

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



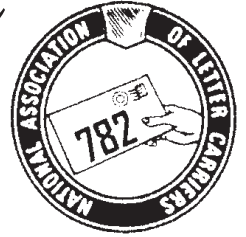
ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 4

APRIL 2016

The eleven cartoons on the front and back covers were originally published in color in the March 2016 web version of our newsletter. Want to share them with you, now.

OUT THERE



"Out tHeRe"



OUT THERE



OUT THERE



OUT THERE



OUT THERE

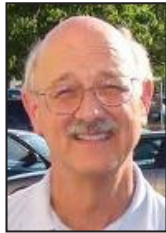


Out tHeRe

Continued on back cover... But you really should check out the color versions on our website!

at the

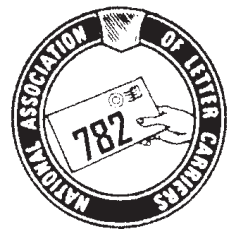
Mike:



We started this year's Food Drive with a few obstacles that we had to overcome. Campbell's soup was unable to sponsor the cost of printing the Food Drive postcards and the sponsor who took over cancelled at practically the last minute. And? We were still able to collect over

119,885 Pounds!!

This was in 2015...Let's see how we do in 2016...



In a new addition to the 2016 Food Drive, Letter Carriers are teaming up with Amp Your Good, a company that provides an efficient way to get healthy fresh fruits and vegetables to local food banks.

Besides the usual donating method of leaving non-perishable food donations next to their mailboxes on the second Saturday in May, Postal patrons, NALC members and family members and friends, will get an additional opportunity — www.StampYourGood.com. You will be able to donate fresh produce. This can be done throughout the month of May.

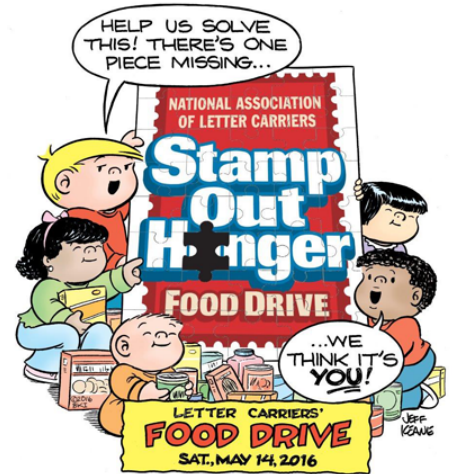
We are encouraging *everyone* to please take advantage of this unique opportunity. *While the produce distribution is currently being tested in select target areas the success and expansion of this program depends on how well this test works.*

Please go to www.StampYourGood.com and donate to this worthwhile innovation. Also, please encourage as many other members and family and friends to also click on www.StampYourGood.com and donate as well.

Because I know we can make this work, let me say, "Thank you very much!"

In Unionism,

JOHN BEAUMONT
President, California State Association of Letter Carriers



Remembering the day the mail stopped

At 12:01 a.m. on March 18, 1970, a courageous band of Letter Carriers in New York City launched what is now called the Great Postal Strike. On its 46th anniversary, NALC remembers their action and the legacy it left.

It's important to put the strike in its context. Postal workers had suffered a 50-year losing streak beginning with World War I. Pay scales were frozen, then cut back, and even the "happy days" of the 1950s passed them by as President Eisenhower vetoed four postal salary bills.

By 1967, things were so bad that post office job turnover was around 25 percent a year. Under the gun from their bosses, local managers became increasingly authoritarian and Letter Carriers became increasingly exasperated — tired of being bullied and denied a living wage.

The National Association of Letter Carriers was caught between a political rock and a legal hard place — a political establishment unwilling to deliver good wages and a decent workplace, and the legal ban on strikes by government employees.

Complicating matters, in May 1969, President Nixon proposed replacing the Cabinet-

OUT THERE



YOU MEAN THE LETTER CARRIER STRIKE IS OVER?"

level Post Office with a self-supporting postal corporation. The NALC and other postal unions objected because the plan would have kept the ban on strikes while stripping away civil service benefits and job protections.

That June, NALC President James Rademacher — in a calculated bit of political grandstanding — announced a court challenge to the federal "no-strike" oath. A week later, he testified before Congress, and the next day, one newspaper proclaimed, "Hill Warned of Strike Over Postal Pay."

Within New York Branch 36, a militant "rank-and-file movement" had coalesced around 23-year Carrier Vince Sombrotto (a battling Irish-Italian who later became NALC national president) to press the union for meaningful action.

So it happened that on March 12, 1970, Branch 36 President Gustave Johnson was interrupted at a branch meeting as he

described a compromise reform bill worked out secretly between Presidents Nixon and Rademacher. Shouts broke out: "No! No! Not enough! Strike! Enough talk! Strike!"

A tumultuous debate ended with agreement to hold a strike vote the next Tuesday, March 17—St. Patrick's Day. When the tally was announced at 11 p.m., the NALC's largest branch had voted 1,555 yes, 1,055 no — a 3-to-2 margin in favor of a strike.

At the stroke of midnight, members of Branch 36 began throwing up picket lines around post offices throughout Manhattan and the Bronx. Within hours, other branches joined in and the wildcat strike spread across the land.

There is much more to this story (and that story is told in the NALC history, *Carriers in a Common Cause*) but the key result was the adoption of the Postal Reorganization Act of 1970, which created the U.S. Postal Service. The act gave postal unions the power to bargain for wages and benefits, and the ability to arbitrate contract disputes and enforce members' Rights.

As bargaining begins on a new national agreement, we take a moment to say thanks to the men and women who put their jobs on the line to protect themselves and the Carriers who followed in their footsteps!

Carriers in a Common Cause is available for purchase from the NALC store by calling 202-393-4695. It can also be viewed online at nalc.org under "About NALC and Our History. A video commemorating the strike can also be viewed at nalc.org/strikeat40.

This article is courtesy of the March 2016 NALC national publication *The Postal Record*

In Memorium

James H. Rademacher

July 18, 1921 — December 15, 2015

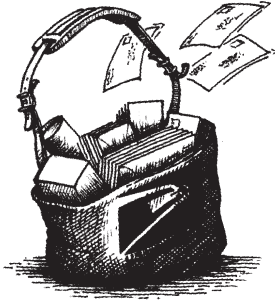


NALC President
1968 - 1977

NALC Branch 2902 President Frank Salazar wrote a tribute to the late James Rademacher. It is right and just that we take the time to honor a man who built the foundations upon which the National Association of Letter Carriers has flourished..

Thank you, Frank, for the heartfelt words and observations you share in your words on the next two pages!

National Award Winner



THE *Bay* NEWS

- ★ SOLIDARITY
- ★ EDUCATION
- ★ ORGANIZATION



OFFICIAL PUBLICATION OF TRI-VALLEY BRANCH 2902,
NATIONAL ASSOCIATION OF LETTER CARRIERS AFL-CIO

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MEMBER: LOS ANGELES COUNTY FEDERATION OF LABOR, AFL-CIO

MEMBER: TRI-COUNTIES CENTRAL LABOR COUNCIL, AFL-CIO

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March - April 2016

A Great Leader and a Class Act

by Frank Salazar, President

My personal friend and a great leader of the NALC passed away on December 15th, 2015 at the ripe old age of 94. I met Brother Rademacher in St. Louis, Missouri at the 1992 convention. I was introduced to him through our late President Jon Gaunce for whom our branch hall is named. I found Brother Rademacher to be a gentleman and a real class act. Over the years, we developed a friendship and I conversed with him often over the internet. It's a shame that most of our membership, especially the new carriers, didn't or don't know who James H. Rademacher was; he was the 14th President of the NALC from 1968-1977 who presided over the historic NALC led postal wildcat strike in the spring of 1970. However, after 1977, we heard very little about President Emeritus Rademacher and his accomplishments during that historic and tumultuous period of NALC history.

When I came into the Postal Service in 1985, I never heard about President Emeritus Rademacher or his accomplishments. When people talked about the Great Postal Strike of 1970, the members from New York were always mentioned and that President Emeritus Vincent Sombrotto led them in the walk-out. Well, as I found out later, there's a lot of myth to those stories. I would

liken it to someone yelling fire in a crowded theater or yelling strike in a crowded, angry and unruly Union hall. Given the tumultuous and socially active times of the late 1960's early 1970's given enough tinder any spark would have caused a fire, and I will leave it at that.

