

National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



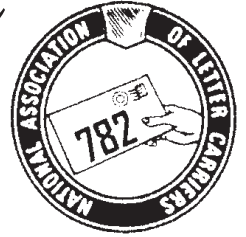
ARVIN
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BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 7

WEB VERSION

JULY 2017

at the
Mike:



It has been a really busy month. Most are.

I hope to see each of you on July 26, 2017. One of our guests will be Imelda Ceja-Butkiewica. She is President of the Kern-Inyo-Mono Central Labor Council. The other guest will be friend Eric Ellis, CSALC District 4 Officer.

OUT THERE



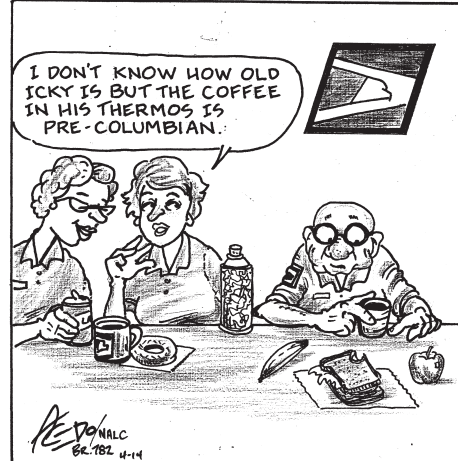
OUT THERE



OUT THERE



OUT THERE



OUT THERE



Have an Idea
for OUT there? *

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 CARTOONIST - RETIREMENT YEARS

OUT THERE



Minutes of the June 2017 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00 p.m. on the 28th day of June 2017 at the Branch office, Bakersfield. The flag salute was led by Trustee Paul Salazar. All members of the Executive Board were present except Financial Secretary Anita Holderman; Sargeant-at-Arms Frank Martinez and Trustee Darryl Holderman.

The Stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale, Shafter, South, Stockdale and Taft. Also present was Newsletter Editor Basil Zuniga; Webmaster Rick Plummer; Assistant Treasurers Debbie Guillet and Lucinda Martinez; Assistant Recording Secretary Norma Hamer and Paul Greenfield of the Social and Recreation Committee.

APPLICATION FOR MEMBERSHIP: Applications were received from: Fernando Mari, Delano; Maricurz Guzman, Shafter; Keith Jones, Tehachapi; Michael Tucker, Dole Ct.; Hector Nunez, Downtown; Javier Soto, Hillcrest; Marion Barredo, Vicky Guerrero, Brundage; Brittany Santiago, Delano; Christina McBrien, South and Katelyn Johnson, Stockdale. John Ortega reported that Brundage is now 100% members. The list of non-members was read by Assistant Recording Secretary Norma Hamer:

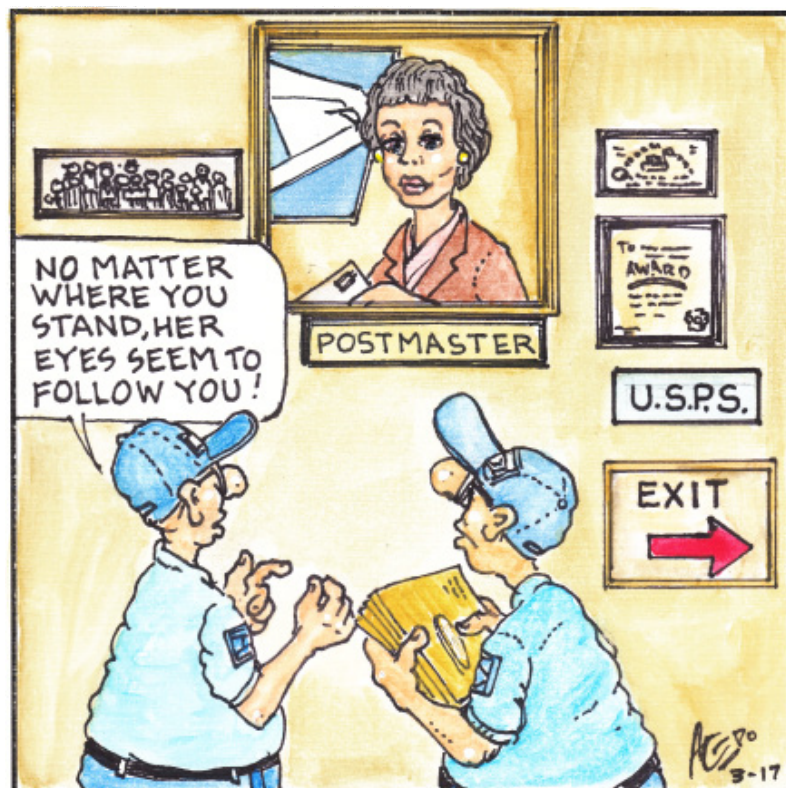
James Oh, Daniel Zuniga, Mauricio Lomeli, Sarah Kirby, Javier Cruz, Cynthia Quebral, Daniela Barreto, Varline Reeder, Alexander Keller, Georgina Schatz, Mae Voigts, Laura New, Karen Hughes, Beth Den Beeman and David Jones.

REPORTS OF STANDING AND SPECIAL COMMITTEES:

Teresa Ortega reported that the plans for the picnic are going great! The picnic will be on October 8 at Jastro Park. Basil Zuniga reported that last month was Downtown Station's turn to fold the newsletter. We had sandwiches rather than pizza due to the heat. He thanked Stewards Pam Smith, Paul Salazar and Lynnel Howell for the articles on their retirees. He shared that cartoons from Fred Acedo were published in the NALC Convention book. He encouraged members to check out the web version of the newsletter, it has 36 pages. He discussed a CCA Carrier from Branch 2902 who returned to the station to find that he had been locked out and everyone had gone home. Finally the Branch President contacted the postmaster who then contacted a supervisor who met the Carrier at the office. This happened again a few weeks later in another city in the District represented by the Branch. He suggested that all CCA's have phone numbers to call in case of an emergency. Paul Greenfield reported that the Social and Recreation Committee picnic has been moved to the Spring due to scheduling and to have more time to save money.

UNFINISHED BUSINESS: Molly Biggar read the proposed 2017 - 2018 Budget. Kim Gerdes made a motion to accept the new budget. Seconded by Debbie Guillet and passed. The meeting for the CCA's given by Gilroy Manglicmot (Branch 782 CCA Representative) had a large turn out — about 30 CCA's. Mike Towery informed the members that in the future CCAs in a supervisor position will not be allowed to attend. Gilroy's phone number will be in the news-

"Out there"



letter, anyone with questions or interested in another meeting should contact Gilroy Manglicmot.

NEW BUSINESS: Kim Gerdes reported that it is time to order the “Color Coded” calendars. Jerry Patterson made a motion to purchase 300 calendars, seconded by Deven Patterson and passed. Mike Towery discussed that five Carriers have been seriously affected by the heat. Two were taken by ambulance. When one of the Carriers called in, management’s response was, “There’s no help, do your best.” A customer called the ambulance. If there is any similar incident in your office, report it to OSHA. Reports may be made on the OSHA website and be done anonymously. All of the Carriers should have been given a CA-1 by management and completed them. If they don’t, they may be stuck with medical bills. John Ortega discussed that the Executive Board would like to be able to shift money from one budget item to another to cover shortages and bills can be continued to be paid. A discussion was held. John Ortega made a Motion that, “The Executive Board, with a majority vote, can shift money between budget items. The membership would be notified afterwards.” The motion was seconded by Evelyn Gauthier. A discussion was held. Mike Meza called for the Question. The Motion was read again and a vote taken and the Motion passed.

GOOD OF THE ASSOCIATION: The Steward meeting will be moved to Thursday, July 6 because of the July 4th holiday. Mike Towery informed members that they should have received their ballots to vote on the new National Agreement. They should be signed, Branch 782 written on back, and returned to National by July 15, 2017. Local negotiations will begin in October.

President Mike Towery discussed how instrumental Shari Sharp and Norma Hamer have been in the success of the Food Drive. He presented them a gift from an anonymous donor. John Ortega presented Mike Towery with the award presented to the Branch at the National Convention for 96% of Carriers being members. Mike said this is the highest percentage the Branch has ever had. Mike acknowledged our new retirees Rolando Trevino and Roy Rodriguez. Mike has helped three more members with their paperwork. Basil Zuniga urged members to read the article in the web version of the Newsletter regarding TSP and compounding interest. He also informed the members that the husband of Retiree Ute Fritz passed away recently.

IMPROVEMENT OF THE ASSOCIATION: Mike Towery reported that CSALC District 4 representative Eric Ellis will attend the next General Meeting to award the Saxsenmeier Scholarship to Ashleen Sodhi.

FINANCIAL SECRETARY’S REPORT: Branch 782 Treasurer Molly Biggar read the Financial Secretary’s report:

May 2017	\$13,647.37
June 2017	\$13,613.39

TREASURER’S REPORT: Molly Biggar reported for May 2017:

Beginning Balance	\$79,573.25
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Non-Members June 2017*

Downtown Station
Sarah Kirby
Javier Cruz

Lamont
100% UNION!!!

South Station
100% UNION!!!

Edwards AFB
Varline Reeder

Brundage/East Bakersfield
100% UNION!!!

Mojave
Alexander Keller

Hillcrest
100% UNION!!!

Ridgecrest
G. D Schatz

Dole Court
Mauricio Lomeli

Shafter
M. D. Voights
L. M. New

Stockdale
James Oh
Marty Martinez
Daniel Zuniga

Taft
K. J. Hughes

Camino Media
100% UNION!!!

Tehachapi
B. C. Den Beeman

Arvin
100% UNION!!!

Trona
100% UNION!!!

