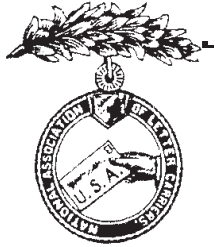


National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



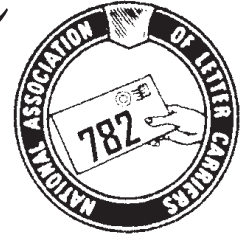
ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 5

WEB VERSION

MAY 2020

at the
Mike:



DUE TO THE CONTINUING COVID-19 PANDEMIC, AND FOR THE SAFETY AND HEALTH OF ACTIVE AND RETIRED LETTER CARRIERS AND THEIR FAMILIES, IT IS NECESSARY TO CANCEL THE GENERAL MEMBERSHIP MEETING SCHEDULED FOR WEDNESDAY, MAY 27

Many Letter Carriers find themselves in a whirlwind of constant days of overtime. An “eight-hour” day may be but a memory.

Well, you aren’t the only ones... Check out the FY-2018 pay info cited here...

Table 3. FY 2018 Craft Employees Who Earned Over \$100,000

Job Title/ Category	\$100,000 - \$179,999	\$120,000 - \$139,999	\$140,000 - \$159,999	\$160,000 - \$179,999	\$180,000 - \$181,253	Total
Carrier	919	75	4	0	0	998
Clerk	812	99	8	0	0	919
Mail Handler	751	191	19	4	1	966
Maintenance Positions	349	25	4	0	0	378
Transportation Positions	91	9	1	0	0	101
Total	2,922	399	36	4	1	3,362

Source: Eagan mainframe payroll system and OIG analysis.

Congratulations to the newly converted Branch 782 Regulars!!

Should you be interested, additional details — including names and units — can be found on pages 10 - 11...

No Minutes from the April 2020 General Meeting. It was cancelled. Also cancelled, the May meeting.

From the desk of NALC Region 1 NBA Bryant Almario (continued from back cover)

office may go to another office, the following should be done:

- ☞ The supervisor and steward in the losing office will jointly determine which carrier will go to the gaining office
- ☞ If the Carrier does not have a need to enter the facility at the gaining office, the mail will be placed on the dock or somewhere outside where it can be loaded without entering the building
- ☞ If a Carrier does not take a vehicle from the losing office, the gaining office will have appropriate cleaning supplies for the carrier to sanitize the vehicle he/she will be using”

“...the Service separated a CCA during their 90/120 due to COVID-19 (quarantined). See below from USPS HQ LR:

‘For all NALC represented employees, in keeping with the intent of the AVP letter on liberal changes of schedule and leave and the recent MOUs regarding Temporary Expanded Sick Leave for Dependent Care During COVID-19 and Temporary Additional Paid Leave for CCA’s (see attached), and in light of the current COVID-19 pandemic, please implement the following guidance:

Career and/or non-career employees who are serving their first 90 work days (or 120 calendar days for CCA’s) will not have absences taken due to the COVID-19 pandemic cited or considered for disciplinary action or involuntary separation.’”

May 13, 2020

This is a recent message from NALC President Fredric V. Rolando:

The COVID-19 pandemic continues to have wide-ranging impacts on every aspect of our lives. The way we now live, work, purchase goods and services, and communicate with each other has changed drastically. The ongoing crisis has disrupted businesses both large and small, some of which may never recover. While postal employees are essential workers, vital to the American public and economy, and still working each day, the Postal Service too has been hit hard by this pandemic.

As letter carriers know, the conversation about Postal Service finances is nothing new. Unfortunately, this pandemic continues to cripple the economy, resulting in sharp declines in letter mail volume for the Postal Service. It currently projects that it will exhaust its cash on hand by the end of September if Congress and the White House fail to intervene.

On May 1, North Star Opinion Research and Hart Research Associates, leading Republican and Democratic public opinion firms, released the findings of a national poll commissioned by the NALC regarding the continued operation and funding of the U.S. Postal Service during this pandemic. Unsurprisingly, the results of the poll show overwhelming bipartisan support for the Postal Service with 94 percent of all registered voters polled saying mail and package service is important to them. In addition, 95 percent of registered voters polled said

receiving by mail official government recommendations, supplies, medications, and test kits related to COVID-19 is important to them during this crisis.

While those results are no surprise given the Postal Service's popularity, when respondents were asked whether they would favor or oppose appropriating funds for the Postal Service to maintain operations throughout the coronavirus crisis in the next round of financial relief legislation, 92 percent of voters said they would favor this move. Additionally, 78% of voters prefer federal funding over increasing parcel rates, and 70% prefer direct funding over government loans.

The poll results clearly show that the American public overwhelmingly supports the direct appropriation of funds for the Postal Service during this pandemic. NALC will continue to work with Congress and the White House to stabilize the agency in the next stimulus package so that the Postal Service can continue to serve the needs of 160 million households every day.

Yesterday, a new coronavirus aid package was released by House Democrats that includes \$25 billion in direct funding to the Postal Service. The bill would also repeal restrictions on a \$10 billion line of credit that was authorized in a previous stimulus package. There is also a hazard pay provision that would include postal employees. Certain members of the Senate and the administration will likely resist many of the provisions of the package once the negotiations for a final bill begin. Letter Carriers should continue contacting their senators to urge support for funding in the next stimulus package. Let your senators know how important the Postal Service is to the American public, and that funding is necessary to replace lost revenue from declining letter volume related to the pandemic, and for COVID-19 related expenses. For more information on how to take action, and to view the results of our bipartisan poll, please visit the "Government Affairs" page on the NALC website.

On May 6, the U.S. Postal Service Board of Governors announced the selection of Louis DeJoy to serve as the next postmaster general, succeeding current PMG Megan Brennan. PMG Brennan announced her intent to resign back in October 2019 but remained in her role while the search for a new PMG continued.

Mr. DeJoy, is expected to begin serving in his new role effective June 15th. He is the first PMG in over 20 years to not rise through the ranks of Postal Service. Mr DeJoy is currently President of LDJ Global Strategies, a real estate development, private equity, and consulting company based in Greensboro. He also currently serves as the lead fundraiser for the Republican National Convention. Prior to that, he spent over 30 years as a very successful CEO in the logistics field.

On May 7, I congratulated Louis DeJoy on his appointment as the 75th postmaster general. I say again, the National Association of Letter Carriers is committed to working in good faith with him to build a relationship based on mutual trust and a shared vision for the future of the Postal Service. This shared vision should embrace a strategy to grow as a public institution that values its employees and that works with its unions to promote high-quality service, safety, efficiency and a workplace culture of mutual respect. I look forward to seeing whether his agenda is indeed consistent with this vision.

The selection of the new PMG followed the unexpected resignation of Board of Governors Vice-Chairman David Williams on April 30. It is reported that Governor Williams resigned in protest over the Treasury Department's inappropriate meddling in the management of the Postal Service. We had recently written to the Board members urging them to resist such meddling, and I ask the same of the new postmaster general. Our letter noted that 'It is the role of a democratically elected Congress to set postal policy in this country, and it is the role of the Board and the PRC to implement that policy with the managerial and regulatory

Continued on next page...

discretion provided by law. The Treasury Department has no authority to re-write the law or to impose its policy preferences on the Postal Service - or on the country'. Keeping politics out of the Postal Service and maintaining its independence is central to its success—this is one of the reasons that over 90 percent of all Americans, from both parties and from rural and urban areas alike, support the Postal Service.

In my statement on April 3, 2020, I reported on the possibility of our interest arbitration hearings for a new collective bargaining agreement being delayed due to the pandemic. Neutral arbitrator Dennis Nolan has now provided sufficient hearing dates for September through November to replace the previously scheduled dates in May, June, and July. There continue to be major issues at stake, as we still have many unresolved differences regarding economic, operational and workplace issues. Our collective bargaining goals have not changed. While we continue discussions with the Postal Service, we are also continuing to prepare for arbitration to achieve those goals. Our current collective-bargaining agreement remains in full force pending final resolution of the parties' dispute.

Last month I also reported that the NALC Executive Council was doing its due diligence to explore our options in the event we would be unable to hold our National Convention as scheduled August 17-21. At the direction of the Executive Council, we have notified the convention center, hotels, and various vendors of our decision to cancel the convention. Unfortunately, the state government of Hawaii could not give us any assurance that travel or gatherings with the number of delegates we would have had attending would be allowed in August.

Please see the NALC website for information regarding cancellation of hotels and travel reservations. At this point in time, we will continue to monitor the effects of the pandemic and then consider the available options for scheduling the convention in the future.

In March, as a result of the inability to social distance during route counts and inspections, USPS agreed with NALC to instruct its field representatives to temporarily halt route inspections until further notice. After continued negotiations with NALC, later in April USPS further notified the Area offices that all route inspections scheduled for the rest of the spring would be cancelled. This includes refraining from conducting any PS-Forms 3999, PS-Forms 1838C, and special route inspections. Additionally, the Postal Service has now also agreed that any pending implementation of previous route adjustments would not take place until at least June 6.

Since Handbook M-39 also states that June, July, August, and December are to be excluded from any route counts and inspections, there should be no route inspections until at least September. Letter Carriers who are subjected to counts and inspections in contradiction to these policies should immediately inform their local union representatives, who in turn without delay should inform their national business agent.

Currently, in Ft. Lauderdale, Tampa, Dallas, and Greenwood, SC, the Postal Service is testing the use of various types of materials and styles to be used as face coverings during the hotter months. Such styles being tested include various bandanna type masks, neck gaiters, and even cooling masks. While we don't yet have the final data from the tests, initial results indicate that the Carriers liked three of the five styles tested, two of which were the neck gaiter style, and the other being a bandana style. The Postal Service will be ordering the selected styles.

Recently, in certain New York City and New Jersey ZIP Codes, COVID-19 sample test kits began being mailed through the Postal Service as part of a limited research study being conducted by the Icahn School of Medicine at Mount Sinai, working in conjunction with Rutgers University. Such test kits are being supplied to 4,000 targeted recipients to be tested for

COVID-19. A Mandatory Stand-up Talk regarding the tests should have been given in the offices where these mailings are taking place.

The kits are mailed daily to 100-200 select volunteer recipients from the Icahn School of Medicine at Mount Sinai in New York City. The volunteers then self-administer the test and return the sample through the mail to either the Icahn School of Medicine or Rutgers University in Brunswick, NJ for testing. Each test kit contains explicit mailing instructions for the test recipients to follow to ensure the safety of individuals handling the return samples. Letter Carriers can get more information or clarification about these mailings from their supervisors. If you are unable to get information or clarification from your supervisor, please contact your local union representative, your National Business Agent, or email NALC headquarters at COVID19@nalc.org.