For the record, Brother Rademacher held the NALC together during the Great Postal Strike. Our Union could have been broken and decertified. All striking letter carriers could have been jailed or fined and banned from federal service for life like the air traffic controllers in the 1981 PATCO strike. Instead, Brother Rademacher got President Nixon to exonerate every letter carrier who walked out, including Vince Sombrotto. No letter carriers were fined, jailed or terminated and that in itself says a whole lot.

Brother Rademacher also negotiated a collective bargaining process where we could bargain with the USPS and go to binding arbitration in front of a neutral arbitrator if we couldn't get a fair contract. Prior to

collective bargaining, all the crafts had to collectively beg Congress for pay raises and benefits; imagine doing this with Congress today. The right-wing teabaggers would laugh at us and not even give us the time of day.

continued on the next page...



James H. Rademacher
NALC President 1968 - 1977

A GREAT LEADER AND A CLASS ACT

...continued from page 4



Furthermore, Rademacher initiated a no lay-off clause and he insisted on the cost of living adjustments (COLA), which we enjoy and take for granted today. I just want to note that the USPS is currently trying to negotiate the removal of the no lay-off provisions and the COLA's from the clerk agreement. And, if successful, they will attempt to do the same in our negotiations.

As if that wasn't enough, President Emeritus Rademacher and his team wrote and negotiated the first working contract under collective bargaining, which, for the most part, is still in use today – 46 years later.

During most of Brother Rademacher's retirement, it seems that his NALC legacy was neglected and suppressed; most likely because there was bad blood between him and President Emeritus Sombrotto. I believe that President Emeritus Young just followed suit because he was beholden to Sombrotto for appointing and helping elect him to National Business Agent for Region #1 and for bringing him up to the National Level. However, this neglect was broken for the 69th Biennial Convention in Philadelphia when the current Rolando administration honored President Emeritus Rademacher with a video presentation to the membership for his Seven Decades of Activism. I'm just glad that my friend and brother got to see this tribute before he died. And, I thank President Rolando and his staff for putting the tribute together and presenting it.

Brother Rademacher may be gone from this earth, but history and those of us who knew him will not forget him. Rest in Peace My Brother.

Below is an excerpt I borrowed from the NALC Collection at the Walter P. Reuther Library-Wayne State University. It is a short biography of President Rademacher. Please see the February edition of the Postal Record for an excellent summary of his accomplishments. In addition, elsewhere in this newsletter, you will find the most accurate description of the 1970 Postal Strike in the actual words of President Emeritus Rademacher. This March marks the 46th anniversary of the Great Postal Strike.

James H. Rademacher, the 14th president of the National Association of Letter Carriers (NALC) was born in Detroit, MI on July 18, 1921 into a letter carrier family. His father was a member of NALC's Branch #1 in Redford, MI. (His brother later became a letter carrier in Tucson, AZ and his brother-in law worked as a carrier in Roanoke, VA.) Rademacher graduated from Cooley High School in Detroit and, in January of 1941, entered the Post Office Department as a temporary substitute carrier. In June of 1941, he was made career substitute

carrier and that same year married Martha Kathryn Rice. Rademacher entered the U.S. Navy in 1944 during World War II and upon his discharge from the service in 1946, returned to his job at the post office. He began his union activity in July of 1946 when he accepted the job of station representative, a job that no one wanted, at Branch #1. From 1949 to 1950, he served as secretary for both Branch #1 and the Michigan State Association, then president of Branch #1 from 1951 to 1960. He sat on a number of NALC boards and committees, including the NALC Hospitalization Committee from 1950 to 1952, the Sick Benefit Association Board of Directors from 1952 through 1958, and NALC's Executive Board from 1957 to 1960. In 1957, Rademacher became field director for the Chicago Region, moving to the Philadelphia Region from 1959 to 1960, and to the Atlanta Region from 1960 to 1962. In 1960, Rademacher was also elected to the office of national assistant secretary-treasurer, then national vice president in 1962. At that time he became editor of the NALC Postal Record. In 1968, Rademacher was elected to the office of national president and remained in that position until 1976.

Beginning in 1953, Rademacher also served in various capacities as an unpaid official of the Muscular Dystrophy Association of America (MDAA), and he was instrumental in establishing the first MDAA clinic in Detroit. For over 25 years he was a member of the Executive Committee of the national MDAA organization. Rademacher was also elected Chairman of the Government Employees Council in 1969 and served six years in that office. Along the way, he and wife Martha became the parents of two children and, later, grandparents.

As president, Rademacher led NALC through many battles in an effort to improve the lives and the image of letter carriers. He was a strong supporter of postal reform, and one of his most significant (and controversial) accomplishments, accompanied by accusations of secret negotiations with President Nixon and a nationwide strike by the rank and file in 1970, was his ability to win labor support for the creation of the U.S. Postal Service (USPS) in return for the right to collective bargaining for postal workers. He set up a process for resolving grievances and negotiated contracts that improved working conditions and brought letter carriers' pay and benefits to levels comparable to work in the private sector, far from the near-welfare levels in place at the beginning of his term. However, with growing internal dissension over the union's relations with USPS management and vocal dissatisfaction with his leadership, Rademacher chose not to run for reelection when his term ended in 1976.

Courtesy of the March-April 2016 Branch 2902 Mail Bag News.

Editor-guy Note: Branch 2902 also devoted an additional six and a half pages of coverage about the turbulent time which led to the strike. Those pages were written by Rademacher himself in 1985 on the even of the 25th anniversary of the 1970 Postal Strike.

Minutes of the March 2016 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 March 2016 at the Branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Jerry Patterson. All members of the Executive Board were present except Trustee Teresa Ortega. The Stewards were present from Arvin, Avenal, Brundage, Camino Media, Delano, Edwards, Hillcrest, McFarland, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor Basil Zuniga; Webmaster Rick Plummer; Photographer Anita Holderman; Assistant Treasurer Debbie Guillet; Assistant Recording Secretary Norma Hamer and Frank Martinez and Paul Greenfield of the Social and Recreation Committee. The Minutes of the February 23, 2016 minutes were read and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Applications were received from: Artemino Pabros, Delano; Branden Greenberg, South; Shad Williams, Ridgecrest; Johana Aguinaga, Brundage; Shakiyla Wilkins and Eric Celedon, Dole Court; Chris Frazee, Ridgecrest; Jessica Gonzalez, South; Jorge Yepez, Taft; Cristina Juarez, Avenal.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Basil Zuniga reported that he just returned from a road trip with his son, one of the best things about retirement is being able to do things like this. He thanked Juan Rodriquez and his family for folding the newsletter and getting it to the plant. He also thanked Anita for the labels. Basil informed members that the web version of the newsletter has many photos, and articles about contract negotiations, CCA's and bidding. Frank Martinez reported that there will be a Bowling Tournament on April 17 at Regency Lanes. The cost is \$25.00 per player. If you don't have a team you can still show up and be put on a team. There will be Condors tickets available and a flyer should be posted soon. Paul Greenfield they are looking into getting Dodgers and Angels tickets, they will have Fair tickets in the fall. Kim Gerdes reported that 31 books were sold this month, 905 remaining. Molly Biggar reported that the balance on the Food Drive cards is \$151.00. Mark Ramirez reported that there was an increase of 7251 members into the NALC Health Benefit Plan.

UNFINISHED BUSINESS: Kim Gerdes read the names of the City Carriers who are still eligible for compensations from

the city: John Ortega, Shari Sharp, Mike Meza, Judy Kiyoshi, Tami Foshee, Frank Martinez, Randy Courson, Evelyn Gauthier and Debbie Guillet. Also eligible are Mike Towery, Basil Zuniga, Mark Ramirez, Norma Hamer and Rick and Kim Gerdes. Kim reminded the delegates that they need to attend 10 of 12 meeting prior to the convention to receive Branch funds. Also if they will not be attending the convention, please let her know, so the changes can be made in hotel reservations.

