

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



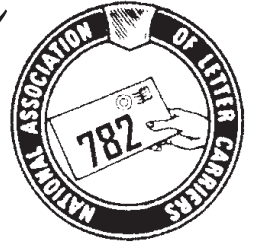
ARVIN
CALIFORNIA CITY
McFARLAND
TAFT

AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901

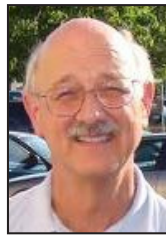


NUMBER 6

WEB VERSION

JUNE 2015

at the
Mike:



Here is my newsletter article. I had planned to have it done earlier but my internet was out for a few days and then today I was busy all day.

I want to offer my most sincere condolences to the family members and friends of Roger Davis. He was the President of NALC Branch 1810 in Tulare who passed away during surgery after having a heart attack on April 1st.

I have known Roger for many years and he would ride with me to the NALC President's meetings in Santa Clarita. The last meeting we travelled to was in February of this year.

Even though I was not able to see him on a regular basis, I viewed him as a friend. He was a dedicated Letter Carrier; and, he was also tireless in his devotion to his duties as an NALC Branch President.

On May 31, I had the honor of attending a Celebration of Life ceremony in Tulare. It was quite a testimony to him to see a packed hall with standing room only. There were literally hundreds in attendance to honor him!

It is definitely a loss not only for all those that knew him but also for those in NALC Branch 782 who never got the chance to know him. I tell you that I will definitely miss Roger.

There are no words which can take away the pain at such a time. All that can really be said is, "I am sorry for the loss."

Those who have experienced going through something like this know the devastating feelings you are left with and the thoughts of what was left undone or unsaid.

Continued on next page...



Footprints

One night I had a dream. I was walking along the beach with the Lord, and across the skies flashed scenes from my life. In each scene I noticed two sets of footprints in the sand. One was mine and one was the Lord's. When the last scene of my life appeared before me, I looked back at the footprints in the sand, and, to my surprise I noticed that many times along the path of my life there was only one set of footprints. And I noticed that it was at the lowest and saddest times in my life. I asked the Lord about it: "Lord you said that once I decided to follow you, you would walk with me all the way. But I notice that during the most trouble some times in my life there is only one set of footprints. I don't understand why you left my side when I needed you most." the Lord said: "My precious child, I never left you during your time of trial. When you see only one set of footprints, I was carrying you."

In Loving Memory

Roger Dale Davis

Beloved Husband, Son, Father, Brother, Grandfather and Friend

Date of Birth
August 16, 1966
Valparaiso, Indiana

Entered into Rest
May 22, 2015
Fresno, California

Memorial Service

Sunday, May 31, 2015 at 1:00 p.m.
Claude Meitzenheimer Community Center
830 South Blackstone
Tulare, California

Officiating

Pastor James Davis
Church of Christ

Inurnment

Private Family

Arrangements are entrusted to Miller's Tulare Funeral Home

When there is a sudden loss of a loved one — whether a family member or friend — it reminds us that we tend to take for granted that there will always be time tomorrow to see our loved ones or make amends for any disagreements. We tend to forget that all of us are just passing through and could be gone tomorrow. All the little things which seem so important in our day to day rush of living... (when viewed in perspective) are really not that important at all.

Unfortunately, the old cliché "Life must go on" is true. But, life really is forever changed for friends and family members. I can speak to this from my own personal experience of a devastating loss.

I want to congratulate Yuri Garcia, Christine Leal, Vicky Guerrero and Amanda O'Neill for their conversion from City Carrier Assistants to full time regular Carriers effective May 30, 2015.

Their conversion is a direct result of the efforts of the NALC to secure a workforce that would maintain a direct path to full-time. In the last year, there have been sixteen PTF Carriers and ten City Carrier Assistants converted to full time in Bakersfield. Our Branch 782 will continue to monitor the residual vacancies so that the the remaining CCAs can be converted to full-time in accordance with the Memorandums.

Finally, I want to thank each and every one of you who contributed to the success we achieved in this year's 2015 Letter Carriers' Food Drive!!! We achieved record breaking numbers and helped those less fortunate in ALL of the cities where our members perform their duties. Thank You! Thank You! And, Thank You!

I hope to see everyone at the General Union meeting.

MIKE TOWERY
NALC Branch 782 President

119,886 Pounds!!



2015 — 119,886 pounds	2004 — 85,985 pounds
2014 — 90,160 pounds	2003 — 64,419 pounds
2013 — 101,100 pounds	2002 — 63,708 pounds
2012 — 111,626 pounds	2001 — 88,362 pounds
2011 — 76,000 pounds	2000 — 86,042 pounds
2010 — 83,000 pounds	1999 — 83,042 pounds
2009 — 115,000 pounds	1998 — 77,032 pounds
2008 — 107,428 pounds	1997 — 66,474 pounds
2007 — 57,270 pounds	1996 — 59,930 pounds
2006 — 60,723 pounds	1995 — 56,487 pounds*
2005 — 64,175 pounds	* First year with records

**Total since 1995:
1,738,207 pounds**

How'd it breakdown in 2015?

Arvin (93203)	275
Avenal (93204)	2100
Delano (93215)	2594
Lamont (93241)	510
McFarland (93250)	325
Shafter (93263)	5177
Taft (93268)	1600
Wasco (93280)	3614
Downtown Station (93301)	810
South Station (93304)	9868
East Brundage (93305/07)	10955
Hillcrest Station (93306)	11106
Dole Court (93308)	24107
Stockdale Station (93309)	13943
Camino Media (93311/13)	6194
Mojave (93501)	1395
California City (93504)	2600
Boron (93516)	850
Edwards AF Base (93523)	1072
Ridgecrest (93555)	12600
Tehachapi (93561)	1200
Trona (93562)	1550
Bakersfield Cash Converted to Pounds	3441

TOTAL 119886

Source: Jim Wheeler, Executive Director
of the Golden Empire Gleaners

House rejects trade package— but it ain't over*

On Friday, the House of Representatives voted to reject a trade adjustment assistance (TAA) bill, a move that essentially shuts down legislation that would have granted the president the authority to approve trade agreements without first giving Congress a chance to review or amend such agreements.

