

# National Association of Letter Carriers

## Branch 782

### E.A. Baker Union Update



ARVIN  
CALIFORNIA CITY  
McFARLAND  
TAFT

AVENAL  
DELANO  
MOJAVE  
TEHACHAPI

BAKERSFIELD  
EDWARDS AFB  
RIDGECREST  
TRONA

BORON  
LAMONT  
SHAFTER  
WASCO



**CHARTERED FEBRUARY 25, 1891**

WEB VERSION @WWW.782NALCCOM

NOVEMBER 2011

If you're "here", you've gotten to the latest "web" version of the *NALC BRANCH 782 E.A. BAKER UNION UPDATE*. Thank you for taking a look! For context, our web version augments the printed material published in our regular monthly newsletter. And, we build on that to let you explore some additional insights provided by other Letter Carriers around the country. Obviously, this "digest" reflects selections that caught my interest...

Why do I do this? It is prohibitively expensive to publish our newsletter with a bunch of pages. However, ***THERE IS JUST SO MUCH RELEVANT INFORMATION OUT THERE THAT IS AVAILABLE IN THE MANY NALC NEWSLETTERS FROM ALL OVER THIS GREAT COUNTRY OF OURS!!*** This format provides us a great opportunity for sharing pertinent information with any individual Branch 782 member who wants more.

So...what kinds of things can you find as you electronically "flip" through the pages that weren't in the original print version??? (For perspective, the November 2011 print version had sixteen pages, the web version has twenty-six pages.) So, what is different?? What can any extra pages have to share?

**Page 14 addresses something that I thought I was the only one who noticed: People Who Work Off The Clock... Even if you think that this isn't really your business, people who do this do affect all of us; and, someone from Fresno, CA also thinks so. Letter Carriers are—despite a very, very, very, very, very, very, very, very few "bad apples"—a most amazingly honest group of people. See another example of this from Orange County, California on page 15. Also, just in case you didn't realize the importance of the Combined Federal Campaign, read something on that same page from Seattle, WA. Sometimes, you have to have an idea of context or perspective to be able to appreciate the world that you live in. Check out the info on pages 16 and 17... The articles caught my attention. And, I know that it's hard to think about things that aren't affecting you yet...but I ask you to percolate some of the things presented by my friend (Ray Espana from Los Angeles) in an article on page 18 which shares some of the difficulties in offices where FSS has been implemented. Again, you might not think that any of this is important, but you should have an idea of what you might be looking at sooner than you think. Pages 19 - 21 augment the tribute to military veterans which appeared in our print version of the Branch 782 newsletter (and also includes a letter from our USPS Sierra Coastal District Manager). ***MOST IMPORTANTLY: DON'T FORGET TO CHECK OUT FRED ACEDO'S CARTOONS! THEY ARE ABSOLUTELY AMAZING!!!*****