OUT THERE



GOOD OF THE ASSOCIATION: Mike Towery reported that one CCA will be converted to Regular in Taft effective March 19th. Five CCA's will be converted in Bakersfield, effective April 2nd. Pam Smith reported that she Mike Towery and John Ortega attended a meeting in Fresno with Congressman Valedo. She said that he is on board with three of the Bills that address Carrier issues. The Bills concern six day delivery, stiffer penalties for mail theft and Carrier assaults and allowing USPS to deliver beer and wine. Shari Sharp and Norma Hamer reported on the Food Drive meeting. The Food Drive will be May 14th. They will be ordering t-shirts and working on PSA with carriers. Mike Towery will be meeting with Postmaster Linda Laforce on Monday. Mike Towery reported that the Rural Carriers have settled their contract and that the Clerks have been in arbitration for over one year. John Ortega discussed an article he read in the *Pacific Area Update* regarding social media. Postal employees can not post on social media wearing political or campaign images. It is also against Postal policy to post anything to social media while on the clock. He has also heard that Postal Inspectors are being hired to

check social media. Brenda Wench discussed a standup given that Carriers are not to be in a bar, purchase alcohol or lottery tickets in uniform. Contact Mike Towery or Kim Gerdes if you have keys to the office, we have a new alarm system and you will need to know how to disarm it. Mike Towery reported that there are two positions that went unbid at Dole Ct. They will go up on a 21 day posting nationwide. If they are still unbid, they will first be filled with Unassigned Regulars and then converted CCA's. Mike also thanked John Ortega and Mike Meza for working on the removals; they are doing a great job.

Treasurer's Report: Molly Biggar reported:

Beginning Balance	\$47,192.00
Dues and Income	\$12,474.20
Total Balance (2/29/16)	\$59,666.20
Total Expenses	\$ 8,865.46
Ending Balance	\$50,800.74

Financial Secretary's Report: Anita Holderman reported adjustment for previous months.

	Adjustment	New Total
July 2015	\$ 708.00	\$13,339.12
August 2015	\$ 203.00	\$18,692.94
October 2015	\$ 285.37	\$18,762.60
December 2015	\$6,522.47	\$19,313.21
January 2016	\$1,732.45	\$14,695.36
February 2016	\$ 59.45	\$13,324.20

50/50 Food Drive Card Drawing was won by Joe Gandera.

The Drawing for \$350.00 would have been won by Teresa Guitierrez from Brundage who was not present.

There were 40 members and 4 guests present.

The meeting adjourned at 7:56 p.m.

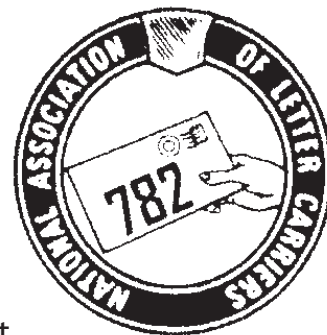
KIM GERDES
NALC Branch 782 Recording Secretary

Non-Member List February 2016*	Brundage/East Bakersfield	Camino Media	Delano	Taft
	I. Valdez V. Guerrero	<i>C. Rodriguez</i>	C.V. Quebral D. Barreto <i>O. Maya</i>	B. M. Krier K. J. Hughes
	Hillcrest <i>100% UNION!!!</i>	Arvin <i>100% UNION!!!</i>	Lamont <i>100% UNION!!!</i>	Tehachapi B. C. Den Beeman C. Rosales
Downtown Station S. Kirby J. Cruz D. Zuniga	Dole Court D. Morris	Avenal M. Gazarin E. Diaz	Ridgecrest G.D. Schatz	Trona <i>100% UNION!!!</i>
South Station M. Andresen	Stockdale J. Oh M. Martinez	California City <i>100% UNION!!!</i>	Shafter M. D. Voights L. M. New	Wasco <i>100% UNION!!!</i>

*CCA names are in Italics There are 22 non-members.

THINGS TO REMEMBER IF "TAKEN INTO THE OFFICE"

1. Ask Management if this could lead to discipline.
2. Ask for Union Representation.
3. Consult your Union Rep before going into the meeting.
4. Answer only the questions. Don't volunteer any information.
5. As soon as possible after you're done, write a statement about the subject management is questioning you about. **REMEMBER!** The sooner you sit down and write a statement, the more you will remember about what happened.



Information courtesy of the Arlington, Texas *Union Observer* published by NALC Branch 2309 in their January-March 2016 issue.

We Have a Lot To Be Grateful For



by Eric Ellis
CSALC District 4 Officer

Today I had the privilege of listening to someone expressing gratitude for the privilege of working for the Postal Service for 37 years, and for the fact that he will be collecting a pension for the rest of his life —*and* that the NALC helped make that possible. When you think about it, how many jobs exist in this day

and age where you can retire at the age of 57 with thirty years of career service and retire comfortably? Not too many. It was refreshing to hear someone acknowledge that reality and express a heartfelt thank you for what he has and what he will have, thanks to not only his dedication as a Letter Carrier but also because of the efforts of the National Association of Letter Carriers which made all that possible.

Do you think that YOUR bosses woke up one day and just said, “Our employees are so wonderful! Let’s give them a middle-class income, annual/sick leave, life and health insurance, union protection, a 401-K [Thrift Savings Plan] with a match, a defined pension, injury compensation, a guaranteed 40-hour workweek, and a uniform allowance?”

If you believe that, I have a ski lodge in the Sahara Desert to sell you! YOUR union has fought for the aforementioned items in contract arbitration and the legislative arena. Too many of you are seemingly unaware of the efforts many have made to take away what you have.

In the contractual arena, when our national agreement goes to arbitration, management argues that YOU are overcompensated by 35-40 percent over what comparable private sector workers make.

So who are those “private sector workers” that they compare YOU to? Pizza deliverers and paper boys.

Very few times in my nearly 25 years as a postal employee has someone told me how grateful he or she was for the expert testimony our union employs when defending our salary and benefit package.

In the legislative arena, we have politicians like former Florida Gov-

ernor Jeb Bush state (in his last townhall meeting before quitting his race for President) that YOU are 40 percent overpaid.

He is far from the only one saying this! The Republican National Platform states that a federal employee’s benefit package must be “adjusted” to reflect that of the private sector.

Know what that means? They are saying that YOU deserve a paycut!

I am personally sick and tired of people complaining of how little the union does for them. In fact, were it not for the union’s efforts in defending YOUR pay and benefits in contract negotiations and our efforts in electing politicians who vote to protect us, those complainers might not be working for the USPS.

When someone complains about how little the union does for them or how bad unions are, ask them if they would like to work for Walmart. No one ever says yes to *THAT*. They say that they would rather work for a non-union employer but don’t want less than union pay and still want the union-won benefits they currently have. (Kind of like people who say they want to be healthy but eat nothing but donuts and candy...)

Please be grateful for what YOU have as a Letter Carrier working for the United States Postal Service. As our recently retired friend Faustino Lizardo said in his remarks today, “For a job that does not require an advanced education, it pays pretty well and provides a good retirement.”

When someone complains about how little the union does for them or how bad unions are, ask them if they would like to work for Walmart. No one ever says yes to THAT.

And for that, we should all be thankful.

Article courtesy of the Fresno, California
April 2016 NALC Branch 231 *Postman’s View*

WHO ARE OUR FRIENDS?

We have those on Capitol Hill that most would say are our friends. Why do we talk to them? If we don't communicate our concerns, they have no way of knowing them. So, we in the National Association of Letter Carriers DO talk to our friends.

We ALSO talk to those we have not yet been able to consider our friends in Congress!

Why do we talk to them? We do because THEY also need to know what is important to Letter Carriers, the Postal Service, and the nation as a whole. If we don't make the effort to communicate our concerns, they have no way of knowing how important it is to support or not support a Bill in Congress.

ALL Bills have supporters and opponents. Our position must be heard by our friends so they will fight for us. However, a few legislators have gone so far as to write very harmful legislation. Some have even worked to fight good legislation through the courts. We know they hear from those who don't share our position on certain Bills before Congress. *We must insure that our elected Representatives know our position, and know that we are committed to our mission to sway them in our direction.* In the past, we have been effective in getting political leaders to listen to us, to move closer to our position, or to even support us in what we do.

OUR FRIENDS ARE NOT OUR FRIENDS BECAUSE THEY COME FROM ONE PARTY OR THE OTHER. THOSE WHO SUPPORT OUR LETTER CARRIER ISSUES ARE OUR FRIENDS. LETTER CARRIERS DO SUPPORT FRIENDS!!!