A procedural move in the House earlier this week required representatives to first consider TAA. Only if it had been approved would the House have been able to consider the more contentious Trade Promotion Authority (TPA) bill—better known as “Fast Track.” TAA was voted down by vote of 302 to 126

“We want a better deal for America’s workers,” said House Minority Leader Nancy Pelosi (D-CA).

“Today’s vote represents a clear victory for all of this country’s workers,” NALC President Fredric Rolando said. “Trade agreements should be negotiated out in the open, where Congress can scrutinize and amend them if necessary.” “...If this entire package of reforms had passed,” Rolando said, “not only would it have allowed this and future presidents to review and approve trade deals in secret, it could have opened the door for a whole host of new threats against the U.S. Postal Service.” “...While we know that our work on Capitol Hill is far from finished,” Rolando said, “we can take pride in knowing that organized labor still has a voice, and a say, in how things work in Washington. We will need to stay just as vigilant—and just as vocal—as new postal reform measures get introduced in the coming weeks.”

If your House member voted against these bills, thank them for supporting Letter Carriers. Most importantly, please thank those who opposed TAA and ask them to maintain their position if a vote comes up again by Tuesday.

“Thanks in part to the many calls from members of the NALC and our fellow AFL-CIO unions over the last few days,” Rolando said, “these particular threats have been set aside for now.” ***But, there’s plenty more to do!!***

JOHN ORTEGA, NALC Branch 782 Vice-President

**Based on info in the NALC Legislative Update dated June 13, 2015.*

Thank you for allowing me to speak at your May meeting. As your CSALC District Officer, it is always an honor to visit with you.



As I am also a Shop Steward, I find it reassuring that you continue to defend our fellow Brother and Sister Letter Carriers when management violates the contract. While your efforts oftentimes go unnoticed and unrecognized, they do have an impact! Sticking together makes us stronger as a union.

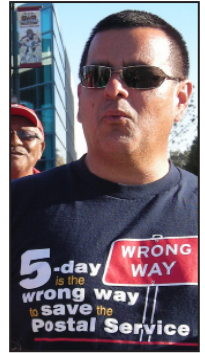
HR-54 (Restoration of Next-Day First Class Mail Delivery Within the Commuting Area). If you served in the armed forces, please don't be shy in mentioning that you are a veteran.

I don't know when I'll have the opportunity to see you again, but I take this opportunity to let you know how proud I am that I represent Branch 782 as your District Officer. Please keep up the good work and continue to be a good example to our new employees. Remember that, one day, our CCAs will replace us in whatever capacity we serve.

And, we need all of you to continue writing letters to your congressional representatives asking them to co-sponsor House Resolutions 12 (6-day Delivery), HR-28 (Door Delivery) and

ERIC ELLIS
CSALC District 4 Officer

Johnny on the Spot



Guest Editorial

Why Should I Go To The Union Meeting?

by Dave Durocher, Secretary
NALC Branch 2008

Why should I spend one night a month with the people I work with, when eight hours a day is probably enough is the thought on most members' minds. Well let me explain my reasons for attending my monthly Union meetings.

When I started working for the Postal service I was overwhelmed by all the rules, forms, types of mail, different routes, types of delivery and obstacles involved in placing a piece of paper in a tin box.

Overwhelmed by management giving, sometimes contradictory orders, confusion was the rule of any day. I wanted to know everything I could about doing my job, so I attended my first Union meeting.

At that meeting I met the officers of the branch, their knowledge, and the knowledge of the other members in attendance, and the camaraderie of being part of a "Team" (Union). I suddenly

became much more at ease with the mountain of information dumped upon me as a new employee.

Attending meeting after meeting I learned I was not alone, picking up something new every meeting kept me going back. Getting the most up to date information on what was going on in the Postal world. Learning the history of this Union, and how our working conditions could be, without all the hard work put in by former Union members, earning us a decent living wage, job security, benefits, holidays, overtime pay and more.

If you have a question about your job, the monthly meeting is the perfect place to get the right answer.

If you are unhappy about something involving your job, the monthly meeting is the place to talk about it. It may not always go the way you hope, but it will be discussed with you, and hopefully explained completely. The union will provide training for route inspections when needed, and current information on any other factors going on.

Those are some of the reasons I always attend my monthly meeting.

Article courtesy of the May 2015 Tarpon Springs, Florida
NALC Branch 2008 *Suncoast Letter Carrier's Update*

**Could
YOU
Really
Win
\$500?**

Each and EVERY month, Branch 782 sponsors a drawing to encourage **YOU** to come to our Meeting*. There was no winner in May 2015...

AND THE POINT IS?

YOU really do have a chance to win \$500 on June 23!! ! Be there!

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

Membership has rewards...

Minutes of the May 2015 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 26th day of May, 2015 at the branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Jerry Patterson. All members of the Executive Board were present. The stewards were present from Arvin, Avenal, Brundage, Delano, Downtown, East Bakersfield, Lamont, McFarland, Oildale, Shafter, South, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; S.A.N.E. Fred Acedo; Photographer Anita Holderman; OWCP Representative Rick Gerdes, and Frank Martinez of the Social and Recreation Committee. The Minutes of the April 28, 2015 were accepted as read.

APPLICATION FOR MEMBERSHIP: Applications were received from Aaron Shand, Luis Campos, David Treto and Aaron Meza.

REPORTS OF STANDING AND SPECIAL COMMITTEES: Teresa Ortega reported that “all is good” on the Picnic Committee. Basil Zuniga reported that it was East



Bakersfield/Brundage turn for the newsletter folding. There was a small turnout. Next month will be Hillcrest Station's turn.

Basil then discussed an article in the newsletter about a Carrier who posted something on Facebook, while off the clock, and management fired her. He reminded everyone that management is watching

everything you do, especially with the new scanners. Molly Biggar reported that there are 1188 “Out There” books to sell. Eric Ellis our District 8 CSASLC representative spoke to the members present regarding House Resolutions 12 and 4, e-activist, TPP (Trans Pacific Partnership) and “Fast Track.”

NEW BUSINESS: Molly Biggar presented the 2015 – 2016 Budget. A discussion was held. Basil Zuniga made a motion to accept the proposed budget,



seconded by Jerry Patterson and passed. Shari Sharp and Norma Hamer reported that 117,000 pounds of food were collected by the branch. Shari reported that Bakersfield's total was 80,000 pounds—up from last year's total of 55,000 lbs. Norma reported that the total for the AO's was over 28,000 lbs—more than double last year's totals.

