriana Ledesma, Sam Villasenor, Lorena Blanco, TJ Mowrey

Top 10 Male Bowlers

Total Pins	Station	Bowler
631	Camino	Antonio Avery
619	Camino	Ralph Ramirez
606	Plant	Tony Slabach
554	Tehachapi	Jorge Vaquera
542	Plant	Todd Whitson
542	Dole Ct	Jeff Harrington
522	Dole Ct	Jeremy Reed
527	Stockdale	Ed Vitson
482	Tehachapi	Bill Lewis
478	Auburn	Paul Hernandez

Top 10 Female Bowlers

Total Pins	Station	Bowler
463	Taft	Sara Owens
441	Dole Ct	Diane Ryder
417	Dole Ct	Shari Sharp
410	Stockdale	Annette Ortega
404	Brundage	Joy Cordova
404	Plant	Jasmine Cruz
401	Dole Ct	Jennifer Hernandez
377	South	Judy Kiyoshi
375	Brundage	Cindy Jimenez
368	Brundage	Lisa Sanchez



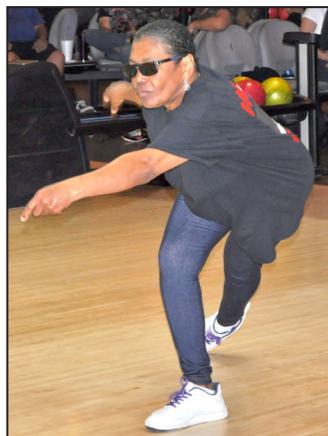
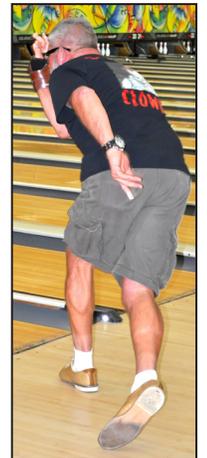
TOP BOWLERS
Antonio Avery & Sara Owens

Top Stations

Place	Total Pins	Station
1st	3627	Dole Ct
2nd	3503	Plant
3rd	3458	Camino
4th	2990	Brundage
5th	2989	Tehachapi
6th	2930	South
7th	2876	Stockdale
8th	2829	Auburn
9th	2772	Downtown
10th	2584	Arvin



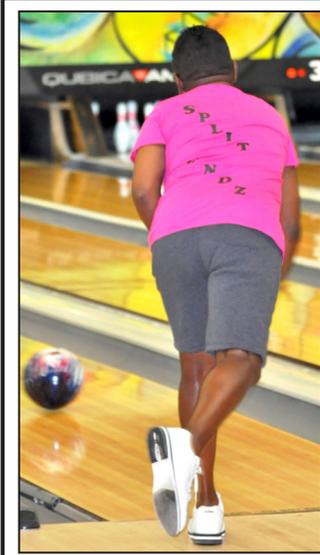
107 pictures are featured in the web version @ WWW.782NALC.COM. Thank you to photographer Adrian Santa Cruz!!



12th Annual Battle of the Stations — February 18, 2018

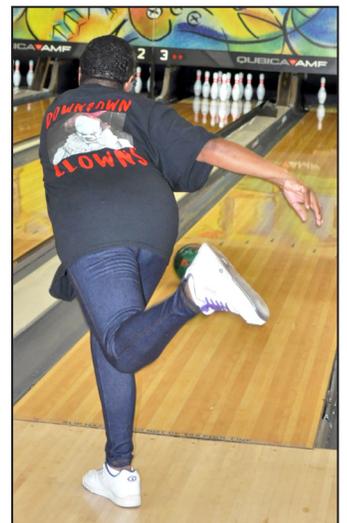
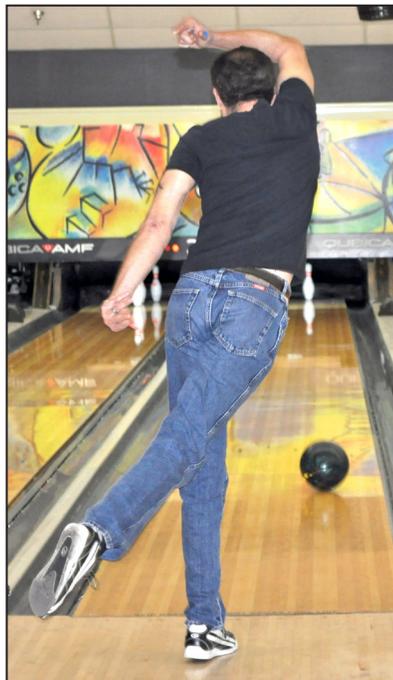
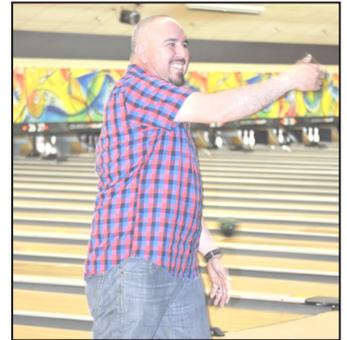
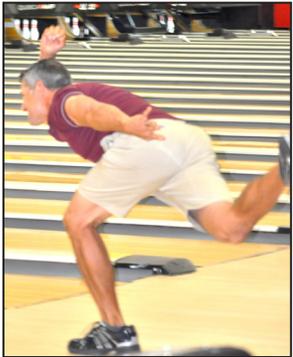