Anyone who moves from a negative position to what we consider a more positive position must be welcomed and recognized! We have Bills before Congress that are not partisan. The Post Office is one of the only government entities that is directed by the constitution to exist. Those who back legislation we support — as well as those who fight against the same legislation — have a responsibility to vote on what is best for the Postal Service. We talk to ALL of our Representatives so they fully understand our views.

HOW DO WE ACCOMPLISH OUR GOALS OF BACKING GOOD LEGISLATION, AND FIGHTING THE BAD?

We do this effectively through our "Letter Carrier Political Fund". *And, you need to know that your Union dues are NOT used to accomplish our goals!*

We are supported by the thousands and thousands of both Active and Retired Letter Carriers who **VOLUNTARILY** contribute money to insure our lives are safeguarded against attacks from those who would threaten our livelihood, our pay, our working conditions, our healthcare benefits, and even our retirement. If you are reading this, YOU have a vested interest in contributing too. It is your career you should be fighting for!



The **"Give Me 5 Campaign"** is a sure way to effectively show that **YOU** actually care about insuring that **YOUR** job will continue to exist, and that **YOU** will be able to thrive up to, and past the day that **YOU** retire. If **YOU** give, **YOU** know you are part of something great! Show that **YOU** care, and that **YOU** are willing to actually let **YOUR** voice be heard by those who have the power to alter or even destroy our work lives. For less than the cost of a can of soda each day, **YOU** can do **YOUR** part to insure being a Letter Carrier this year and every year down the road is going to be secure well into the future. The "Letter Carrier Political Fund" **IS** an investment! It **IS** job insurance!

Your dues support our Union in representing you before Management, at the bargaining table, at the Branch, and at your local station or Branch office. **YOUR** voluntary contribution to the "Letter Carrier Political Fund" is **YOUR** powerful statement that proclaims that **YOU** want **YOUR** voice to join the voices of all of the other Letter Carriers heard by those in the political arena who can affect our lives. **BECOME AN E-ACTIVIST!** Visit your national Union at their web page at <http://NALC.org> to learn more!

Read last month's *Postal Record* and see all the **THOUSANDS** of people who really care that each of us has and will continue to have a rich, full and rewarding career! Contact anyone actively involved in your Branch to get the details on how you can do your part. Please, do what you need to do to insure that **YOUR** name will appear in the next *Postal Record* issue which is dedicated to such an important aspect of being a professional Letter Carrier who can protect their future!

Based on an article courtesy of *The Houston Letter Carrier* published by Houston, Texas NALC Branch 283 in their March 2016 issue.

Congressional Decisions

by Andrea Lopez
NALC Branch 231
Congressional District Liaison (R-CD21)

I recently had the opportunity to meet with Congressman David Valadao, his Chief of Staff Cole Rojewski, and his Field Representative Erica Mello. With me were CSALC President John Beaumont, Branch 231 President Richard Najera, Branch 782 President Mike Towery, Branch 782 Vice-President John Ortega, CSALC District 4 Officer Eric Ellis and Congressional District Liaison (R-CD23) Pam Smith.

We discussed House Resolution 3412, House Resolution 4515 and the issue of 6-Day Delivery with the Congressman. We also extended an invitation for him to attend the Food Drive.

So, what is House Resolution 3412? In part, it reads: *To amend Title 18, United States Code and Title 39, United States Code, to provide the United States Postal Service the authority to mail alcoholic beverages, and for other purposes...*

This Bill may also be addressed as the **“United States Postal Shipping Equity Act”**.

Congressmen Valadao seemed very interested in this bill when presented and said that he will look into it. This bill is quite amazing in the sense that it will bring more money to the Post Office which could lead to more jobs. Maybe even a pay increase? Okay, wishful thinking!

House Resolution 4515 is “To amend Title 18, United States Code, to increase the maximum penalty for mail theft”. This bill may also be addressed as the **“Ensuring the Safety of Our Mail Act of 2016”**.

For this Bill, we are asking that Section 1708 of Title 18,

United States Code, be amended by striking “not more than five years” and inserting “not more than ten years”.

Congressmen Valadao was extremely interested in this Bill and questioned why the amount of penalty was no more than five years. I explained to him how passionate I am about this Bill. I find it appalling that a person can steal mail by breaking into mail boxes, LLV’s, and/or even attacking a Carrier and pretty much getting away with it.

Not more than five years is a joke! It is a federal offense with a misdemeanor consequence and the perpetrator will get off with a slap on the wrist and possibly probation. We need to stand up and fight against the atrocities of these individuals so that our customers get their mail and keep their identities protected — and most importantly that we remain safe.

Having a firsthand experience of being attacked while delivering is a situation I would hope no one would have to go through. To have a Fresno Police Officer say that when the criminal is caught he will be charged with a misdemeanor really disappointed me; especially knowing Fresno’s county jail reputation.

This man would be out in a few hours. Not only did this man physically assault me, he tried to steal mail from my satchel! Thank

God for dog spray... I cannot stress enough how important it is for this Bill is to pass and to express my urge for it to do so.

When presented with 6-day delivery, Congressman Valadao indicated that he is in full support. However, he is part of the Letters to the Appropriations Committee and it cannot be signed by him because he sits on the committee. He can, however, encourage those who can sign to do so. Our thanks to this Republican Congressman for supporting Six Day Delivery!

6-Day Delivery is very important to businesses that trust the Post Office to convey important documents. The loss of six day delivery could have devastating effects for these businesses. Not only will it cause issues with small businesses but it will cause the reduction in mail, which ultimately will cause rural stations to close. With 5-day delivery, many Rural Carriers would lose their job, which will hurt the economy.

Without 6-day delivery I would not have a job. After serving 10 years in the military as a vehicle mechanic it was far from easy to get into any organization. Going from combat boots to postal shoes has been quite an experience and I am forever grateful to have 6-day delivery and I will continue to show my support in keeping it strong.

CSALC District 4 Officer Eric Ellis and I plan on meeting with Congressman Valadao as much as possible in order to maintain the good rapport we have built with him.

Article courtesy of the Fresno, California
April 2016 NALC Branch 231 *Postman’s View*



WHO ARE OUR FRIENDS?



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using ELECTRONIC FUND TRANSFER

Through a monthly **Electronic Fund Transfer**, NALC members can contribute directly from their bank account to the Letter Carrier Political Fund (NALC's PAC). On the 1st of every month, the Political Fund will automatically (and without a fee) deduct from your bank account the amount you choose to contribute.

Electronic Fund Transfer Authorization

Fill out and return this form with a **voided check** to the address below

I, _____ (your name) hereby authorize my bank to deduct from my checking account the monthly the sum of:

\$25 \$20 \$15 \$10 \$5 Other: \$_____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____

Social Security Number: _____ OR Postal Record number: _____

Address: _____

City: _____ State: _____ Zip Code: _____

ATTACH A VOIDED CHECK HERE.

Please send this completed form and your voided check to:

The Letter Carrier Political Fund
100 Indiana Ave NW,
Washington, DC 20001-2144

Your Postal Record Number (circled):

***** AUTO** 5- DIGIT 54321
XXXXXXX LC 9876 W 13 08
Letter Carrier
1234 Main Street
Anywhere, US 54321-9999

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

Staple your voided check here



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

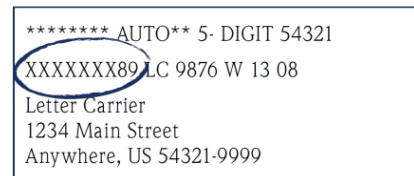
To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using your retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.servicesonline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A2222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I

authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:

\$25 \$20 \$15 \$10 \$5 Other: \$_____ (Maximum amount per year is \$5,000) and forward that

amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch: _____

CSA or Social Security Number: _____ Phone: _____

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

2016 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	1-888-636-6252
"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

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"

NALC Health Benefit Plan Members:

All members High Option, Consumer Driven Plan, and Value Option Plan members can go to our NALC website located at www.nalchbp.org "click on" High Option, Consumer Driven, or Value Option then under your health plan choice "click on" Member Resources...then choose Health Risk Assessment... then click to register. You will need to create a user name, and password. The program will ask you to choose "one" of three valuable incentive gifts before completing health assessment survey:

- 1. \$40.00 CVS gift card (LIMIT: Two \$40 CVS gift cards per family)**
- 2. Family CignaPlus discount dental program (one calendar year)**
- 3. Wearable activity tracking device (one calendar year)**
Two wearable tracking devices per family

The assessment takes about 25 minutes, and is very simple to complete.