Avenal
100% UNION!!!

Wasco
D. Jones

**CCA names are in italics*

California City
100% UNION!!!

*There are only 16 non-members
in all of the cities we serve...
Four of them are CCAs.*

Delano
Cynthia V. Quebral
Daniela Barreto

Dues and Income	\$19,226.53
Total Balance	\$98,799.78
Expenses	\$27,361.98
Ending Balance	\$71,437.80

The MDA 50/50 Drawing was won by Dicie Wilder.

The Drawing for \$150.00 would have been won by Hakem Dhaliwal if he had been present.

There were 38 members present.

The meeting adjourned at 8:16 p.m.

Respectfully submitted,

KIM GERDES
NALC Branch 782 Recording Secretary



Health Prescription: Humor from Mark Ramirez

JUST LAUGH UNTIL YOU'RE COMMITTED!!!!!!

Every morning when I get up, I read the obituary page. "If my name's not there, I shave and dress."

Don't worry about temptation....as you get older, it starts avoiding you.

Old Farmer's Almanac

Eighty is a wonderful age, *ESPECIALLY if you are ninety.*

Abel Green

To me old age is *always* fifteen years older than I am...

Bernard Baruch

You'll know you're getting old. There are signs... I walked past a cemetery and two guys ran after me with shovels.

Rodney Dangerfield

If you are thinking about buying a pair of skin tight designer jeans, let your contents be your guide!!

If carrots are so good for your eyes, how come I see so many dead rabbits on the highways???

Richard Jeni

Everything is within walking distance — if you have the time.

Steven Wright

The coffee business is getting ridiculous. There's a new coffee company that delivers overnight. It's called Federal Expresso.

Bill Jones

A politician is a guy who shakes your hand before an election and your confidence afterwards.

A candidate running for Congress hired two assistants: one to dig up facts, and the other to bury them.

There are a lot of self help videos out there. "I purchased one entitled *How to Handle Disappointment*. I got home and the box was empty...

Jonathan Droll

Middle Age: When you choose a cereal for the fiber content not the free toy inside. (Once "over the hill", you pick up speed.)

Q: So, what's the difference between a clown and a man having a mid-life crisis?

A: THE CLOWN KNOWS HE'S WEARING LUDICROUS CLOTHES.

First Man, "I've got a terrible fat belly."
Second Man: "Have you tried to diet?"
First Man: "Yes, but whatever color I use, it still looks fat!"

"OuT tHeRe" BY FRED ACEDO

SPECIAL ASST. NEWSLETTER EDITOR • P.O. BOX 6532 BAKERSFIELD, CA. 93386



Don't fret about your station in life. Someone's sure to tell you where to get off!

Sinclair Lewis

"I never forget a face, but in your case I'll make an exception."

Groucho Marx

In the words of Kermit the Frog: "*Time's fun when you're having flies.*"

The trouble with growing old, is having to listen to your children's advice.

Remember 50 isn't old if you're a tree.

MARK RAMIREZ
("Post-Mark")
Retired Letter Carrier

2017 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
20547 Waverly Court Ashburn, Virginia 20149

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

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

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

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

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

**PPO Deductible: Per Calendar Year
\$300 "Individual" a prescription from the Doctor.**

URGENT CARE

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

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

Prescription Drug Program is excellent. Retail (Network) Mail Order
Medicare (Primary) See Brochure Too Extensive to List All.

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

MARK RAMIREZ
NALC Branch 782 Health Benefit Plan Representative
(661) 398-6075

NALC Health Benefit Plan Members:

The NALC Health Benefit Plan does not cover "Dental" except in cases of accidental injury to teeth.
See plan brochure for coverage.

But we do have a Dental Discount Program!

Members covered under the NALC HIGH OPTION PLAN must enroll BY PHONE ONLY! The member must call 1-877-521-0244. The cost is \$3.75 per month for "Self Only" \$5.50 per month for "self and family". The savings/discount is around 25%.

Once you have enrolled in Dental Discount Program, you will log on to www.CignaPlussavings.com. On this site (in the right corner), it will show "FIND A DENTIST". Type in your city and zip code, and select a dentist. Or print the page/pages and call the dentist you have selected to make sure they are accepting new patients and, that they are STILL ENROLLED in the CignaPlussavings dental program.



CSALC Saxsenmeier Scholarship Winner

Ashlee Sodhi

Daughter of NALC Branch 782 member Sarbjit Sodhi

Sarbjit Sodhi (Seniority Date: 06/11/2005) is a Letter Carrier at Bakersfield's Stockdale Station. He is the very proud father of a daughter who was awarded one of the ten \$1,600.00 scholarships awarded by the California State Association of Letter Carriers (CSALC) in 2017.

CSALC District 4 Officer Eric Ellis is scheduled to be at our July 2017 General Meeting to present Ashlee with a congratulatory plaque in honor of her accomplishment.

Children and grandchildren of both active and retired California Letter Carriers who have not served in a supervisory capacity in the two years prior to the award are eligible to receive a Sax-

senmeier Scholarship. The winners are selected by a panel of professors from the California State University system.

The Saxsenmeier Scholarship is funded by donations from NALC Branches throughout California and CSALC. President Harold Kelso thanked us for our recent donation. Additionally, he wants to point out something:

"Parents! You need to stay on top of your kids returning the applications!!! Of the 57 scholarship packages requested, 29 were filled out and returned and 10 scholarships were awarded. These are pretty good odds!"

Keep Calm and Listen to Baxter

My supervisor came to my case and told me that we had a problem that I needed to fix. He told me that he had told an ODL carrier that was refusing to go out and deliver a section. He told me that he was going to charge the ODLer with insubordination for failing to follow his instructions. I said "Okay". I went and talked to my brother. He said that he wasn't going to carry the section because he thought the guy was somewhat less than industrious and could have done the work himself. That's not really what he said, but Tom our editor won't print the words that he actually used. I carefully explained to him that he, my brother, was going to get into trouble because he, not the other guy, was failing to follow instructions. Then he gave me another burst of those words. I explained again. Then another burst. And I explained once more. Finally, my brother calmed down and went and carried the section.

With very few exceptions we have to follow the instructions of our supervisors. Like it or not that's the rule. We can't pick and choose. If the supervisor says take that mail, take it. They say leave it, leave it. They say take that vehicle, take it. It's what's known as "Obey now, grieve later."

I know it's hard right now to follow instructions. Management doesn't seem to know what they want. They want you to completely fill out the 3996. They want the office phone number, your lunch location, where you go to the bathroom. Just take the time and write it in. We just need to stay calm and do the best we can.

I've heard a lot of crazy instructions in my time as a letter carrier. I remember once we had a standup, they read us a directive from someone on high telling us that we weren't ever going to work overtime ever again. Then even before the supervisor had gotten through the morning estimate, we were all working overtime again. I was younger and more excitable back then. I complained to the poor guy in the tie that we had wasted a lot of time having that stand up. He shrugged and said - "that's just the post office".

If the instruction that you were given is going to cause you to go into overtime, make sure you fill out a 3996. Give it to the supervisor. Remember, it is their job to tell us what work they want done. It is our job to tell them how long it is going to take. If the work causes

overtime, they must tell you what to do with the work once you have told them that you need overtime to complete the work they have assigned to you with a 3996. Their response cannot be: "just do the work and no overtime". Once you've told them that you need overtime and they've told you to do the work, they have approved the overtime. If you get a slip back disapproving the overtime make sure that you talk to your steward.

by Jim Baxter, VP
NALC Branch 82

Management has to give us instructions that we can actually follow. We had a supervisor that we called Blue Suit. One day Blue Suit yelled at a new person to go out and find a certain carrier, take the rest of his mail and get him back to the office before 4:30. His eyes were glazed over and spittle was coming out of his mouth. I guess the guy was going to be in V time at 4:30. It was 4:10, I told Blue Suit that there was no way that the guy was going to make it back by 4:30. Blue Suit yelled at me and told me that he had given an instruction and it would be followed. The instruction was impossible to follow.

MANAGEMENT HAS TO GIVE REASONABLE INSTRUCTIONS THAT WE CAN FOLLOW. THEY CAN'T TELL YOU TO DO THE IMPOSSIBLE. They tell you that you have an hour under-time and that you have a section. If you don't have an extra hour or whatever amount of time, fill out a 3996 and let them tell you what to do with the extra work. It's up to them to figure it out. If after you give them a 3996, they tell you "just do it". They have approved the overtime. Don't get mad. Don't let it get personal. If someone brings you a section and that section will cause you to go overtime, contact management before you work the overtime and tell them that the section will cause overtime. Tell them before you do it.

I know there are a lot of new folks now. So more than likely you could be given an instruction to do something that you don't know how to do. Don't be afraid to say: "I don't know what they are talking about", or how to do what they have asked. I know it is crazy right now. If you don't understand the instruction ask for clarification. Just hang in there. And remember "Keep calm and listen to Baxter". Good Luck, Jim

Article courtesy of the April 2017 Portland, Oregon NALC Branch 82 B Mike

Just A CCA... 3 little words I hate. It has such negative ring to it. You are not JUST A CCA you are Letter Carrier the same as every other Carrier. You have rights, you have feelings, you need to know your rights. If you don't know your rights, then you basically forfeit them.

Management can not scream at you, or threaten you, & they should never be allowed to bully, harass, or intimidate you. There is a little thing you're entitled to called Mutual Respect, yes you are supposed to treat management with respect, but they should treat you with respect as well. If you feel you are being disrespected, contact your shop steward, their names & numbers are located on the back of the newsletter.