GOOD OF THE ASSOCIATION: Mike Towery discussed the

new scanners and why Carriers have to wear the scanners when there is nothing that needs to be scanned. In checking with the National office Mike reported that



USPS has every right to require Carriers to have the scanner on their person except for lunch and restroom breaks. Mike asked for a moment of silence in honor of Tulare Branch President Roger Davis who passed away.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery presented a color copy of the newsletter with the photos and results of

the “Battle of the Stations” bowling tournament to Ralph Ramirez and Roel Alaniz.

FINANCIAL SECRETARY’S REPORT: Anita Holderman reported that the income for April is \$12,520.02.

TREASURER’S REPORT: Molly Biggar reported for February 2014

Beginning Balance	\$68,711.38
Dues & Income	\$13,660.71
Interest Income	\$0.00
Total Balance	\$82,372.69
Expenses	\$15,449.69
Ending Balance	\$69,922.40

The Food Drive Card 50/50 Drawing was won by Deven Patterson.

The General Meeting Drawing for \$500.00 would have been won by Gerald Carcha if he had been present.

There were 36 members present.

The meeting adjourned at 8:10 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary



There are a lot of things which take place at the monthly meeting. Thank You, Anita Holderman, for these pix!!!

Non-Member List May 2015*

Downtown Station

S. Kirby
J. Cruz
D. Zuniga

South Station

100% UNION!!!

Brundage/E. Bakersfield

D. Kinglee
J.M. Gonzalez

Hillcrest

100% UNION!!!

Dole Court

D. Morris
S. Hancock

Stockdale

J. Oh
M. Martinez

Camino Media

C. Rodriguez
P.S. Dhillon

Arvin

100% UNION!!!

Avenal

100% UNION!!!

California City

100% UNION!!!

Delano

L.A. Campos
C.V. Quebral
D. Barreto

Lamont

100% UNION!!!

Ridgecrest

G.D. Weaver

Shafter

M. D. Voights
L. M. New

Taft

A. Veach
B. M. Krier
K. J. Hughes

Tehachapi

B.C. DenBeemen

Trona

100% UNION!!!

Wasco

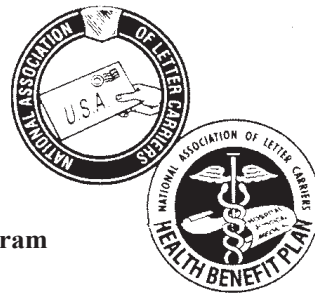
100% UNION!!!

*CCA names are
in italics.



2015 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
**Drug Prescription Retail	1-800-933-6252
CVS/CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
NURSE ASSISTANT (24/7)	1-877-220-6252
CVS/CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
CIGNA Organ Transplant Approval	1-800-668-9682
Quit Power (Smoking Cessation)	1-877-521-0244
CIGNA Health Rewards (Discounts)	1-800-558-9443
CIGNA Dental Discount Program	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	(661) 631-9258
Shared Services (Retirees Info!!!)	1-877-477-3273

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

Optimum Health 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

CVS Pharmacy

Some immunizations may require your doctor call in a prescription.

Also, not all CVS pharmacies have "Minute Clinics".

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

**(PPO) Deductible: \$300 Individual,
 \$600 Self & Family—Per Calendar Year**

** Failure to pre-certify for in-patient hospitalization will result in a \$500 reduction in benefits paid by our Plan. YOU MUST notify the Plan prior to undergoing radiology/imaging with doctor name and dates. Call: 1-877-220-6252.*

OUT THERE



N.A.L.C. BR. 782 - BAKERSFIELD, CA.

** NALC Drug Prescription Program is **MANDATORY** generic (unless specified by your doctor, at additional cost to member). Preferred retail pharmacy 1st and 2nd fills, you pay 20% of cost of generic/30% of name brand/45% non-formulary. MAIL ORDER/CVS PRESCRIPTIONS (when NALC is primary): 60 day supply \$8 generic, \$43 name brand, \$58 non-formulary; 90 day supply \$12 generic, \$65 name brand, \$80 non-formulary; **MEDICARE PROGRAM** (when Medicare is primary) Retail network pharmacy: you pay 10% of cost of generic, 20% of formulary, 30% non-formulary. **MEDICARE PRIMARY** (mail order); 60 day supply \$7 generic, \$37 formulary, \$52 non-formulary; 90 day supply \$10 generic, \$55 formulary, \$70 non-formulary; 90 day supply \$4 for NALCSELECT generic (certain drugs); 90 day supply \$4 for NALCPREFERRED generic (certain drugs); NALCSENIOR generic antibiotics are available **FREE** for a 30 day supply, when Medicare is primary (certain antibiotics only).

MAIL ORDER SPECIALTY DRUGS (Bio-Tech drugs—*VERY EXPENSIVE*): *Your* cost for a 30 day supply is \$150; 60 day supply is \$250; and, 90 day supply is \$350. Some drugs (e.g. bio-tech asthma, diabetes, organ rejection, etc.) require prior approval before dispensing. You **MUST** call the Plan 1-800-237-2767.

Our PPO doctors and facilities—through (OPA 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!!! For example:
 *CIGNA Weight Loss Program (877) 220-6252

Mark Ramirez, NALC Branch 782 HBP Rep.
(661) 398-6075

MARK THINKS THIS STUFF IS FUNNY...BECAUSE, IT IS !!!!!

WISDOM DOESN'T NECESSARILY COME WITH AGE. SOMETIMES, AGE JUST SHOWS UP ALL BY ITSELF.

"FIND AN AIM IN LIFE, BEFORE YOU RUN OUT OF AMMUNITION."

THE EVENING NEWS IS WHERE THEY START OUT WITH "GOOD EVENING!" THEN, THEY PROCEED TO TELL YOU WHY IT ISN'T.

CHILDREN: YOU SPEND THE FIRST 2 YEARS OF THEIR LIFE, TEACHING THEM TO WALK AND TALK. THEN YOU SPEND THE NEXT 16 YEARS, TELLING THEM TO SIT DOWN AND SHUT UP.

NEVER EVER UNDER ANY CIRCUMSTANCES, TAKE A SLEEPING PILL AND A LAXATIVE ON THE SAME NIGHT! (**THIS IS TRUE WISDOM!!!**)

THE SHINBONE IS A DEVICE FOR FINDING FURNITURE IN A DARK ROOM.

