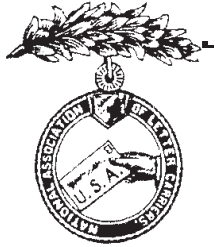


National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



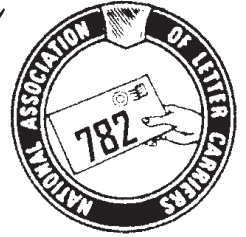
ARVIN
CALIFORNIA CITY
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AVENAL
DELANO
MOJAVE
TEHACHAPI

BAKERSFIELD
EDWARDS AFB
RIDGECREST
TRONA

BORON
LAMONT
SHAFTER
WASCO

CHARTERED FEBRUARY 25, 1901



NUMBER 10

OCTOBER 2019

OFFICIAL NOTICE OF NOMINATION AND ELECTION OF OFFICERS OF NALC GOLDEN EMPIRE BRANCH 782 AND DELEGATES TO THE 2020 STATE CONVENTION AND DELEGATES TO THE 2020 NATIONAL CONVENTION

ELECTION

Elections will be held for the following Branch offices: **three (3) Trustees**. The term of office will be three (3) years.

Elections will also be held for the Branch 782 delegates to the State and National Conventions.

The election will be conducted by secret ballot at the regular meeting on November 20, 2019 at 7:00 P.M. at the Branch 782 Union Office, 2628 "F" Street, Bakersfield, California.

Any member who, for any reason, will be unable to vote on November 20, 2019, may obtain absentee ballots by submitting a signed written request to the Election Committee, Golden Empire Branch 782, 2628 "F" Street, Bakersfield, California 93301. Absentee ballots must be requested after nominations have been closed but no later than November 6, 2019.

Write-in votes are not permitted.

ELIGIBILITY FOR BRANCH FUNDS

Of the delegates from the Bakersfield local area selected to the State Convention and National Convention, the requirements of eligibility for Conventions funds will be; attendance at ten (10) of the twelve (12) regular General Meetings just prior to the State Convention; and then (10) of the twelve (12) regular General Meetings just prior to the National Convention.

Of the delegates selected from the outlying Associate Offices (excess of thirty miles from Bakersfield), the requirements of eligibility for convention funds shall be: attendance at least two (2) meetings (any combination of regular General Meetings and/or Quarterly Area Meetings) in the twelve months just prior to the State Convention.

By virtue of the positions, Branch 782 President and Vice President shall be delegates to both the National and State Conventions.



On Sept. 20, 2019, negotiations for a new collective-bargaining agreement between NALC and USPS came to an impasse. The current collective-bargaining agreement remains in force pending final resolution of the parties' collective-bargaining dispute.

For more information, see page 2...

On to mediation and arbitration



**Fredric V.
Rolando**

At our rap session in Denver, I outlined all the hard realities facing the NALC and the Postal Service as we proceeded with our latest round of collective bargaining. The process started 90 days before our contract was set to expire on Sept. 20. We used the negotiating period to confront all these realities—including the unsustainability of a non-career workforce in the city carrier craft, the need for union involvement in changing the Postal Service's workplace culture, adapting to the challenging environment we face and countless other issues of vital importance to the city

letter carrier craft. Over the past three months, the parties worked professionally and diligently, exchanging and discussing dozens of workplace and economic proposals. Unfortunately, at the end of 90 days on Sept. 20, we had not reached a tentative agreement. We worked hard and in good faith, but we could not secure an acceptable contract for your review and ratification.

We continue to have differences over major issues, including—but not limited to—letter carrier compensation, conversion of the non-career workforce, subcontracting, no-layoff provisions, and various memos regarding safety, city delivery, workplace intervention, route evaluations, route structure and wage theft.

The current contract agreement will, of course, remain in force pending final resolution of the parties' collective-bargaining dispute. We have chosen not to extend this round of bargaining as we did during the last round in 2016, when the outlook for success suggested we remain at the table. Instead, for the seventh time in our collective-bargaining history, we will seek to achieve our goals through the Postal Reorganization's Act collective-bargaining impasse procedures—a set of steps that serve as an alternative to a strike or a management lock-out, which are prohibited by law. These procedures have worked well in the past, and the NALC has been preparing for months for this scenario.

The first step is a mandatory 60-day mediation period required by statute. The parties will use the mediation period to continue negotiations while simultaneously seeking to agree on a neutral arbitrator in the event that the par-

ties remain at impasse after 60 days. That neutral arbitrator would then serve as chairman of an arbitration board that also would include one management arbitrator and one union arbitrator.

Typically, we exchange lists of proposed neutral arbitrators, focusing on any common candidates, and work out our own process for selecting the chairman of the arbitration board. If for any reason we can't reach agreement on a mutually acceptable neutral arbitrator, we will consult with the Federal Mediation and Conciliation Service (FMCS), as required by law. The FMCS, which is an agency created to help resolve collective-bargaining disputes, would then appoint a neutral arbitrator for the parties.

Issues that remain in dispute after the mediation period will be addressed through the interest arbitration process. Interest arbitration is different than the kind of "rights arbitration" our union undertakes to enforce our agreements. It determines the content of our collective agreement, not what it means—or whether it has been violated. But the key thing to know is: Once an arbitration board issues its decision (which is called an "award"), the decision is final and binding. That means that the arbitration board, after hearing testimony and reviewing evidence from both sides, would set the terms and conditions of our next National Agreement. Under the law, there can be no ratification vote, and the opportunity for an appeal to the federal judiciary is virtually non-existent.

While it is always better to come to a mutual, win-win agreement in collective bargaining, we simply could not accept management's proposals—or give up on the just nature of our own. So we will fight on during the mediation period—and then, if necessary, in arbitration.

Absent agreement during the mediation period, we hope to proceed to arbitration hearings immediately and to win a new contract as soon as possible. But the exact timetable is uncertain—it will depend on the schedule of the neutral arbitrator appointed by the two parties or by the FMCS.

We are prepared to begin right away. We've established working groups of officers, staff and outside experts to prepare evidence and develop testimony on all the issues to be decided by the panel. These groups draw on months and years of preparatory work. If necessary, I am confident that we will put on the best possible case for the nation's city letter carriers—thanks to the quality of our team and the strength and unity of our membership, which provides the financial and human resources we need to succeed. Diversity is our strength; unity is our power.

On Multiple Fronts, Health Care Costs Bankrupt the USPS

By Eric Ellis,
CSALC District 4 Officer



The USPS employs roughly 630,000 people. Multiply that by 5,000, and you get over \$3.1 billion!

If you read the last paragraph and you don't believe that lowering health care costs is important to the future of your employer and yours as an employee with solid benefits, you didn't understand what I just told you.

If you've been around awhile, the idea of going to see the doctor without a co-pay or going to the emergency room for less than a thousand bucks doesn't sound so far-fetched.

I started working for the Postal Service in the early 1990s; and, on an individual basis, the most I spent on medical and dental care in a given year (not including premiums) was maybe \$1500 — and that was because I needed a couple of crowns done.

Fast forward to the early 2000s. As a married couple without kids, I set up flexible spending accounts for out-of-pocket medical expenses on a yearly basis for \$5000. And, we would easily blow through that, and then some.

Note: Prior to the enactment of the Affordable Care Act, the limit for FSAs was \$5000, now it's slightly more than half that.

But you get the idea: **Health care costs in the USA continue to skyrocket, with no end in sight.**

I read an article which stated that health-care costs cause roughly two-thirds of bankruptcies. And, as this article [found at <https://www.studyfinds.org/two-thirds-of-all-american-bankruptcies-are-due-to-medical-expenses-study-finds/>] notes, "...unless you're Bill Gates, you're just one serious illness away from bankruptcy."

And it's not just Americans who don't have tens of thousands in their bank accounts who face financial jeopardy

because of medical expenses — it's also their employers. Including ours...

As for the United States Postal Service, by now we're all aware that pre-funding of future retiree health benefit costs to the tune of \$5.6 billion a year since 2006

has placed the USPS in a state of bankruptcy, at least on paper.

I know, we are "operationally profitable" to the tune of \$4 billion since October 2012. But, still, part of what the USPS pays for are expenses we *shouldn't* be paying. Such as paying full freight into Medicare but not receiving all its benefits (Medicare part D for example).

Now, on the topic of paying too much for health care and getting nothing in return for active employees.

According to a Kaiser study, the average American and his/her employer pays \$5000 more than an average person in another country per year on health care. And our outcomes aren't better than theirs.



If our elected representatives could find a way to lower medical costs so they are in line with what other countries pay, it would go a long way toward balancing our postal budget. It would certainly lower costs for our retirees as well along with Medicare reform that gives us the same treatment other retirees get.

If reform doesn't lower costs for us individually — or for the USPS as a whole — we will suffer consequences.

Presidential candidates now float multiple ideas for reforming health care, such as strengthening the ACA or Medicare for all. If Congress reforms our health care system, all of us will be affected in one way or another.

But one thing is certain: If reform doesn't lower costs for us individually — or for the USPS as a whole — we will suffer consequences.

We cannot continue paying for stuff we don't get, or overpay into a system where we don't get results that people elsewhere get.

If the right health care reform means a healthier bottom line for all of us individually and for our employer, fantastic!

Now, here is a novel thought:
If we can just elect politicians who favor such a thing...