As the pandemic persists, we continue to discuss with the Postal Service potential new temporary policies and procedures to protect our members, other postal employees, and our customers. One such policy being discussed involves taking the temperature of employees when reporting to work. The Postal Service will soon begin proof of concept testing in a few sites. What this means is that they will be testing whether the equipment they bought works, so we can discuss the feasibility of how and where such a system would be used. We are in the process of discussing the relevant policies and procedures that would be followed should the system be implemented in selected sites. The test will involve taking the temperatures of employees on a voluntary basis as they enter the workplace each day. They will test doing this inside, outside, and even drive-by.

There will be four proof of concept test sites likely beginning next week: Merrifield, Virginia P&DC, Falls Church Virginia Carrier Annex, Fairfax Virginia Main Office, and Oklahoma City, Oklahoma P&DC. The test will run for two weeks. Having your temperature taken is voluntary, taken with a camera or scanner from a distance, and no health data will be collected or maintained. During the two-week test, if an employee has a temperature of 100.4 degrees Fahrenheit or higher, they will be so informed in private, and then sent home and paid either Emergency Paid Sick Leave or administrative leave until the fever subsides.

This week, we also began discussions with the Postal Service regarding making test kits available for employees to be tested at worksites. Several options and possibilities are being explored, and the relevant policies and procedures associated with such testing are being discussed.

Also, this week, we will be discussing renewal of the many COVID-19 related memorandums of understanding that we have negotiated with the Postal Service during the last eight weeks. As always, information will be posted on the NALC website.

Today, some 5000 employees are under quarantine from the virus. Over 12,000 previously quarantined employees have been cleared and returned to work. About 900 of the currently quarantined employees have tested positive for the virus, and another 500 are presumed to be positive. Another 1000 employees who tested positive in the past have recovered and returned to work. Of all these numbers, about one-third are Letter Carriers.

Sadly, 60 employees have passed away from the virus, including 14 City Letter Carriers.

Daily I see depictions of Letter Carriers as heroes; watch guards of society working diligently to serve the citizens of the United States — your customers. It's true, you are all heroes, and I, along with the other NALC officers and employees, remain ever so proud to be working for you. Thank you for all that you do, please stay safe. God bless each of you and your families.

Source — <https://www.nalc.org/news/nalc-updates/body/5-13-20-statement.pdf>

We have to make the magic happen...

by Eric Ellis,
CSALC District 4 Officer

In the past, when I've talked to people, Letter Carriers and others alike, regarding a possible legislative threat to our jobs and the institution of the United State Postal Service itself, I've gotten the same kind of response.

"Yeah, I've heard this over and over again for the last (write in your total number of years worked) and nothing happens." "They say the sky is falling but every two weeks I get my paycheck." "They'll never get rid of the USPS since it's in the constitution." "I'm just one person, my letter or phone call doesn't make a difference.

Allow me to retort.

We're facing a situation unlike any we've faced in the past. While the pre-funding of retiree health care benefits 80-85 years in advance has caused most of our losses from fiscal year 2007 up to the first quarter of FY 2020, the current pandemic has forced us into asking Congress for stimulus funding.

Why?

For those who still deliver mail, you've probably noticed a sharp decline in first-class mail and advertising. That amounts to a loss of \$13 billion in revenue in FY 2020 and possibly another \$54 billion in losses over the next 10 years, according to USPS projections.

The resulting economic slowdown affecting all businesses places our employer in a situation where in a matter of months it will not make payroll unless Congress agrees to provide funding.

And, "No!" Taxes have not paid any part of our salaries since 1982. So, contrary to what some may believe, money won't appear by magic if revenue doesn't meet expenses.

I just listened to an excellent report on NPR over the subject in which a former Letter Carrier was interviewed. It is avail-

able at this link: <https://www.wbur.org/hereandnow/2020/04/21/us-postal-service-losing-money>.

We have to make the magic happen. And it's not as if we don't have arrows in the quiver.

Recently, as usual, a poll found the USPS to have the highest favorability rating of all federal agencies, at 91 percent. People appreciate what we do, and many of us see it daily in the thanks we receive from our customers, as we are always there through all types of conditions, and add coronavirus to the list.

And we have many friends in Congress, on both sides of the aisle.

But the president is not our friend. He said that the postal service "is a joke" and that he will not sign legislation helping us unless we raise prices on Amazon and others by at least 400 percent.

It goes without saying that raising prices by that much will put us out of business. And our pricing system is profitable, as — absent the pre-funding requirement — the USPS has made an operational profit of approximately \$4.5 billion since October 2012. So parcel pricing isn't the problem.

The decline of first-class mail volume, which has worsened with less businesses using it during the immediate crisis, is the problem.

And without stimulus funding from Congress, well, how is our employer going to make payroll when there's not enough money in the system?

And for those who think of this as a bailout, remember, Congress and the Administration bailed out the airline and cruise industries. (Yes. The cruise industry, the same people who register overseas and don't pay federal taxes.)

To show how much support we have, consider this: President Trump nominated every member of the Postal Board of Governors. And *they* unanimously endorsed a proposal to provide the USPS \$75 billion to offset losses, modernize the agency and provide hazard pay.

These are his people, folks!

So what can you do?

Go to https://app7.vocusgr.com/WebPublish/controller.aspx?SiteName=NALC&Definition=Home&SV_Section=Home.

Send a message to your congressperson that (in this debate regarding the importance of stimulus funding for the USPS in the next round) your voice will be heard.

Under the guise of "don't let a good crisis go to waste", our opponents are seeking changes to the structure of the USPS and our benefits, such as an end to collective bargaining.

Ask Letter Carriers who worked prior to 1970 how *that* worked for them.

I sometimes feel we are a victim of our own success. In my 28 + years as a Letter Carrier, we've beaten off most of the attacks launched against us.

But this is the first time we've faced the very real danger that, absent congressional action, our employer could be out of business in a matter of months.

And it's not just our employer or union saying this. Google articles regarding the USPS, and see for yourself.

We can survive this crisis, but only if YOU take ownership and contact YOUR elected representatives, as many of you have in the past. I would hate to wake up in the near future to find my employer out of business; or my pay and benefits slashed, only to realize that I did nothing to help myself.

We have to make the magic happen.



Please call California Representative Kevin McCarthy and ask him to please support direct aid to the USPS in the next pandemic response bill!

**Congressional Office Numbers — Washington, DC (202) 225-2915 and Local District Contact (661) 327-3611
His aide for Postal issues can be reached at emma.rindels@mail.house.gov**

IF YOU ARE A VETERAN, PLEASE MENTION THAT WHEN CALLING.

Below is a possible message you can share:

Hi my name is _____, I live in _____ ' California.

As a Letter Carrier and concerned citizen, I'm calling today to urge your office to support direct aid to the Postal Service in the next pandemic response bill. The Postal Service is facing massive losses as a result of the economic shutdown — just like the airline and hotel industries that have been helped. Although we have been self-sufficient for decades, we need direct assistance during this crisis.

Nearly a third of Letter Carriers have served in the military, and the Postal Service is the largest employer of veterans outside of the Department of Defense! We serve 160 million American businesses and households every day. It is vital to them that the Postal Service receive sufficient funding to maintain operations and survive. Seven days a week, postal employees are risking their health to sort and deliver medicines, lab tests, online purchases, Treasury checks, public health information, and more.

Once the public health crisis passes, the Postal Service will be more necessary than ever to promote economic recovery, especially for small businesses and citizens in Rural America — **your constituents**. According to the Postmaster General, without immediate Congressional action, the Post Office will run out of to fully operate by September and will negatively impact your constituents.

Please support an immediate and significant injection of money and secure, regular appropriations for the Postal Service until this crisis is over. Thank you.

Dear Carrier Activists~

As you are probably aware, the Postmaster General in recent days has requested that Congress provide emergency funding to the USPS. She has projected a loss of at least \$13 billion this fiscal year and losses of over \$50 billion over the next few years due to the coronavirus pandemic.

We are asking that you click on the link below and follow the steps to send a form letter to your congress person and both senators.

<https://app7.vocusgr.com/WebPublish/Controller.aspx?SiteName=NALC&Definition=ContactLegislators&IssueID=2512&submit=Take+Action>

Taking this action will:

1) A direct public service appropriation of at least \$25 billion to the USPS to help it weather the storm.

2) Authorize an emergency public service appropriation for the duration of the crisis.

3) Provide funding to reimburse the USPS for the cost of

leave (sick leave and FMLA leave) used during the pandemic.

4) Provide hazard pay for USPS employees.

5) Removes any conditions that the federal government may impose on the USPS (end to collective bargaining for example).

Also, for those of you who are Stewards, please post the following white paper put out by the NALC on your bulletin board in your break rooms. The white paper can be found at:

<https://www.nalc.org/government-affairs/legislative-updates/text/COVID-19-white-paper.pdf>

The information will explain in detail what we are asking for and why.

Thank you for your assistance. All postal employees face an immediate crisis unlike any previously faced and we need all active and retired Letter Carriers to take immediate action.

ERIC ELLIS
California State Association of Letter Carriers District 4 Officer



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 (ex: \$5 donation each month for twelve months, totaling \$60 for the year).

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** sum of:

\$25 \$20 \$15 \$10 \$5 Other: \$_____ **PER MONTH** and forward that amount to the Letter Carrier Political Fund (NALC's PAC) (Maximum amount per year is \$5,000). 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
XXXXXXXX8 LC 9876 W 13 08
Letter Carrier
1234 Main Street
Anywhere, US 54321-9999

Staple your voided check here

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. Any guideline amounts 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.



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 “PoastalEASE”
- 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. Any guideline amounts 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. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

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

Why were our CCAs converted to Regular??

In all offices, CCAs who have at least 30 months of relative standing on February 15th to be converted to career status. **NALC and USPS have settled a national-level grievance** (*emphasis added*) regarding non-compliance with the contractual caps on the employment of City Carrier Assistants (CCAs). This settlement (M-01906) provides that all City Carrier Assistants in any size office with 30 months of relative standing on February 15, 2020, will be converted to career status within 60 days from the signing of the agreement on January 22, 2020. CCAs meeting this criteria in 200-workyear offices or larger will be converted to full-time Regular, and CCAs meeting this criteria in all other offices will be converted to Part-Time Flexible.

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

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

Source — NALC website

BLASPOINT — A CCA Story

by Jorge Blas,
NALC Branch 2008 Shop Steward

*I'm working on "the beast" today
or like co-workers like to call it:
"The Widow Maker".*

"It's hot and sweat runs down my eyebrows blurring my vision. I can't see the numbers on the addresses right and the thirst is driving me mad. I have to stop the LLV and wipe the sweat from my face. I need a minute to clear my head and cool down from this heat, its 98 degrees outside but it feels like a hundred and ten. I left my water cooler at home. The nearest shop is two miles away. If this was desert I'll be looking at a mirage of a giant water bottle.