You are allowed 2 ten minute breaks, use them. You are allowed comfort stops/bathroom breaks, use them. Union members fought & in some cases literally died so that you could have them, don't kill yourself by not using them. In the extreme heat & cold you are allowed warming breaks/cooling off breaks. Too many carriers have died because they neglected to use these. Notice I said use, not abuse.

Management is NOT allowed to bring you a tail end/bump or mail of any kind, if they do, don't make a fuss, just contact your union steward ASAP.

You are not required to get every route done in the same amount of time every day, some days might take longer than others, some days you might get done earlier than others. As long as your doing your job consistently & not taking excessive breaks you're fine.

You are covered by Federal Employees' Compensation Act (on the job insurance) the moment you are hired. If you are hurt on the job you are covered FECA. You have 60 days to file for health insurance through the postal service from the day you are hired.

Do NOT work off the clock! If you get hurt off the clock FECA does not cover you, you are on your own, so DO NOT work off the clock!

Lawrence The Editor Dude

CCA CITY

Article courtesy of the June 2017 Rockford, Illinois Branch 245 Newsletter

CCA RIGHTS

by Chriss Daniels, Vice President
NALC Branch 79

I have been informed that Seattle management has been bouncing the CCAs around daily from station to station in order to get the work done. They are back to being worked 6-7 days a week rather than getting time off to rest and spend time with their families. Is the Postal Service hiring enough CCAs or are many of them being fired unreasonably or resigning due to the unreasonable expectations of the Postal Service?

It is not productive to constantly assign CCAs to different stations every day, especially in Seattle. How is a CCA expected to learn the fundamentals of a letter carrier and be productive when they

are bounced around to different stations on a daily basis? Regular carriers have the option to work more than 5 days a week. I realize that it is one of the benefits of being a Regular carrier, but if management continues working CCAs like they are dogs, they will never retain enough employees to do the work once their old dogs retire. Something the Postal Service should think about.

Management is also requiring some CCAs to hop like a bunny bouncing from one installation to the other, in order to cover the work needing to be done.

I want CCAs to know what their

contractual rights are when management sends them outside of their installation. For those who do not know what "installation" means, the installations covered by Branch 79 are Seattle, Bothell, Bellevue, Redmond, Kirkland, Renton, Issaquah, Enumclaw, Mercer Island and Auburn. The following rights are for all CCAs who work outside their installations:

CCAs will normally work in their employing office, but could be assigned to work outside their employing office on an occasional basis. If management schedules you to work in another installation, they will schedule you in advance of the reporting date whenever practicable.

When management needs to temporarily assign you to work outside your installation management will, to the extent practicable, use CCAs who volunteer from the station that is providing the assistance, as long as the CCA volunteering will be in a similar pay status. If management is unable to get enough CCA volunteers, the delivery unit providing assistance will temporarily assign CCAs to other installations in reverse relative standing order whenever practicable as long as the junior CCAs are in a similar pay status. (JCAM 7.1.C.4)

If you are required or volunteer to work in another installation, you may receive payment for mileage for the difference between your home and employing office as long as the difference is greater. There is not an occasional limitation for CCAs who work Sundays. (Postal Handbook F-15 section 7-1.1.1.2.d)

OUT THERE



Originally published March 2006

Article courtesy of NALC Branch 79
Seattle, WA July 2017 *Seventy-Niner*

You, OSHA and the Heat...



By the time this article arrives, you most likely will have received your ballot and already cast your vote on the 2016-2019 tentative National Agreement. Hopefully you attended one of the Branch 133 sessions to review the agreement and will cast your vote to ascertain that your opinion is heard.

On a separate vein: **The summer heat is upon us**, so this is a good time to review heat related illness and how to protect oneself. The following is from OSHA. Note that although OSHA recommends "Modify work schedules and arrange frequent rest periods with water breaks in shaded or air-conditioned areas.", your employer has been changing carrier start-times to later in the day thus placing its employees into as much of the hot part of the day as possible.

Another recommendation from OSHA "Call a supervisor for help. If the supervisor is not available, call 911". With examples across the country where a carrier in distress was told to *continue*, or *there is no help*, prior to a catastrophic situation, I would suggest calling 911 rather than a supervisor.

A few years ago, I had an episode with heat illness on the route. I called my supervisor; he asked me if I had been drinking as I was not making any sense, then hung-up on me. Fortunately, he passed the station manager a few minutes later and commented on the call. The manager immediately realized that something was wrong, brought me water, set me in his vehicle with the A/C running, contacted my wife, and ascertained that it was safe for me to go home prior to allowing me to be taken home. So while my manager took appropriate actions, the super-

visor would have just left me to fend for myself. **Unfortunately, I doubt by that time I could have taken appropriate action.** Please **recognize the signs early** and **take action immediately.**

Now, from OSHA:

Protecting Workers from Heat Stress: Heat Illness:

Exposure to heat can cause illness and death. The most serious heat illness is heat stroke. Other heat illnesses, such as heat exhaustion, heat cramps and heat rash, should also be avoided.

There are precautions that can be taken any time temperatures are high and the job involves physical work.

Risk Factors for Heat Illness:

*High temperature and humidity, direct sun exposure, no breeze or wind
Heavy physical labor*

*No recent exposure to hot workplaces
Low liquid intake*

Waterproof clothing

*Symptoms of Heat Exhaustion
Headache, dizziness, or fainting
Weakness and wet skin
Irritability or confusion
Thirst, nausea, or vomiting*

Symptoms of Heat Stroke:

*May be confused, unable to think clearly, pass out, collapse, or have seizures (fits)
May stop sweating*

To Prevent Heat Illness:

Establish a complete heat illness prevention program.

Provide training about the hazards leading to heat stress and how to prevent them.

Provide a lot of cool water to workers close to the work area. At least one pint of water per hour is needed.

Modify work schedules and arrange frequent rest periods with water breaks in shaded or air-conditioned areas.

Gradually increase workloads and allow more frequent breaks for workers new to the heat or those that have been away from work to adapt to working in the heat (acclimatization).

Designate a responsible person to monitor conditions and protect workers who are at risk of heat stress. Consider protective clothing that provides cooling.

How to Protect Workers

Know signs/symptoms of heat illnesses; monitor yourself; use a buddy system.

Block out direct sun and other heat sources.

Drink plenty of fluids. Drink often and BEFORE you are thirsty. Drink water every 15 minutes.

Avoid beverages containing alcohol or caffeine.

Wear lightweight, light colored, loose-fitting clothes.

What to Do When a Worker is Ill from the Heat:

Call a supervisor for help. If the supervisor is not available, call 911.

Have someone stay with the worker until help arrives.

Move the worker to a cooler/shaded area.

Remove outer clothing.

Fan and mist the worker with water; apply ice (ice bags or ice towels).

Provide cool drinking water, if able to drink.

IF THE WORKER IS NOT ALERT or seems confused, this may be a heat stroke. CALL 911 IMMEDIATELY and apply ice as soon as possible.

by Craig Bishop,
Senior Vice President
NALC Branch 133



Article courtesy of Sacramento, California NALC Branch 133 July 2017 *Swing Room Gazette*

Beware Snake Oil Salesmen!



I was reading the May 2017 issue of the Postal Record, the Retirement section. As the Branch Secretary I often get the same questions and calls on this subject. Ron Watson's article caught my eye and I decided to share it here.

The NALC Retirement Department often receives phone calls from members with questions

about various retirement matters. A recent call concerning the Thrift Savings Plan (TSP) was disturbing. The member had just retired and had sought information and advice from a financial advisor regarding his very significant TSP account (\$350,000). He reported to me that the financial advisor had cautioned him that he should move his money out of the TSP because, upon his death, any remaining TSP balance would be forfeited to the federal government instead of going to his spouse. That financial advisor is likely selling snake oil. His caution is utterly false. If an active employee or a retiree dies with a TSP balance, the balance goes to the person designated by the deceased employee/retiree. If the deceased employee/retiree has not designated a beneficiary, the TSP account balance goes to the widow/widower. If none, the balance goes to a child/children. If none, the balance goes to the parents. If none, the balance goes to the executor of the estate. If none, to the next of kin. You can read the TSP death benefits policy by linking to the TSP bulletin at tsp.gov/PDF/bulletins/14-04.html or read the implementing regulations of the law itself at gpo.gov/fdsys/pkg/CFR-2011-title5-vol3/pdf/CFR-2011-title5-vol3-part1651.pdf.

I asked myself what a financial advisor would have to gain by providing incorrect information about TSP death benefits. Probably sales commissions, if the incorrect information tricked the retiree into thinking the TSP was a bad deal. Consider these two key differences between TSP and for-profit investment funds. First, the managers of TSP funds are required as a matter of law to make investment decisions solely for the financial benefit of the TSP participants. Stockbrokers, financial planners, life insurance purveyors and other securities salesmen are not required by law to make investment decisions in your financial benefit, which means they can make decisions with your money (if you hire them) in their own financial interest. Second, the cost of administering the TSP funds is a small fraction of the average cost of administering private investment

Marilyn Youman, Executive Secretary
NALC Branch 1100

funds. These costs are ultimately paid by the investors in the funds. The average annual cost of administering TSP funds is less than 0.3 percent. The average annual cost of private industry investment funds is 1.5 percent or more. For each \$10,000, the annual cost is less than \$30 (TSP) or \$150 (private investment company). Given these two significant facts, retirees should carefully consider any decision to move investment funds out of the TSP. When doing that, beware the snake oil salesmen. Here is a list of questions you should consider asking any salesperson, financial advisor, etc. who suggests you move money out of your TSP account and invest it with him or her:

- What is the average net expense I will pay for every \$1,000 invested?
- What additional annual fees, commissions or charges will I pay for investments?
- What profit do you make if I invest with you?
- Do you have a responsibility (fiduciary obligation) to put my interest ahead of your own?
- Will your plan protect my retirement funds from creditors' claims?
- When I retire, can I receive a series of scheduled withdrawals without giving up control of my account?