Electronically Yours,  
Basil Zuniga, Branch 782 Editor-guy

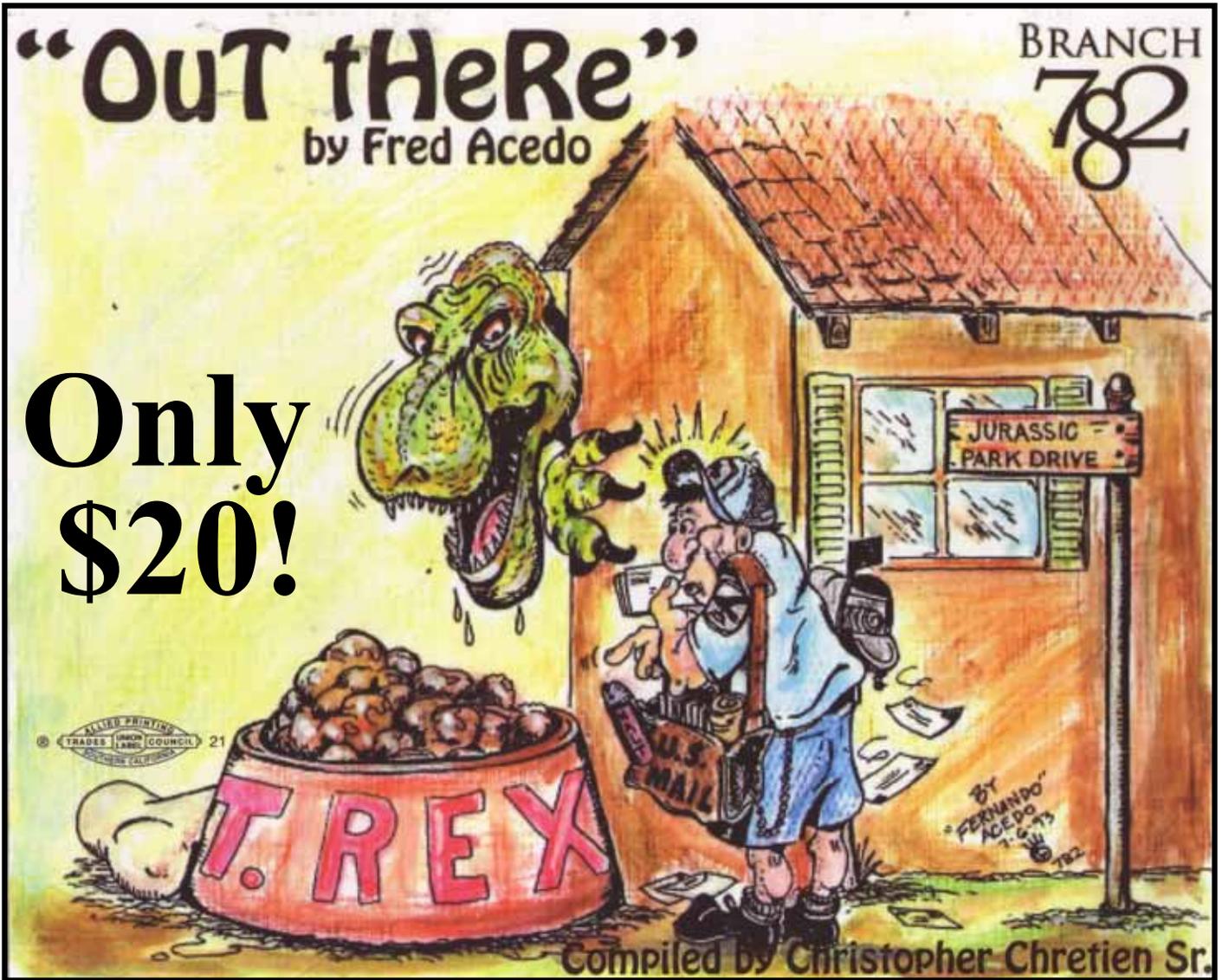
***And now???? An Adversisement for a great, great, GREAT book that you can buy...***

# "Out tHeRe"

by Fred Acedo

BRANCH  
782

Only  
\$20!



Compiled by Christopher Chretien Sr.

So what is this advertising message about? **THIS** is an MDA fundraiser. We are asking for **YOUR** help!!!!!!

We envisioned that all 2,500 copies of this book would be sold at the national NALC Convention in Anaheim in 2010. Didn't happen. We still have about 1500 copies of this book waiting to be sold before we can make our anticipated MDA donation. And—to add a little twist—a member made a motion at our general meeting that we had to sell **ALL** of the books before we could make our donation...

The book (about, for and by members of the NALC) chronicles the work of Branch 782 S.A.N.E Fred Acedo through the first nine of his nineteen years producing outstanding glimpses into who we are.