THE "VOICES" IN MY HEAD MAY NOT BE REAL — BUT, THEY HAVE SOME GOOD IDEAS.

TRUE FACT: ARTIFICIAL INTELLIGENCE IS NO MATCH FOR NATURAL STUPIDITY.

A CLEAR CONSCIENCE IS USUALLY THE SIGN OF A BAD MEMORY.

WHY DO JEWISH DIVORCES COST SO MUCH? THEY'RE WORTH IT. (SOURCE: HENNY YOUNGMAN)

NEVER ARGUE WITH AN IDIOT. HE WILL DRAG YOU DOWN TO HIS LEVEL AND BEAT YOU WITH EXPERIENCE.

I ASKED GOD FOR A BIKE. BUT, I KNOW GOD DOESN'T WORK THAT WAY. SO? I STOLE A BIKE, AND THEN I ASKED FOR FORGIVENESS...

THE LAST THING I WANT TO DO IS HURT YOU. BUT, IT'S STILL ON MY LIST.

LIGHT TRAVELS FASTER THAN SOUND. THIS IS WHY SOME PEOPLE APPEAR SMART...UNTIL YOU HEAR THEM SPEAK.

IF I AGREED WITH YOU, WE'D BOTH BE WRONG.

WHEN IN DOUBT.....MUMBLE.

WAR DOES NOT DETERMINE WHO IS RIGHT — ONLY THE ONE WHO IS LEFT.

TO BE SURE YOU HIT THE TARGET, SHOOT FIRST. THEN? CALL WHATEVER YOU HIT "THE TARGET".

A BARGAIN IS SOMETHING YOU DON'T NEED..... AT A PRICE YOU CAN'T RESIST.

HALLMARK CARD: "I AM SO MISERABLE WITHOUT YOU, IT'S ALMOST LIKE YOU'RE STILL HERE."

I DON'T HAVE AN ATTITUDE PROBLEM. **YOU** HAVE A PERCEPTION PROBLEM.

TO ERR IS HUMAN. TO BLAME IT ON SOMEBODY ELSE... ***THAT*** SHOWS MANAGEMENT POTENTIAL.

A TV CAN INSULT YOUR INTELLIGENCE, BUT NOTHING RUBS IT IN LIKE A COMPUTER.

WHOEVER COINED THE PHRASE, "QUIET AS A MOUSE," HAS NEVER STEPPED ON ONE.

A DIPLOMAT IS SOMEONE WHO CAN TELL YOU TO "GO TO HELL" IN SUCH A WAY THAT YOU'LL LOOK FORWARD TO THE TRIP.

HOSPITALITY: MAKING YOUR GUESTS FEEL LIKE THEY'RE AT HOME — EVEN, IF YOU WISH THEY WERE.

I ALWAYS TAKE LIFE, WITH A GRAIN OF SALT...A SLICE OF LEMON...**AND** A SHOT OF TEQUILA!

I USED TO BE INDECISIVE.....NOW? I AM NOT SURE.

I DON'T HAVE A BEER GUT! I HAVE A PROTECTIVE COVERING FOR MY ROCK HARD ABS!!!!

PEOPLE TEND TO MAKE RULES FOR OTHERS AND EXCEPTIONS FOR THEMSELVES.

I MARRIED MISS "RIGHT". I JUST DIDN'T KNOW, HER FIRST NAME WAS "ALWAYS"...

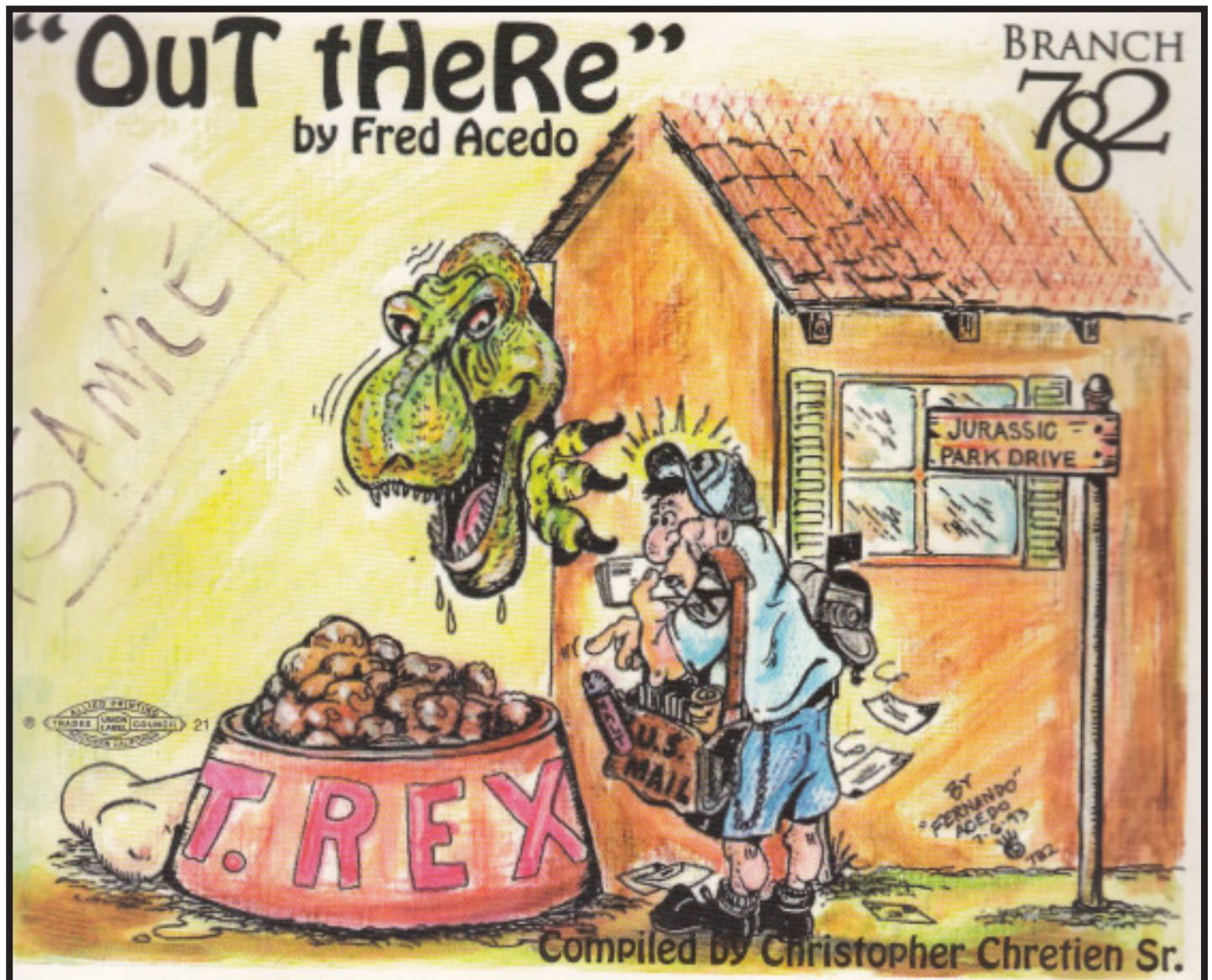
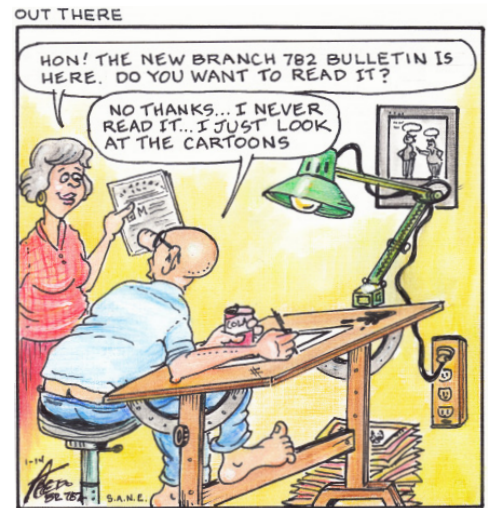
Health Prescription: Humor from Mark!