"This is a summary of some of the features of the NALC Health Benefit Plan High Option. Detailed information on the benefits for the 2016 NALC Health Benefit Plan can be found in the official brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure."

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

¿Political Humor? from Mark Ramirez:

Why do we use the word “POLITICS” to describe the process of Government? “Poli” in Latin meaning “Many” and “Tics” meaning “bloodsucking creatures...”

Crime means you take the money and run. In politics you run, then you take the money.

What is the difference between the Government and the Mafia? One is organized.

A man goes up to a politician at a party and says, “I’ve heard a lot about you.” The politician replies, “But you can’t prove any of it.”

You may not agree with every department in the government, but you really have to “Hand It” to the IRS.

If you think you’re getting too much government, just be thankful you’re not getting as much as you are paying for.

Will Rogers

A little government and a little luck are necessary in life, but only a fool would trust either of them.

Giving money and power to government, is like giving whiskey and the car keys to teenage boys.

Whatever it is that the government does, sensible Americans would prefer that the government does it to somebody else. This is the idea behind Foreign Policy.

The mystery of government is not how Washington works, but how to make it stop.

Feeling good about government is like looking on the bright side of any catastrophe. When you quit looking on the bright side, the catastrophe is still there.

Democrats are the party that says government will make you smarter, taller, richer, and remove the crabgrass from your lawn. The Republicans are the party that says, “Government doesn’t work!” And then they get elected and prove it!!!

If government were a product, selling it would be illegal!

No drug — not even alcohol — causes the fundamental ills of Society. If we were looking for the source of our troubles, we shouldn’t be testing people for drugs. We should be testing them for Stupidity, Ignorance, Greed, and Love of Power!

Government proposes, bureaucracy disposes. And the bureaucracy must dispose of government proposals, by dumping them on us.

There is only one basic human right. The right to do as we damn well please. And with it comes the only basic human duty, the duty to take the consequences!

P.J. O’Rourke

Am I not destroying my enemies, when I make friends of them?

Nearly all men stand adversity, but if you want to test a mans character, give him power.

And, in the end, it is not the years in your life that count. It’s the life in your years.

We can complain because rose bushes have thorns; or, rejoice because thorn bushes have roses.

Abraham Lincoln

If “con” is the opposite of “pro”... then, is Congress the opposite of Progress ?

Why are hemorrhoids called hemorrhoids, instead of aster-oids?

In America, anyone can become President — *that’s* the problem.

You know how I define the economic and social classes in this country? The upper class keeps all of the money, pays none of the taxes. The middle class pays all of the taxes, does all of the work. The poor are there.....just to scare the crap out of the middle class & keep ‘em showing up at those jobs.

George Carlin

When they call roll in the Senate, the Senators do not know whether to answer “Present” or “Not Guilty.”

Theodore Roosevelt

The trouble with practical jokes is that very often, they get elected.

Will Rogers

MARK RAMIREZ
NALC Health Benefit Representative
The Golden Empire Branch 782

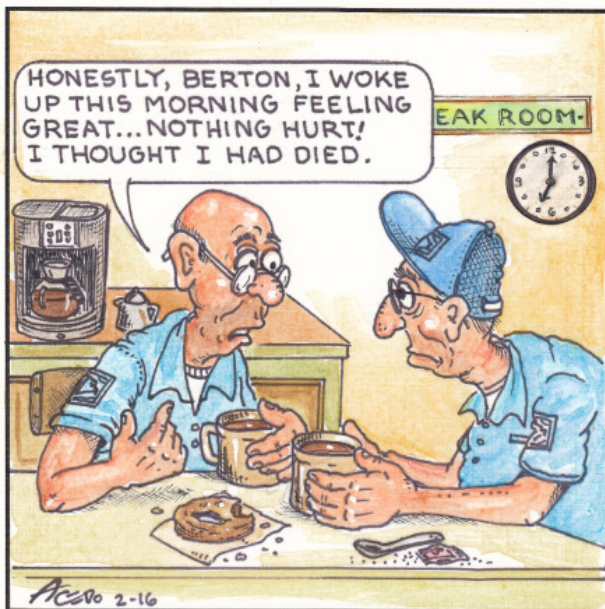
A Guest Editorial

Dicktation

by John "Cementhead" Dick
NALC Branch 3126

I hear the alarm It's the first sound in the morning. My leg extends to make the first muscular stretch of the day. I hear that "Pop." It's an unfortunate, but familiar resonation. It comforts me because I know I am not dreaming. I am still alive for another day.

"OuT tHeRe"



Pain is good that way; a reminder that this day is worth living.

My knees seem to have taken the brunt of my fifteen years of carrying mail, and both my right and left kneecaps is where that insidious, infernal "Pop, Pop, Pop" explodes from.

We live with it: whether it is our knees, our backs, our feet, or our shoulders.

It is the price we pay for carrying the US Mails for the United States Postal Service.

At the age of 56 years young, every day I feel a strong sense of honor and responsibility to walk my six miles a day representing a part of our Federal Government that has been around since the National Constitution of 1787.

I am proud, and every Letter Carrier today should be proud. We are walking in the footsteps of those that came before us.

I have a unique situation. My wife — who I worked next to for many years — is a retired Letter Carrier. She carried the US Mails for 31 years and pounded the same streets for more than 20 of those years. Since she retired, I have had the opportunity

to take over the duties of delivering the mail to those same patrons. I am literally walking in her footsteps every day. Those sidewalks, those mailboxes, those door slots, my wife touched with her hands and feet every day for over two decades. And I am doing that now. Quite amazing and humbling.

I hope to reach my retirement doing this route, just as Jackie did. I am five years

away from that furtive date, and I pray to the Gods of Arthritis every day.

Having a job with retirement benefits seems like such a basic idea.

You, as a worker, give 30 or 40 years of your most productive life to a company and you get something in return; a "Thank You" in the form of a monthly dividend payment and benefits till the day you die. A noble and just reward.

But for workers today that is a fleeting promise.

And for the Letter Carriers that came before us, it was a cause that was stained with much struggle, and even stained blood red with death.

Since its founding in 1889, the NALC had been lobbying unsuccessfully for some kind of annuity or pension for aging Carriers, or as they were called then, "the superannuated carriers."



Cartoon courtesy of the NALC publication *Carriers in a Common Cause* (1913 - 1920 NALC vs. the PMG page 29)

In 1913, Postmaster General Burleson was adamantly opposed to any retirement benefits and the Postal Service had a callous program of firing any "old" Carrier who could not keep up the pace.

A protest emerged in Fairmont, West Virginia in 1915. The Fairmont postmaster, complying with Burleson's strict instructions, fired an "old" Letter Carrier because he could no longer perform his job satisfactorily.

Furious at the postmaster, the remaining 25 employees decided to resign from their jobs at the same time. All 25 workers were then immediately arrested and thrown in jail for "striking against the federal government".

The jailed workers were shocked at the government's reaction. They were not striking; they had simply quit their jobs. But the government persisted in prosecuting the case. Without money to pay for their defense, the carriers and clerks threw themselves on the mercy of the court.

In turn, the court imposed fines ranging from \$5 to \$500 upon all but one of the 25 employees of the Postal Department. The 25th worker, a Letter Carrier by the name of W.H. Fisher, had hanged himself in his cell the night before the trial.

Unrelenting, NALC persisted, and its prolonged efforts finally bore fruit.

On May 22, 1920, the Civil Service Retirement Act (CSRS) became law, and for the first time, Letter Carriers received retirement benefits. Two weeks later, on June 5th carriers received their first sick leave benefits.

After the Great Postal Strike of 1970, our nation's Letter Carriers achieved collective bargaining.

But the one fact I never realized until I read the history of our Union is that someone gave their life in the quest for our retirement benefits.

Jailed simply for quitting a job and called a criminal.

That is the untaught history of our country and I will make darn sure that my children and grandchildren learn that history from me, because I know they will not learn that in an American History class.