Minutes of the September 2019 General Meeting

The regular meeting of Branch 782 was called to order by President, Mike Towery, at 7:00 p.m. on the 25th day of September, 2019 at the branch office, Bakersfield. The flag salute was led by Sgt. at Arms, David Treto. All members of the Executive Board were present except Financial Secretary, Anita Holderman and Trustee, Darryl Holderman. The stewards were present from Avenal, Brundage, Camino Media, Downtown, East Bakersfield, Hillcrest, Oildale, Shafter, South, Stockdale, Taft and Wasco. Also present was the Newsletter Editor, Basil Zuniga; Assistant Newsletter Editor/ Social and Recreation Committee Rep., Paul Greenfield; Assistant Treasurer, Debbie Guillet; Assistant Recording Secretary, Norma Hamer and OWCP Rep., Rick Gerdes. The Minutes of the August 28, 2019 meeting were read by Asst. Recording Secretary, Norma Hamer and accepted with no additions or corrections.

APPLICATION FOR MEMBERSHIP: Molly Biggar read the applications for new members. An application was received from Ramon Martinez Jr., Taft and Dacha Wright, Mojave.

REPORTS OF SPECIAL AND STANDING COMMITTEES: Teresa Ortega reported that the picnic is October 13th at Jastro Park. We will be having a taco truck again this year. They will serve lunch from 11:00 to 3:00. Desserts will be chocolate or vanilla Sundae, served from 12:30 – 1:30. CCA's who have to work on Sunday can let their steward know that their family will be attending. The CCA must check in with Teresa to get a ticket for the drawing. Paul Greenfield discussed advertising in the newsletter. He reported that Teddy Martinez passed away August 28. He discussed an article regarding information on TSP and the Newly Converted Carrier Resource Guide by Paul Salazar. He then discussed the Social and Recreation Committee meeting. He has 6-7 tickets left for the Angels game. The fair tickets did not happen this year. Jeff Harrington asked about flyers for the Softball Tournament. There are tickets available for BC Football 9/28 vs. Golden West, 10/19 vs. Ventura, 10/26 vs. Long Beach and 11/16 vs. Canyons. A discussion was held regarding the Bowling Tournament, more information to come. Basil Zuniga asked the Paul could report on how much money the committee has to work with monthly. Kim Gerdes reported no book sales, 588 remaining. Mark Ramirez reported that Open Season begins in November and continues into December.

NEW BUSINESS: Mike Towery presented Norma Hamer with the 2018 Honor Roll certificate from the MDA. Norma raised \$2577.50 for MDA. Norma Hamer reported that she purchased 41 scratch off lottery tickets and made them into a bouquet which will be raffled at the picnic. The tickets sell for \$1.00 each. Which will help to send kids with Muscular Dystrophy to camp? The winner will be drawn at the picnic; you need not be present to win. Mike Towery opened the nominations for Branch Officers. Mike Towery was nominated for the office of President of Branch 782, and elected by acclamation, John Ortega was nominated for the position of Vice President, and he was elected by acclamation. Kim Gerdes was nominated for Recording Secretary and was elected by

acclamation. Anita Holderman was nominated for Financial Secretary and elected by acclamation. Teresa Ortega was nominated for Treasurer and elected by acclamation. Mark Ramirez was nominated for MBA/HBP Representative and elected by acclamation. Ryan Woommavovah was nominated for Sgt. at Arms and elected by acclamation. For the office of Trustee nominees were Darryl Holderman, David Treto, Paul Salazar and Mike Meza. Mike Towery explained that to be eligible for branch funds the delegate must attend 10 of the 12 meetings prior to the convention.

Nominated to be a compensated delegate to the National Convention were: Lynnel Howell, Sheila Wiley, Paul Salazar, Randy Courson, Iesha Dumas, Darryl Holderman, Shari Sharp, Ryan Woommavovah, Judy Kiyoshi, Jeff Harrington, Tami Foshee, Anita Holderman, David Treto, Norma Hamer, Mike Meza, Teresa Ortega, Maria Valenzuela and Manuel Alvarenga. Nominations for delegate to the State Convention were Tami Foshee, Debbie Guillet, Teresa Ortega, Jeff Harrington, Mike Meza, Norma Hamer, Paul Salazar Randy Courson, Denise Ream, David Treto, Judy Kiyoshi, Maria Valenzuela, Darry Holderman, Mark Ramirez, Ryan Woommavovah, Shari Sharp, Lynnel Howell, Manuel Alvarenga, Anita Holderman and Francisco Herrera.

GOOD OF THE ASSOCIATION: Mike Towery reported that the start times for Camino Media have been changed to 7:30, with the possibility that the 05 & 07 zip codes will also change. There will be 4 CCA conversion in Bakersfield, one of which will be an unassigned. One will be converted in Taft. A discussion was held about the route count and adjustments at EB. It was reported that there were lots of Fact Findings, a couple accidents during the week. The postmaster has agreed to have the Union involved in the adjustments. Basil Zuniga reported that he is trying no to spend lots of money on the newsletter. He reported that there is lots of extra stuff in the web version. Mable Bullis discussed the carrier who was hit by a car while loading at the back of the vehicle. She has a card she would like members to sign. Mike Towery thanked Molly Biggar, who decided not to run for re-election this year, for her 20 years as Branch Treasurer

FINANCIAL SECRETARY'S REPORT: Financial Secretary's report will be at the next meeting

TREASURERS REPORT: Molly Biggar reported:

Beginning Balance	\$69,696.16
Dues and Income	\$13,073.32
Total Balance	\$82,769.48
Total Expenses	\$ 14114.43
Ending Balance	\$68,655.06

The MDA 50/50 Drawing was won by Emma Castruita, who donated it back to MDA. (\$19.00/\$19.00)

The Drawing for \$500.00 would have been won by Ashley Yoc if she had been present.

There were 40 members present. 7 Veterans, 10 Retirees, 4 CCA's, 3 visitors

The meeting adjourned at 8:02 p.m.

Respectfully Submitted,

KIM GERDES
NALC Branch 782 Recording Secretary

Non-Members as of September 2019

There are only 12 non-members in all of the cities we serve!

Downtown Station Sarah Kirby Javier Cruz Jason Macknicki	Camino Media <i>100% UNION!!!</i> Arvin <i>100% UNION!!!</i>	Mojave <i>100% UNION!!!</i>
South Station Chanthorn Ped	Avenal <i>100% UNION!!!</i>	Ridgecrest Kelly Treat
Brundage/East Bakersfield <i>100% UNION!!!</i>	California City <i>100% UNION!!!</i>	Shafter Laura M. New
Hillcrest <i>100% UNION!!!</i>	Delano Cynthia V. Quebral Daniela Barreto	Taft K. J. Kaczmarek
Dole Court <i>100% UNION!!!</i>	Edwards AFB <i>100% UNION!!!</i>	Tehachapi <i>100% UNION!!!</i>
Stockdale James Oh Daniel Zuniga	Lamont <i>100% UNION!!!</i>	Trona <i>100% UNION!!!</i>

CCA names are in italics

IT'S NOT LEGAL ADVICE. IT'S LEGAL KNOWLEDGE.

For those of you who don't know me, many years ago I decided to go to the only local Law School that was in Bakersfield at that time. I spent the next four years attending night classes — 3 and sometimes 4 nights a week — to achieve my goal. While on this journey, I have acquired a vast amount of knowledge in the legal field.

But, enough about my background. The real reason I am writing this article is to inform. For those of you who may have aging parents or other relatives who require a little help with their day to day financial transactions, I hope this will be useful information that you may want to consider.

Power of Attorney vs. Durable Power of Attorney

While it is true that a POA gives you the authority to perform most of these dealings for them, the one big difference between a POA and a Durable Power of Attorney is that a POA will NOT survive the incompetency of the person who is the subject of the POA. A Durable Power of Attorney will. This could become a very important issue should this person be found not to be of sound mind and therefore incapable to make their own decisions.

I hope that this information is useful to the membership, or to anyone else who has the need for it; and, remember: it's not legal advice it's legal knowledge.

RANDY COURSON
93309 Shop Steward

This article reprinted from September 2019 web version of the NALC Branch 782 E.A. BAKER UNION UPDATE

You need to Keep Things in Perspective...

By Dustin DeCastro,
NALC Branch 148 V.P.

We have a hard job that can become very stressful at times. How we deal with that stress can make all the difference on your health and happiness.

A good piece of advice is to leave your postal problems at work. When you swipe your timecard to end your day, leave the stress there! Thinking about what mess is waiting on you the next day while you are at home doesn't help anything. Leave it there. ***You can deal with it tomorrow.***

Be confident that you are a professional Carrier and you do the best you can each and every day. That's all you can do.

Despite increasingly unreasonable expectations and projections placed upon us, ***our best is all we are ever capable of.***

Remember to laugh and enjoy the good parts of our job! We have a strong union-negotiated pay rates and benefits. We get paid to exercise and — when the weather is cooperating — get to enjoy the freedom of being outside on our own, not locked up in an office.

Show up. Be Safe. Do your best. Let management worry about number crunching. Stay ahead of any issues by filling out your 3996s and calling in if you can't make "their" projections. Have any questions about your Contractual Rights? Request union time with your Steward (in writing).

This is an abridged article courtesy of the Akron, Ohio NALC Branch 148 *Rubber City Letter Carrier* which was published in August 2019

"Out there"



CONGRATULATIONS TO EACH AND EVERY LETTER CARRIER RETIREE!