There's no shade and I have to hop out of the truck on every delivery, it feels like an eternity walking from the truck to the mailbox. It's like I'm walking on an endless brick road and the destination is a tiny mailbox for an empty mansion. The scenery it's impressive but it feels like an abandoned neighborhood.

I think I'm going to quit today. I know I say that every day but every new route I work the more they want to give me. It feels like I'm the only one working here. I think I'm going to quit and THIS time it's for real."

I always wanted to quit. But like the song *Time* from Pink Floyd, "and then one day you find ten years have got behind you. No one told you when to run, you missed the starting gun"

One day, I became a Regular.

I see people come and go. Some struggle. This is not the job for them. Understandable.

{Just reread the start of this article. For a moment there, it felt like bad was just the beginning.}

But I looked back and I kinda missed those days in a nostalgic way... I mean let's NOT get crazy here I DON'T want to go back there. But I'm glad I did it and survived. To quote the Grateful Dead "what a long strange trip it's been." Trust me, it was.

Now why am I reminiscing about being a CCA? Cuz I want to say congratulations to the newly converted CCA's!!! **YOU GUYS DID IT!** There might be still some strange days ahead but at least the dog days are over, relatively speaking.

This job it's not like any other job, ninety days and you passed your probation period. It's not that easy and looking back it was worse. Through the decades it has gradually transformed or "improved" if you want to call it that... into a faster conversion process from Part Time to Regular — but *still* that period in-between it's a killer.

What can we do? We can look after each other, we can help each other out. It's not a competition. We are all here to do the same thing. So be kind, rewind, and remember where you came from. After all, I didn't quit, neither did you if you are reading this.

So why didn't I quit that day? Well... a fellow Carrier brought me a bottle of water and helped me. It was a last minute save, like in the movies. I was saved and I thought *maybe* I can stick around for a day or two.

Every day came up with challenges; but, little by little, it was easier and time just took its course. So, do you think it's tough or do you want to give up? Here is an anonymous quote: "Everything comes to you at the right time. Be patient and trust the process." I can tell you, "I think it is true..."

Congratulations to the new Regulars! I hope you guys look back and laugh.

Article courtesy of the Tarpon Springs, Florida NALC Branch 2008
November/December 2019 *Suncoast Letter Carrier's Update*

Congratulations to the newly converted Branch 782 Regulars!!



Jeanette Madrid — 93304



Juan Salcido — 93308



Levi Prinz & Javier Soto — 93306



Kelsey Jameson — 93555

- Marion Baredo — East Brundage
- David Barrera — Stockdale
- Cheryl Bear — East Brundage
- Kelsey Jameson — Ridgecrest
- Kuldeep Rai — Stockdale
- Jeanette Madrid — South
- Fernando Mari — Delano
- Rolando Martinez — Stockdale
- Ryan Miranda — Ridgecrest
- Hector Nunez — Downtown Bakersfield
- Elias Pichardo — Hillcrest
- Levi Prinz — East Brundage
- Crystal Ramos — East Brundage
- Amie Rice — Hillcrest
- Brandon Risner — Hillcrest
- Juan Salcido — Dole Court
- Javie Soto — East Brundage
- Carrie Taylor — East Brundage
- Michelle Watts — Camino Media



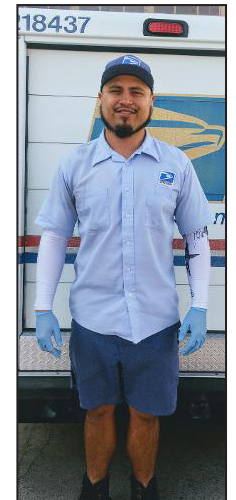
Amie Rice — Hillcrest



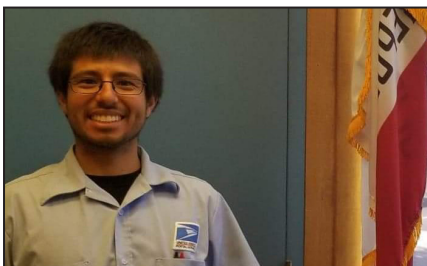
Michelle Watts — 93313



Left to right: Rolando Martinez, David Barrera, Kuldeep Rai — 93309



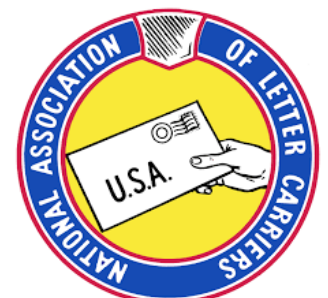
Hector Nunez — 93301



Ryan Miranda — 93555



Left to right: Carrie Taylor, Crystal Ramos, Cheryl Bear, Marlon Baredo — 93305/7



Thanks to Assistant Editor Paul Greenfield for hunting down and compiling this information

Injury Caused By Another Person

by Roxanne Luce, Executive V.P.
NALC Branch 133

Third Party Claims for an on the job injury can be confusing and difficult for a Carrier to know what to do.

A third-party claim is when someone else is responsible for your injury, such as a dog bite (assuming you know who owns the dog) or a vehicle accident that was not your fault.

At some point in the claim process, you will receive a letter from both the Postal Service and the Department of Labor (OWCP) requiring you to sue the person responsible for your injury(ies). Both OWCP and the Postal Service have a right to recover their expenses when someone else is at fault.

For this exercise, let's use a serious vehicle accident with multiple injuries which will require on-going medical care, future surgeries and an inability to work for 6 months or longer. So now you have sued the person(s) at fault for your injury (ies) and the courts have ordered a settlement of \$100,000.00. *Yippee you're rich!*

NOT SO FAST, THERE IS MORE TO KNOW.

This is just a quick example of how this breaks down. (There can also be more to the equation.) From your \$100,000.00 must first be deducted reasonable attorney fees and court costs. So, to make this example easier, let's say that \$100,000.00 the the amount of the Gross Recovery. Now, subtract \$10,000.00 less (court and attorney fees.

\$90,000.00 Net Recovery.

So, am I rich now? THERE IS STILL MORE TO KNOW.

Of that remaining \$90,000.00 you are entitled to 20%. *This is yours to keep.* The amount you are entitled to, no strings attached, is \$18,000.00. Subtract the \$18,000.00 from the \$90,000.00. This leaves \$72,000.00 — and from this amount you need to pay any medical costs you may have incurred *as well any costs already paid for by OWCP and/or the Postal Service.*

Let's say that these costs were \$2000.00. This leaves a remainder of \$70,000.00 as a "surplus".

So, am I rich now? THERE IS STILL MORE TO KNOW.

Remember in our example there are multiple injures with the need for ongoing medical care and your inability to work. **BEFORE OWCP PAYS ANOTHER PENNY**, you have to use up that \$70,000.00 to pay for costs associated with these injuries which includes medical expenses and lost wages.

Remember, you have been given \$88,000.00, the \$18,000.00 which is yours and the \$70,000.00 surplus. Remember only \$18,000.00 of it is yours to keep at this point.

You **HAVE TO** prove that you have used **EVERY** penny of that \$70,000.00 to pay for expenses related to these injuries or OWCP will never pay another cent on this work-related injury.

This requires diligent accounting of all costs you experience.

The best job I have ever seen on this issue was with a Carrier who had multiple serious injuries, and future medical needs, surgeries and was not getting paid by either the Postal Service or OWCP. This Carrier put the \$70,000.00 (our example) *in a separate checking account from any of their other accounts.*

He was not getting paid by the Post Office at all, he was not using his leave. He researched how much how much he would be receiving if OWCP had been paying him for his lost wages.

He paid that amount to himself every two weeks out of the separate checking account and accounted for each disbursement.

From that amount in the separate checking account, he paid his health benefits and life insurance to the Post Office to keep those current. (You cannot deduct that from the \$70,000.00 — only the wages you paid yourself. OWCP would have paid for health benefit and health insurance before you got paid.)

He documented **EVERY** medical expense he paid with receipts and copies of the treatment notes to prove they were for his work related injuries.

When the \$70,000.00 was all used up, he provided OWCP with a written accounting of all these expenses with documentation to support the expenses.

He was able to provide bank statements showing the beginning balance all the way down to zero. He was now able to begin claiming lost wages with OWCP and having OWCP resume paying his medical expenses.

It did however take several months, and a few letters before OWCP completed their review of his accounting and resumed paying for things. Without the detail he was able to provide, OWCP would not have resumed payments.

Make sure when you are dealing with OWCP that you understand the rules and the pitfalls that can happen with decisions.

As issues with OWCP can be complicated make sure you call the Branch for assistance.

I have known more then a few Carriers who got the big check, went out and spent it and found themselves with financial problems.

Your Postal Health benefits are **NOT** going to pay for medical expenses for injuries that have been approved as work related.

THERE IS STILL MORE TO KNOW.

Assistance with work related injury claims is a benefit of being a member of the NALC. This benefit is **NOT** provided to non-members as this is not an issue covered under the contract. Only

you as a member of the NALC gets this benefit. Take care of yourself, your families and your Brother and Sister Letter Carriers.

Courtesy of the Sacramento, California NALC Branch 133
Swing Room Gazette published in March 2020

Every Day is a New Day

Letter Carriers commonly say that “every day is a different day.” It’s a very honest assessment and it could apply to every facet of the job. Today’s volume is different than yesterday, the weather today is 27 with freezing rain while yesterday it was 63 with sunshine, or today could be full coverage while tomorrow you barely hit one of every four houses.

Another way to apply the saying is to our work environment. Ever step in a hole in a yard you’ve been in hundreds of times just to ask yourself, “Where the heck did that hole come from?” If it hasn’t happened to you yet, give it time. It will.

It is impossible to predict when or if you will be injured in this line of work. From the injury that the public expects the most, dog bites, to the nagging shoulder problem you’ve been dealing with for months now, most injuries are treated the same by the Office of Workers’ Compensation Programs (OWCP), the arm of the Department of Labor that oversees the Federal Employees Compensation Act (FECA).

While most injuries resolve over time without leaving any permanent effects, there are some injuries that can perma-

nently impair a person for life. The law provides, for most of those injuries, compensation for the loss of use of specific body parts, according to a schedule.

Each body part is assigned a value based on weeks of pay. For example, an impairment of 100% to an arm would result in 312 weeks of pay. Once that figure is totaled up, it will be multiplied by the appropriate pay factor for OWCP (2/3 pay if single, 3/4 pay if you have a dependent).

For a Letter Carrier making \$64,000 a year, this would result in a tax-free payment of \$288,000 for a Letter Carrier who lost an arm that has a dependent.

While no amount of money can replace the function of a body part, the law was set up to help make up for the impairment by paying the award.