We have books for sale!!!

This book is an amazing collection of “slices of life” that ALL Letter Carriers will identify with. You can purchase a copy as a retirement gift, or birthday gift, or even your own personal copy! We’ve made it easy for you.

Contact Branch 782 Recording Secretary Kim Gerdes through the Branch 782 mailing address or you can e-mail her at “krgerdes91@hotmail.com”. The cost for the book is \$20. Up to two books ship for \$5.05 for Priority Mail delivery.

Once we cover our costs, we can generate our donation to the MDA...



OUT THERE



N.A.L.C. BR. 782 · BAKERSFIELD CA.

BY FRED ACEDO

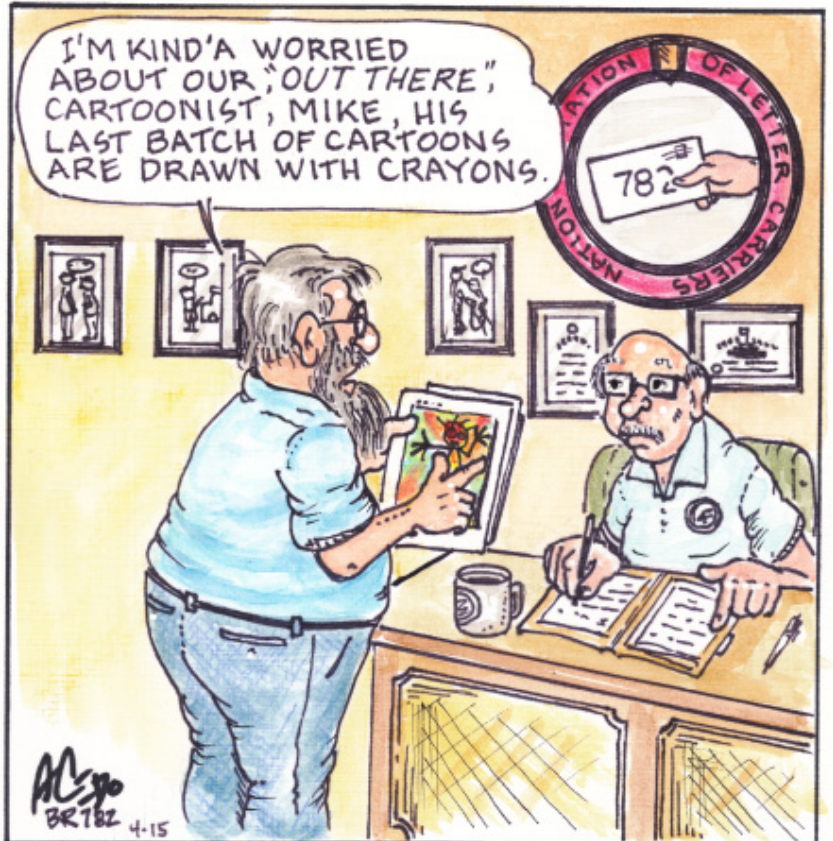


OUT THERE



N.A.L.C. BR. 782 - BAKERSFIELD, CA.

OUT THERE



ACEDO
BR782
4-15

from the editor-guy:

For the record, I just want to let all of you know that Fred does a lot more for Branch 782 than just draw cartoons. When we have special projects that require some kind of "artsy-fartsy" talent (matting, framing, etc.) Fred has always taken requests in stride. He really uses a variety of his talents on our behalf. And? He's also looking for ideas from you that might generate a cartoon or two...

Give me — and Yourself — A Break!

by Julius Fildes,
Holloday Park

I WANT TO SHARE WITH YOU SOME THINGS I'VE HEARD FROM CARRIERS, mainly CCAs and newer regulars, but from the occasional old hand as well: "I don't have time for breaks on this route," or "I don't take an office break," or "I don't really get hungry during the day," or any number of other excuses for not taking a break or a lunch. There are many reasons that carriers give for skipping their breaks; all of these reasons are misguided.

Skipping breaks has been part of letter carrier culture for a long, long time. Many carriers and supervisors think it's acceptable for carriers to skip breaks and lunches when they're on probation, with the expectation that they can start taking them when their probation is over. The problem is that many of them don't, and the break-skipping habit continues well into their careers. Another problem: it's a violation of the contract and of the law. Management cannot instruct you to skip a break or lunch, nor can they allow you to skip that break if they know that you are doing so.