OUT THERE



Originally published January 2005

"OuT tHeRe"



Originally published December 2015

OUT THERE



Originally published February 2017

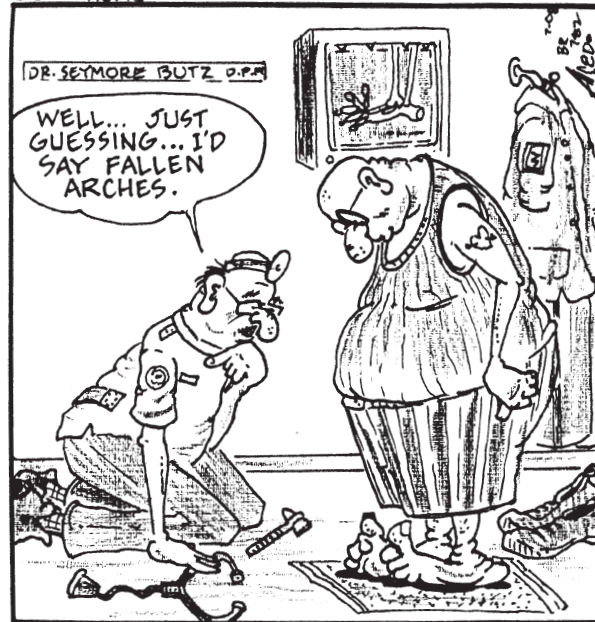
"OuT tHeRe"



Originally published January 2016

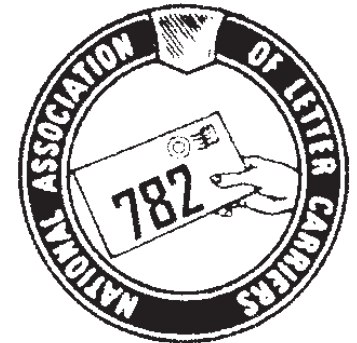
KNOW WHAT'S IT LIKE TO BE AN OLDTIMER?

OUT THERE



WHY WOULD YOU EVER WANT TO RETIRE???

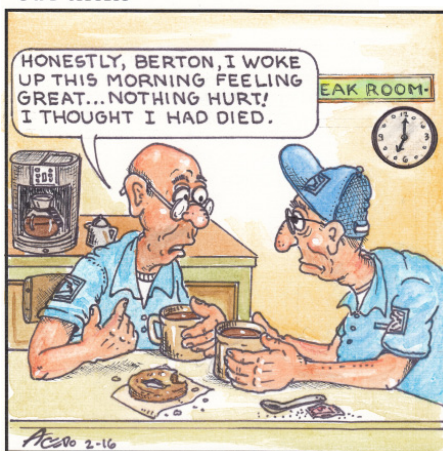
Originally published October 2008



YOU CAN BE AN OLD TIMER, TOO. YOU DO IT ONE DAY AT A TIME... HANG IN THERE! BE PROFESSIONAL.

FRED ACEDO
P.O. BOX 6532
BAKERSFIELD, CA
93386-6532

"OuT tHeRe"



Originally published April 2016

S.A.N.E.* Fred Acedo explores a number of themes in his cartoons, One interesting approach is when he pictures Letter Carriers as seen through the eyes of USPS management. More often, S.A.N.E. Fred Acedo points out how supervisors, managers and postmasters look to us. Their mis-management is celebrated through a variety of many numerous, humorous, and onerous examples of what they do to us.

*S.A.N.E. — Special Assistant Newsletter Editor

So...Are YOU Thinking of Retiring??

Brothers and Sisters,
I would like to share some information if you are considering retirement:

General contact information

The NALC Retirement Department can be reached by calling 800-424-5186 (toll free) Monday, Wednesday or Thursday, 10 a.m. to Noon or 2 p.m. to 4 p.m. (Eastern time), or , by calling the NALC Headquarters switchboard at 202-393-4695 Monday through Friday, 9 a.m. to 4:30 p.m. (Eastern time) and asking for the Retirement Department.

The USPS HR Shared Service Center (HRSSC) can be reached by current employees who are planning or applying for retirement by calling 877-477-3273, option 5.

The Office of Personnel Management (OPM) acts as the personnel office for retired letter carriers, and is the agency responsible for administering retirement, health and life insurance benefits.

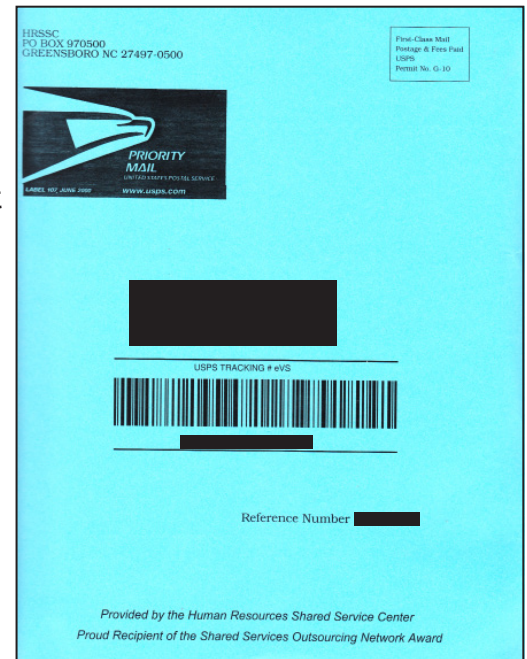
Before you call or write to OPM, be sure to have your Civil Service Annuity (CSA) number ready. OPM can be reached by retirees who have a CSA number by calling 888-767-6738 or 724-794-2005, 7:40 a.m. to 5 p.m. Monday through Friday (Eastern time), or 202-606-0500 in the Washington, DC, area. Mail your written inquiries to Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017 (unless OPM has specified a different address for a specific action such as health benefits open season).

To retain NALC membership, retiring members must sign a Form 1189 (Dues Check-off Provision). Article 2, Section 1(e) of the NALC Constitution establishes this requirement: "A Form 1189 (Dues Check-off Provision) must be signed by all retiring members within the

NALC who wish to retain their membership in said organization, effective October 1, 1982."

The Form 1189 authorizes the Office of Personnel Management (OPM) to deduct union dues from retiree annuities.

Any other questions, Please contact your Shop Steward.



If you or a family member find yourselves in need of counseling for alcohol, drug abuse or any other personal problem, the EAP is there for you. EAP benefits include enhanced digital features. As of April 1, 2019 New Directional Health begins its tenure as our EAP provider. The EAP4you.com includes live chat.

For more information – contact your Shop Steward. Don't hesitate. 1-800-327-4968 Make The Call!?

In Solidarity,

GARY SUMMERS
NALC Branch 1707 Shop Steward

This article courtesy of the Hayward, California June 2019 NALC Branch 1707 ZIPPER

Congratulations, Dennis Crenshaw!!

November 17, 2001 — September 27, 2019



Seems to be taking forever...



Watched clocks never move...



I guess I should get ready...



Wait for it... Wait for it...



She doesn't want him to go...



DONE!!! End of a career!!!

Dennis had a goal when he got hired by the Postal Service. It was a pretty simple one. “My plan was to retire when I was seventy years old.”

The math was pretty simple since he started his postal career when he was fifty years young...

Although most of us pick up that Letter Carrier satchel when we are much younger, Dennis knows that — through it all — in everything in his life there really has been a Plan. Truly.

As a high school student, Dennis worked for a number of years as part-time-behind-the-scenes producer for KGEE/KGEO radio station which featured a big band format coupled with talk radio. When he graduated from Foothill High School in 1969 (along with classmates Allen Connor and Mike Towery), he had visions of continuing work in that world.

Life has a way of changing *our* plans and he soon faced a certain reality — as a married young man he was going to need to make more money than he was making doing what he was doing...

A succession of jobs followed over the course of the next decades. Dennis can share accounts of working at a gas station in Bishop, California; working for Union Carbide for about five years; working at an airport for about three or four months; and delivering up around Bridgeport for a uniform company on mountainous, snow-covered roads (many times when visibility was next to nothing as the snow was blowing). Through it all, Dennis knew that there was a “Plan” for his life. He hadn’t discovered what it was, but he had a certainty that he was on the right road.

The overarching framework and foundation for his life is based on a deep and abiding Christian faith — and it is one which has been lived out in action and deeds. One particular activity had a direct relationship to his eventual employment by the USPS.

Dennis has travelled to the Philippines on a number of occasions on to fulfill a mandate to spread the Gospel. A member of his church at that time was a postal employee named Kathy Thompson and she knew Dennis was a good man. She learned that the Postal Service was hiring and suggested that he apply for a job. He started the process and found himself in the basement of Bakersfield’s Downtown Station going through classroom training with an instructor named Basil Zuniga before being assigned to the 93306 “east side of town” at the Hillcrest Station.

TWO things about his second day on the job there stand out in his memory.

Hillcrest had won a contest for being the best of something and Postmaster Art Ornelas had set up a congratulatory breakfast. Apparently, Kathy had informed Supervisor Bill Elms about Dennis’ background and he was asked to say Grace before the meal. He remembers how odd it felt to be the new guy out in front of everybody else leading everyone in prayer.

Later that day, he was out on the street with OJI Peggy Merjil and she had to leave him out there because she was needed to go back to the office and case some vacant routes.

The next five years were spent in that unit (two and-a-half as a PTF and the rest as an Unassigned Regular). A number of names which come to mind are Sally Herrera, Carol



Last day is certainly different than the first or second ones...

Newton, Alan Smith, Brad Smith, Rolando Trevino, Glenda Simon, Ronnie Mireles, Ute Fritz, Isolde Maroquin and Connie Crimmins. Dennis still smiles at the many conversations that Fred Acedo would have with any and all who happened to be in the vicinity!

Otto Hernandez started out at Hillcrest around the same time, but he already had a year of seniority from his time as a Letter Carrier in the Los Angeles area. (Oh, Otto is still an 06'er!)

Dennis really enjoyed his time at Hillcrest. As an Unassigned Regular with a little bit of seniority, he had a chance to choose the better assignments when the Regular was absent. After about five years, he was informed that the Unassigned Regulars were going to be shifted to other units and he was advised that he should bid a route that he wanted. And, bid he did!

Basil Zuniga had vacated Route 405 at South Station and now had Route 421, Dennis won the bid and he had a new "home" on Larson Lane and delivered to an area bordered by South H,



Panama Lane, Highway 99 and Fairview until he retired.