If you would like your TSP account to be distributed upon your death according to the statutory order of precedence, it is not necessary to complete Form TSP-3, Designation of Beneficiary. If you do not want your TSP account distributed in the order of precedence, you can complete Form TSP-3, Designation of Beneficiary. You can download the form at tsp.gov/PDF/formspubs/tsp-3.pdf or you can call the ThriftLine at 877-968-3778 and choose Option 3 to request a copy of the form. Return the completed, original form directly to the TSP address on the form or fax it to the number provided in the instructions. Do not submit Form TSP-3 to your employing agency or OPM. Be sure to make a copy of the form for your records. If you do not remember whether you have submitted a Form TSP-3, you can find out by calling the ThriftLine at 877-968-3778 and choosing Option 3 to speak with a participant service representative. Don't let snake oil salesmen scare you away from the TSP with incorrect information.

NALC Retirement Department Toll-free number: 800-424-5186, Available Monday, Wednesday and Thursday.

Article courtesy of the July - August - September 2017 Garden Grove, California NALC Branch 1100 UNION CARRIER



Happy 50th Anniversary Mario & Irma Muniz July 8, 1967

We've come a long way since we met each other for the first time at East Bakersfield High School in 1966. Happy moments, sad times, nasty fights and crazy misunderstandings. We've been through it all. I have no regrets for being your husband for the past fifty years. You have given us two beautiful children, Sandra, Mario Jr. and a grand-daughter Adrianna, whom we adore with all our hearts. Again, Irma, thank you for being my wife. May God continue to keep us together for another fifty years!
I still love you!! "Chingos" Mario.

Linda Petree P.O. Bin 440 ☐ 1707 Eye Street Bakersfield, CA 93302-0440 ☐ 661-395-7285 ☐ 661-395-7021 ☐ Fax: 661-395-7285 ☐ lpetree@bakersfield.com

AN AMAZING, AMAZING MILESTONE!!!

YOUR BRANCH 782 BROTHERS AND SISTERS CONGRATULATE AND THANK YOU!



Mario Muniz served in Vietnam in 1968 in G 2/5 - 3rd Platoon 3rd Squad. On August 18, 1968: "...At 181500E, Company G, at AT 945517, received S/A and A/W fire from the vicinity of AT 946517. The company returned fire from the vicinity of AT 946517, received S/A, returned 150 rounds S/A fire, 23 rounds M-79 and 10 rounds M-60 fire. As the company continued to advance, it received a heavier volume of S/A, A/W fire and handgrenades from an estimated platoon of NVA. Company G fired 250 rounds of S/A, 300 rounds of A/W, 50 rounds M-79 and 35 handgrenades. A 105mm mission of 60 HE rounds and 6 fixed wing air strikes were called, then Company G swept the enemy position. Results: 7 USMC KIA (*Note: The entire battalion suffered a loss of 14 KIA in August. Seven were in this single action.*); 13 USMC WIA EVAC.; 7 USMC WIA NON-EVAC; and 27 NVA KIA (conf.)"

[Source: 2nd Battalion, 5th Marines, 1st Division Command Chronology 1AUG68 - 31AUG68 dtd 5SEP68]



Mario Muniz was there.

This santized version only hints at what went on. After almost fifty years, his memories are still vivid and very personal... Like Irma, we are glad he returned home. We honor him *and* his squad members!

50 Years?

Want some visual proof? Check out a cropped section of a group picture which is up on a wall in our Branch office. When the picture was taken — on March 18, 1968 — Lee had been on the job not quite seven months.

Lee Collaso works at Bakersfield's Dole Court. He is #1 on the seniority list and has been for some time.

Lee's seniority date is **August 22, 1967.**

from the editor-guy

Another phenomenal fact which almost sounds like a myth: Two Branch 782 members, Joe Jones and Paul Shaw, both retired with fifty years of Postal service **AND they both retired out of Dole Court!** (Is there something in that Dalean water that turned them into "Iron Men"? Hmmm, Mike Towery retired with forty-three years, and he also worked at Dole Court...) Be ready, Jorge Beltran, junior Regular as of 2/4/2017!

Anyway, I felt that paying honor to Lee's accomplishment next month was something which was right and just. I asked Branch 782 Mike Towery to "pave the way" for me and to ask Lee if I could do an interview. Lee told him, "**Absolutely NOT!!!**" I was bummed. But, I figured that it just wasn't supposed to happen.

Luckily a few others agreed with me that this **REALLY** is a special deal! "Old Timer" Homer Ruiz even organized some who worked with Lee "back in the day". They got together in the Branch 782 office on July 14, 2017. I, for one, am thankful that Homer was able to round everybody up. If Lee is upset this piece was published, I'm not the only one he'll want to pound on.

The following individuals (some of whom were around before Lee walked in the door) took the time to ensure that there would be a proper acknowledgement of the milestone that he is approaching: Homer Ruiz (1960), Joe Santa Cruz (1962), Mario Muniz (1970), Guadalupe Arredondo (1978), Paul Hernandez (1978) and Rick Gerdes (1982). All worked with Lee.

As they gathered together, they did a tremendous service for all of us. They looked through old photos and put names to the faces. More importantly, they brought in their personal copies of old pictures which featured Lee Collaso and many of the other old Station "A" and E.B. gang. They shared many stories. (The vast majority will remain unprinted.) Their memories brought smiles. So did the pictures. Enjoy!



Lee Collaso is second from the left in the back row in this March 1968 "Station A" picture. Think he knew what he would *still* be doing in 2017?



This station picture from the 1980s showcases quite a few characters! An old timer will recognize them. By the way, Lee is at the far left front row.



“Lee, I have a question for you... Do you remember ‘Search & Destroy’.”

Raul “FuFu” Alonzo



“Lee NEVER refused to help someone if they needed help. And, he didn’t like to have anyone pat him on the back. He was an excellent Carrier and he was an excellent worker!”

Mario Muniz



“Station A”. What the heck is “Station A”???

Well, “Station A” was located at 726 Jackson Street in the city of Bakersfield, California. Employees there worked for the Post Office Department. (Look it up!) Mail was delivered to what is now 93305.

There was no 93305 zip code at that time. In fact, there were NO zip codes at all in the entire United States!

AND? THERE WASN’T EVEN A U.S. POSTAL SERVICE.

What? Yup. Fact, Jack! Really! Are You kidding me? True Dat! Geez...

That’s the world that existed when E. L. Collaso started his journey as a Letter Carrier which — to this point in July 2017— has almost spanned an amazing fifty year period of time.

50 Years? Yes, 50!!!! 50...

First, it’s important to understand something. “Station A” was eventually renamed “East Bakersfield” when the delivery unit re-located to Kentucky Street and then stayed there for decades.

Today, Letter Carriers who deliver to “East Bakersfield” customers work out of a unit where Carriers delivered only to 93307 addresses. “E.B.” Carriers moved into somebody else’s house — Brundage.



“Don’t worry, Lee. We know the secret why you don’t want to retire.”

Guadalupe Arredondo

It is always such an amazing experience for me when I get around a group of Letter Carriers. It becomes a reunion of sorts. I find out interesting things. For instance, when Ollie Lewis retired off of Route 502 with thirty years, he would have had to start delivering mail sometime around 1938... Before Joe Santa Cruz became a Station “A” T-6, his first Post Office job was working on a train out of Oakland which was part of the Railway Mail Service... Lee Collaso went to East High School along with quite a few future postal workers (Art Ornelas, Paul Hernandez, etc.). “Serbans Red Eyes” earned their title honestly. Mario Muniz has an amazing memory! Really!

Continued on next page...



1968 Complement: (left to right)

ROW 1 — Mose Kelly, Fidel Raya, Ralph Watt, Richard Suniga, *Unknown*, Bakersfield Postmaster John Loustalot, Dolores Lucero, Lee Larry Curtis, *Unknown*.

ROW 2 — Mel Batson, *Unknown*, Ron Huggins, Charlie Norman, George Perez, Lee Collaso, *Unknown*, Kenny Trone, Angel Angelo, Bill Wright, Bill Austin.



1993 Complement: (left to right)

ROW 1 — Karen Young, Mary Breeding, Dwayne Huse, R.C. Castruita, Joe Contreras, Paul Aguirre, Henry Garcia, Bakersfield Postmaster Arthur Ornelas, Esther Gerner

ROW 2 — Harold Rogers, Rudy Magana, Lee Collaso, Richard Delre, Joe Gutierrez, Jose Gonzales, Richard Gerdes, Joy Cordova, *Unknown*, Baltazan



...o Walker, "Spider" Escalera, Ollie Lewis, Rudy Magana,
 ...King Putman, Harris, Manuel Munoz, Tony Garcia, Barney



...ster Art Ornelas, Susie Miranda, Juan Rivera, Gail Gahart,
 ...known, Lupe Arredondo, Mario Muniz, George Vaquera, Mary

**East Bakersfield Carriers
 1970 - 1971*****

**East Bakersfield Carriers
 July 2017**

Route 500	Rudy Magana	<i>Route absorbed</i>
Route 501	Frank Tesch	George Duarte
Route 502	Ollie Lewis	<i>Route absorbed</i>
Route 503	Connie White	Gurpreet Gill
Route 504	Manuel Munoz	<i>Route absorbed</i>
Route 505	Leo Walker	Cindy Jimenez
Route 506	Tony Chavez	Gurminder Saran
Route 507	<i>Auxiliary</i>	Salvador Garcia
Route 508	Ron Huggins	<i>Route absorbed</i>
Route 509	Barney Wright	<i>Route absorbed</i>
Route 510	Al Corella	Vacant
Route 511	Bob Coburn	Ruben Gonzales
Route 512	Larry Curtis	Joy Cordova
Route 514	Angelo Angelo	Vacant
Route 515	Ron Gregory	Juan Rodriguez
Route 516	Richard Suniga	Paul Salazar
Route 517	Alfred Martinez	Steve Lubrecht
Route 519	Charlie Norma	Juan Rivera
Route 520	John Wonderly	Angie Hernandez
Route 521	Mario Muniz	Elizabeth Navarro
Route 522	Fred Cardiel	<i>Route absorbed</i>
Route 523	"Spider" Escalera	Bianca Salinas-Guerrero
Route 524	<i>Auxiliary</i>	Cherilyn Morgan

Renumbered: Was Rt 500

Just some thoughts to establish a little perspective...