To receive a schedule award, an injured worker must have reached maximum medical improvement (MMI), obtain an impairment rating from a qualified doctor and submit a Form CA-7.

While most impairment ratings are diagnosis based, many can also be based on

range of motion deficits. By default, the option with the higher rating is chosen to determine the final impairment.

There is no time limit to submit for a schedule award. The injured worker simply has to be alive at the time of submission.

Injured workers cannot collect a schedule award and wage loss compensation as a result of disability simultaneously for the same injury.

There are offsets to be concerned about for those collecting social security disability, regular social security, VA disability or disability retirement.

Schedule awards already received can be increased at a later date, with the difference being paid. This is usually caused by an aggravation or deterioration of the body part as a result of the original injuries.

If you think you may be eligible for a schedule award or want assistance filing for one, call the Union Hall or the NALC Region 4 office for more information.

Reprint courtesy of the Oklahoma City, OK
NALC Branch *SOONER SCRIPT*
published in March 2020

May 14, 2020

Interest Arbitration dates scheduled

The interest arbitration hearing dates for a new collective bargaining agreement scheduled for May, June, and July were previously postponed due to the continuing effects of the COVID-19 pandemic. New hearing dates in September through November have now been confirmed.

Neutral arbitrator Dennis Nolan provided the parties sufficient hearing dates for this time period. There continue to be major issues at stake, as we still have many unresolved differences regarding economic, operational and workplace issues. Our collective bargaining goals have not changed. While we continue discussions with the Postal Service, we are also continuing to prepare for arbitration to achieve those goals.

Our current collective-bargaining agreement remains in full force pending final resolution of the parties’ dispute.

Source — <https://www.nalc.org/news/nalc-updates/interest-arbitration-dates-scheduled>

I hope, for your sake, you are looking beyond your job at a bigger picture...

by Retiree Tim Wacker, Ex-Vista Station Stalag inmate in Sparks, Nevada,

On November 30 I swiped my last swipe!

6.5 years as a clerk and the last 28 carrying the mail. I delivered mail out of nine different stations in three cities and two states in my 34.5- year postal career. (I finished my 30-to-life sentence with 4.5 years added on for good behavior.)

I done seen a bunch of crap in my time but nothin' like what the last year in the Vista compound was like!

The mismanagement and abuse got so bad that if it weren't for the 40 hour **doctor's** note I got for the last four months I wouldn't have made it. As it was, I was leaking oil by the quart and stumbled out completely spent at the end.

Only the **Vista** post office could take an 8-hour retirement route and make it into a 10.5 hour monster and then refuse to adjust it — *even after multiple 3999's and a 271g!*

Only the **Vista** post office could think that delivery at midnight was a good idea.

Only the **Vista** post office could work a Rural Carrier 90 hours in a week and then refuse to pay him because time keeping wouldn't believe it.

Only **Vista** could take an 8.5 hour business route and add 2.5 more hours of business and say it was now 8 hours.

And of all the things I thought I would never see: I left a 4.5 hour swing on the floor one Monday, and the next day it was still there; so I left it there (as instructed) and was out delivering Tuesday's mail when low and behold, a 2-ton shows up and a CCA started walking with me.

Only he had Monday mail and I had Tuesday; we walked together delivering the same boxes simultaneously.

INCONCEIVABLE? Apparently not...

And all that, plus so much more, adds up to make me convinced that the end of the PO as we know it is near. I don't think they could sink the ship any faster than they are. It must be on purpose!

Some peoples figure to get really rich at the dismantling of the PO — and the American people will suffer.

So, too, will the craft employees who lose what once was a good job. And — if I was a manager — putting that fact on my resume after ruining the PO probably won't help get a new job. Just sayin...!

“OuT tHeRe”



Let me end by saying, “This is just a new beginning for me!”

At the age of 62, I figure to have a bit more time and I intend to spend it well. My wife and I recently bought a class A motorhome and we hope to do some travelling.

I've intensified my studies at Berean School of the Bible with the goal of full or part-time ministry. Perhaps we will be able to combine the two in a travelling ministry.

Consider this: As many prophecies as Jesus fulfilled in His first coming it wasn't even half of them. There are many more He has yet to fulfill.

He said He'd be back and that we'd best be ready. Are YOU?

I hope, for your sake, you are looking beyond your job at a bigger picture. God bless you in your good service.

Courtesy of the Nevada State Association of Letter Carriers and their May 2020 publication *Nevada Letter Carriers*

Tales of Yore

Women's Tales of Yore:

The Day the Glass Ceiling was Broken.

As a general rule the women of the St. Johns post office (back in the 70s, 80s, 90s & 00s, when I was working there) did not contribute to the zoo-like chaos that typified the daily morning sorting and casing sessions.

I assumed at the time that this was because women are intellectually and emotionally our superiors, and are thus too mature to participate in the typical male carrier's inane and aggressive tom-foolery. I may have been mistaken about this. It's true that for the most part, they did not engage... But...

The post office in St. Johns is old and poorly designed. The lobby is situated right next to the workroom floor and the din would often penetrate the thin walls. Periodically, Keith Mishler, our wise and genial postmaster would come out of his office and beg for quiet. He'd say, "Quiet down! They can hear you in the lobby! It's like a zoo in here!" Of course we knew that quite well, but didn't care.

And we would quiet down — at least for awhile. But soon the monkey chatter would rise anew.

But what about the glass ceiling? That got broken decisively one day about 40 plus years ago by a great lady named Daria who started carrying mail about the same time as me.

In fact, she was the *very first* female City Carrier. As such, she faced opposition from certain males who doubted whether women could do tough physical work like carrying mail.

One Carrier decided to express his notion of male superiority head-on.

In those first mornings, Dougie — with outstretched arms — physically blocked her way to the time clock, insisting that the men be allowed to punch in first.

I'm sure he thought it was funny but what he didn't realize was that Daria didn't take crap from anyone. Or, that she was used to

bossing around 1000 pound horses... **SHE WAS USED TO BOSSING AROUND 1000 POUND HORSES...**

She may not have participated in the tom foolery (at first) but that didn't mean she had to put up with it. Maybe St. Johns in those days, did have a bit of a glass ceiling but Daria was about to knock it down.

The next day, after Dougie said, "Men first" at the time clock and tried to cut in line ahead of her, she told him, "Doug, if you don't knock it off about this 'men first' crap, I'll do to you what I do to my dogs when they're bad!"

"What's that?" Dougie said, belligerently but with a touch of unease.

"What I do," Daria said, "is take a rolled up newspaper and swat them with it on the nose. Do you want me to do that to you?" He looked like that idea held no appeal to him so he quickly changed the subject.

"Daria, what do you do to your horses when they're bad? Take them to McDonalds and sell them as horse meat?" Daria said nothing but gave him "a look". She trained horses as well as dogs, cats and goats and the occasional pig. It's likely this line of work may have given her special insight in how to deal with male Carriers.

It was a few days later that Doug got what was coming to him.

Daria was evidently out of patience as Doug took up his usual protective stance "guarding" the time clock". "You're a woman, and you have to wait for the men," he said. There was a tension in the air after he said this and we all waited expectantly. *We had no idea we were about to witness something significant.*

Daria didn't say anything. She just put one arm around his waist, lifting him as easily as if he were a bale of hay for her horses. (Doug was

not a big guy, and sometimes could be seen standing on his case shelf so he could peer at us over the top.) Daria walked a few steps then set him down out of her way as she then emphatically punched in.

He never got in her way again.

We Carriers just stared dumfounded at this in silence, except... *I distinctly heard the sound of glass cracking.*

A few days after that, Daria arrived at work about ten minutes late. Jack Davis asked sarcastically if she was late because she was, "doing her hair?"

She replied: "What if I was! It's not like I can just take a wash cloth to my head like you, and be done with it!" (Ouch! Jack was follicle challenged with a head that was shinier than a new bowling ball.) And then she added, "I have things in my bathroom you've probably never seen — like a curling iron, a brush, a comb."

[Sound of glass breaking mixed with general laughter as the ceiling came crashing down.]

After that, Daria was accepted as just another one of the guys and participated regularly in the "hooting and the hollering" as Sheldon used to call it.

Thank you Daria, for teaching "us baboons" a few good manners!

Mark Woodbury,
Author and Editor
NALC Branch 2555

OUT THERE



Cartoon originally published August 2006

Article courtesy of the East Lansing, Michigan NALC Branch 2555 November-December 2019 SPARTAN NEWS

Sundays Matter!!!

by Albert Reyes, Vice President
NALC Branch 2902

Sundays are considered as a day of rest. A time to gather yourself and reflect upon the past week. A time to spend with family counting blessings and enjoying the fruits of their labor.

Some will start their Sundays sleeping in or rejuvenating at a place of worship. Some may start up the grill for a family bbq, run a race or venture out on a hike. Some cheer on their favorite sports team or meet up with friends for brunch and bottomless mimosas!

Whatever it is that brings you peace and happiness on your one day of rest, Sunday is *your* day.

Now, what if YOU are scheduled to work on a Sunday?

For starters, the schedule must be posted Wednesday preceding the service week, Tuesday preceding a holiday week. Sunday is no different.

I've heard many different reasons why management cannot post a weekly schedule including Sunday on time. See your Steward if this is not done in a timely manner.

Many violations are occurring on Sunday, and the posting of the schedule is just the beginning.

Carriers are not being cleared by a clerk for their arrow keys. Management is not properly checking and correcting clock rings. Carriers are being instructed by management to use personal cell phones causing some to go over on their data to deliver parcels.

It is not a requirement that you use your personal phone to conduct Postal Service business.

Other violations on Sundays include Carriers not taking 10-minute breaks, or

not taking a 30-minute lunch after working for more than six hours. Some Carriers are working more than 11 1/2 hours on a single Sunday. Carriers are scheduled at 8:00 am but told to wait to clock in until 9:00 am because parcels are not ready.

All the above are contractual violations and I implore you to contact your Shop Steward or the union hall if they are occurring in your office.

Very little is being done because management has intended to instill fear into some Carriers so that they will be silent. Many deals are being made during the week between Carriers and management. Some Carriers are constantly being scheduled to work on Sundays, while others haven't worked a Sunday in weeks.

We know who they are.

Unfortunately, there is not a pecking order of seniority when it comes to being scheduled to work on Sundays. It is clear that this is based on your relationship with the supervisor.

Only a handful of Carriers have had the guts to say something but fear that their hours will get cut during the week. so ultimately they have to work on Sunday week after week.

For those Carriers that have spoken up: Your Voice HAS Been Heard!

Continue to exercise your rights. Do not fear retaliation. See your Steward. Your Union has your Back_ Be safe out there and see you at the next meeting.