Having started out with a 50 year old body, those daily rigors of doing this physical job have not gone unnoticed. So, too, have the many changes in how we do our jobs.



In point of fact, "The work has gotten to be less fun." Although there are many things he is not going to miss, he **IS** going to miss the camaraderie!



Pictures courtesy of Judy Kyoshi, Ben Esparza (and one by Basil Zuniga)

Many years of working next to "Route 406 — Zaragoza's World" — have given him countless memories. With their cases situated next to each other and their delivery territory situated adjacently, Dennis and Mike saw more of each other on a daily basis than most Letter Carriers.



Dennis admits to a certain amount of anxiety which centers on this issue: "Can I really afford to retire?" (In that respect, this is not something unique.) **However, he knows that everything works together for good. (See Romans 8:28.)**

One concrete example occurred shortly after Dennis retired.

His 91 year old father-in-law went through a rapid decline with his health. It seemed like only a few short weeks in which he went from alert and vibrant to being wracked with almost unbearable pain. Because Dennis had retired when he did, he became available to do the many, many things required of a full-time care provider. This would not have been possible if he'd still been working. And, when his father-in-law did pass away, Dennis had the opportunity to see how providentially the timing of his retirement was. Dennis was able to be there when needed.

It was all part of "The Plan".

That is a perfect segue to those plans which Dennis and his wife, Sharon, are going to be working on. They both have enjoyed travelling to different parts of the United States and have even logged time in Europe. However, part of the travel plans will most likely include a move. Currently, Florida seems to be prime spot to light and, as part of that possible transition, they have even spent some time at NALCREST. One offer on a prime location was unsuccessful; but, there is a whole lot of territory yet to explore!

Thank you for being here, Dennis. We will miss you. Keep those prayers going for those of us who knew you through the years...

OUT THERE



Originally published in our newsletter in 1994.



Br. 782's ANNUAL PICNIC

FACE PAINTING & BALLOONS

50/50 DRAWINGS

JASTRO PARK
October 13, 2019
11am. - 3pm.

LOTTERY & RAFFLE

WE WILL BE IN SECTION 1 SERVING 11AM-1PM

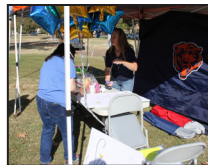
MEMBERS & HOUSEHOLD \$FREE
GUESTS \$10.00

TO BENEFIT (MDA) MUSCULAR DYSTROPHY

LOTTERY BASKET W/\$250.00 IN SCRATCHERS

RAFFLE TICKETS ARE \$10 EACH
CONTACT NORMA HAMER @ 6616791469

QUESTIONS? CONTACT TERESA ORTEGA @ 6612013086





October 13, 2019



Those Branch 782 members and their families who were there had a great, great time!!!



Continued on next page...





Continued on next page...



Br. 782's ANNUAL PICNIC

FACE PAINTING & BALLOONS

50/50 DRAWING

JASTRO PARK
October 13, 2019
11 a.m. - 3 p.m.

WHEEL & SPIN

WHEEL RAFFLE

WE WILL BE IN SECTION 1 SERVING 11AM-1PM

MEMBERS & HOUSEHOLD \$FREE
GUESTS \$10.00

CCA's who have to unfortunately work and would like to send their household, please see your shop steward

TO BENEFIT (MDA) MUSCULAR DYSTROPHY

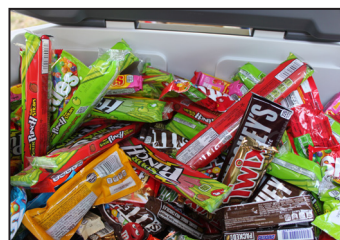
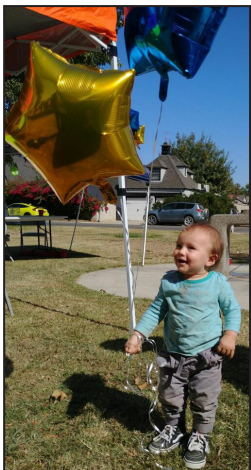
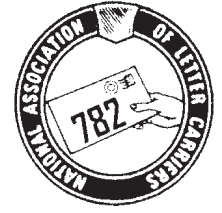
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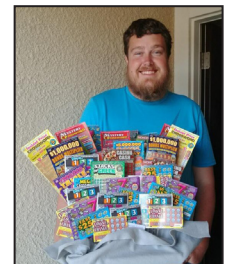




Who won the bouquet of lottery tickets!?!?

Matt DiMaggio is the winner!

We collected \$3,380! He will let me know if there are any winners.



NORMA HAMER
Branch 782 MDA Coordinator

2019 NALC HBP Info

At a glance...



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

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

* Call for approvals Organ Transplants, DME Surgeries
 InPatient



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

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

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

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

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

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

URGENT CARE

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

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

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

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

OPEN SEASON FOR YEAR 2020 BENEFIT SELECTION FOR NALC HEALTH PLANS WILL BE NOVEMBER 11th THROUGH DECEMBER 9th 2019

2020 premiums listed are bi-weekly for Active Duty with Retirees/Annuitant premiums paid on a monthly basis

Type of Enrollment	Enrollment Code	Active Duty (Bi-weekly)	Annuitant (Monthly)
High Option Self Only	321	\$87.56	\$196.82
High Option Self and Family	322	\$181.15	\$408.94
High Option Self + One	323	\$211.31	\$473.01
CDHB Self Only	324	\$52.45	\$118.38
CDHB Self and Family	325	\$120.63	\$272.26
CDHP Self + One	326	\$115.72	\$261.17
Value Option Self Only	KM1	\$43.05	\$97.16
Value Option Self and Family	KM2	\$99.05	\$223.54
Value Option Self + One	KM3	\$94.97	\$214.34

Our National trustees and officers have finished negotiations with OPM for our NALC Health Benefit Plan package and bi-weekly/monthly premiums for active and retired NALC members. Point of information: *Our union-owned Health Benefit Plan is a fee-for-service, “NOT FOR PROFIT” health benefit plan with NALC Letter Carriers and their families health care needs in focus.*

Our NALC union is stronger when our membrs support OUR union’s health benefit plan, MBA, and the Letter Carrier Political Action Fund. We — as union members — are fortunate to belong to a union who supports its members. So, we must support OUR union!

Here are the NALC HBP 2020 premiums.

(These are the premiums for 2020. I will not have the changes to our HBP Plans until I return from the HBP Seminar later this month.)

Important Notice from NALC Health Benefit Plan High Option, CDHP and Value Option About Our Prescription Drug Coverage and Medicare

The Office of Personnel Management (OPM) has determined that the NALC Health Benefit Plan High Option prescription drug coverage is, on average, expected to pay out as much as the standard Medicare prescription drug coverage will pay for all plan participants and is considered Creditable Coverage. This means you do not need to enroll in Medicare Part D and pay extra for prescription drug coverage. If you decide to enroll in Medicare Part D later, you will not have to pay a penalty for late enrollment as long as you keep your FEHB coverage.

However, if you choose to enroll in Medicare Part D, you can keep your FEHB coverage and your FEHB plan will coordinate benefits with Medicare.

Remember: If you are an annuitant and you cancel your FEHB coverage, you may not re-enroll in the FEHB Program.

Please be advised

If you lose or drop your FEHB coverage and go 63 days or longer without prescription drug coverage that is at least as good as Medicare’s prescription drug coverage, your monthly Medicare Part D premium will go up at least 1% per month for every month that you did not have that coverage. For example, if you go 19 months without Medicare Part D prescription drug coverage, your premium will always be at least 19 percent higher than what many other people pay. You will have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the next Annual Coordinated Election Period (October 15 through December 7) to enroll in Medicare Part D.

Route Inspection Advice for Iowa Letter Carriers should be Important to You, too...

OUT THERE



Originally published January 2008

Route Inspections are coming to Cedar Rapids. Zone 4 will be inspected October 5th to the 11th, and zones 2 and 3 will be inspected October 19th to the 25th. Our Branch will be hosting a Route Inspection Seminar put on by National on September 29th. It will be held at the IBEW Hall, located at 1211 Wiley Blvd SW, starting at 1:00 pm.

I strongly urge all the Carriers who will be inspected to attend this seminar!

National created the Route Training Seminar to educate Carriers on the correct way to count mail, fill out the forms and how to conduct themselves on the street during the inspections.

The last time traditional inspections were held in Cedar Rapids was somewhere around 2002 to 2004. So, only senior Carriers have had experience with that process. From 2009 through 2016 routes have been adjusted in Cedar Rapids using the Joint Route Adjustment Process (RAP).

The RAPS gave the NALC equal say in how routes were evaluated and adjusted. In traditional route inspections, the union will have no say in how routes are adjusted. Management will conduct the inspec-

By John J. Pfiffner,
NALC Branch 373 V.P.

tions, drive the data to their advantage and adjust routes the way they want to.

Management is mandated to perform a “dry run” within 21 days of conducting the route inspection. A dry run is where management trains the Carriers on how to fill out all the forms and what the line items mean. *However, management is not giving out the proper information during the dry run.*

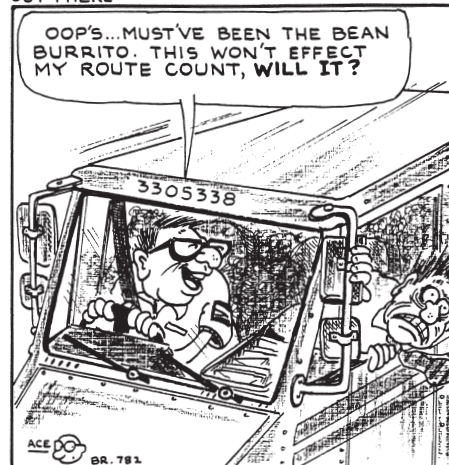
So, National created the seminar for our members, to teach them the correct way to fill out the forms and to help protect your Rights during the inspection process.