- * Many of you weren't even a twinkle in your father's eye in 1970-71.
- * A few of the 1970 Carriers were nearing the ends of their careers which meant that they may have started out some 75 years ago.
- * Carriers who were "young" in their careers in 1970 have potentially been retired for possibly twenty years.
- * Whether you realize it or not, someday you will be part of somebody's memories.
- * Each of us is just passing through.
- * How many in the 1993 picture are still around today???
- * Try to stay healthy. It's important!!!



*****Mario Muniz, you have an absolutely astounding memory!**

The Fine Print — Something to ponder: You may be putting mail in the very same mail boxes those folks who were in that old 1968 picture did. And, hopefully, another generation may be looking back at you as an "Old Timer".

Patti Goulart March 30, 1981



Most things that Letter Carriers experience can be almost universal. We all go through them. Regardless of where we work in any town or city in America, we've probably been there at some point.

On the other hand, there *are* some things...

In 1981, Patti was making a delivery to a 93301 address when she was a PTF. She saw some movement under the porch. As her foot hit the first step, a shape darted out and started to chase her.

I know. You are thinking "Dog". Right?

Well, actually, it was a rooster. *But, it was a rooster with an attitude! It had metal spurs AND it was coming after her!!!*

Whether her feet hit any of the other steps up to the porch, Patti has no recollection. But, she does remember hitting the landing with a large thud as she went skidding up to the door. As she turned, and placed her satchel in front of her for protection, the rooster — one step off the porch — had stopped and time seemed to stand still.

Apparently losing interest, that fighting cock turned and walked toward the back yard. And, Patti went on to other adventures. (I know you may think this is made up. Well, my wife shared a video someone had posted to Facebook which showed a Letter Carrier being harrassed/chased/intimidated by geese. Didn't look like fun.)

In 1980, a woman in her neighborhood named Joanne Rowles worked for the Post Office. She told Patti that they were hiring. So, as we all did, Patti took a test.

Four months later, she recieved a letter informing her that she'd been hired. But, her father had recently been diagnosed with Parkinsons and the family was trying to figure out what they needed to do to give him the best possible care. So, she went to the Annex on California to speak with someone about the possibility of postponing her appointment due to the circumstances.

About seven months later, she got another letter and soon found herself in new employee training. Her instructors were Joe Chiasson and Karl Herrera. Following this, she began her career as a PTF with an OJI named Gary Golden. (In one of those quirky twists, the reason she wound up being sent to Bakersfield's Downtown Station was that the 93301 PTF had just made Regular and had been assigned to the 04s. The name of that PTF? Basil Zuniga. Kinda funny, eh?)

Life as a PTF for Patti pretty much mirrored the experiences that everybody has. She carried swings for Manuel Edwards, Jim Tillett, Phil Evans and others but doesn't think she ever did for Allen Springman or Mickey Cameron. (Allen never needed any help, and Mickey — who seemed to love overtime — always carried his own route plus parts of others.)

In October of 1981, Patti was sent to 93307 as a newly minted Regular where she made new friends. "Pop" Wright, Linda King, and Frank Martinez were just a few of them.

The delivery area was different, but the work was the same. After bouncing around the zone as an Unassigned, she was awarded a route around King Street.

In 1983, Patti bid a T-6 assignment at Stockdale. On her string were 907, 909, 911, 912 and one more route. (Don't snicker. As *you* get older, you are going to find out that memory occasionally flees.)

When Alex "Gordo" Alvarez retired, she bid 909 and was there until Route 100 came open and she went back Downtown. Six months later, she bid back to Stockdale when she got 912.

After some nineteen years invested in her career, she had to have a job-related surgery on her shoulder. It was followed by a another one. And, that began a

long series of events which were very miserable and hard to bear.

But, she recalls that she'd already experienced how the USPS could treat someone they felt had "less value". When she and Sharon Carter were both pregnant, Manager John Smith would bring them both in at 5:30 in the morning and personally drive them out to deliver mail all day. If they couldn't be "good" employees, he was going to try to get them to quit.

The aftermath of Patti's surgeries included entering the world of "Rehab Employees". And it wasn't fun. After five years (being a "lobby director", doing lock changes, Expresses, passports, etc.) Patti was walked out of the building in October 2010 and was told there was no work available.

In November 2015, some manager made a decision to bring her back to work. But, other managers kept adding to her misery.

Now, with all she went through in the rear view mirror, she does offer this: "I'm sorry that you never experienced the 'good old days' that I remember. We used to work hard, help out other Carriers, and would do what needed to be done. Many Carriers would return to the station chewing a lot of spearmint chewing gum. (?) Good jobs are hard to find. Being a Letter Carrier — at one time — was better than it is now."

OUT THERE



Out there cartoon originally published in 1993.

There was a retirement party for three Wasco Letter Carriers on July 1, 2017. As was noted in the invitation: “It is with our greatest privilege to declare that we: Candalerio “Candy” Ticong, Marilyn Cacal and JoAnne Layton...having rendered a total of 74.9 years of service with the Postal Service...(Candy 35.7 years, Marilyn 27.8 years, and JoAnne 17.4 years...are officially retired...” A “Big Bang Hawaiian Luau” to honor them marked a great time for everyone who attended!

There is a series of amazing pictures from that event. I’ve seen them on Marilyn Cacal’s phone. They really do exist! But, Marilyn is travelling in an area which has no phone service. Maybe you’ll see them next month when she sends them to us.

In the meantime, who’s in the pictures: Tony and Chris Zaragoza, Glenda Benner, Ron and Rene Anaya, Patty Arismendez, George Vaquera, Dody and Stephanie Marcellana, Linda Newcome, Erica Osomo and sister, Irma, Steve Carter and family, Viviana Ramirez, Carmen Vizzard, and Joe and Nikki Chiasson and son, Joe — and, of course, three Retirees and families!



Out tHere cartoon originally published in 2005..

“Candy” Ticong October 5, 1985



Before he was a Letter Carrier, Candaleria “Candy” Ticong was in the U.S. Marine Corps from 1980 - 1983.

Following boot camp at MCRD San Diego, he got close and personal with the tall grass in Okinawa, the Philippines and Korea.

He admits it was all pretty amazing. But, there is one experience that tops them all.

He and his wife were on I-5 driving back to Camp Pendleton from Oceanside where they lived. On the way, “Dolly” did more than just go into labor. When they pulled over to the shoulder, “Candy” caught” his six pound baby daughter, Kharista! Wow!

After he was discharged, he and his family returned to Delano where he’d been living

prior to his military service. He worked a variety of jobs in the area. He picked table grapes and other crops and eventually decided that he wanted to have a job which might offer benefits for him and his family.

He heard that the Post Office was hiring in the northern Los Angeles area. He applied, took a test, passed, went through all of the background checks and got a letter telling him to show up for training. It was all pretty overwhelming for him as a new Letter Carrier in San Fernando. The Annex had over a hundred routes. He was also sent to Missions Hills and other cities to carry. After some six months, he heard that there was an opening in Wasco, and in March he put in for a transfer to be closer to home.

Wasco Postmaster John Giza interviewed him and brought him aboard in April. What a change — only five routes and an auxiliary! He soon became familiar with the people and routes. Lyle Laughlin and Chuck Knox were the “Old Timers”. (In fact, Chuck was at the end of his career and — because of health problems — he just came in to case every morning and someone else would do the street duties.

When Chuck retired, “Candy” was assigned to vacant Route 2. It was his assignment for over ten years. When the auxiliary was converted to “real” Route 6, Candy’s seniority allowed him to make it his new home. For the next ten plus years, he would walk out of the post office, cross the railroad tracks to deliver to the labor camp, part of 7th street, E and F streets, and many of the numbered streets as well.

“Candy” next took Route 3 when Carl Summer retired. And, the last ten years of his career were spent there.

He just shrugs off the four dog bites he experienced over the course of doing what he did for the last 30+ years. He also seems to take in stride the fact that, for many years, Wasco had no vehicles. You just walked out of the office and carried until you hit the next relay box. Eventually, Wasco did start to get some of the old jeeps when Bakersfield began deploying the LLVs. It was all the same to him. He was there to work.

Two years ago, “Candy” first began to think about retiring. About six months ago, the idea of retirement started to sound pretty good. Two months ago, he told “Dolly” that he’d decided that it was time and he got the administrative process initiated.

He walked out the door as Wasco’s senior Letter Carrier. That honor now goes to Donald Ingram who, in his turn, takes over on Route 3.

Surviving his time as a Carrier has sometimes been challenging. His final message, “The job isn’t an easy one. You just have to get it done. People think that what we is easy. It’s not. Be prepared for a lot of wear and tear on your body. Hang in there! Although it’s not as easy as it looks, you *can* survive to retire one day.”