Consider this: skipping your breaks costs you money. If you skip one break, that's ten minutes less work you're going to get paid for. Not much money, right? Guess again. That ten minutes a day, for a year, adds up to a week's pay! Here's the math: 10 minutes times 5 days a week equals 50 minutes; 50 minutes times 48 weeks equals 2400 minutes, which is 40 hours. This assumes you work 5 days a week and take 4 weeks off every year, and that none of the missed breaks result in missed overtime. If you're a CCA working 6 or 7 days a week with only a 5-day break every year, you're costing yourself a lot more. In any case, whether you're a CCA earning 16 dollars an hour or a regular whose overtime pay is 40 dollars an hour, why would you work for free?

I know the reasons why because I've

fallen victim to them myself. You pressure yourself to get done by a certain time: to make eight, get back by 5:00, "make the truck" or whatever. What you must understand is that it is not up to you to make those deadlines, it is up to management to enable you to make them. You are not doing yourself or your supervisor any favors by skipping breaks to make unrealistic times; you are just exploiting yourself and excusing them from doing the work that they get paid (more than you) to do. They may be unhappy about your times, but they cannot do anything to you if you give your best effort and do your job the way it's supposed to be done.

There's another important reason not to skip your break. According to the agreement on route adjustments between the NALC and the USPS, the actual recorded times on a route are the times that will be used to adjust that route. If you are skipping your office break, your route will become ten minutes shorter in the office. Skipping a street break or shortening your lunch will mean that your street time will officially become that much shorter than it actually is. If you are a recently converted regular on an overburdened route,

you must take those lunches and breaks so that your route can be properly adjusted rather than be permanently overburdened. Maybe you can handle it, but think about the probationary CCA who has to carry it while you're on vacation.

Skipping breaks or lunch hurts you in less tangible ways, as well. It endangers your

OUT THERE



This Fred Aceo cartoon originally appeared in January 2014.

safety and health. Carriers expend a lot of energy, both physical and mental. You need to stop, rest, eat, recharge; not doing so actually makes you less productive and increases the likelihood that you may become ill or injured. Skipping your office break isolates you from your fellow workers, who can help you understand your rights, benefits, and how to be a better carrier. It cuts you off from the socializing and gossip that, while often derided, is a normal part of any workplace.

One last thing, one I feel strongly about. In the long and violent history of the labor movement people lobbied, rallied, fought, and died for the basic workplace rights we take for granted today. You don't have to do much to honor them.

All you have to do is take a break. ■

Skipping breaks can cost me money ?

Article courtesy of the Portland, OR "B" Mike published by NALC Branch 82 in May 2015.

From the President

by Scott Dulas, NALC Branch 114 President

A customer recently asked me if they could cut their stamps in half, and only place one half stamp on each envelope, because we are only providing half of the service that we were before the plant closure. I thought of correcting them, but only to tell them that they should instead cut their stamps in quarters.

On April 9th USPS management told customers, and the media, that they would be sending (delaying) some of our outgoing mail by shipping it to the processing plant in the Twin Cities. Postal Management said that parcels and periodicals that were destined for northwest Minnesota and northeast Wisconsin would stay here to be processed the next day. Within two weeks management decided to send (delay) every bit of mail by shipping it all to the Twin Cities.

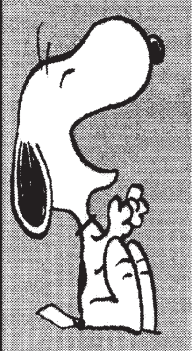
Postal management has decided that they have no responsibility to notify the media or our customers of their unilateral decision to delay mail. It is kind of like when management unilaterally changed service standards, and now can't even live up to those standards. Who is left to explain the loss of service provided by the USPS? Letter Carriers of course. The USPS was not voted the most trusted federal agency because of management. To

be honest, most of management has no clue as to what is going on in this organization.

When customers ask why their mail is so late getting to it's destination, or they are paying late charges because of managements decision, you are left to explain. You can also let them know how to report delayed mail. Go to www.prc.gov/contact and click "message type" then click "complaint", next click "subject", then "mail delivery/ postal services".

Please be understanding and patient with your customers. Let them know that this affects our mail, too. Oh yeah, and you can let them know that their mail will be delayed another day if you are carrying overtime or you carry at Mt Royal. If you don't get mail to the main office by 3:30pm, that mail will sit until the next day, except on Saturday, when it is delayed until Monday.

On a happier note, we had a good turnout at the 77th annual Retired Letter Carriers Banquet. The Radisson did an excellent job hosting the event. It was good to get together with old friends and to make new ones. We were able to speak to and hear from National and Regional Officers of the NALC. Please join us for good food and fellowship next year.



A father put his three year old daughter to bed, told her a story and listened to her prayers which she ended by saying, "God bless mommy, God bless daddy, God bless grandma, and goodbye grandpa."

The father said, "Why did you say good-bye grandpa?"

The little girl said "I don't know daddy, it just seemed like the thing to do."

The next day grandpa died. Father thought it was a strange coincidence.

A few months later the father put the girl to bed and listened to her prayers, which went like this: "God bless mommy, God bless daddy and good-bye grandma."

Next day the grandmother died.

My gosh, thought the father, *this kid is in contact with the other side*. Several weeks later when the girl was going to bed the dad heard her say: "God bless mommy and good-bye daddy."

He practically went into shock. Couldn't sleep all night and got up at the crack of dawn to go to his office. He was nervous as a cat all day, had lunch sent in and watched the clock. He figured if he could get by until midnight he would be OK. He felt safe in the office, so instead of going home at the end of the day he stayed there, drinking coffee, looking at his watch and jumping at every sound. Finally midnight arrived, he breathed a sigh of relief and went home.

When he got home his wife said "I've never seen you work so late, what's the matter?"

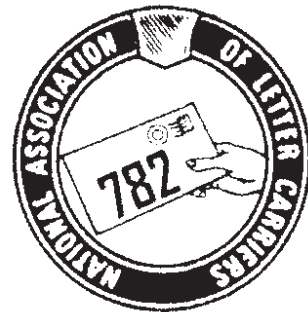
He said "I don't want to talk about it, I've just spent the worst day of my life."

She said, "You think you had a bad day, you'll never believe what happened to me.

This morning the mailman dropped dead on our porch."

Articles courtesy of the Duluth, MN *Zenith Branch News* published by NALC Branch 114 in May 2015.