I would also recommend that Carriers go to the NALC website and read through the *2018 NALC Guide to Route Inspections* book.

Carriers need to take this seriously!

Carriers refer to the routes they are assigned to as “my route”. Carriers bid routes based on the territory configuration of the route. And, most Carriers do not like it when their routes get changed.

OUT THERE



Originally published March 2004

But a couple of factors will play into management doing traditional route inspections. First, is that they will play the numbers to get the result they want. You, of course, will fill out the 1838Cs for four of the days but then management will review the forms and make deductions that you will never know about.

*So, remember this rule: **NEVER SIGN THE BOTTOM OF THE 1838C UNTIL THE END OF THE DAY.***

During the day management will make its deductions. If you signed the form before leaving for the street then management will not show you the changes it has made because your signature is already on the form.

If you don't sign the form, then you will be able to see if management made deductions. And, really, you have p.m. office time so — when you have completed the form for the entire day — **THAT** is when you should then sign it.

When you put your signature on the form, you are stating that the information on it is correct, so **that** is why you should wait to the end of the day.

Also, make sure you request in writing a copy of your 1838C. There are carbon copies of the form for that reason.

Arbitrator Briggs wrote in his arbitration decision, C-23767, that management **must** provide the Carriers with a copy of the 1838C so that Carriers have the opportunity to correct any errors or challenge any deductions made.

The second factor is that if routes are eliminated, they will add streets to your route that don't necessarily make good sense... **AND THEY WON'T CARE.**

During the 1840 consultation management is required to consider your input into the adjustments. You can tell them what you think; but really, it just goes in one ear and out the other.

If new routes are created or routes eliminated, that will require large amounts of territory to be transferred between routes.

Consider this: Route 428 is a route that has grown exponentially with all the new homes built along 33rd Ave SW. For the sake of discussion, let say that in order for that route to be downsized to 8 hours, two hours will have to be cut from the route. Those two hours will have to be passed through several routes.

The routes around 428 will see the most changes in territory being shifted. The farther you go away from Route 428 the less the changes will be.

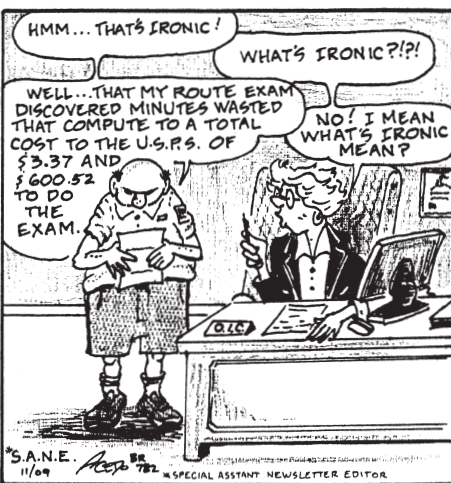
But there are several routes in zone 4 that are way out of adjustment.

OUT THERE



Originally published July 2004

OUT THERE



Originally published March 2010

I have never understood upper management's drive to add to routes.

Routes are supposed to be 8 hours. Management will add territory to routes, but Carriers will not absorb that extra time. So, who gets beat up over it? Lower management does.

Upper management will expect the oversized routes to be carried in 8 hours and that just won't happen — at least not with the seasoned Carriers.

If management wants an office that is properly staffed, it needs to have routes adjusted to 8 hours. If management does this, they will cut the overtime.

By creating new routes, CCAs will have to be converted to Regular to cover the new assignments. With more Regulars on the rolls, management can then hire additional CCAs because of the increase in percentage numbers of CCAs to Regulars. Plus, management can also get additional vehicles.

So, I just can't understand why management adds to routes instead of creating true 8-hour assignments.

And one last piece of advice: Let your street examiner know what you are doing before you do it. If you do, he/she will code your time correctly. The less editing the examiner does to your 3999, the better off you will be.

*And don't be friendly with the examiner. Remember, **MANAGEMENT IS NOT YOUR FRIEND.***

OUT THERE



Originally published March 2015

So, take the time to attend the training on Sunday the 29th!

You will need to learn all the rules. If you don't know the rules, then management can cheat you out of time. And since you don't know the rules you won't be able to tell your Steward about any violations that might have occurred because you don't know they are violations to begin with.

Your steward won't be able to file grievances about the violations that occurred during your route check because you didn't know to tell him.

The old saying that "Knowledge is Power" is true. The more knowledge you have before the inspections begin, the greater the chance you will be able to protect the time on your route.

The Branch cannot protect your route, it is up to you!

Article courtesy of the Cedar Rapids, Iowa NALC Branch 373 Eastern Iowa Reporter published in October 2019

Author John J. Pffner is also the NALC Branch 373 editor. He liberally salts/peppers Fred Acedo's **OUT there** cartoons throughout the pages of his pub. Thank Yur, John!!!

STAYING SAFE IN THE DARK

By Roxann Gonzalez, NALC Branch 1100
Director of Safety & Injury Compensation

It is almost that time of year when daylight savings ends and the carriers are spending more time delivering in the dark. There are many offices that are starting at 8:30 a.m., so any overtime you do is in the dark.

Many of you feel that it is unsafe to deliver in the dark, and in some cases it is. Arbitrators have ruled that darkness in and of itself is not unsafe. Darkness can contribute to an unsafe situation, but we will need to be able to explain why it was unsafe to deliver in that particular area.

Years ago as I was delivering mail in a Long Beach neighborhood, I had a situation where I felt it was unsafe to deliver in the dark. I called to let the station manager know that I felt unsafe delivering the rest

of my route. That part of my route was not well lit and it was a high crime area.

She said she would have someone bring me a flashlight. I told her that a flashlight was not going to make me feel safe.

She then asked if she came out and walked with me, would I feel safe. I told her I would feel safer and I would be waiting in my vehicle for her to arrive.

She sent another Carrier out to walk with me for the rest of the route.

Now, had she not offered a solution to my unsafe situation and ordered me to continue, I would have denied to do so. That would have more than likely resulted

in discipline. Then I would have had to defend that decision with evidence of those specific safety problems such as a crime report for the city and photos of the area that was not well lit.

If you are going to refuse an instruction to deliver because it's unsafe, be prepared to defend that decision.

Delivering in the dark is probably going to take you longer because you won't be able to finger the mail while you are walking. You may have to stand under a light post or a porch light and sort the mail for the next few houses.

You should not be delivering mail with a flashlight because they are not approved equipment.

Many of you enjoy the overtime, but you should always put safety first.

Article courtesy of the Garden Grove, CA
NALC Branch 1100 *UNION CARRIER*
published in October - December 2019

From Branch 114's Organizer – Dave Chelseth

Why is it that you won't notice you forgot to return your vehicle keys until you empty your pockets at home? Why is it that if you're going to accidentally mis-deliver mail it will be into a mail slot and no one will be home? Why is it that you just seem to keep slowly gaining weight even though you have a membership at a fitness center?

Really can't answer the first two questions; they're just imponderables. The last one's easy. Just because you've got a membership doesn't mean you'll lose weight. You've actually got to GO TO the fitness center and actively use the equipment for any weight loss to occur. Now comes the surprise connection between all of what I've written and being in a union. Wait for it. Wait for it... Being in the union is like having a membership at a fitness center. Being a member in the union doesn't really pay off unless you actively use that membership. Like the fitness center, a union gets things done by its' members' participation. And vice versa.

Why is it that the downpour will always come when your raingear is in the vehicle and you're at the point on your swing that's the furthest away? Why is it that the least amount of mail you'll ever have will be on the day the supervisor walks with you? Why is it that Walmart would rather close a store than allow a union to form in that store? Really can't answer the first two questions; they're just imponderables. The last one's easy. **Unions bring workers together to better their working conditions and their pay and benefits.** Walmart would lose A LOT of money if they allowed unions to turn Walmart jobs into career jobs with good wages and benefits. It's just like what the USPS did to the CCAs. They signed off on turning CCAs into career Carriers. Then they balked. Why? Money.

Just as Walmart would hate to see a staff of career workers, the USPS would hate to see the CCAs move from low-waged, very flexible, employees to well paid workers with set schedules. **Why is it that there are 14 people walking around with big old smiles on their faces? That one's easy!** They were converted from CCA to Regular. Congratulations, and welcome! It was a long time in coming. Too long. **These conversions happened ONLY because the union fought tooth and nail for them to happen.** Management would be completely happy to have let the withholding of positions continue on indefinitely. The union, from the local to the national level, fought for these conversions. It didn't happen easily, but it happened. Finally!

Now I can only hope that the newly converted CCAs get active in our union...we need to make sure the other CCAs get treated with dignity and respect and that they too be afforded the opportunities to make regular when their time comes. Together, in unity, we can continue to make this one of the strongest branches of the NALC.

This article originally appeared in the Duluth, Minnesota February 2014 NALC Branch 114 *Zenith Branch News*

Are You Doing Your Job By The Book?

By Scott Martin, NALC Branch 51
2nd Vice President

With the talk of route inspections happening in surrounding cities and with an office in our own Branch having just gone through an inspection, I thought I would share this information to remind us all of our jobs and responsibility to our customers.

Some post offices have a policy of skipping deliveries to mailboxes when they are blocked by a car, a trash can or some other obstruction. Carriers are told to bring the mail back and mark it as "box blocked" or something similar. The mail is then reattempted the following day. Often, mail will go undelivered to a box for several days until the obstruction is removed.

This practice is wrong and should be stopped.