So...you may ask, what can you do? **ORDER A BOOK!!!**

Contact Kim Gerdes at (661) 301-9676; or, try her at the following e-mail address: "krgerdes91@hotmail.com". Please help us out. We'd appreciate it



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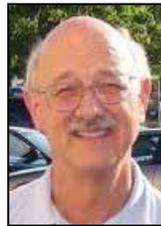


**CHARTERED FEBRUARY 25, 1891**

VOLUME LXXXII NUMBER 11

NOVEMBER 2011

at the  
**Mike:**



It is getting to be almost impossible to keep up with all of the changes in the legislative arena. But, I urge you to act now to protect all that you currently have and any future benefits or retirement plans...

As drafted, S-1789, the "21st Century Postal Reform Act of 2011" will not save America's Postal Service.

On the contrary, it will hasten its decline and threaten the long-term viability of the USPS. This poses a danger to the entire \$1.3 trillion mailing industry. NALC is working on alternative plans for preserving the USPS with its external financial advisers and our collective-bargaining partners.

We will do our part to stabilize the Postal Service's finances and to help put it on track to grow again in the future.

It is crucial that you vote for representatives who will protect your interests!

The same applies to a local event. You have the opportunity to vote for Branch 782 members that you will delegate to attend the NALC National Convention on your behalf.

Come to the meeting and vote or mail in your absentee ballots!

MIKE TOWERY  
NALC Branch 782 President

OFFICIAL BALLOT	
"Golden Empire" Branch 782	
2012 NATIONAL CONVENTION DELEGATES	
INSTRUCTIONS	
1. Mark a "✓" or an "X" in the squares next to the candidates of your choice.	
2. Do not sign your name--otherwise your ballot will be voided.	
3. Do not make any other marks on this ballot.	
4. Write-in votes will not be counted. However, a write-in vote does not invalidate the rest of the ballot.	
5. Fold the ballot and place in the ballot box.	
Vote For Five	
Rick Gerdes	<input type="checkbox"/>
Molly Biggar	<input type="checkbox"/>
Frank Martinez	<input type="checkbox"/>
Norma Hamer	<input type="checkbox"/>
Diana Herrera	<input type="checkbox"/>
Mike Meza	<input type="checkbox"/>
Pam Smith	<input type="checkbox"/>
Judy Kiyoshi	<input type="checkbox"/>
Randy Courson	<input type="checkbox"/>
Anita Holderman	<input type="checkbox"/>
Jerry Patterson	<input type="checkbox"/>
Kim Gerdes	<input type="checkbox"/>
Sheila Wiley	<input type="checkbox"/>
Deven Patterson	<input type="checkbox"/>
Teresa Ortega	<input type="checkbox"/>
Basil Zuniga	<input type="checkbox"/>
Paul Salazar	<input type="checkbox"/>
Darryl Holderman	<input type="checkbox"/>
Mabel Bullis	<input type="checkbox"/>
Shari Sharp	<input type="checkbox"/>

Sample



# A very interesting column.. COMPLETELY NEUTRAL Be sure to Read the Poem at the end.

Charley Reese's final column for the *Orlando Sentinel*... He had been a journalist for 49 years. He retired and this was HIS LAST COLUMN.

Be sure to read the Tax List at the end.

This is about as clear and easy to understand as it can be. The article below is completely neutral, neither anti-republican or democrat. Charlie Reese, a retired reporter for the *Orlando Sentinel*, has hit the nail directly on the head, defining clearly who it is that in the final analysis must assume responsibility for the judgments made that impact each one of us every day. It's a short but good read. Worth the time. Worth remembering!

## 545 vs. 300,000,000 People

-By Charlie Reese

Politicians are the only people in the world who create problems and then campaign against them.

Have you ever wondered, if both the Democrats and the Republicans are against deficits, WHY do we have deficits?

Have you ever wondered, if all the politicians are against inflation and high taxes, WHY do we have inflation and high taxes?

You and I don't propose a federal budget. The President does.

You and I don't have the Constitutional authority to vote on appropriations. The House of Representatives does.

You and I don't write the tax code, Congress does.

You and I don't set fiscal policy, Congress does.

You and I don't control monetary policy, the Federal Reserve Bank does.

One hundred senators, 435 congressmen, one President, and nine Supreme Court justices equates to 545 human beings out of the 300 million are directly, legally, morally, and individually responsible for the domestic problems that plague this country.