A Focus on Our Future: CCA Emmanuel Chavez



Emmanuel is 25 years old, lives in Arvin, and loves being at Hillcrest Station. He did a 3 month stint at Stockdale Station. Even though both stations have walking routes, Stockdale is flat walking where as Hillcrest is up and down HILLS. For the first two weeks of walking at Hillcrest, he would just go home and go right to bed. Walking inclines keeps you in good physical condition because he felt the soreness on the back of his legs. Emmanuel has been on a long term opt since September 2014 and has gotten to know too many people on his route and appreciates the cold drinks and goodies they bring to him. “Those are the best benefits of this job”.

Out of high school, Emmanuel was hired on at IKEA warehouse for two years as a seasonal temp. They let him go and he went to Dreyer’s for three months then went to Grimmway Farms Sanitation and then back to IKEA until his mother’s neighbor, carrier Juan Rodriguez from Brundage Station, mentioned that the Postal Service was hiring. Emmanuel has always worked the night and graveyard shifts so he is now loving working during the day because he has more freedom to do what he wants.

He wants to give a “shout out” to Ronnie Mireles from Hillcrest. Ronnie mentored, encouraged, and gave tips to Emmanuel. Without Ronnie’s words of guidance, Emmanuel might have quit. Ronnie said, “Stay with it, it will get easier, and no other job will pay as well”.

Before having this job Emmanuel thought it looked easy but realized soon afterwards that it’s difficult, especially in the beginning. He has known of three people who quit and didn’t make it through their probation months. His advice to our newbies is to “Stick with it. First couple of months is hard but it does get easier and easier. Take your lunches. Do not skip them or management will expect that every day. Don’t try to impress”. He states working seven days is hard with no days off but he says working Sundays is easy money because it’s an easy day of just delivering packages. However, he doesn’t like working Sundays during football season though. Go CHARGERS!

Emmanuel has gone to Union meetings and suggests that other carriers go because it is informative. One of the things he learned was about the new scanners that came out.



Picture of Emmanuel and his “San Diego Charger gloves” courtesy of Mabel Bullis.

Emmanuel is #2 on the relative standing list at Hillcrest and is happy that he is now #12 on the list of all the CCAs. He wants to retire doing this job. Being employed with the Postal Service has given him the ability to pay off his car loan. He is now saving for his wedding. Working at Hillcrest, “They treat you like family”. He is known as the “funny guy”. Emmanuel makes everybody laugh and is always messing around with his fellow co-workers.

Keep up the friendly atmosphere at your station!

MABEL BULLIS
East Brundage

If you would like to have a CCA from your unit who IS a member of Branch 782 presented to you in this monthly feature, PLEASE contact Mabel Bullis @ 661-496-5679.

Have an Idea for Fred?*

Fred Acedo
 Br. 782 S.A.N.E.
 P.O. Box 6532
 Bakersfield, CA
 93386-6532

** You never know what you might get...*

OUT THERE



N.A.L.C. BR. 782-BAKERSFIELD, CA.

HAPPENINGS FROM THE HILL



The 2015 Food Drive at Hillcrest was a big success! We brought in 11,106 lbs! ***IT WAS OUR BEST YEAR EVER!!!***

I thank the Clerks, Supervisor Dawn Rimmer, and Station Manager Janet Galvin who worked with us! I want to thank all the Carriers who collected



food on that Saturday. I would also like to thank Janet Galvin for the pizzas and her niece, Cynthia, who helped us all day. Clerk Ramona Montes De Oca, who helps so much every year, did it one more year! My sister, Tami, drove me around all day picking up food and sorting it. I would also like to thank Freddy and Emelio from the Community Action Partnership. They helped unload and sort the food all day with a great big smile.



We just had our first CCA make regular..Congratulations Christine Leal!!! It's been a long time coming! We have had CCAs come and go. To those who decided this job wasn't for them, we wish them well. And now? We welcome Samantha Williams, Roberto Romero, and Erika Moyer — our newest CCAs.



Until next time.....

PAM SMITH
 93306
 Shop
 Steward

All of these pictures courtesy of Pam Smith.



Is it a Job or your Career?

**Vice President
Ron Kania**

The United States Postal Service has hired tens of thousands of CCAs over the past couple of years. Since 2013 over 16,000 CCAs have been converted to full-time regular. Those conversions are a direct result of the great work of the NALC ensuring that conversions take place in a timely manner. As time goes by each CCA has to decide if this is just another job or if it is going to be your career.

Anytime an employer brings on a large number of new hires at the same time problems can result. The biggest problem I see is that management hires more CCAs than can be properly trained. Management can run plenty of new hires through the City Carrier Academy. Our NALC Carrier Academy instructors will provide them the required training but the problem occurs when these new hires arrive at their stations.

When management hires more CCAs than can be properly trained, once they arrive at their stations it is a real problem for everyone. Sure management can provide new hires with some training on how to do the job, but sometimes they are not provided with the proper training needed to make this job their career.

On March 23rd Milwaukee management hired 60 new CCAs. Most offices received more than two CCAs and one office received nine CCAs. I know management sees a need to hire more people and hire they do without truly considering if they have enough

certified trainers and mentors to help these new hires learn the job in a timely manner. Bringing on a large number of new hires without providing them with the necessary training and time to learn the job is a big mistake. USPS management has to decide if they want to have a revolving door of people working a job or if they want a work force of people making the USPS their career.

For all the CCAs reading this article you need to decide if the USPS is just another job or if it is your career. Today it is common for working people to jump from one job to another or move from one employer to the next. Nowadays, too few people ever find a career position with one employer that lasts for the rest of their working life. However, working for the USPS is a job that can become a career that you can remain in until you decide to retire.

I realize the job of a CCA is not an easy one. Management expects too much from you starting on day one. Under the current rules once you make it past your first 90 workdays you now have a path to make this your career. Everyone must realize the CCAs are the future of the USPS. It's possible, in the future, that someday the Postmaster General may have started working for the USPS as a CCA.

All CCAs need to work as a professional letter carrier at all times. Whether you are driving, walking, delivering a birthday card or a parcel, or providing driving directions to a customer, you need to conduct yourself in way that makes everyone proud. Our customers expect excellent customer service and it is up to each letter carrier to provide that excellent customer service. I know there are times when it appears our employer doesn't care about providing excellent customer service but that should not deter us from providing it. If the day ever comes when letter carriers stop providing excellent customer service the USPS as we know it will be lost forever.