I want to thank the writers and researchers for the book *Carriers in a Common Cause*.

It is a history of the National Association of Letter Carriers.

Our union has done a great job of promoting the history of America's Letter Carriers and I have stolen much of the material for this article from that masterpiece. (Or let's just say it was borrowed by me for you to learn from....)

I hope to join my wife and many of my comrades one day in the ranks of the retired Letter Carriers.



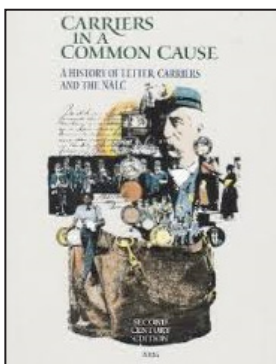
This cartoon is courtesy of the NALC publication *Carriers in a Common Cause*. It is taken from the chapter about the years from 1913 - 1920 which is titled "NALC vs. the PMG".

It is one of three cartoons which are featured on page 29.)

I will fight for the hope that in my grandchildren's future there will never be another W.H. Fisher swinging from the end of a noose.

In Solidarity!

Article courtesy of the April 2016 *NEW VISION* published by Madison Heights, Michigan NALC Branch 3126.



For more information on the history of YOUR union, you can own *Carriers in a Common Cause*, the NALC's official history. The book tells the story of the struggle by Letter Carriers, from the birth of the Postal Service in 1775 to today. And? It only costs \$7.00!

Attach check or money order made payable to Secretary-Treasurer, NALC and send with completed order form to: National Association of Letter Carriers, Supply Department, 100 Indiana Avenue, N.W., Washington, D.C. 20001-2144

Making Regular Soon? You need to know this...

by Patrick Mullen, NALC Branch 2008

We all know that making Regular is the goal of every CCA. But there is something that you need to be aware of when you make Regular: **You will not get paid for Annual Leave until you have completed NINETY DAYS as a Regular.**

This is grossly unfair! But, unfortunately, it is what the arbitrator ruled when the NALC challenged that language.

So if you have Annual Leave on the board — and you make Regular just before you were going to take Annual Leave — you have a decision to make. You can still take the leave but you will not get paid for it. It will be Leave With Out Pay (LWOP).

Unfortunately this rule has left some newly converted Carriers in a state of shock when they got their paycheck. With bills to pay, the last thing you want to see is a paycheck that is half what you expected it to be.

So, please make sure that every newly promoted Regular is aware of this before they take the Annual Leave.

Article courtesy of the April 2016 *Suncoast Letter Carrier's Update* published by Tarpon Springs, Florida NALC Branch 2008

Out Through the In Door..

by Don Nokes, NALC Branch 79

The retention rate of our CCAs is atrocious. They couldn't be leaving any faster if they were being chased out the "In" door with a stick. Dwelling on the managerial dictum of carrot and stick, carrot and stick, you could only suppose they ran out of carrots. Then it's stick! Stick! Stick!

They keep whacking away at these new workers, handing out bizarre, out of line, totally unachievable work assignments and then using their inevitable failure to accuse them of underachieving. What's up with that?

The supervisors are putting so much on the CCAs delivery plate that it runneth over. Our new employees are treated like hobos that have somehow snuck into an all-you-can-eat buffet. "Let's give you some more; you look like you could use it."

Management takes advantage of their newness to overload them with disproportionate assignments and then carp at them for underperforming. It's the massacre of the innocents. There our new CCA's stand — trusting, arms opened wide, willing workers, all Oliver-eyed — while these artful dodgers heap on them workload upon workload like overzealous lunch ladies.

One route is never enough, when two could surely do. (So much better for their cooked books.) Why get one done when you can get a twofer. "It looks like a lot, but it goes off fast." It looks like a lot because it *IS* a lot! The Regular Carrier probably couldn't or wouldn't choke the

whole mess down in a day, that's for sure, but, "Shhhhhh!" That's privy information, a secret the supervisor keeps to him/herself. And if, and when, the CCA gets off the street management rags after them as if they were a personal chew toy. No wonder they're leaving the Postal Service so fast you'd think they were using a turnstile.

The new CCAs have no parameters or reference points from which to draw a perspective. They have to trust in the managerial staff (Ack!!) to parcel out fair and equitable delivery assignments.

When they are given a route, a route and a half, or three separate increments of four one-hour swings (all to be delivered in a day) theirs is not to reason why, they have no choice but to dive in feet first and hope all goes well.

And when they drag themselves in at the end of the day to an open-faced greeting of "Where you been?" or "You should have been done hours ago." There's nothing to fall back on. They have no way to appraise their work assignments. They can only apologize and hope to do better next time. But who knows how bad they have been hoodwinked? They don't.

One or two encounters with the mouth that roared are probably more than enough to discourage them from remaining employed with the Postal Service.

You can only try to imagine what's going through their psyche, "I don't mind

working hard, and working on Sundays, and getting here early, leaving late, arriving in the dark, going home in the dark...but these wages aren't worth the aftermath of getting gnawed on at the end of the day.

It must seem like a loony bin to them — when the reward for all their earnest effort is to get hounded on the street and lambasted on their return. I'm sure it seems insane to these CCAs, and if the lunatics are running the asylum then it's only logical to leave. No wonder so many exit so readily.

Who can blame them for wanting out if they never acquire the chance to get acclimated to the task from the get go. "Take this and take that and take them and take these and get! Go!"

The job is not as easy as some in management may believe it to be. Let the CCAs get used to carrying, sorting, navigating, scanning and delivering the mail at a safe and sane pace. Please!!

There should be a slow roll-in for the CCAs not all this slapdash, sleight of hand skulduggery. Give them a chance to learn before they get lashed at and — for the sake of retaining some of these well intentioned workers — for God's sake, supervisors, curb your tongue.

Find something positive to say. Don't keep slugging away at them with assignments over and over, until they're so weary from work that they finish their day as punch drunk as a palooka that's been pummeled in The Octagon. No wonder they're so quick to throw in the towel.

If you were new you'd "tap out" too.

Article courtesy of the Seattle, WA April 2016 NALC Branch 79 April 2016 79'er

Sound Advice: Pay It Forward, Be Rewarded



By Bongo Benny
President Emeritus
Branch 2128 KMA* Club

Greetings! Now that I am a retired Letter Carrier I want to leave you a little advice. And a request...

If you don't already know it, you owe me and every single past Letter Carrier — **BIG TIME!**

I spent my career working, sweating, even bleeding to get to the point where I had a nice route to retire from.

However, when I started, I was just like you. Believe it, or not, I was fast, athletic, in shape and I could go like the wind! (Well, ha, ha, ha, that's a *little* exaggerated.)

When I started out, I was critical and impatient with the "old guy/gals." But, the longer I stuck around, I tried to listen to those Carriers who said, "Focus on service and safety, not speed." (I hope you don't learn about this the hard way.)

I was lucky enough to get to know some senior Carriers and heed their advice. The advice? "Remember who you work for. It's the customers and mailers who'll ultimately determine if they need the Postal Service."

The time has come when the USPS is in deep trouble and the volume is steadily declining. Parcels are the "in thing" now. Your supervisor probably expects you to deliver the extra packages in the same amount of time of your regular mail route, right?

Well...do what you are always told by management: "Be Safe. Be Efficient." Drive them crazy by taking the time to do the job safely and efficiently each and every day! If you do this each and

every day, it won't matter if you are being inspected or not. You will develop the habits and routines and you will always adhere to.

During inspection I always managed to do a proper, professional job. It helped me maintain my route to be very manageable. This helped me during peak times so I didn't have to kill myself during the day *AND* if I hadn't done this, YOU might not have a job today. Think about it: If all Carriers "ran" their routes...how many fewer routes there would be?

I believed in working "Smarter – Not Harder". This is what it means to be "Union". It's not to just take care of yourself, but also to watch out for your Brother and Sister Carriers!

Thanks to Union Brothers and Sisters who came before me, I had a job that I retired from.

YOU now have a job from which, by playing your cards right, you may one day retire. I always tried to thank all the Carriers who came before me. They are the Union members that fought hard for the Rights and Benefits that we receive today.