I excluded the members of the Federal Reserve Board because that problem was created by the Congress. In 1913, Congress delegated its Constitutional duty to provide a sound currency to a federally chartered, but private, central bank.

I excluded all the special interests and lobbyists for a sound reason. They have no legal authority. They have no ability to

coerce a senator, a congressman, or a President to do one cotton-picking thing. I don't care if they offer a politician \$1 million dollars in cash. The politician has the power to accept or reject it. No matter what the lobbyist promises, it is the legislator's responsibility to determine how he votes.

Those 545 human beings spend much of their energy convincing you that what they did is not their fault. They cooperate in this common con regardless of party.

What separates a politician from a normal human being is an excessive amount of gall. No normal human being would have the gall of a Speaker, who stood up and criticized the President for creating deficits. The President can only propose a budget. He cannot force the Congress to accept it.

The Constitution, which is the supreme law of the land, gives sole responsibility to the House of Representatives for originating and approving appropriations and taxes. Who is the speaker of the House now? He is the leader of the majority party. He and fellow House members, not the President, can approve any budget they want. If the President vetoes it, they can pass it over his veto if they agree to.

It seems inconceivable to me that a nation of 300 million cannot replace 545 people who stand convicted -- by present facts -- of incompetence and irresponsibility. I can't think of a single domestic problem that is not traceable directly to those 545 people.. When you fully grasp the plain truth that 545 people exercise the power of the federal government, then it must follow that what exists is what they want to exist.

If the tax code is unfair, it's because they want it unfair.

*Continued on next page...*

If the budget is in the red, it's because they want it in the red.

"politics" that prevent them from doing what they take an oath to do.

If the Army & Marines are in Iraq and Afghanistan it's because they want them in Iraq and Afghanistan ...

Those 545 people, and they alone, are responsible.

If they do not receive social security but are on an elite retirement plan not available to the people, it's because they want it that way.

They, and they alone, have the power.

There are no insoluble government problems.

They, and they alone, should be held accountable by the people who are their bosses. Provided the voters have the gumption to manage their own employees...

Do not let these 545 people shift the blame to bureaucrats, whom they hire and whose jobs they can abolish; to lobbyists, whose gifts and advice they can reject; to regulators, to whom they give the power to regulate and from whom they can take this power. Above all, do not let them con you into the belief that there exists disembodied mystical forces like "the economy," "inflation," or

We should vote all of them out of office and clean up their mess!

What you do with this article now that you have read it... is up to you. This might be funny if it weren't so true. Be sure to read all the way to the end:

Tax his land,  
Tax his bed,  
Tax the table,  
At which he's fed.

Tax all he has  
Then let him know  
That you won't be done  
Till he has no dough.

cents per gallon)  
Gross Receipts Tax  
Hunting License Tax  
Inheritance Tax  
Inventory Tax  
IRS Interest Charges IRS Penalties  
(tax on top of tax)

### ***STILL THINK THIS IS FUNNY?***

Tax his tractor,  
Tax his mule,  
Teach him taxes  
Are the rule.

When he screams and hollers;  
Then tax him some more,  
Tax him till  
He's good and sore.

Liquor Tax  
Luxury Taxes  
Marriage License Tax  
Medicare Tax  
Personal Property Tax  
Property Tax  
Real Estate Tax  
Service Charge Tax  
Social Security Tax  
Road Usage Tax  
Recreational Vehicle Tax  
Sales Tax  
School Tax

*Not one of these taxes  
existed 100 years ago, &  
our nation was the most  
prosperous in the world.*

Tax his work,  
Tax his pay,  
He works for  
peanuts anyway!

Then tax his coffin,  
Tax his grave,  
Tax the sod in  
Which he's laid...