Postal regulations require that Carriers dismount to deliver a box that is temporarily blocked.

The Postal Operations Manual 632.14 states: "The customer is responsible for keeping the approach to his or her mailbox clear to facilitate delivery. Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the mailbox, the carrier normally dismounts to make delivery. If the carrier continually experiences a problem in serving curb line boxes and where the customer is able to control on street parking in front of his or her mailbox but does not take prompt corrective action after being properly notified, the postmaster may, **with the approval of the district manager**, withdraw from delivery service." (Emphasis supplied)

The above regulation makes it clear that if a box is temporarily blocked, the Carrier must dismount to deliver the mail.

OUT THERE



The USPS Standard Training Program for City Letter Carriers (p 16.2.3) instructs: "If the approach to the mailbox is blocked, delivery must be attempted by dismounting where it is safe to do so."

This applies whether the box is blocked by a vehicle, a trash can or even snow or ice. Delivery can only be withheld if the problem is continual. **NOTE:** *Continual means repeated, not intermittent or occasional.*

Additionally, the customer must also have some control or ability to do something about the obstruction. In most places, on street parking is not under the control of the resident/patron, unless it happens to be his or her own vehicle that is blocking the box. Even if it's the customer's vehicle, delivery can only be withheld if the customer fails to remove the obstruction after properly notified **and only if the postmaster has the approval of the district manager.**

Let's recap the issue: **Some post offices have a policy of skipping deliveries to mailboxes when they are blocked by a car, a trash can or some other obstruction. Carriers are told to bring the mail back and mark it as "box blocked" or something similar. The mail is then reattempted the following day. Often, mail will go undelivered to a box for several days until the obstruction is removed.**

Postal regulations require that Carriers dismount to deliver a box that is temporarily blocked.

Where this policy exists, NALC branches should request, either by letter or through a labor management meeting, that management change the local policy to conform to POM 632.14. If they refuse, a grievance should be filed.

Management may try to argue past practice claiming, "We've had this policy for years". As we have mentioned previously, a past practice cannot override clear contract language. It doesn't matter how long it was done that way; if it's against postal regulations, it must cease.

Some Carriers may not be happy about this, as they consider it a hassle having to park the vehicle and dismount to make the delivery. As with other similar scenarios, point out to these Carriers that they will get paid for each second it takes to dismount to make a delivery.

As Letter Carriers, we work for a service oriented company. All we have to sell is our service. Dismounting to make such deliveries is not only required by regulation, it provides good service to our customers.

In most instances, customers cannot control the on street parking in front of their mailboxes, nor can they control where the garbage collectors leave their trash cans. So why should your customers be denied their mail because of something someone else did that they have no control over?

Article courtesy of the Fall River, Massachusetts NALC Branch 51 *Courier* published in March 2019.



Delivering News From Denver

By James Perryman, Executive Vice President

The NALC's 2019 National Conference, known as the rap session was held the weekend of August 9-11 at the Hyatt

Regency Denver at the Colorado Convention Center. NALC National President, Fredric Rolando called for the national conference, which included workshops and class training that covered a wide range of issues facing Letter Carriers and the union.

The four training sessions were led by Executive Vice President Brian Renfroe, Vice President Lew Drass, Director of City Delivery Christopher Jackson, Secretary-Treasurer Nicole Rhine, Assistant Secretary-Treasurer Paul Barner, Director of Safety and Health Manuel Peralta Jr., Director of the Health Benefit Plan Stephanie Steward, Director of Retired Members Dan Toth and Director of Life Insurance James Yates. The rap session itself was led by NALC President Fredric Rolando.

The following is a brief recap of what was discussed in the workshops:

Health Benefits/Retirement & OWCP - Retirement annuity OWCP arbitration decision & calculation sustained. Management must provide accurate calculations for annuities for employees that received OWCP compensation.

Employees will soon be able to file OWCP claims online for work related illness/ injury.

Collective Bargaining - APWU's rank & file denied the ratification of a new contract. Therefore, the dispute is headed for interest arbitration. Management may use the decision or outcome to negotiate the NALC's contract. The Rural Carriers ratified their contract with provisions that would not fit the needs of City Letter Carriers.

The negotiation for a NALC contract has been extended to September of 2019 and will provide a good indication if the party's will be able to settle for a new contract or appeal the dispute to interest Arbitration.

The Postal Boards of Governors are more in line with reducing services and employees benefits as outlined by the current White House administration.

City Delivery/Contract Administration Unit - All testing have been completed for next the generation vehicle. USPS met with suppliers to finalize a design and is waiting for the manufacturing bids. The new vehicles will be ready and disburse nationwide in approximately 18 months after the final approval.

A national grievance was filed in April of 2019 for the consolidation of letter/flat cases. Currently there are no con-

solidated tests in the offices under our branch nor is there any pending.

The test site in Annandale VA demonstrated many problems from the consolidation of cases, such as; Violations of the M-39, M-41 & 801/804 safety manuals. In addition, Management's action has contributed to clock ring fraud and the increase in work hours used to deliver the routes.

The USPS is currently testing new touch screen scanners that are smaller, hand-glove friendly and will improve the tracking of Letter Carriers. There is no time line for a roll out date to the field. However, the service has currently begun testing the new cameras that were installed in the current vehicles. Each vehicle has five cameras total, inside and out to get a 360 view of the driver, which will continue to record when the vehicle engine is off.

Safety, Health, & EAP - NALC emphasize the importance of working safe during extreme heat conditions. Letter Carriers should be mindful to put their safety first and use every precaution to prevent dehydration and heat related illnesses. Letter carriers are also advised to report and file grievances for all heat related safety issues.

EAP has been updated for new improvements. The website is more user-friendly and employees have new options to contact an EAP counselor through phone, text, or video connect.

A brief recap of President Fredric Rolando's comments from the rap session:

Non-career carrier work force has no place in the USPS. However, the USPS need for flexibility is understood and considered by the union in the contract negotiation process. The union's objective in contract negotiation is to have a full time all career Letter Carrier work forces. In addition, stronger language for safety rules and MOU's will need to be incorporated into the new contract.

Rural Carriers' tentative contract, in part, is for three years with wage increases of 1% for the first two years each and .8% for the third year. The union anticipates that the USPS will try to use the Rural Carrier contract as a platform for negotiating the NALC's contract.

The NALC will negotiate for wage increases that represent the strenuous work that City Letter Carriers perform.

There should be a joint process to save the Postal Service time and money that does not violate and/or conflict

Continued on next page...

with the contract, handbooks, and/or manuals. Unlike management's unilateral actions to consolidate cases, the NALC and USPS joint taskforce should have been used to achieve above mentioned goals.

The NALC's goal is to retain the no layoff clause in the contract.

USPS wanted to only give higher pay to CCA's in areas where they were having a hard time hiring. The union rejected and countered management with an offer to give a raise to all CCA's in all areas. The party's reached a compromise to allow the Postal Service to hire career PTF's after all current CCA's in the affected areas were converted to full time regulars, which gave management the flexibility that they needed and provide more career Letter Carriers in the work force requested by the union.

NALC has a taskforce to monitor at site, in preparation for a national grievance and lawsuit for management's combination of case configuration.

USPS notified the unions of their intent to change the Letter Carriers work standards under article 34 of the National Agreement. Management's plan is to bring in a 3rd party to develop a new work standard before the new contract is negotiated and ratified.

The most dangerous challenge the NALC is faced with is the political leadership in Washington. Without the support from the politicians in Washington D.C.; we could lose everything. This has to be the highest priority within the branch of our union.

Postal reform: USPS owes the government over 100 billion dollars due to the mandate to pay into the future retirement health funds. Approximately 10 years ago the Postal Service was required to put in 100 billion dollars into the fund. The federal government put the Postal Service on a payment plan to pay approximately 5 billion dollars each year for approximately 5 years. The Postal Service has already paid 50 billion dollars into the fund and took out loans to make the payments. When Congress issued the mandate approximately 10 years ago, it put the Postal Service in the red instantly. The Postal Service has now defaulted on approximately 42 billion dollars in payments. The OPM can demand payment in full by the end of a week and bankrupt the Postal Service, forcing the sell-off of the USPS. Whether under the government or private sector, the Postal Service is the only company ordered to follow this mandate.

It's important to elect politicians who support Postal reform to prevent the above mentioned from happening. We have to use the tools that we have to fight. When we make small campaign contributions to the Letter Carrier Political Fund, it allows us to continue our friendship with politicians that support us by writing laws, such as the USPS Fairness Act-H.R. 2382 that will remove the mandate and save our jobs. We need to continue to make new political friends as well, because it is expensive to get elected to Congress. It's a partnership, we need each other. However, it takes money and it cannot come from union dues.

In closing, I want to thank the membership of our branch for the support and opportunity to attend the 2019 Denver Rap Session.

This article originally appeared in the Chatsworth, California September - October 2019 NALC Branch 2902 Mail Bag News

More RAP Recap...

Nearly 1,000 letter carrier activists representing branches across the United States gathered in Denver in August to take part in NALC's 2019 National Conference.

The NALC Constitution calls for the union to hold a national conference in nonconvention, odd-numbered years. The meeting—commonly called a “rap session”—took place approximately halfway through the 90-day bargaining period for a new national collective-bargaining agreement with the U.S. Postal Service.

NALC President Fredric Rolando called the Aug. 11 meeting to order at 8 a.m. “I want to remind everybody in this room of what makes this union strong,” Rolando said. “All of you have stepped up to represent your brothers and sisters on a daily basis on the workroom floor. That's what makes the NALC strong.”