Reprint courtesy of the NALC Branch 2902
MAIL BAG NEWS published in their issue
Volume 62, No.2 — March-April 2020



Hard Times? Depression Era Treats... Cookbook

by Retirees Gerry Casey
& Pete Prunier, Editor
NALC Branch 44

Every generation defines "Hard Times" in their own perspective. Many young people consider this pandemic to be "Hard Times". **Take a step back...**

WE have heat, air conditioning, video games, computers, internet and we can order food and a ton of items online and we don't go hungry. *Hard times? Us??*

Gerry: My mom would boil a cheap cut of pigs' feet and serve with boiled potatoes and any vegetable that was available.

Pete: You would roll out a simple flour dough and spread hamburger over it. Then, you would pour tomato soup over it and serve with a side of tomato soup. A pound of hamburger went a long way.

Gerry: My mother used to make a meal that was fried salt pork in molasses. She would serve it with the fat and grease and homemade bread. It was referred to as "Lumberjack Meal".

Look at the **Great Depression** to put YOUR world in perspective. *Soup lines for men who needed a meal so that they could look for a job to earn a meal.*

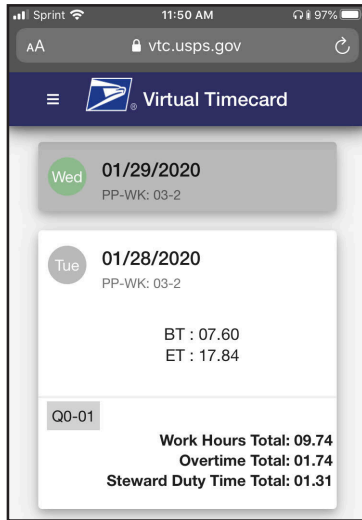
Look at **WWII**: If you were a guy or a gal serving in the military, you might serve two to four years "in the trenches" for very little pay. Coming home was NOT an option. You would spend every Christmas or Thanksgiving or Easter in the jungle or the desert. **IF** somehow you made it through all of this — you were presented with a social security check in 1940 for some \$22.54 a month.

THESE are hard times??

This is a mashup of two articles in the Manchester, NH *NALC Branch 44 Magnum* published in January and March 2020 issues.

Virtual Timecard ?

-Casey English, Rose City Park



Recently, the Postal Service debuted a new feature on Lite-Blue: the “Virtual Timecard” or VTC. Created (I assume) in response to the numerous instances of timecard fraud throughout the Service, the Virtual Timecard allows employees to check and verify their hours themselves. Overall, it’s a pretty useful feature, offering a near real-time look at the hours logged into TACS. But it’s not perfect, and

while it’s mostly a straight-forward tool, I’ve gotten some questions about a few things, so I thought I’d write this to help anyone who might be having similar questions. First, let’s talk about the daily entries. These entries are broken into two parts, the top part lists (from left to right): the day of the week, the date, the pay period, the Begin Tour time, an Out to Lunch punch (if any), an In from Lunch punch (if any) and the End Tour time, all in hundredths. Note that it won’t show any punches that don’t yet exist (obviously). The bottom part of an entry will show up after you clock out for the day, and it shows, from top to bottom: The Rate Schedule Code and level of the work (remember, City Carriers are RSC Q, and we only have grades 1 and 2), the total work hours for the day (052 hours, if you’re familiar with TACS codes) at that level, followed by any overtime/penalty overtime, leave, night differential, etc. for the day. If you had any Steward Time that day, it’ll list your 613 time here, as well.

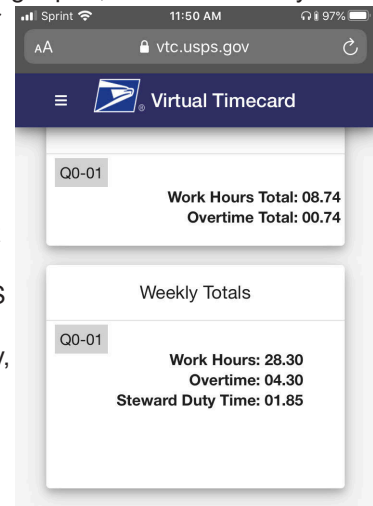
Pretty straightforward, right? Well, it can get a little more complex if part of your day was spent at another level for some reason; then it will display your grade 1 hours, and below that will list your grade 2 hours. It’s also important to remember that (for most carriers, at least) we don’t do physical Lunch punches, and that TACS just automatically subtracts 30 minutes (0.5 hours) from our work hours once we go over 6 in a day. This means the VTC won’t show an OL and IL punch for most of us. If you took a no-lunch on a specific day, there won’t be a special entry, so make sure to check the actual math for Work Hours to ensure it was entered in correctly.

Next is the “Weekly” entry, and yes, I put it in quotes for a reason. The VTC will only show the most recent week of TACS entries. Once TACS rolls up, the previous week’s

entries will be cleared and won’t be visible anymore. The problem is TACS doesn’t always roll up right away. Many supervisors will put holds on TACS through Saturday or Sunday, to give them time to correct any problems from Friday. And if a week in TACS is held open, it will show up in the VTC, meaning it can potentially show entries from multiple weeks. Unfortunately, there isn’t a separate weekly entry for each week the VTC displays, it all just lumps it into the “Weekly Totals” entry, which can cause confusion if your supervisor held TACS open, or if a holiday is coming up, since they’ll usually enter holiday leave into TACS about a week early. So, make sure to double check that only a single week’s worth of entries is being displayed in the VTC before you rely on the Weekly entry to give you an accurate display of what is going to show up on your check. For example, I’m writing this on Saturday, December 21st, and my station’s TACS is still open for last week, and the Christmas Holiday Leave has already been entered, so the “Weekly” entry is lumping it all together, so I need to mentally subtract that 8 hours of Holiday Leave in order to get an accurate picture for last week’s hours. And again, if you spent some of the week at a different level, it’ll separate out what’s being paid at grade 1 vs grade 2.

Now, with all that said, is the VTC useful? In my opinion, unequivocally yes. It makes it easy to catch errors (whether legitimate or... otherwise) in your hours before they roll up (and then can only be fixed by a pay adjustment). It is by no means a replacement for logging and keeping track of your hours yourself, though, either the old-fashioned way on a notepad, or with the NALC’s Hours Tracker app. The VTC is just a simplified display of your TACS entries, and it won’t show any manual edits that were made to them, so if you think something on there doesn’t look right, print it out and show it to your shop steward. They will be able to request your Employee Everything report, which will list any manual entries made to your TACS hours.

Hopefully that clears up some questions (or hesitations) you might have about the Virtual Timecard, and you put it into your bag of tools to combat erroneous TACS entries and fraud. Remember, it’s your money, and only you can look out for it, because they certainly won’t.



This page literally courtesy of the February 2020 Portland, Oregon Branch 82 B-Mike. Thank You Editor Suzanne Miller for this!!! WELCOME!

2020 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
 Medicare 1-800-633-4227
 Suicide Hotline 1-800-784-2433
 Suicide?? Talk With Someone... 1-800-273-8255

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

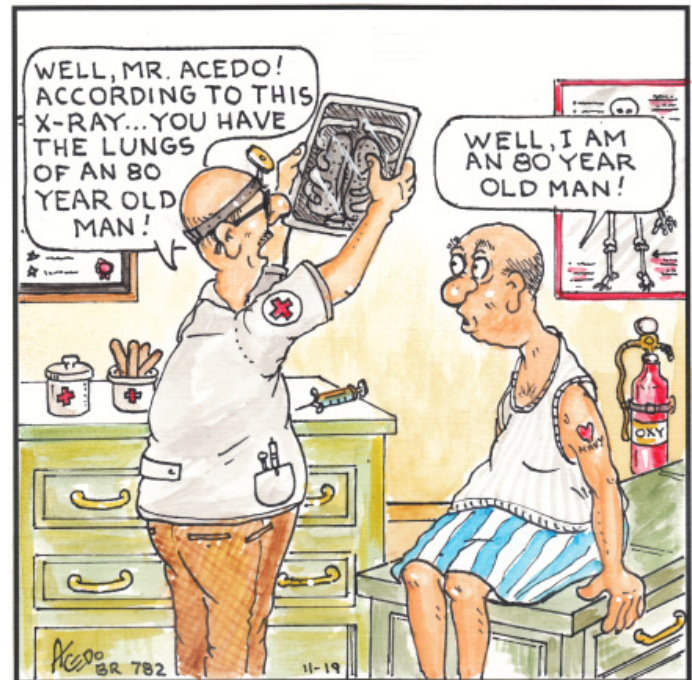
NALC Prescription Mail Order Drug Program
 P.O. Box 94467
 Palatine, Illinois 60094-4467

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

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

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

"Out tHeRe"



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...

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

MARK RAMIREZ

NALC Branch 782 Health Benefit Plan Representative

(661) 204-5592

A LITTLE PHILOSOPHICAL HUMOR IN TIMES OF DESPAIR AND THIS HORRIFIC PANDEMIC

You are obviously a fine human being in your own mind ! And I mean that!

I don't know what your problem is, but I'll bet it's hard to pronounce...

Excess is never too much in moderation.

Be careful when following the masses! Sometimes, the "M" is silent!

You are proof that evolution can go in reverse!

Never miss an opportunity to shut up!

Never knock on death's door! Ring the bell, and run. He hates that!

Vegetarian: Indian word for lousy hunter.

I'm trying to imagine you with a personality!

Of all the things I've lost, I miss my mind the most!

Old age comes at a bad time.

My therapist says I have a preoccupation with vengeance. We'll see about that!

A single thread of hope is still a powerful thing!

I'm really old in dog years!

She was just a whiskey maker; but, he loved her Still!

People like you are the reason, people like me need medication!

On your mark! Get set! Go away!

I have the right to stay silent, but I don't have the ability!

Allow the past to make you better, *not* bitter!

I bring JOY — whenever I leave the room!

A recent study found that women who carry a little extra weight live longer than men who mention it!

He who smiles at crisis, has found someone else to blame!

I was going to look for my lost watch, I can never find the time!

I'm not fat. I'm just easier to see.

Life isn't about waiting for the storm to pass. It's about learning to dance in the rain.

If your wife is far sighted, and she wants to learn to drive, DON'T stand in her way!

Artificial intelligence, is no match for natural stupidity!

If Frosty the Snowman, is looking at carrots in the produce aisle, would we say, "He's picking his nose"?

MARK RAMIREZ
Retired Letter Carrier
NALC Health Benefit Program Rep.
The Golden Empire Branch 782

"OuT tHeRe"



Have an idea **OuT tHeRe** idea?
Fred Acedo
P.O. Box 6532
Bakersfield, CA
93386-6532

from the editor-guy

I received a message recently from a Branch 782 member that I respect. I was told, “Basil, the television news stations are SATURATED WITH CORONA VIRUS INFORMATION!! We don’t need newsletter Updates. It is a waste of Branch funds. Really, I know you mean well, but !Phones and all the websites and Twitter supply all the pandemic information anyone wants to read.”