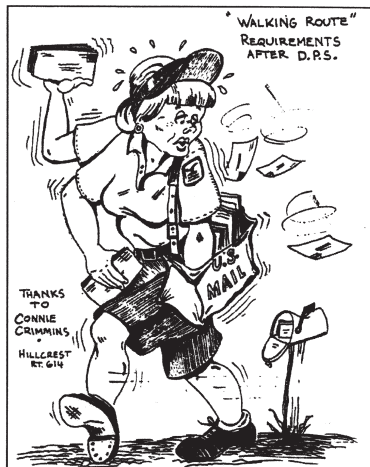
Connie Crimmins February 28, 1987

I finally decided that — after 30+ years — I would hang up my satchel and get away from the USPS!



At last, the “Last Punch Bunch”!

When I first started out, little did I know that some of the managers would make my life miserable throughout my career. But, don't think that it was all bad. I *did* meet a lot of great friends along the way who worked in many different stations. And, because I had the opportunity to attend NALC conventions



I met and made friends from Branches around the U.S.A.

I became involved with the Union as a PTF and even decided to be a Shop Steward at Hillcrest before I made Regular. Why? It's simple. I went through hell my first two years as a PTF.

If I mentioned the names of some supervisors and managers back in the late 1980s, I know that the “old timers” would remember them. But, I'm not going to. Those

Out There cartoon originally published in 1993. Those people are NOT worthy of recognition. A few were good to me but, for the most part, I seemed to be put to the test every day.

I admit, I *was* the problem. For the most part, I was a burr under their saddle because I tried to make a difference with Carriers who were having problems with the way they were managed. And, I gave it my all as a Shop Steward!

They treated the Carriers like dirt and I did what I had to do. I remember, one time, Frank Thomasy told me, “You back them into a corner and their only way out is through you.” One thing I can say is that I gave an honest day's work for my pay and I gave an honest day's effort in my work as a Steward.

As I lay my head down each night, I felt good about my interactions with the customers and the people I worked with. And, knowing that I was making a difference in their lives made a big difference in my life.

And the Union was a big part of why I felt good about myself.

When I ran into problems, my fellow Carriers stood up for me! Branch 782 President Paul Alexander and Vice-President Frank Thomasy were always there when I needed their support!!

I thought about quitting many times over the years. But, I was a single Mom raising three kids on my own. Without the pay and benefits that the Union fought for, it would have been impossible. As time went on, it did seem like we got better supervisors at Hillcrest who seemed to care about the Carriers. But, there were still those occasional things that seemed to crop up... One time,

a supervisor wanted to “get at” Jim Perkins who was the most senior Carrier in Bakersfield. And, the supervisor thought she was going to really put it to Jim.

Perkins' Route 604 was a “walk out” assignment. He would walk out of the station delivering the mail until he ran out of the mail in his satchel. At that point, there would be a relay box which contained the mail for his next swing. He would continue delivering until he got to the next relay box and keep on going.

One day, we had J.C. Penney catalogs. They were really thick and they were really, *really* heavy. They were almost full coverage and the rest of the mail was also heavy that day!

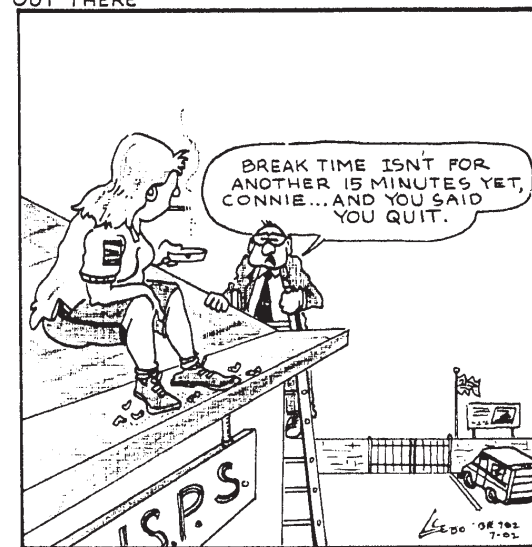
When the supervisor told him to put five catalogs in his satchel for each swing, Jim called for me and asked that I weigh the satchel with the catalogs and the mail for each swing. He said, “I'm not carrying more than 35 pounds in the satchel at a time.”

Well, it turned out that the weight topped 40 pounds and the supervisor got really, really mad. So, you know who won *that* battle. (And? This is my own personal favorite memory of that incident: “Old Perk” just grinned and said to her, “I have been carrying mail longer than you've been alive.”)

My greatest honor was the appreciation I got from the old timers. And, boy, there were a lot of them at that time! For me to get the respect from those who had “plowed the way” for us newbies was something that I will NEVER forget!

I have so many fond memories of those who are still around and those who have passed on. I will *always* have a special place in my heart for *each* of you.

OUT THERE



In the end, the Post Office didn't break me. Despite the years I had to endure all of the problems which stemmed from my on-the-job injury, I am still strong. Being away from the job for years and then brought back to face such hatefulness was not easy.

This **Out There** cartoon was originally published in January 2009. (Editor-guy note: *BELIEVE IT OR NOT*, Connie Crimmins has not smoked a cigarette in more than four years!)

Now, as I close this chapter of my life, I want to end it on a positive note with this bit of insight that I've gained: *I've led my life with integrity. I WILL have a happy retirement despite the people who chose to make my life hell. We all have to answer for what we've done in life, and — in the end — I trust that I've made all the right decisions to attain a final reward... Will you?*

CONNIE CRIMMINS
One very happy Letter Carrier Retiree

Pictures of some of my great memories with my other family — The 93306 Hillcrest Gang!



Probably some time in the 1990s

Connie says that, “Back in ‘The Day’, I wish I would have realized how fast time flies by. I won’t say I miss the work, but I DO miss everyone!”



These three were my reasons for doing what I did!!!



Two people in one case? *How come?*



I even found an old picture of Mary Sutton, too!



And, yes, we cased every letter before there was DPS...



I made a lot of great friends!



Bakersfield gets snow about one day *every twenty years* and people are slipping and sliding all over the road — in about 1/4 inch of the slushy stuff. I was from Minnesota. They really made me laugh.

ATTENTION RETIREES

The Office of Personal Management has recently learned of an aggressive marketing push targeting Federal annuitants. Companies are offering a cash payment in exchange for a portion, or all of your future annuity payments, generally much less than their long-term worth, and typically charging high interest rates and fees.

We have specifically received numerous phone calls from one company in particular asking us to not just verify annuity amounts, but also banking information, including routing numbers and account numbers. Our suspicions were confirmed by our Inspector General's office who discovered this company is currently under investigation by the Consumer Financial Protection Bureau (CFPB).

CFPB lists three things you can do to protect your retirement annuity:

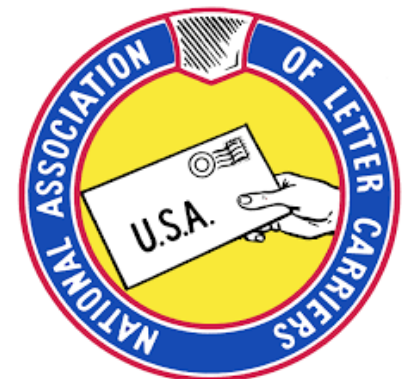
- 1. Avoid loans with high fees and interest.** Pension advance companies may not always advertise their fees and interest rates, but you will certainly feel them in your bottom line. Before you sign anything, learn what you are getting and how much you are giving up.
- 2. Don't sign over control of your benefits.** Companies sometimes arrange for monthly payments to be automatically deposited in a newly created bank account so the company can withdraw payments, fees and interest charges from the account. This leaves you with little control.
- 3. Don't buy life insurance that you don't want or need.** Pension advance companies sometimes require consumers to sign up for life insurance with the company as the consumer's beneficiary. If you sign up for life insurance with the pension advance company as your beneficiary, you could end up footing the bill, whether you know it or not.

Article courtesy of the July 2017 Burkburnett, Texas Branch 245 Newsletter

OUT THERE



Originally published April 2008



Richard Delre February 23, 1991



You just can't go wrong if you select "Chocolate Cake"!!!

Richard,
IT's been good knowing you. IT was sometimes crazy at break but we enjoyed it. I hope you have a voady ~~then~~ Good time retired. don't be a hermit get out and Live. No lolligaging enjoy yourself.

Danny Blair



"DOES WINNING THE LOTTERY MEAN YOU DON'T WANT TO KEEP WORKING HERE?"
Out there cartoon originally published in 1993.



Danny and Kelli Blair hosted a great retirement party at their home and John Rosso volunteered to show Richard "The Ropes!"



Originally published July 2007

For Richard my co-worker
Best Wishes on your Retirement buddy. You deserve!!

Enjoy.....
From Ruben



Back in 1993, Richard was just trying to figure out where to park.

Hi - Richard,
NO body making the noise in this station like you any more. Everything change when you left. it hard to make somebody to replace you! a.a.a. - I miss your voice Shooky bomb.
Tony - Take



Out there cartoon originally published in 1999.

“Keep Your Eyes on the Prize!!”

Marilyn Cacal September 2, 1995

The journey to retirement for Marilyn actually started in the Philippines. After arrival in the United States in 1984, she moved to Delano, California. And, she knew that she wanted a job which would give her a better future.

She was interviewed by Wasco Postmaster John Giza and was hired as a Casual in 1987. She did this job for six months and her appointment ended. She returned as a Casual and became a T.E. in 1993 for a short time and was then re-hired as a Casual in 1994. Along the way (whether she was a Casual, T.E. or PTF) Marilyn, on any given day, might be sent to Taft, Shafter, Wasco or even Coalinga to carry.

In 1995, she was hired as a PTF in Coalinga by Postmaster Mary Nunn and was assigned to that city until 1997 when she was reassigned to Wasco. (In speaking about that time, she thinks that Wasco Postmaster Tom Riley somehow “stole” her from Coalinga. And, it worked out for her.)