For all of the CCAs delivering the nation's mail you should care about your customers, their mail, and the future of the USPS because you are the future of the USPS, as long as you decide to make it your career.

Article courtesy of the West Allis, WI *Pioneer Branch 2* published by NALC Branch 2 in June 2015

OUT THERE



from the
editor-guy:

This Fred Acedo cartoon originally appeared in our August 2014 news-letter. And? I decided to retread it one more time... Thank you, Fred!!

Yup! We Deliver!

by Pauline Holshouser,
Kittery NALC Steward



I was walking a loop delivering mail and found a man's wedding band on the side of the road. On a whim I posted 2 pictures of it on Facebook, not really believing I'd find the owner. Not wanting a fraud to try and claim it, I didn't mention or show in the pictures the engraving inside. I just posted, "Does anyone know someone who lost a wedding band? This one was found in Kittery." Within minutes of the post a FB friend who also lives on my route said her husband worked with a guy who lost his at the beginning of February. She said they would show him the picture. The next morning there was a private message from her. She said the guy said it looked like his ring but his had his wedding date, 2007 and the word "Forever" engraved inside. My jaw nearly hit the floor. Less than 12 hours the owner was found!

I sent her an excited message, "OMG I HAVE HIS RING!!" It was really just amazing. He stopped by the PO to be reunited with it and continue his Forever. You can tell by the picture we were both pretty happy about the happy ending. Just before he left he pulled a gift card from his pocket for me. I tried to refuse it, it was so not necessary and completely unexpected, but he insisted. A total sweetheart! Yup, we deliver!

The rest of the story: He plows snow for the town. He got stuck and had to get out of the truck during a blizzard to shovel. Still stuck, he got a co-worker to bring a front end loader to dig him out. When he got back to the town garage his ring was gone. He went back to look for it, but there was too much snow and the loader could have pushed it anywhere. He considered it gone "forever". The FB friend who responded to my post was the wife of the loader driver! The stars all aligned for sure!! A fun, amazing story!

Article courtesy of the Portland, ME *Carrier's Corner* published by NALC Maine Merged Branch 92

from the editor-guy:

Branch 782 Retiree Bill Curtis contacted me to let me know that he'd seen an obituary in the *Bakersfield Californian*.

He told me that Marshall Eaton had passed away. Bill and I both worked in the 93304's with Marshall.

When I delivered mail out by South High twenty years ago, Marshall lived on Pinewood Court and I would see him out walking for exercise after he'd retired. I would share with him some of the changes that were going on in the USPS and he would shake his head and just keep walking.

If only I had taken more time to get to know Marshall... He was one of those "Old Timers" when I started out. I think that I felt that I would be bothering him if I were to try to talk to him.

Didn't realize that Marshall was was one of those WWII vets who had chosen to continue their years of service to our country by hanging a satchel on their shoulders and delivering the mail.

I wish that I had made the time to ask him what it had been like to be stationed aboard such a historic ship like the *USS Yorktown*. (If you don't know what I mean, look her up...) In looking over the obituary, I'm sure that he would have had quite a lot to share with me.



Marshall J. Eaton, 93, died on June 1, 2015. He was born July 17, 1921 in Oneonta, NY to Mahlon and Fannie Eaton. He joined the US Navy in October 1940. His career with the Navy lasted 20 years with service on the *USS Chandler*, *USS Vergo*, *USS Laertes*, *USS Kaskaskia* and the *USS Yorktown*. While stationed in San Diego, he met and married Emily Crist in 1941. Marshall and Emily had three children Betty, Mahlon and Marsha. During his Naval service the family was stationed in Hawaii, San Diego, Alameda Air Station and then made their home in Bakersfield in 1948 where they remained while he was at sea. After completing service with the US Navy, he was honorably discharged in 1960 as a Chief Shipfitter and then began his 20-year career with the US Post Office as a mail carrier. He retired from postal service in 1986.

Marshall most enjoyed his family, especially family dinners and BBQ's, playing cards or dominos, and helping with any projects with his grandchildren. He had many hobbies that included, woodworking, stamp collection, puzzles, watching NASCAR and most especially the ST. Louis Cardinals because he served in the Navy with Stan Musical during WWII.

During his later years he moved to Columbus Estates where he met and enjoyed many new friends, especially Marion Richardson.

Marshall was preceded in death by his parents, wife Emily, brother Robert, sister Betty, daughter Marsha Stevens, and special companion Mary Klubko. He is survived by his brother Bernard, daughter Betty Bean, son Mahlon "Bob" Eaton, grandchildren Mahlon Eaton II, Jennifer Bean (Richie Berg), Kevin Stevens (Cindy), Sara Seder (Scott), Brian Bean (Becky), and Jerold Stevens (Mindy), 13 great-grandchildren and 3 great-great grandchildren.

The family would like to thank Dr. Emmanuel Strategos, MD, Dawn, and the staff at Dean's Care Villa for their compassionate and unwavering care for Marshall.

Graveside services were held Friday, June 5th at 2:00pm at Hillcrest Memorial Park 9101 Kern Canyon Road.

Source: *Bakersfield Californian* published June 4, 2015

A phrase that I often use points to the fact that *each* of us is just passing through.

At some point (*far in the future, I hope*), maybe someone might take the time to note my passing, too.

BASIL ZUNIGA

Frankly Speaking

Basil, today I attended the funeral for Marshall Eaton. I first worked with Marshall at the old Annex on California Avenue when I first transferred to Bakersfield in 1969.

I believe Marshall had Rt. 419, but am not for sure. I remember Marshall as a very likeable person. He was a very good Carrier and was immensely like by his patrons. I believe that Marshall was injured in a car accident and was off work for about three months. That would have been the first long term assignment that I had. And, when he returned, it felt like I was giving up my own route. Marshall was a very good person and I am sure he will be greatly missed by family and friends.

FRANK TOMASY
Past President NALC Branch 782



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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.

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

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

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Rick Plummer, Webmaster



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FORWARDING SERVICE REQUESTED

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119,886 Pounds!!

For those of you who would like to see detailed information, unit breakdowns and even more, check out page 3.

Don't forget to check out the web version of our newsletter at: www.782nalc.com. The colors of the cartoons and the pictures really "pop"!