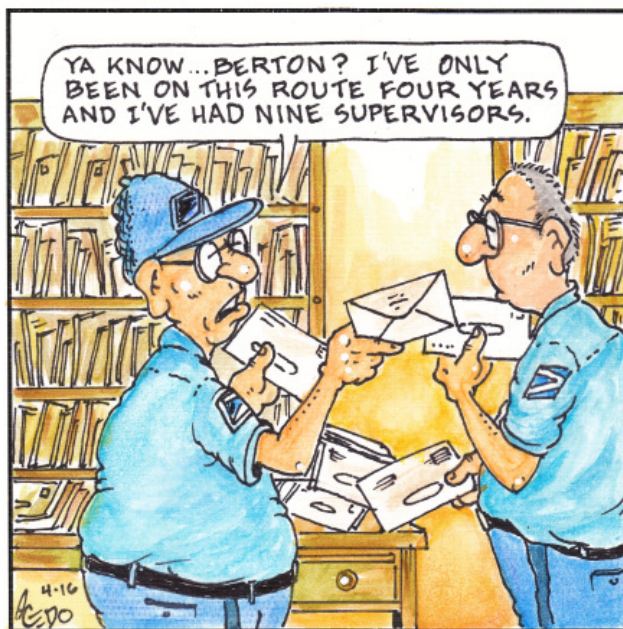
We have a proud profession. Our super strength comes from the public knowing how great a job we do every day. Your only requirement is to be polite and courteous as you go about your duties safely and efficiently.

So, here's my request.

Be professional in your work. It's up to YOU to take the torch and carry it forward. Your Union needs YOU now more than ever.

It needs your voice, your involvement and your intelligence. The Union needs CCA's and newly minted career Carriers to stay strong! Your youth and strength are crucial! YOU are the future. YOU need to be a member of a strong union. YOU can keep it that way and help yourself and others at the same time.

"OuT tHeRe"



Senior Carriers, take the time to educate, to help the new guys and gals understand what it is to be a professional Letter Carrier!

It's time to stand behind President Ray Gianotti, Vice President Mike Hynes, and your elected officials! They all work hard for everyone. They have a thankless job and it would be nice to put in a good word for them every once in awhile. Tell them when you see them that you support them and the job they do. They certainly will appreciate hearing it and it won't cost you a thing.

(Editor-guy Note: *Kiss My A-- Club)

Article courtesy of the Toms River, New Jersey NALC Branch 2128 Spring 2016 *Union Vision*



Your Route Isn't Your Route.

It's not your route. The route belongs to the postal service. You are paid to deliver & maintain the route as accurately & safely as possible.

You are not entitled to any overtime on that route. They can tell you to give it away, or curtail it. It is not your route it belongs to the Postal Service.

You are not entitled to the deliver the mounted on the route. They can tell you to give it to another carrier, senior, junior, or limited duty. You are only entitled to 8 hours on whichever part they deem fit. It is not your route it belongs to the Postal Service.

You are not entitled to the businesses on the route. It is not your route it belongs to the Postal Service.

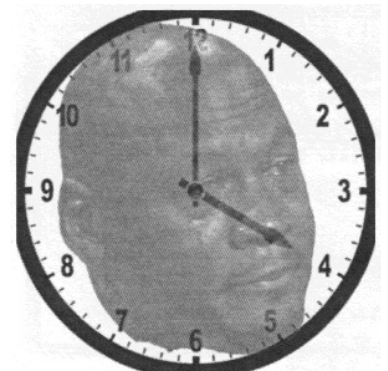
You are not entitled to carry the flat walking on the route. They can give it to whoever they want. It is not your route it belongs to the Postal Service.

In a route adjustment process you are not entitled to keep your favorite customers, be it mounted, walking, apartments, or businesses. It is not your route it belongs to the Postal Service.

You are not entitled to carry it however you want, in whatever order you want. It is not your route it belongs to the Postal Service.

When the customers have complaints about something they think is wrong with the route, ie changes in delivery time, they don't like that you drive by 3x before you deliver to them... give them manglements phone number because...It is not your route it belongs to the Postal Service.

**Don't be taken advantage of.
Your work stops when you're off the clock.
Don't work for free. Don't work off the clock!**



Article courtesy of the Rockford, IL March 2016 John H. Swanson Merged Branch 245 Newsletter..

So... You're a CCA and you have some questions...

*S.A.N.E.



This cartoon was originally published in our December 2013 newsletter. But, Fred Accedo drew it in March 2003 — long before the CCAs were hired. YES. We DO understand!!!



Come to a Union meeting. We've got the right answers for you. Really? Yup.

Where the Heck's the Mailbox?

Imagine if you will that you are a new Carrier on your route. Things are going along quite nicely until you get to that *one* house. You know *THE ONE*. The one where you can't find the mailbox. You look all around the front porch, curbside, and garage. Nothing. Now, feeling like a prowler, you check the back door. Nope! Side door? Nada. Just as you are about to give up and move onto the next house, the customer comes out and tells you the Regular just throws the mail in the basket on the floor.

If only there was a way for the Regular to pass on this information and save a newbie like you valuable time and embarrassment? Well you're in luck! There is such a thing. Directional cards! They just take a few seconds to fill out and anyone can do it.

Directional cards are very helpful to other carriers for many reasons. If your route has any hidden mail boxes or boxes that are not mail boxes but some other type of receptacle, fill out a directional card. Alley stops or vacant houses, fill out a card. Odd

park points or strange delivery order, map it on a directional card. All of the above circumstances may be second nature to you now if you have been on a route for a while, but recall your first time carrying it.

Think of all the time you wasted struggling to deal with all the oddities of the route. All that time could have been saved if someone had filled out some directional cards.

Filling out the cards benefits everyone. If you call in sick tomorrow, someone will still deliver your route. It could be a CCA or a veteran Carrier who has never done it before. The directional cards will help them provide great service to your customers.

The cards will also prevent a stack of mail for you to deal with when you come back because they couldn't figure out how to deliver it.

It's a win, win.

Next time you have a few spare minutes, please look over your route and see if it could benefit from some new or updated directional cards. Your fellow Carriers will thank you for it!

Courtesy of the Duluth, Minnesota April 2016
NALC Branch 114 Zenith Branch News

"Out there"



HAVE AN IDEA FOR FRED????*

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

*...YOU NEVER KNOW WHAT YOU MIGHT GET...

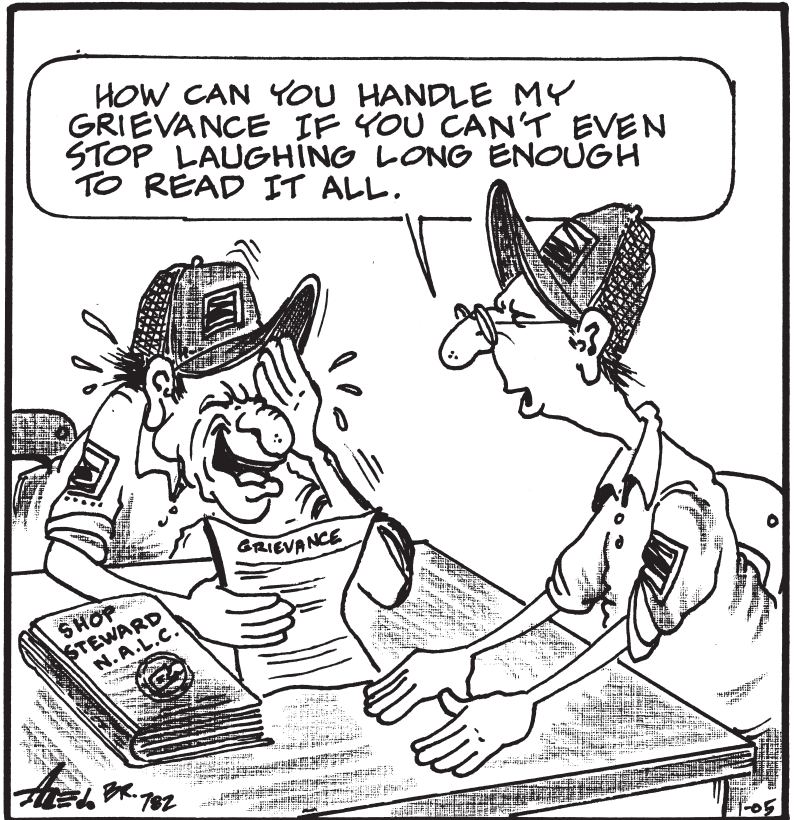
"OuT tHeRe"



OUT THERE



OUT THERE



There are circumstances you don't want to find yourself encountering. Being in Fred Acedo's world means that you might do so eventually... These cartoons were done in 2005, 2007 and from 2016. (I bet you'll never guess the one that Fred thought might never get published.)