In 1998, she made Regular and her “days of travel were over.

With a background working for different Postmasters in different cities, she was able to rattle off the many management personnel who were in Wasco: John Giza, Joe Chiasson, Tom Riley, Allen Connor, Lee Guerra, Sandy Doll, Chris Zaragoza, Amber Pemberton, Vivian Ramirez, Steve Blanton, George Vaquera, David Dieter, Tammy Carlon.

Marilyn is not a big woman. She laughs that her size sometimes worked to her advantage.

Wasco, until just a few years ago, consisted of all-walking routes. If it was lunchtime, she had no way of just driving to a restaurant to order her meal. She wishes that somebody’d been able to take a picture of what she had to do and had given it to her.

Because of her size, Marilyn would find herself sitting inside a relay box during that thirty minutes of her lunch time. (Found



Okay. Okay. Obviously, this is not Marilyn. But this verifies her account. Doesn't it?

a few pictures just in case you don't think this could ever happen. It did!!!)

Like other Letter Carriers, Marilyn dealt with her share of dogs. In fact, she was bitten by a pit bull on Poso Drive, a German Shepherd on 9th Street, and even wound up taking a ride in an ambulance after one of the dog bites. But, none of the hardships or dog problems kept her from her goal.

When asked, Marilyn points out what kept her going through all of the summer heat, the rainy days, the cold and all of the other things she had to contend with. “I had to set my goal. That goal got me through every day. If I had a bad day, I still kept my eye on the goal because it kept me focused no matter the obstacles. You need to keep your eyes on your goals. If you do, you too will be able to one day retire.”

“Out tHeRe”



Marilyn smiles — a little — when she talks about those very earliest days that she worked as a Letter Carrier.

She was really nervous. She was entering a world she knew nothing about and she really relied on her fellow co-workers to show her what she would need to do. And, of course, being extremely conscientious about making sure that Marilyn would be able to do a good job, they would offer her constructive advice like this: “We are only allowed to take seven minute breaks.”

She did for quite some time. In fact, for maybe even a little longer, Marilyn only took seven minute breaks. She doesn't remember when she finally realized that she was allowed ten minutes.

She doesn't hold any kind of resentment about this, but she does have a bit of a wry smile as she shares that memory.

Marilyn and her husband, Ben, love to travel. Over the course of her career, they have been to a variety of places. Now, in retirement, she is looking forward to seeing the sights in Mexico, Europe, Africa, more of Southeast Asia and beyond!

And, she will. Because, she was able to do one main thing:

Keep Her Eyes on the Prize!!



JoAnne Layton December 4, 1999

March 31, 2017 was a pretty good day in the life of JoAnne Layton. She retired. Why? Events occurred from 2013 - 2015 which were pretty lousy.

Her dad died in November 2013. She was then sucker punched when, John, her husband of 30 years passed away on June 23, 2015. It was septic shock from an open wound puncture from a sharp stick.

Then, on December 29, 2015 her grandson, William, suddenly passed away when he was only seven months old.

All of this heartache made JoAnne come to the realization that life is so short. She had so many things that she wanted to do and she wondered if it might be time to retire. It wasn't when she thought she would be dealing with this kind of a decision, but — after going through her finances — she realized that she would be okay in retirement.

Although this isn't the end of her story, she can't help but reflect on her start with the USPS and the many various experiences she went through as she delivered mail on the streets of a San Joaquin Valley town.

Hired as a Wasco Letter Carrier, she went through her initial training in Bakersfield. Her instructor was a short little fat Mexican guy with a beard named Basil Zuniga. He believed that learning about this job should be more hands-on than watching videos or reading things in books. Basil would ask the supervisor in the delivery unit to let his trainees deliver some of that day's mail. They didn't mind...

It was for this reason that JoAnne received an earlier "baptism" as a Letter Carrier than most. One of the first things that happened that very first day Basil took his trainees on the street: *She stepped on a "canine mine"*.

She survived.

But, it wasn't the only time she had to deal with unanticipated things on the street.

There was the time that a 90 year old, stark naked man walked through the door to retrieve his mail from her.

Yes. He *was* in his birthday suit. And, while she didn't realize it, he'd done the same to other Wasco Carriers...



Check out the web version! This picture is in color! The print version CANNOT do "justice" to how deep this bite was, or what she was going through...

Although traumatized, she survived that, also.

She was bitten five times (German Shepherd, a Chow and three chihuahuas). A dog bite in December 2012 required a ride in an ambulance. And she took a picture of the damage.

By now, you should be impressed by the fact that JoAnne Layton is a survivor.

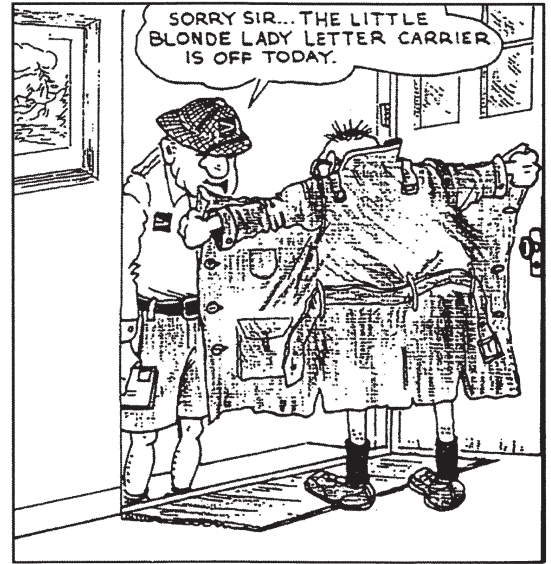
She shared that many of her challenges started right away in her career — like on her very first day of delivering on her own without her OJI.

The day was December 24. (To jog your memory, that meant it was *Christmas Eve*.) She was delivering mail in an area she was unfamiliar with. Because of the time of year, it got dark early. Mail was heavy. She was having to search for the boxes. It wasn't very much fun.

Reyna, was also an 04 Carrier for awhile.)

Before she became a Letter Carrier, JoAnne owned a day care service. She liked it. However, her husband pointed out that there really wasn't much in the way of things like retirement benefits.

And, because she is a survivor, she did what she had to do.



Out tHere cartoon originally published in 2001.

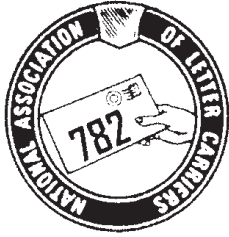
She was hired by Wasco Postmaster Joe Chiasson and she has no regrets about her choice.

Friendships have been forged in fulfilling the mission of the Postal Service to deliver the mail. That was made evident by the way that so many people gathered at the retirement party which was held for JoAnne, Marilyn Cacal and "Candy" Ticong on July 1.

Admitting that she has had relatively few problems with any of the management personnel that she has dealt with, she feels very fortunate.

As she waves good-bye, JoAnne does have this to say: "This is an awesome job! It's what you make of it. If you do your job, nobody's going to bother you."

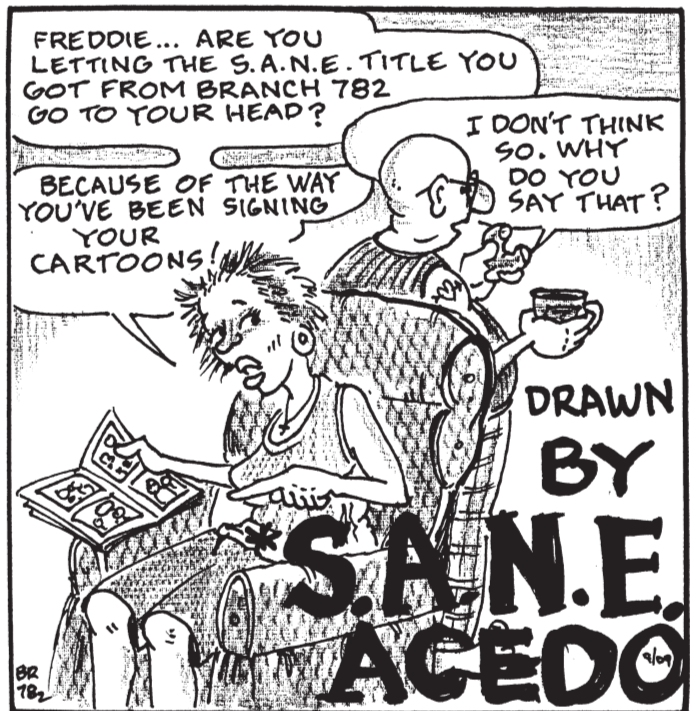
But then, help "from the cavalry" arrived in the person of Anthony Cuen. (If some of you remember this name, he used to carry in Bakersfield and Taft before he went to Wasco and sister, Sylvia



from the editor-guy

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

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



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

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

BASIL ZUNIGA

Please send me one or more *NALC Editor Resource Books!* I want Fred's cartoons!

Base cost is **\$30** but you can donate more. (Cost covers wear & tear, paper, toner, etc.)

Or? Order the CD-ROM with a PDF. Cost is **\$10.00**. Includes postage + bonus features.

Postage for Priority Mail Flat Rate is **\$6.45**. **DON'T FORGET TO PAY FOR POSTAGE!**

***** SPECIAL OFFER:** I will include a copy of **Out tHeRe** with this order. **500 more cartoons!**

When you order, please indicate if you are an NALC Editor!