HERE IS A SPOILER ALERT: If you don’t want to read anything about the coronavirus impact on Letter Carriers, just skip the next **seven** pages. You’ve probably seen it all on whatever social media platform that provides the flavor that you are looking for. While Active Carriers may well be aware of standups and other changes to standard procedures and practices, I share info about what is going on so that Retirees can also keep up with how the “old world” they knew is rapidly changing.

So, from where I sit in front of the keyboard putting together this particular newsletter for Branch 782, I also know that this publication serves as a page in the history of this organization which has been around since February 25, 1901. Those who went before us dealt with the Spanish Flu of 1918 and other struggles. We are dealing with Covid-19 in 2020. If we do what we need to do, those who follow us will have a sturdy platform upon which to fight their own battles and issues and will survive to create a better future...

Be Well and Stay Covid Free!

BASIL ZUNIGA

Latest www.cdc.gov update:

*As of May 17, 1,467,065 Covid-19 cases have been identified in the United States and the U.S. territories. There have been 88,709 deaths — **fifteen have been Letter Carriers just like you...** One month ago, on April 16, there were 632,548 cases and 31, 071 deaths.*

It is encouraging to note that recent numbers do seem to be showing a slowing trend. However, we should all be aware that this is a situation which is still in flux...

Our Job Has Always Been Dangerous

53-year-old Letter Carrier Theresa Torres, a member and former Shop Steward of Branch 36 in New York City, passed away Friday, April 17, from complications related to coronavirus. Sister Torres worked at the Knickerbocker Station in Lower Manhattan, with over 22 years of experience as a Letter Carrier.

Danilo Javier, 60, a member of Branch 425 Bergen County New Jersey Merged and a Letter Carrier at the South Hackensack Post Office, passed away on April 22 from complications related to coronavirus. He would have celebrated his 22nd anniversary as a Letter Carrier in September.

61-year-old Letter Carrier and military veteran Rocco Lombardo, a member of Branch 294 in Flushing, NY, passed away Tuesday, April 28, from complications related to coronavirus. Brother Lombardo was a resident of Brooklyn, and he worked at the Corona-Elmhurst Station of the Flushing Post Office. He celebrated his 18-year anniversary as a Letter Carrier earlier this month.

40-year-old Letter Carrier Gary Drais Jr., a member of Branch 4317, passed away Tuesday, April 28, while delivering his route. Brother Drais, an Aston, PA resident, worked at the Malvern, PA Post Office. He began his Letter Carrier career four years ago.

31-year-old Letter Carrier Unique Clay, a member of Branch 11 in Chicago mother of three, passed away Tuesday, May 5, from complications related to coronavirus. Sister Clay worked at the Irving Park Station in Chicago where she began her Letter Carrier career two years ago.

Our sincere condolences and heartfelt prayers go out to any children, family, friends, co-workers, loved ones, and customers of our Brothers and Sisters.

A Day in the Life of Letter Carriers doing what we did in 2020...

Letter Carrier during the 1918 Spanish Flu pandemic



Picture courtesy of the April 2020 Branch 2008 Suncoast Letter Carrier's Update

Source — <https://www.archives.gov/exhibits/influenza-epidemic/records-list.html>



Regulars, Part-Time Flexibles (PTF) — and, yes, there are a few of these still around! — City Carrier Assistants (CCA) or Temporary Carrier Assistants (TCA) will all remember how the COVID-19 impacted the world we worked in...

Pictures courtesy of Genny Zuniga who did a favor for her Pop — the Editor-guy — as we went hunting Carriers out on the street...

A Day in the Life of Letter Carriers doing what we did in 2020...



At 93306, Life Goes on Despite Covid-19

When you are enjoying the next holiday weekend, remember:

Memorial Day is a federal holiday in the United States for honoring and mourning military personnel who have died while serving in the U.S. Armed Forces.



In a prior life, USN CPO Brandon Risner.

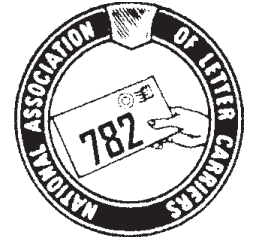
Brandon is a newly promoted Regular at Hillcrest.

Customer Shows Appreciation



Hillcrest's Manny Martinez shares the large coffee cup he recieved as a gift from a customer. One side shows his name, the other: "I brave all weather to get things delivered!"

Congratulations, Peggy Merjil!! Seniority Date: 1/8/1994



As her fellow Carriers looked on, Peggy received a jacket honoring her for many years of service. It should keep some spring in her steps as she does a few more years on her way to a well deserved retirement



06 pix gathered by Assistant Editor Paul Greenfield. Thanx!

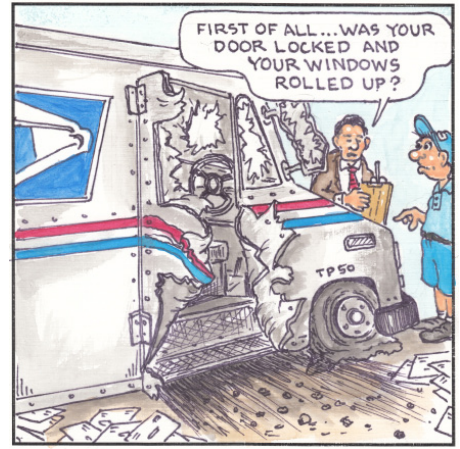
“OuT tHeRe”



“OuT tHeRe”



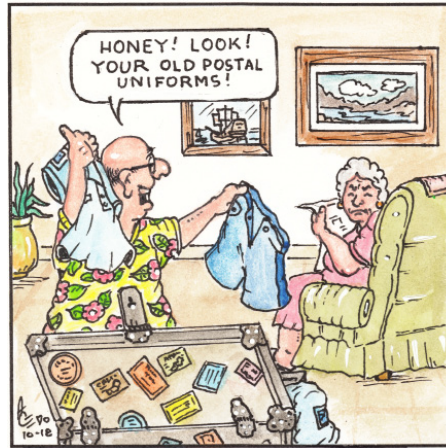
“OuT tHeRe”



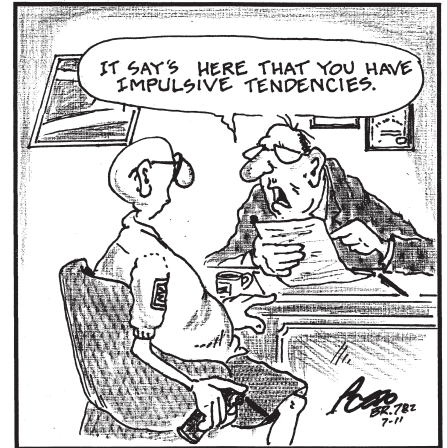
Humor for Y'all During this Pandemic

An aging Rabbi had never tasted pork his entire life. He decided he would drive 60 miles from his area and order some pork before he passed away. He drove to a restaurant. Viewing the menu, the only pork served at this restaurant was Suckling Pig, so he ordered it. When they served this item, it was a whole pig with an apple in its mouth. The Rabbi was about to dine when another Rabbi entered the restaurant, and exclaimed, “Rabbi! What are you doing with that pork dish?” The first Rabbi turned and said, “I ordered a Baked Apple — and would you believe it — this is how they serve it here!”

“OuT tHeRe”



“OuT tHeRe”

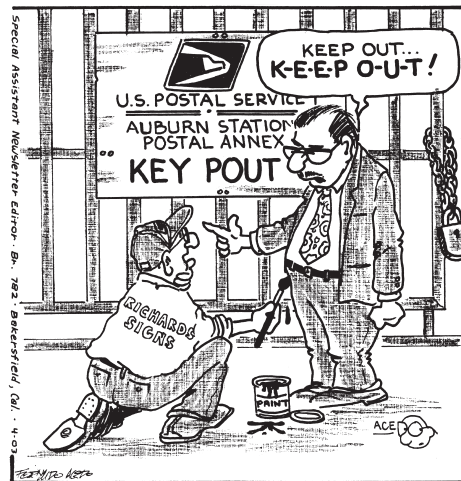


If your father is from Iceland, and your mother is Cuban, are you an ICECUBE?

Did you hear about the cheese factory in France that suffered a massive explosion? Nothing was left but de Brie !

Instruction on How to catch a Polar Bear: First you cut a large round hole in the frozen lake, second you open a can of peas when the bear walks up to take a pea, you kick him in the ICE HOLE !

“OuT tHeRe”

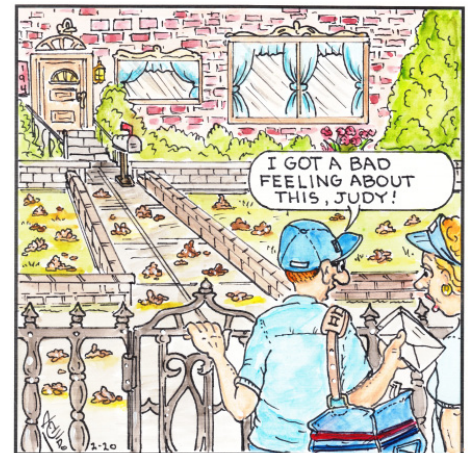


We had a good friend in high school, who we called “Mushroom” he was nice person and just a FUNGI !

Is it bad luck to be Superstitious ?

If Frosty the Snowman is looking at carrots in the produce department, Would we say he’s picking his nose?

“OuT tHeRe”



I hope this delivered a chuckle.

MARK RAMIREZ
(661) 204-5592

The New Normal

by Dave Mayou,
NALC Branch 114

I write this on March 24th, 2020. As Ferris Bueller once said, “Life moves pretty fast. If you don’t stop and look around once in a while, you could miss it.”

It’s been pretty hard to miss what’s going on in life right now. As of March 24th, the world is rapidly grinding to a halt to combat the spread of the COVID19 virus.

I mention the date, and I mention that things are moving pretty fast, because by the time this comes out in the *ZENITH BRANCH NEWS* things may be completely different than they are right now. *Right now things are getting surreal.*

Everyday I have been getting up and going to work just like normal. Simply by driving in to work I am reminded how different the world has become — no traffic, no school buses, no restaurants open, etc, etc.

Yet, we Carriers continue to work.

WE are an ESSENTIAL SERVICE.

As the USPS stated in a bulletin dated March 19th, “The Postal Service delivers medications, social security checks, and is the leading delivery service for online purchases.”

The statute that created the Postal Service begins with the following sentence: “The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by an Act of Congress, and supported by the people.”

In the last few days, I’ve had customers talking to me (while 6 feet apart) and saying things like, “Thanks for your service.”