"OuT tHeRe"





from

Kim Gerdes

Recording Secretary

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

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

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

"OuT tHeRe"



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

Finally, I want to present you with another example of Fred's work. Enjoy!

Dear Kim Gerdes, NALC Branch 782 Recording Secretary

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

Name and address for shipping:



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

NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 834-2059

10TH ANNUAL BATTLE OF THE STATIONS

April 17th 2016 Regency Lanes
820 Real Rd Bakersfield, CA 93309

A BIG THANK YOU TO THE BAKERSFIELD SOCIAL REC COMMITTEE

\$100 per team | First to pay, first to play | Lanes are limited

Rules Each station must have at least 2 teams to qualify for Top Station award. Team must consist 3 of 4 players from that station (Retired employees are welcomed). Top 2 scoring teams from that station will be used. The more teams you have, the better the chances you have to win.

Categories There will be 3 categories (Men, Women, and Co-Ed.) Awards will be presented to the top two teams from each category. Top individual female and male bowler awards.

Send Your Entries To
Elizabeth Sanchez
PO Box 21364
Bakersfield, CA 93390

RAFFLE PRIZES

Music Provided by
@maginethat
www.e-maginethat.com

Previous Winners
 2007 Stockdale
 2008 Dole Ct
 2009-13 Kentucky St
 20014-2015 Dole Ct

More Information
 Lisa Sanchez 661-747-2888 after 4pm
 Jeff Harrington 661-378-0975

Deadline April 8th

Check In
10:00 am

Start Time
11:00 am



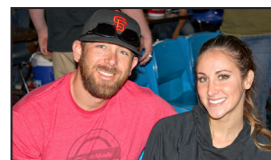
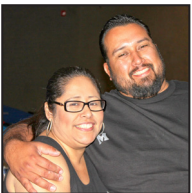
We had a great time!!!



Hopefully — next month — we will publish all of the individual scores, winning teams, and the top bowlers. We'll also let you know who won the prizes and post many more pictures!!!



Thank you, Anita Holderman, for the hundreds of pictures you've made available!!!



Why is being a CCA the most wonderful, horrible job you may ever have?

by Stuart Lohr
NALC Branch 148

First, why does your job exist? The USPS needed a portion of its workforce to be insanely flexible in order to solve the staffing limitations that currently exist. Hence, when you agreed to become a CCA, you agreed to give up control over your life and turn it over to the federal government. Good for you.

Now that you are living it, you pretty much hate it. Good for you. You need to realize a few things... In one form or another we have all walked in your shoes — and many for a longer period of time than you will experience. So, why is being a CCA a wonderful job? Let's take a look at the recent evolution of the USPS non-career workforce:

- Casuals: 1970-2006
- TE (Transitional Employee): 1992-1998, 2007-2013
- CCA (City Carrier Assistant): 2013-present

Casuals and TE's were non-career jobs with "time served" never leading to Regular. So what is the difference? *ONLY* the CCA position is contractually bound to lead to a full-time career job.

Points of interest:

After 90 days a CCA can only be removed *if just cause is proven*, AND the NALC has the recognized the right to challenge a

termination on your behalf. Casuals and TE's could be terminated for no reason at any given time. In many respects, being a Casual or TE was like being a CCA during the first 90 days; only, it lasted forever...

Only CCA's have "Relative Standing". This means you will be promoted to Regular in the order that you were hired. Casuals and TE's had a "false" appearance of Relative Standing; but, since they could be terminated at any time FOR NO REASON, it was pretty much meaningless.

You joined the USPS at the right time. Nationally, since February 2016, about 31,000 CCA's have been converted to full-time careers. That represents about one-third of all active Carriers. It is estimated that, in less than three more years, the number will exceed 50%.

What does this mean to you? Great routes will be opening up rapidly. Although the past does not guarantee the future, the average conversion time from CCA to regular in the Akron area is currently about fifteen months.

Many Casuals and TE's commonly were around for five to seven years... if they were not terminated first. So, yes, you have a wonderful, horrible job. Enjoy!

Article courtesy of *The Rubber City Carrier* published by Akron, Ohio NALC Branch 148 in their April 2016 issue.

OUT THERE



from the editor-guy:

Many of us have heard about "identify theft". We may also have heard about how many businesses have been "hacked" and that customer data has been accessed.

You may also know that the IRS, OPM, and the USPS have also been compromised.

What does this have to do with you? Maybe a lot...

Branch 782's Mark Ramirez has received notification that — through an attack on

an IRS server — someone had filed a fraudulent federal tax return using his name and Social Security number. Through the process of trying to ensure that he is protected, he has learned (first-hand) a lot of good information.

One of his suggestions: Don't give your tax preparer your banking info for an electronic deposit. This one bit of data could make you vulnerable to someone who could drain your savings. Have your refund check mailed.

I suggest that you seek out Mark and ask him for some details about what he's dealt with. Hopefully, it won't be anything that you'll ever go through. But, you need to be wary and vigilant!

BASIL ZUNIGA



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 834-2059
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Trustee	Darryl Holderman	(661) 332-9201

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

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

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

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

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

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

Basil Zuniga, Editor-guy
(H) (661) 397-4330
(C) (661) 205-1603
e-mail: brzii@aol.com

Juan R. Rodriguez, Assistant Editor
(H) (661) 859-5314
(C) (661) 247-5960

The "S.A.N.E.":*

Fred Acedo, Cartoonist

*(Special Assistant Newsletter Editor)

P.O. Box 6532

Bakersfield, CA 93386-6532

e-mail: Fred.acedo@yahoo.com

Anita Holderman, Branch Photographer

NALC Branch 782 Shop Stewards

Arvin (93203)	Mike Munoz	(661) 304-5516
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**Branch 782
Website
www.782nalc.com**

Rick Plummer, Webmaster



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

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

General Meeting

Tuesday

April 26 2016

7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

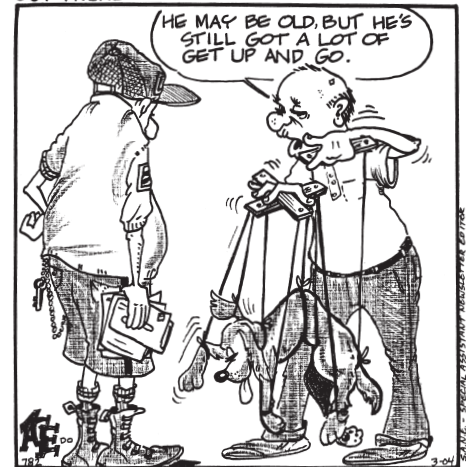
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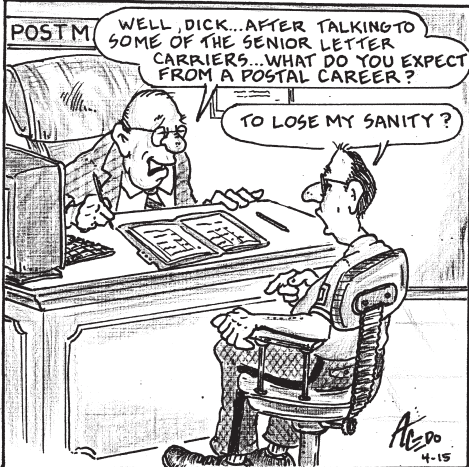
"OuT tHeRe"



OUT THERE



OUT THERE



"OuT tHeRe"



Each and EVERY month, Branch 782 sponsors a drawing to encourage YOU to come to our Meeting. There was no winner in March!!!

Now, YOU* could win \$400!!!

If no one wins in April, it will go up by \$50 each month until there is a winner — or until it hits the max limit of \$500.

*The fine print: TO WIN THE MONEY YOU HAVE TO BE PRESENT WHEN YOUR NAME IS DRAWN!



Check out the web version of our newsletter at: www.782nalc.com. Our print version has 8 pages — web has 24 pages of info & pix!