President Rolando then talked about the bargaining process, noting that preparations had begun at the end of the last round of negotiations. “Last time it took 15 months to negotiate that contract,” he said. “As soon as we were done, we began prepping for the next round of bargaining.” He said that the union has been working on two tracks, one involving the negotiations themselves and the second laying the groundwork for making a case for interest arbitration should negotiating prove unfruitful.

The president discussed the work of the bargaining committees and their internal preparation of proposals for this round of negotiations. He also talked about the results of the negotiations by the other postal unions.

The president then switched to a topic he has addressed frequently over the last decade. “But, if you're going to be a leader

in this union, and you want to represent your members, you're in it,” he said. “You have to engage in legislation and politics. And I know that takes a lot of people out of their comfort zones.

There are three major areas of danger, he explained. The first is postal reform to deal with the manufactured prefunding crisis from 2006 legislation. The second area of danger involves congressional budgets. The third threat comes from the White House. The president's postal task force report called for the elimination of postal employees' collective bargaining. “We would go back to collective begging,” Rolando said.

This is an abridged, modified, adapted and otherwise cobbled together summary of the opening report of the Denver RAP Session. Source was the September 2019 issue of the NALC *Postal Record*. To see the full feature, refer to the issue you received in your mail.....

USPS Softball Tournament October 6, 2019

Bakersfield postal employees enjoyed a great Sunday of softball on Sunday, October 6, at Patriot's Park. We welcomed teams from the GMF, South Station, Hillcrest, Brundage, Dole Court, and Stockdale Station.

I would like to thank Andrew and Teresa Garcia for organizing such a great event; as well as the Social-Rec Committee for donating money to help fund the event; and to all participants and their families for coming out.

The final game came down to Brundage vs Dole Court. Andrew Garcia (Brundage team) reports that Dole Court won 19 to 18. *(As a witness to the game, I can confidently say that we can add 15 points to the 19 that Andrew reports them scoring. LOL!)*

We hope to meet again next Fall for a great day of softball!

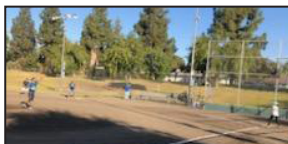
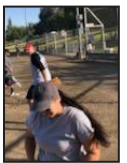
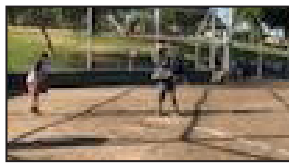
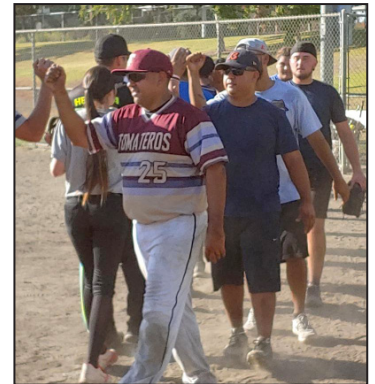
PAUL GREENFIELD
Branch 782 Social-Rec Committee Member



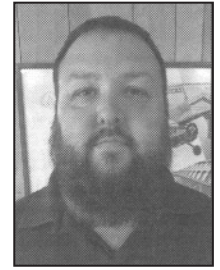
Dole Court FIRST PLACE



Brundage Station SECOND PLACE



Pictures courtesy of Andrew Garcia and Paul Greenfield



3971s ... What Should I Do Again?

When a carrier calls in for unscheduled sick leave, upon your return to work, and you are going to use your accrued leave to cover the absence. You are required to fill out a leave form (PS Form 3971). The following contractual provision is relevant:

JCAM Page 10-12:

Sick leave Use. Letter carriers apply for sick leave, either in advance or after returning to work, by submitting a PS Form 3971. When an employee has an unexpected need for sick leave, he or she must notify the appropriate postal authorities as soon as possible of the illness or injury and the expected duration of the absence. Upon returning to work, the employee must submit a PS Form 3971 (ELM Section 513.332).

Management may attempt to have you sign a pre-filled out PS Form 3971 with all the boxes filled out. If you are handed a pre-filled out PS Form 3971, **before signing and while on the clock**, you should verify all information on the form is accurate including the type of leave you would like to utilize. I have seen multiple instances with these pre-filled forms having in the remarks section, items such as: not IOD (injured on duty), not FMLA, Deems Desirable. Additionally, in the type of absence box they have checked other and put AWOL. Once a carrier signs their name on this 3971, they are agreeing to what they have signed. I have seen management utilize those signed forms that carriers did not review and issue discipline based on attendance or AWOL, then utilize the 3971s as evidence that the carrier was aware based on them signing the pre-filled 3971. Again, I would take the time and fill out my own form. **It is your right** to not utilize (sign) the pre-filled out PS Form 3971 and ask to fill out and sign your own PS Form 3971 and put your own remarks. The completion of PS Form 3971 for the utilization of any leave type or any of the intended uses of PS Form 3971 is an **on the clock function**. The following Step 4 is relevant:

M-01054:

The issue in this grievance involves management requiring employees to complete PS Forms 3971 at the Postal Source Data Site prior to obtaining their time badges following unexpected absences from duty. The parties at this level agree that the completion of a Form 3971 "upon/after return to duty" means while the employee is on-the-clock.

Any PS Form is a Postal Service form promulgated by the employer, according to the Administrative Service Manual (ASM) Section 325, for use in the employment environment on the clock. If management requires a certain form to be filled out in order to articulate your right under the collective bargaining agreement the following contractual provisions are relevant:

ELM:

511.23 Postal Employees

Postal employees:

a. Request leave by completing PS Form 3971, Request for or Notification of Absence.

513.33 Requests for Sick Leave

513.331 General

Except for unexpected illness or injury situations, sick leave must be requested on PS Form 3971 and approved in advance by the appropriate supervisor.

513.332 Unexpected Illness or Injury

PS Form 3971, Request for or Notification of Absence, will be provided to the employee upon his or her return to duty.

The employer must have ample forms available for use by the employee. PS Form 3996 Carrier Auxiliary Control or PS Form 1571 Undelivered Mail Report for example are all PS forms that are required and filled out on the clock without objection from the employer so there should be no objection to a PS Form 3971 for any leave or leave form intended purposes. The following is relevant:

JCAM Page 41-26:

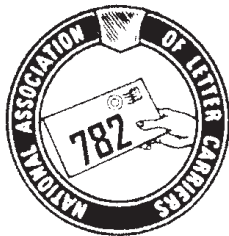
41.3. E. When the Employer requires the use of certain supply items for the proper performance of a carrier's functions, such items will be supplied by the Employer.

Why am I bringing all of this up? It has been brought to the attention of the Branch that some carriers signatures have been forged on 3971's. Also on discipline notices (letters), signatures have been signed as received (forged) and never given to the carrier, only to find this out later when they were issued a suspension listing that discipline. I urge all carriers to fill out 3971s, have the supervisor sign them as received (as they are required to), to make copies and keep them for their records. From here on out, I urge and direct all carriers to sign **and date** discipline letters as received, and give a copy to your Steward to file a grievance. By signing the discipline letter **it is not an admission of guilt**, only that you have received it. This takes away the argument of refusing to sign as received. In that instance the supervisor could easily sign it as refused to sign and never actually give it to you, resulting in what was stated above. Additionally, please make sure we are keeping track of all work hours and matching them up to the paycheck, to ensure all hours are being paid correctly. The Branch is currently in the grievance procedure for management falsifying and deleting carriers clock rings. If something is not correct, bring to the attention of your Steward so he/she can investigate. Call the hall with any questions. We will have more at the general membership meeting in September.

~ In Unity and Solidarity,

Michael Levering, Executive Vice-President

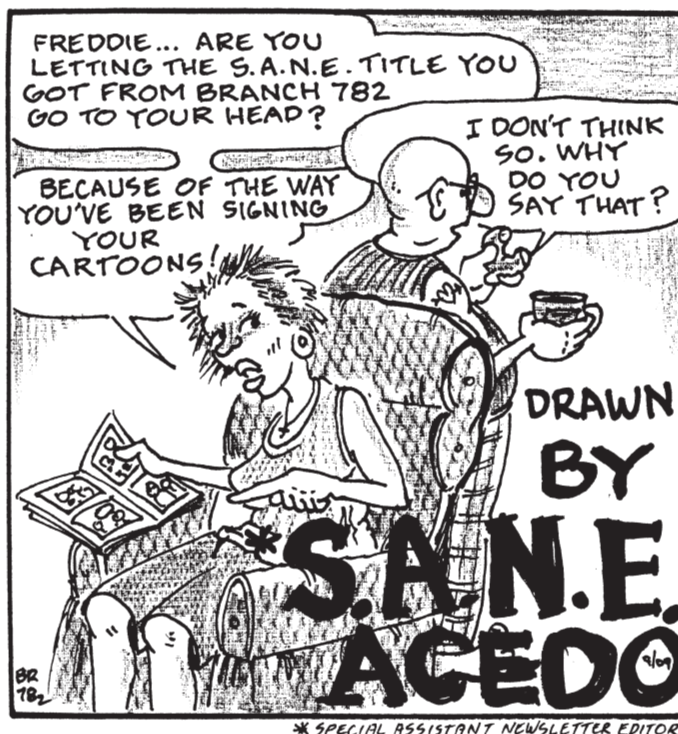
Article courtesy of the Buffalo, New York NALC Branch 3 BUZZ published in September 2019



from the editor-guy

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

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



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

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

BASIL ZUNIGA

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

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

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

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

• Please make check payable to Basil Zuniga, Branch 782 Editor-guy •

Please include \$7.90 for USPS Priority Mail postage.