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12th Annual Battle of the Stations — February 18, 2018

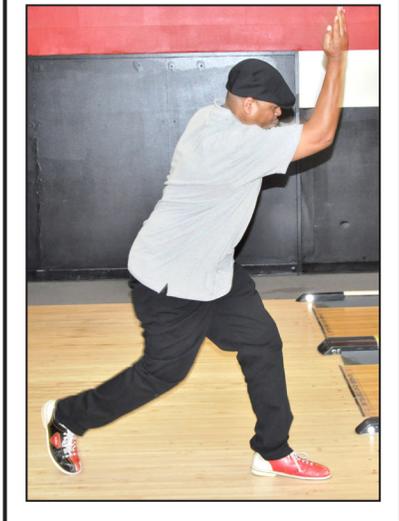
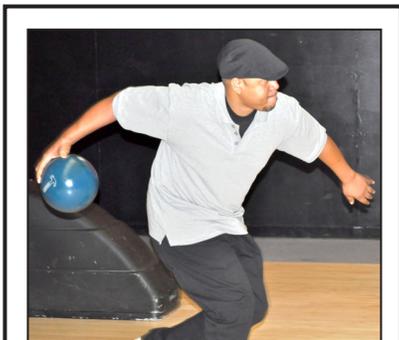
And, it seemed like everyone who was there had a great, great time!!
A really, really great time!!!

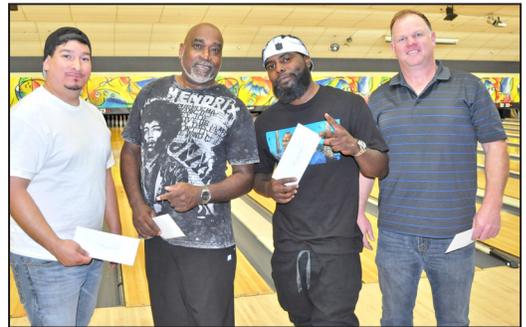
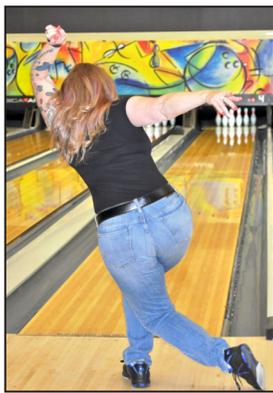


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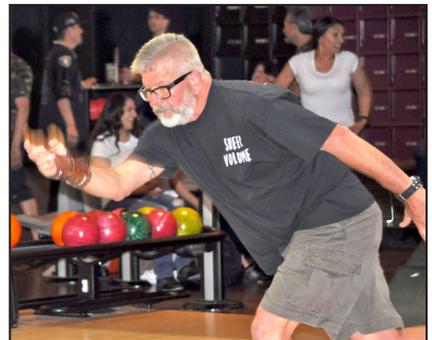


12th Annual Battle of the Stations February 18, 2018





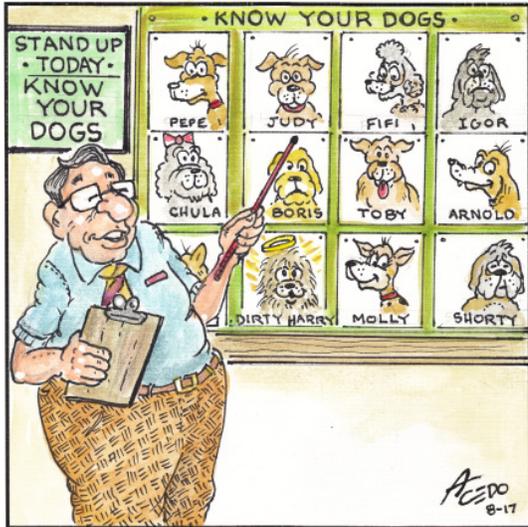
FOR SOME, IT GOT PRETTY HAIRY!!!