I kind of want to say, “Hey, it’s my job!”, but I don’t. I realize that people are getting some comfort in seeing us out on the street each day. We are a little bit of “Normal” for some folks.

Even before this pandemic, we all have encountered customers for whom just our daily “Hey, how’s it going” conversation meant the world.

As of March 24 — as postal workers — we have our jobs and we are all working. SO many of our fellow citizens are out of work right now. It’s serious and it’s going to get worse. The congress is looking to get checks out to everyone. That will be us, the USPS.

The primary elections are being postponed because of inability to safely hold in person balloting. There is a bill in the senate, the Natural Disaster and Emergency Ballot Act (NDEBA), which promotes early and mail-in voting due to the Corona virus. Again, this would require the USPS. Medications and household supplies are continuing to be delivered to our customers.

Here’s the thing: we have to do this safely. So much of what we do, and what we can do, can be instantly wiped out if we — as Carriers and as postal workers — contract the virus or somehow spread the virus.

If people ever get scared of mail and parcel delivery we will have a whole new problem. After the Anthrax attacks of 2001, the USPS identified this issue and put biological sensors above the culling operations in processing plants large and small. It wasn’t cheap, but it was necessary. We have to keep ourselves and the public safe.

The NALC and the other postal unions have been doing a good job to date of rapidly trying to adjust our workplaces to the new reality. That being said, there are some holes: Cleaning supplies and Personal Protective Equipment (PPE) are not readily available and it is still unknown when supplies will be replenished.

We are also working through some new issues regarding delivery and keeping both

the Carrier and the customer safe. Just this weekend, new guidelines came out for the scanners and having the Carrier signing for items.

No one could have imagined that Carriers would be signing for Registers on scanners based on a verbal acknowledgement of the customer.

But that’s where we are now as an organization and as a country. Things are moving pretty fast.

We just need to recognize (and of this I’m sure many are painfully aware) this is an uneasy time for our country and our world.

We’ll get through this together.

I am just glad that, for today, I have a job and I and my family and friends have their health.

I also just need to keep reminding myself that a lot of people are hurting right now and that I just need to be as compassionate as I can be.

On the positive side, I’ve talked with several Carriers and we are all in agreement that it feels as if people are actually writing more letters. Somehow the physical letter has a connection that an email can’t provide.

Also, it seems as if congress has taken notice of us and our financial woes. Maybe... just maybe, we’ll see some money from the bailouts make its way into the post office.

Lastly, it’s nice to be recognized for the job we do each and every day. Neither Snow nor Rain nor Heat nor Gloom of night nor Corona Viruses stays these Couriers from the swift completion of their appointed rounds...

Courtesy of the Duluth, Minnesota
NALC Branch 114 *ZENITH BRANCH NEWS*
Volume 26, No. 4 and published in April 2020.

“The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by an Act of Congress, and supported by the people.”

Mandatory Stand-Up Talk

April 30, 2020

Handling mail for temporarily closed businesses Business closed — hold mail extended through May 30, 2020

The Postal Service is committed to assisting businesses impacted by the Coronavirus Disease 2019 (COVID-19) pandemic.

In an effort to best serve our business customers, we are continuing to temporarily modify how we handle mail that must be returned to the delivery office due to a full box or a business not being open to receive delivery for an extended period. Current postal policy during the pandemic is to return the mail to the delivery office and hold it until April 30, 2020. In order to further accommodate businesses during this challenging time, we will now extend the hold period through May 30, 2020. In addition, there will be a 15-day grace period following May 30, 2020, before mail items are returned to the sender.

Once the business reopens, delivery should immediately resume unless other arrangements have been made. Customer may request to have their held mail delivered or they can pick it up at their local Post Office. If the business fails to make alternative delivery arrangements or does not submit a request to hold or forward its mail after May 30 and the 15-day grace period, the process of returning mail to the sender will resume.

Management may make efforts to contact business owners with held mail to discuss the alternative options.

If businesses make contact after May 30, 2020, and Moved Left No Address Orders have been processed, extend assistance as necessary to cancel the orders and immediately resume delivery.

These instructions shall remain in place until further notice.

Thank you for your efforts to serve our customers.

May 12, 2020

Pandemic forces cancellation of the Honolulu Convention

As it has for so many events, from the Tokyo Olympics to the opening of the Major League Baseball season, the COVID-19 pandemic has forced the cancellation of the NALC's 72nd National Convention. At the direction of the NALC Executive Council, we have notified the convention center, convention hotels, and various convention vendors of our decision to cancel the convention, which was to be held Aug. 17-21, 2020 in Honolulu, Hawaii.

The Council made the unprecedented decision after it became clear that the state government of Hawaii could not give us any assurance that gatherings with the number of delegates attending would be allowed in August. Nor could we be assured that travel to Honolulu would be permitted under the state's strict quarantine law which currently requires all travelers to self-isolate for 14 days upon arrival in the islands.

President Rolando thanked the leadership of Honolulu Branch 860 for all their hard work in preparing for the convention and expressed the NALC's hope that it would be possible to convene in Hawaii in the future. Branches need not cancel their hotel reservations made through NALC's official housing provider Experient, Inc. - they will be automatically canceled with no further action required. Any credit card on file used as a guarantee to hold hotel rooms through the official housing company has not and will not be charged. If a room deposit was sent by check, instructions will be sent by email from Experient concerning how to receive the deposit money back.

Branches should, however, cancel any flight reservations and contact airlines about their refund policies and rules for using credits for future flights. Additionally, any branch or delegate that made hotel reservations or other housing arrangements outside of NALC's official housing company is responsible for canceling those reservations.

The Executive Council will continue to monitor the effects of the pandemic and available options for scheduling the convention in the future.

Source: <https://www.nalc.org/news/nalc-updates/pandemic-forces-cancellation-of-the-honolulu-convention>

Mandatory stand-up talks

The Following Stand Up Talks (SUTs) were distributed by the USPS to be held at your office:

- January 24th - Mandatory Stand-Up Talk on Avoiding the Flu/Other Illnesses
- February 11th - Mandatory Stand-Up Talk on Flu and respiratory diseases including novel (new) coronavirus
- March 16th - Mandatory Stand-Up Talk on Customer Interactions for Carriers
- March 18th - Mandatory Stand-Up Talk on Guidance on Social Gatherings
- March 18th - Mandatory Stand-Up Talk on Keeping Your Vehicle Clean
- March 19th - Mandatory Stand-Up Talk on new customer signature capture process: COVID-19 Response and Prevention
- March 21st - Mandatory Stand-Up Talk on National coronavirus guidelines mailing
- March 23rd- Mandatory Stand-Up Talk on the Postal Service continuing normal operations
- March 26th - Mandatory Stand-Up Talk on Temporary Expanded Use of Voyager Card
- March 27th - Mandatory Stand-Up Talk on Government-Imposed Travel Restrictions
- March 28th: Mandatory Stand-Up Talk on handling mail for temporarily closed businesses
- March 28th: Mandatory Stand-Up Talk on interacting with HCR drivers during the COVID-19 pandemic
- March 30th: Mandatory Stand-Up Talk on Employee privacy – COVID-19
- April 1: Mandatory Stand-Up Talk on NALC Food Drive postponement
- April 2: Mandatory Stand-Up Talk on Taking leave during COVID-19
- April 3: Mandatory Stand-Up Talk on COVID-19 supplies – purchasing updates.
- April 3: Mandatory Stand-Up Talk on Interacting with VMF Personnel.
- April 6: Mandatory Stand-Up Talk on Additional CDC guidance.
- April 21: Mandatory Stand-UP Talk on Face covering and mask update
- April 23: Mandatory Stand-UP Talk on Critical infrastructure delivery
- April 30: Mandatory Stand-Up Talk on Handling mail for temporarily closed businesses (See page 25 to read this standup.)

Source: <https://www.nalc.org/news/covid-19>

DIRECTOR OF RETIREES



by *Fred Clark*
Director of Retirees

... MONTH TWO

About to start the 2nd month of home confinement. Other than not traveling, watching sports, or socializing; it hasn't been that bad. What would really suck is being stuck in a small residence with someone that you didn't even like. However, taxing times can present opportunity! Getting more exercise would be a good start. It is also an excellent time to organize your household and get that yard in shape. This, unfortunately does not seem to be the case. Gloria and I take a lot of walks, so we know the area very well. Yard appearances haven't changed much, certainly not for the better.

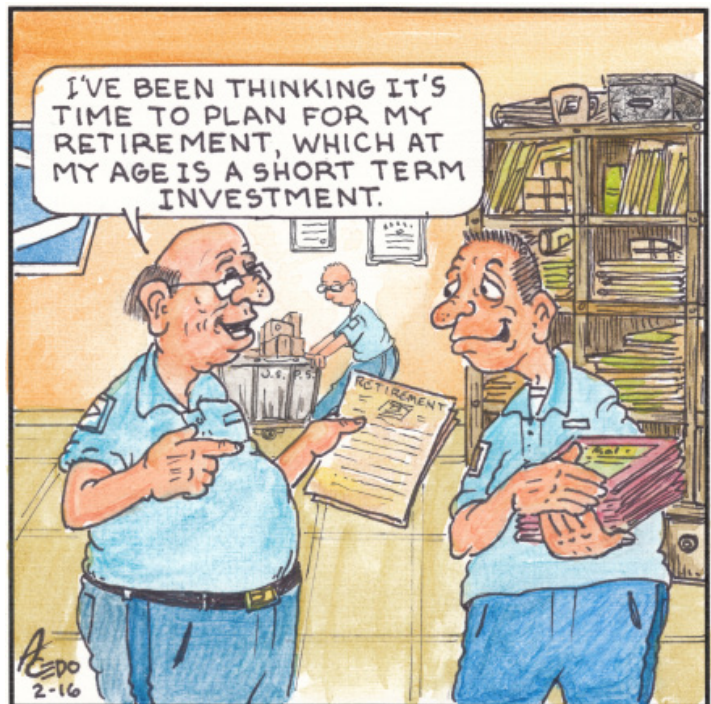
Each walk, I quietly grade every yard. "A's" are very rare, as are "F's". Anyone that hires a gardener doesn't receive an "A". Also, to be fair, this grading system wouldn't be fair if instituted on a National basis. For example, a low "D" in Fresno would likely be a "B" in Alabama. This is also an example of what can become of your mind as you age.

It's hard to feel bad for you active carriers most of the time. Not now. You workers are out there, not knowing if you are about to catch the virus. Memories of how Postal Management dealt with issues of health and safety are not comforting. I seldom felt that Management had regards for anything other than making their numbers and trying to keep their chins dry.