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

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

OUT THERE

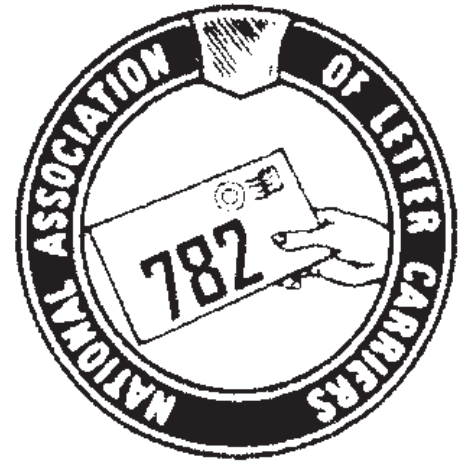


Originally published November 2009

OUT THERE



Originally published November 2009



Originally published December 2009

OUT THERE



Originally published December 2009

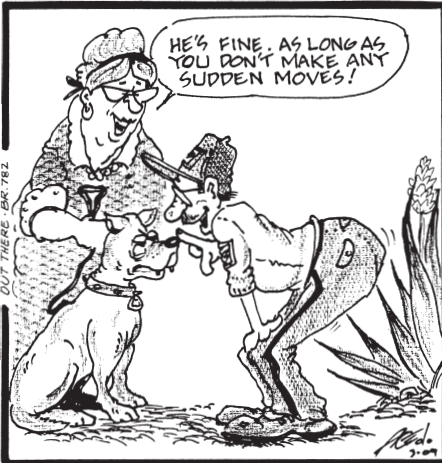
S.A.N.E.



'T WAS THE DAY BEFORE CHRISTMAS AND IN AN ATTEMPT TO APPEASE HIS CARRIERS FOR ALL THEIR EFFORTS AND SACRIFICES DURING THE TENUOUS ROUTE ADJUSTMENTS AND FOR THE PETTY DISCIPLINES THEY HAD TO ENDURE, THE STATION MGR. DROPPED A SANTA SUIT AND OFFERED FRESH DONUTS...WHEN SUDDENLY THE FESTIVE GESTURE WENT AWRY.

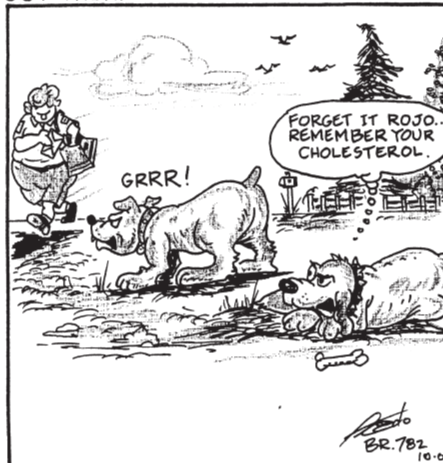
Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

OUT THERE



Originally published December 2009

This is a sample. You are looking at page 82 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016 ...

If the USPS was honest, this is what a "Help Wanted" ad would look like for City Letter Carriers:

The United States Postal Service is hiring City Letter Carriers. The first thing to understand is that we want to discipline you.

QUALIFICATIONS:

You must be able to do an unreasonably large amount of work in an unreasonably short amount of time.

You must be smarter, stronger, more honest, have better people skills, have a better memory and understand written documents better than the majority of the people running this place.

You must be able to fix all of the continuous mistakes made by mail processing, USPS management and the postal patrons.

You must never make a mistake or have an accident yourself.

You must keep your cool when we try to discipline you.

BENEFITS:

Vehicles that burst into flames on a regular basis. Think of the great stories you will have for family and friends! Constant surveillance of what you are doing. You will never feel lonely!

Constant criticism of what you are doing. By the time you retire, the 60th 204b you have had running your unit should have you working about perfectly.

A Union Contract. We don't really like this one at all. We wish no employees would join the Union. It would be great if we could just treat the employees however we wanted to. *But, "NNOOO!"* Those selfish employees want us to honor the Contract we signed.

They want their Stewards to investigate and question us when we violate the Contract. They want a fair days wage for a fair days work. They want health insurance and cost of living adjustments. They want seniority rights, annual leave, sick leave, FMLA, workers compensation for injuries. *What a bunch of whiners!*

Secretly, we all envy the City Letter Carriers. They are clearly the rock stars of the USPS. They save patrons' lives. They stop robberies and muggings. They find lost children and pets. They pull people from burning houses and crashed cars. They are out delivering medicine and important correspondences when the rest of the world (like us) is inside, hiding from extreme weather. They get praise from their customers on a regular basis. The reason the USPS is the most trusted government agency is because of the Letter Carriers. If we had their work ethic and physical ability we would want to be out there carrying mail, too, but we don't. City Letter Carriers get most of the glory here at the USPS, *WHY WON'T THEY JUST LET US DISCIPLINE THEM?*

by Mark Terry, Executive Vice President
NALC Branch 92

Article courtesy of the May-June 2017 Portland, Maine
NALC Branch 92 *CARRIER'S CORNER*

Retiree Insight



by Fred Clark, Director of Retirees
NALC Branch 231

Greetings! Do any of you Trump voters think that maybe you made a wrong decision voting for him? Doubtful. However, have you realized some of his plans for Federal retirees call for freezing COLA's permanently, as well as privatizations of as many Federal jobs as possible. Pretty much more reduction of good middle class jobs to the benefit of the wealthy.

It boggles the mind how so many people fell for the ramblings of this egomaniac. Enough of that for now.

Do you read the local Obituaries?

Most of us old people do. Have you noticed that no unemployed people, or lifetime criminals die? I have never found — so far — an obit that has a negative

reference. Maybe the families feel better that (said loved one) is not described as a drug addicted, drunk, ex-felon, child molesting spouse beater that never had a job in his/her life. Or something along those lines.

Was that rant worth printing? Questionable. However, this is what many Retirees do. We think about things that are rather insignificant; then, we bitch about them.

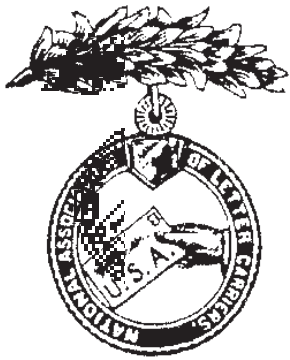
Talking to some of you active Carriers certainly makes us appreciate retirement! Stories of Carriers backstabbing co-workers for no apparent reason, typical inept management and a gloomy workplace environment. Must suck.

Well, cheer up, fellow peasants! If you plan well for retirement, you might (???) be able to enjoy a few years before taking the final dirt nap.

If any of you have tried to contact me and not received a call back... You have my apologies. We have been experiencing some phone issues. If you don't receive a call back, send a letter to me at the Branch office. I hope that the issue should be resolved soon.

I suppose you could even send me an e-mail. My e-mail is fredhasgas@gmail.com.

Article courtesy of the July 2017 Fresno, California
NALC Branch 231 *POSTMAN'S VIEW*



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

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

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Website
www.782nalc.com**

Rick Plummer, Webmaster





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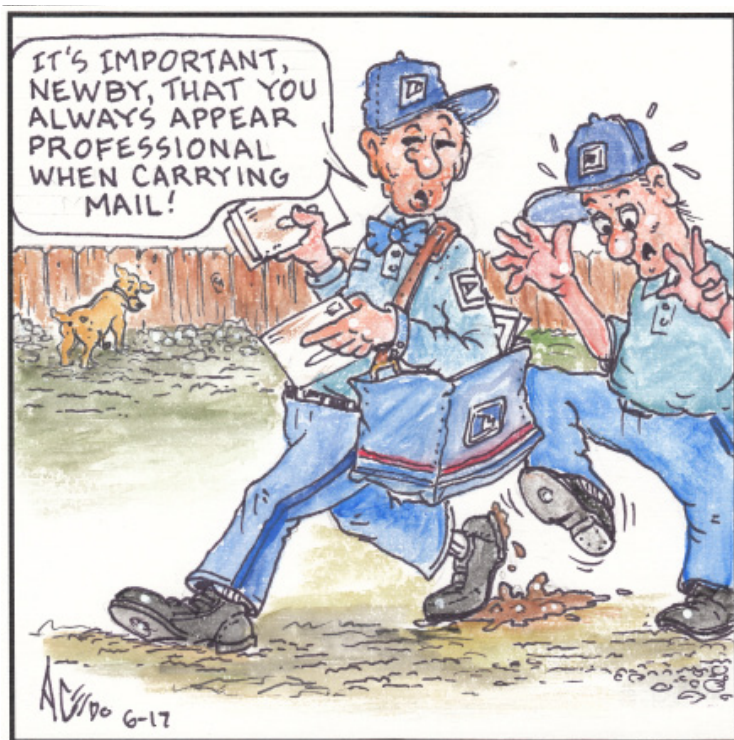
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Bakersfield, California
Permit Number 32

General Meeting Wednesday July 26, 2017 7:00 p.m.

Branch 782 Office
2628 "F" Street
Bakersfield, California

FORWARDING SERVICE REQUESTED

"OuT tHeRe"



Congratulations to our most Recent Retirees!!

March

Rolando Trevino - June 24, 1978
Diana Mills - July 9, 1994
Marilyn Cacal - September 2, 1995
JoAnne Layton - December 4, 1999

May

Frank Martinez - July 24, 1978
Patti Goulart - March 30, 1981
Chuck Morris - October 14, 1995
Roy Rodriguez - April 11, 1998

June

Esther Gerner - April 1, 1985
"Candy" Ticong - October 5, 1985
Connie Crimmins - February 28, 1987
Richard Delre - February 23, 1991

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

***This month YOU
could win \$200!***

*THE FINE PRINT: To win the money YOU have to be present
when YOUR name is drawn...just like Art Mooney was in March!!

Plus a tribute to a member who is still delivering and has
a seniority date of August 22, 1967. WHAT? See pp. 10-13.