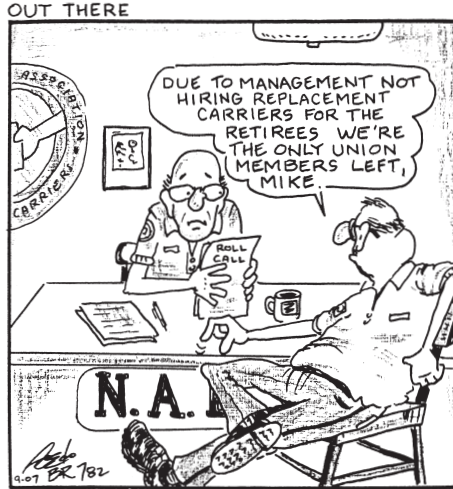
NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 205-1603

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

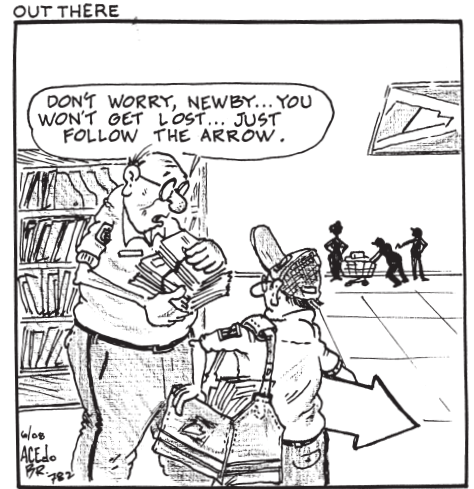
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...



Originally published April 2009



Originally published April 2009



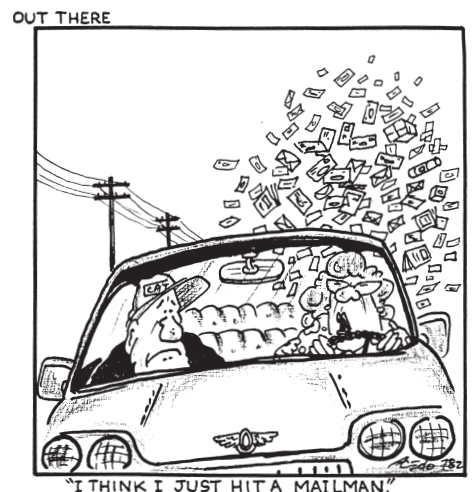
Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009



Originally published May 2009

DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2019.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2019.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2020. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2020.

Regulations

- Scholarship is to be used toward pursuing undergraduate

ate degree at an accredited college of recipient's choice.

- Winners may accept other college scholarship assistance in addition to the NALC award.
- Any change of schools or course of study must be done only with the permission of the NALC Scholarship Committee.
- A transcript of grades must be forwarded to the committee at the end of each school year.
- If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.
- If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that the scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered.
- If the NALC member is suspended by his/her local NALC branch or enters supervision, scholarship will be cancelled.

Terms of awards

- The official scholarship judges will award one William C. Doherty Scholarship in each of the five USPS Regions and one John T. Donelon Scholarship. Winners are judged on the basis of secondary school records, personal qualifications and test scores. As in the past, the scholarship judges will consist of experienced persons in the educational field. Decisions of the judges will be final.

- Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years thereafter providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.
- Children of NALC national officers are not eligible.

In honor of NALC's president from 1941 to 1962, the **William C. Doherty Scholarship Fund** will again award five \$4,000 scholarships to children of members in good standing. The **John T. Donelon Scholarship Fund** will award one scholarship in honor of Donelon, longtime NALC assistant to the president. Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered.

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2019-20 school year.

I am the daughter son active
 *stepdaughter *stepson of retired
 *granddaughter *grandson deceased

letter carrier _____

of Branch No. **782** City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

This form must be returned no later than December 31, 2019, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

* Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.

2020 Carl J. Saxsenmeier

Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2020 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 3, 2020.** The Chair will send scholarship packets to all applicants by the end of January 2020. The scholarships are available to the children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2019 award announcement. Applicant's parent / grandparent must be a member in good standing of the NALC for at least one year prior to applying. Applicant must be a high school senior when applying. Saxsenmeier Scholarship awards are issued in the year of graduation and are not renewable.

Jeff Parr

Saxsenmeier Scholarship Chair

1177 Levine Dr-Santa Rosa, Ca 95401

707-523-1818

**Saxsenmeier Scholarship Application
(Please Print)**

Student's Name: _____

NALC Member's Name: _____

Home Address: _____

City / State/ ZIP _____

Home Telephone: _____

Cell / Fax: _____

Email Address: _____

Applicant's Signature: _____

NALC Member Signature: _____

Relationship to Applicant: _____

Local NALC Branch Officer Signature required for verification of member in good standing:

NALC Branch

Officer Signature: _____

Title: _____

Branch Officer

Printed Name: _____

Branch Number: _____

782

“WHY WOULD WE HARM MOTHER ? !!”

Renewable clean energy, we must adopt,
It's humanity's only clear track !
This crisis is real, and eminent danger,
We must not, turn our back !

Climate scientists, are not our Foe,
They are the planet's Savior,
Proven, scientific, atmospheric changes,
Monitoring mankind's careless behavior !

Mass extinction, on Earth is looming,
Time, is not on our side !
Oceans are warming, temperatures rising,
We cannot, run and hide !

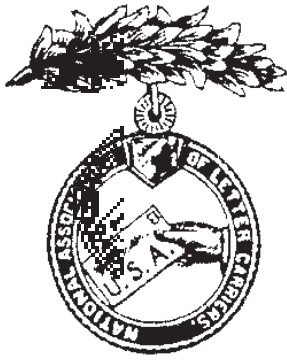
Fear and panic require action,
Our Planet, is on fire !
Critical planning, is a must,
The consequences are severe and dire !

Individually, we might feel helpless,
Global citizens, know the facts !
The Paris Climate Agreement is power,
Millions in protest, it's time to react !

The climate on “Mother Earth” is in peril,
Science, doesn't lie !
Too serious, to just ignore,
Too dangerous, to deny !

This “Beautiful Planet,” sustains life,
Reality, there is no other !
Dumping toxins, in the air and water,
Why are we harming “Mother ?!!”

By Mark Ramirez retired Letter Carrier USPS/ HBP rep.
The Golden Empire Branch NALC 782



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 834-2059
Treasurer	Molly Biggar	(661) 832-0393
Financial Secretary	Anita Holderman	(661) 487-5353
HBP & MBA Rep.	Mark Ramirez	(661) 398-6075
Sargeant-at-Arms	David Treto	(661) 865-8922
Chief Trustee	Teresa Ortega	(661) 391-8026
Trustee	Paul Salazar	(661) 303-3603
Trustee	Darryl Holderman	(661) 332-9201

E.A. BAKER UNION UPDATE is published monthly by Merged Branch 782 of the National Association of Letter Carriers, AFL-CIO.

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

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

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

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

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

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

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Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Vacant	(661) 331-9171
Lamont (93241)	Mike Munoz	(661) 304-5516
McFarland (93250)	Fernando Soto	(661) 331-9171
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Norma Hamer	(661) 619-1465
Downtown Station (93301)	Teresa Ortega	(661) 391-8026
South Station (93304)	Mike Meza	(805) 625-4541
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 303-3603
East Bakersfield (Alternate)	Ryan Woommavovah	(661) 331-9171
Hillcrest Station (93306)	Mike Meza	(805) 625-4541
Brundage Station (93307)	John Ortega	(661) 809-8140
Dole Court (93308)	Shari Sharp	(661) 364-5544
Dole Court (93308)	Denise Ream	(661) 304-6625
Dole Court (Alternate)	David Treto	(661) 865-8922
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	Maria Valenzuela	(661) 496-5929
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Camino Media (Alternate)	Paul Salazar	(661) 303-3603
Mojave (93501)	Delga Loza	(661) 824-8332
California City (93504)	Ryan Gerstl	(761) 373-4180
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93523)	Vacant	(661) 331-9171
Ridgecrest (93555)	Lynnel Howell	(760) 382-3030
Tehachapi (93561)	Vacant	(661) 331-9171
Trona (93562)	Lynnel Howell	(760) 382-3030

OWCP Representative	Rick Gerdes	(661) 301-9675
CCA Representative	Gilroy Manglicmot	(661) 301-2156
USPS Social Recreation Rep	Paul Greenfield	(661) 203-7802

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

Rick Plummer, Webmaster





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

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

General Meeting Wednesday October 23, 2019 7:00 p.m.

Branch 782 Office
 2628 "F" Street
 Bakersfield, California

FORWARDING SERVICE REQUESTED

Congratulations, Dennis Crenshaw! Congratulations, Elroy Miller! Branch 782's newest Retirees!!!

Additional information and pictures in pages 7 - 9...

Br. 782's ANNUAL PICNIC



Who won the raffle?



200/More Pictures in pages 10 - 15!!

Do any of these folks work in your unit? They are not currently receiving a newsletter. We would like them to. Yes, we would...

- | | | |
|-----------------|-----------------------|-------------------|
| Ronald Evans | Barbara Bernal | J.L. Stigall |
| Steve Burnham | Hakam Dhaliwal | Kathleen Blat |
| Rhym Kamille | Jacob Coranado | Juan Lopez |
| Bryan Warmerdam | Yadira Quintana | Corrine Schroeter |
| Richard Manzo | Christopher Castruita | Lya Parrish |
| Eric Celedon | Kuldeep Rai | |

Ask them to please contact Assistant Newsletter Editor Paul Greenfield at (661) 203-7802.

Each and EVERY month, Branch 782 sponsors a drawing at the General Meeting to encourage

YOU

to come to our monthly Meeting*

Last month, Ashley Yoc could have won \$500!

YOU could win \$500 this month!!!

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

"OuT tHeRe"



This is the 32 page web version of the NALC Branch 782 newsletter. Cool, huh?