Thank you to each and every person who helped to make this event so successful and contributed to the energetic participation!

WOVEN THROUGHOUT OUR LETTER CARRIER TAPESTRY IS THE REAL "THREAD" OF DOGS...

"Out tHere"



"Out tHere"



OUT THERE



"Out tHere"



*S.A.N.E.



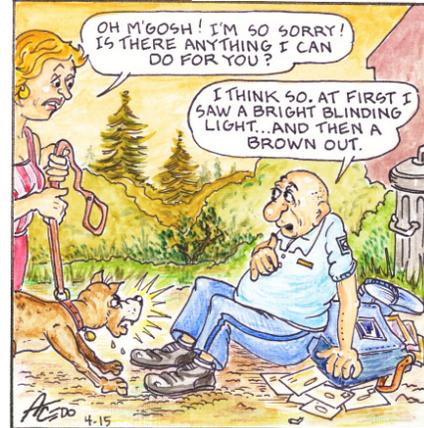
"Out tHere"



OUT THERE



OUT THERE



OUT THERE



OUT THERE



"Out tHere"

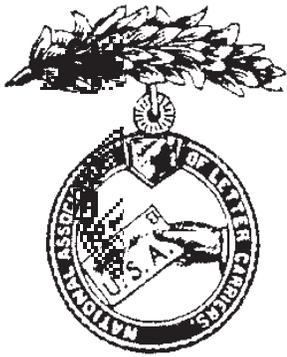


AND, FRED ACEDO CAN CAPTURE ALL OF IT!

**LET HIM KNOW
HOW YOU FEEL
WHEN YOU SEE
HIS WORK.**

Out tHere

**FRED ACEDO, S.A.N.E.
NALC BRANCH 782
P.O. BOX 6532
BAKERSFIELD, CA
93386-6532**



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 834-2059
Treasurer	Molly Biggar	(661) 832-0393
Financial Secretary	Anita Holderman	(661) 487-5353
HBP & MBA Rep.	Mark Ramirez	(661) 398-6075
Sargeant-at-Arms	Frank Martinez	(661) 703-4212
Chief Trustee	Teresa Ortega	(661) 391-8026
Trustee	Paul Salazar	(661) 303-3603
Trustee	Darryl Holderman	(661) 332-9201

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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Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Blanca Ibarra	(661) 725-1526
Lamont (93241)	Mike Munoz	(661) 304-5516
McFarland (93250)	Bonnie Whitbey	(661) 487-0972
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Joanne Layton	(661) 204-4928
Downtown Station (93301)	Teresa Ortega	(661) 391-8026
South Station (93304)	Judy Kiyoshi	(661) 817-5529
South Station Alternate	Darryl Holderman	(661) 487-5353
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East Bakersfield (Alternate)	Angie Hernandez	(661) 322-4813
Hillcrest Station (93306)	Pam Smith	(661) 979-5854
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Shari Sharp	(661) 364-5544
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
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)	Mike Meza	(805) 625-4541
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Paula Hogg	(760) 373-8963
Trona (93562)	Lynnel Howell	(760) 382-3030

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USPS Social Recreation Rep	Paul Greenfield	(661) 203-7802
USPS Social Recreation Rep	Frank Martinez	(661) 703-4212

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

Rick Plummer, Webmaster





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

Non-Profit Organization
 U.S. Postage
 PAID
 Bakersfield, California
 Permit Number 32

General Meeting Wednesday March 28, 2018 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

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

This month YOU could win \$500!

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

Elsewhere in the United States

NALC Branch 193 in San Jose, California "...filed the biggest grievance in the 127-year history of the Branch — and probably one of the biggest in the country.

This city-wide grievance involved management allegedly manipulating clock rings resulting in Carriers not being paid at the appropriate rate (time and a half or penalty) and affecting data integrity of the route(s).

But, filing this grievance once wasn't enough.

Even after management was put on notice to stop, they continued, resulting in the Branch once again filing another city-wide grievance.

Both city-wide grievances are currently awaiting to be scheduled for an Arbitration hearing..."

An excerpt from "Messages from the President" by Branch 193 President Ernie Arrañaga published in the December 2017, January, February 2018 publication of their Branch 193 Bulletin

"OuT tHeRe"



Welcome Back, Adella Carrasco!

Adella wants to make sure that all of you understand the crucial value of seat belts!!!