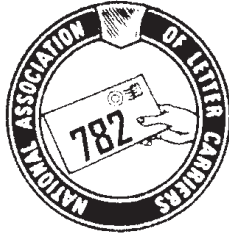
Per the Covid 19 virus; besides the pending economic disaster, we can look forward to an explosive baby boom (fun), uptick in divorces (unfortunate, well...maybe not) and domestic violence (unacceptable on all levels). We are sailing, almost rudderless, in uncharted waters. I think that the Stimulus package is another barbed wire enema to the working class. Giving bailouts to corporations is an insult to a decent society. Airlines, cruise ships, large chains, let them belly up. If the airline industry collapsed, so what? This is capitalism. After a few months some wealthy investors would have the planes in the air again. Help the workers..... Sounds good. Not going to happen Suckers.

Even with the above dreary opinions, I can't personally complain, Being able to retire comfortably makes me very grateful. With frugality, and some breaks, many other retirees also have this good fortune. So can you pre-retirees. You're just going to have to sacrifice more and work longer. Cheers.

"Out there"



Courtesy of the Fresno, California NALC Branch 231 *POSTMAN'S VIEW* published in May 2020



from the editor-guy

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

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

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

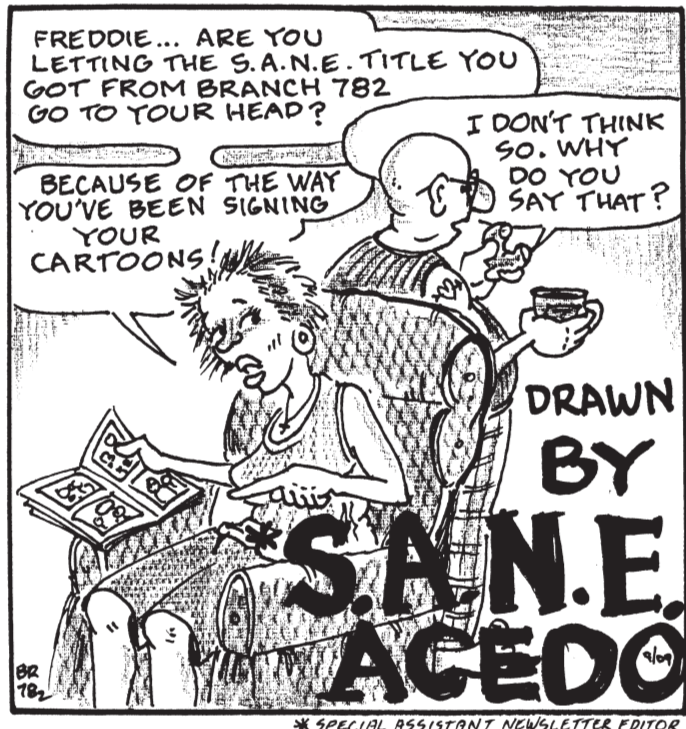
Additionally, an index is provided that links ALL of the cartoons in both the original **Out tHeRe** and in Volume II to assist editors in searching out cartoons by topic (e.g. dogs, injuries, supervisors, etc.).

BASIL ZUNIGA

- • • • • **Please send me one or more *NALC Editor Resource Books!* I want Fred's cartoons!** • • • • •
- Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.) •
- ***** SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!** •
- **When you order, please indicate if you are an NALC Editor!** •
- **Please make check payable to Basil Zuniga, Branch 782 Editor-guy** •
- • • • • **Please include \$7.90 for USPS Priority Mail postage.** •

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

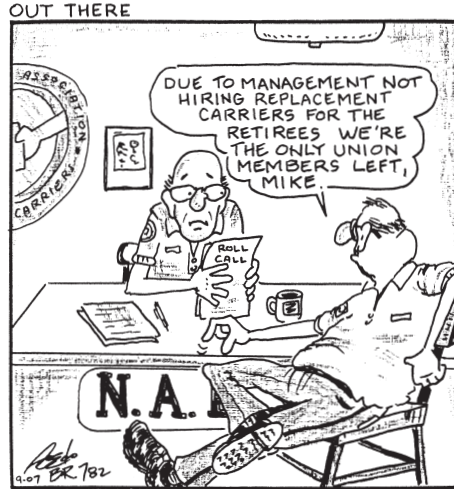
Curious about what you might be getting? Check out the sample featured on the following page.



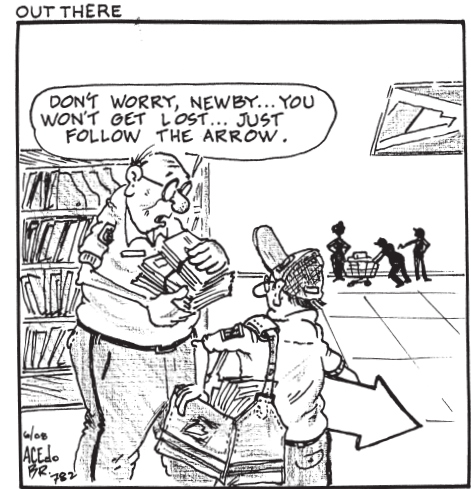
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...



Originally published April 2009



Originally published April 2009



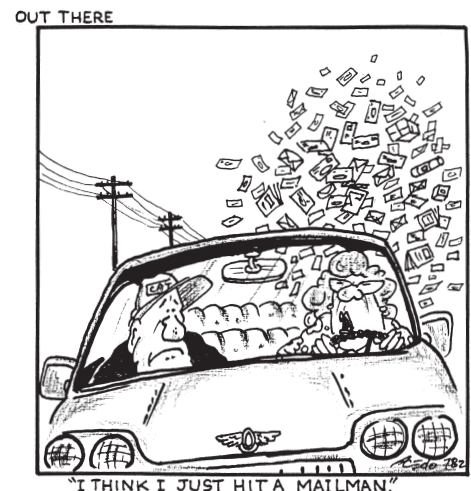
Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009

Even in a pandemic, an **Out there** cartoon is relief...

"Out there"



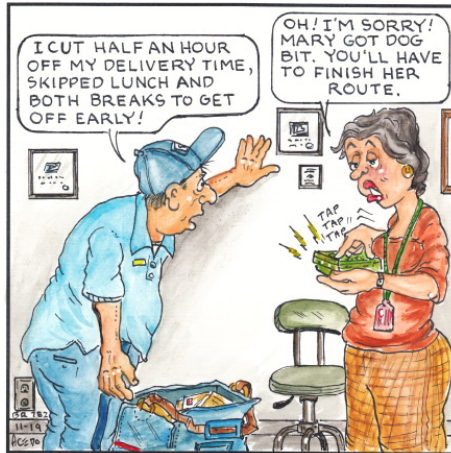
"Out there"



"Out there"



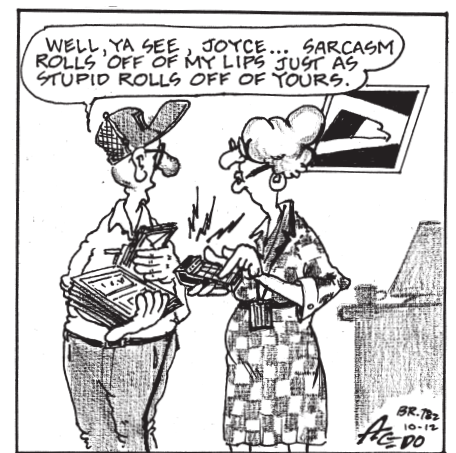
"Out there"



"Out there"



"Out there"



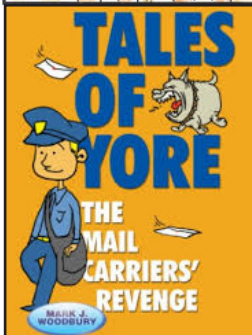
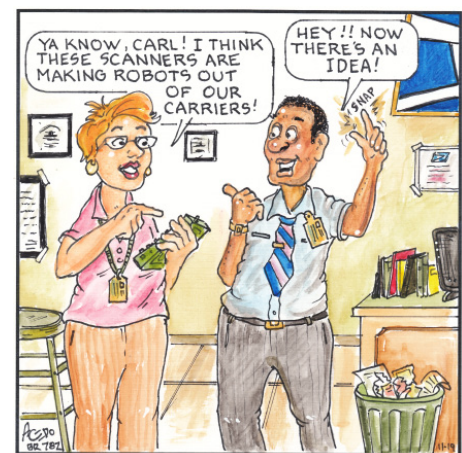
"Out there"



"Out there"



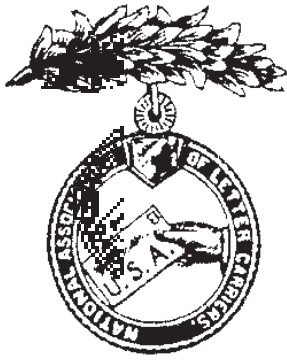
"Out there"



TALES OF YORE is about people. You've got your good ones, your bad ones, smart and dumb ones — and then you got your butt-snifters who should be put on a leash! Laugh along with our heroes as they encounter snakes, vicious cats, and attack chickens; guys in dresses - and some customers with no clothes at all...

For more info: Mark Woodbury, Author and Retired Carrier
c/o NALC Branch 2555, P.O. Box 4122
East Lansing, Michigan 28826-4122

For a sample see page 15...



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President	Mike Towery	(661) 331-9171
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Treasurer	Teresa Ortega	(661) 391-8026*
Financial Secretary	Anita Holderman	(661) 487-5353
HBP & MBA Rep.	Mark Ramirez	(661) 204-5592
Sargeant-at-Arms	Ryan Woommavovah	(661) 322-7624*
Chief Trustee	Mike Meza	(805) 625-4541
Trustee	Paul Salazar	(661) 303-3603
Trustee	David Treto	(661) 865-8922

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.

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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).

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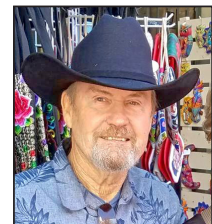
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General Meeting Wednesday May 27, 2020 has been cancelled

FORWARDING SERVICE REQUESTED

From the desk of
Bryant J. Almario
NALC Region 1
National Business Agent

USPS has messaged to the Areas that route inspections scheduled for May 2020 are cancelled. They will also refrain from conducting any PS Forms 3999, PS Forms 1838C and 271 inspections until further notice. Pending adjustments from previously conducted inspections will not be implemented until at least May 9. More discussion will occur at HQ on the May 9 date.

"The Postal Service has agreed to a few precautions when Carriers are loaned to other offices. To be clear, this does not change the fact that the MOUs state they will work in their employing facility "to the extent possible." When those in under 100 workyear offices go to other offices to work or the very limited circumstance when a Carrier in a larger

Continued on page 2...

"Out there"



Latest Covid-19 updates from the NALC? See the national NALC website.
Also, stay in touch with your Branch 782 Officers if you have questions!

The print version of the May newsletter was cancelled. You won't find it in your mailbox...