State Income Tax  
State Unemployment Tax (SUTA)  
Telephone Federal Excise Tax  
Telephone Federal Universal Service  
Fee Tax

*We had absolutely no  
national debt, had the  
largest middle class in  
the world...and Mom—  
if she agreed— stayed  
home to raise the kids.*

Tax his cow,  
Tax his goat,  
Tax his pants,  
Tax his coat.

Put these words  
Upon his tomb,  
'Taxes drove me  
to my doom...'

Telephone Federal, State and Local  
Surcharge Taxes  
Telephone Minimum Usage  
Surcharge Tax

*What in the heck  
happened? Can you  
spell 'politicians?'*

Tax his ties,  
Tax his shirt,  
Tax his work,  
Tax his dirt.

When he's gone,  
Do not relax,  
Its time to apply  
The inheritance tax.

Telephone Recurring and  
Nonrecurring Charges Tax  
Telephone State and Local Tax  
Telephone Usage Charge Tax  
Utility Taxes  
Vehicle License Registration Tax

*I hope this goes around  
THE USA at least 545  
times!!! YOU can help  
it get there!!!*

Tax his tobacco,  
Tax his drink,  
Tax him if he  
Tries to think.

Accounts Receivable Tax  
Building Permit Tax  
CDL license Tax  
Cigarette Tax  
Corporate Income Tax  
Dog License Tax  
Excise Taxes  
Federal Income Tax  
Federal Unemployment Tax  
(FUTA)

Vehicle Sales Tax  
Watercraft Registration Tax  
Well Permit Tax  
Workers Compensation Tax

### ***GO AHEAD. . . BE AN AMERICAN!!!***

Tax his car,  
Tax his gas,  
Find other ways  
To tax his ass.

Fishing License Tax  
Food License Tax  
Fuel Permit Tax  
Gasoline Tax (currently 44.75

Submitted by Walter Johnson,  
Visalia, California NALC Branch 866 and  
originally published in the 9/11 Branch  
782 newsletter web version.



The Swing Room

# Gazette

Our 119TH Year



National Association of Letter Carriers

Camellia Branch 133

SERVING AMERICA'S FINEST LETTER CARRIERS IN ANDERSON, CHICO, CITRUS HEIGHTS, COLUSA, DAVIS, DIXON, ELK GROVE, FAIR OAKS, FOLSOM, GALT, GRASS VALLEY, GRIDLEY, JACKSON, LINCOLN, LIVE OAK, LODI, MARYSVILLE, NEVADA CITY, NORTH HIGHLANDS, OLIVEHURST, ORANGEVALE, ORLAND, OROVILLE, PARADISE, PLACERVILLE, RED BLUFF, REDDING, RIO LINDA, ROCKLIN, ROSEVILLE, SACRAMENTO, SHASTA LAKE, VACAVILLE, WEST SACRAMENTO, WINTERS, WOODLAND AND YUBA CITY.

VOL. 46, NO. 3

November 2011

## President's Report



As we get close to the end of this year I want to wish each and every one of you and your families a happy and prosperous Holiday season and welcome a new year. The remainder of this year and the future will continue to be a great challenge to all of us. I am extremely frustrated at the tactics Postal Headquarters is using to diminish your, and all Postal Employees, efforts to continue providing the service we as Americans are guaranteed under our laws and constitution. As most of you are aware the Politicians in Washington are at logger heads and don't seem to be able to agree on anything. When you ask why, it seems obvious that the primary reason is to make the current administration a failure – all for political reasons. In the ongoing effort to make sure the Current Administration is a failure these politicians will stop at nothing, to include the American Way of Life. This country is feed up with these antics, you see it everyday with the Occupy Wall Street rallies throughout the country. The PEOPLE will speak and they will be heard. Those political agendas have crept into the Postal Services with right wing politicians like Congressmen Issa and Ross doing everything they can to dismantle the Postal Service. The PMG is not doing the USPS any favors either – he is using his position and his short sighted views to push

politicians into reducing the value of the USPS and attempting to slash your pay and benefits. In the Northern area of our Branch, Congressman Herger who represents a large number of the cities and small communities in the Northern Part of our state will, or has, not at this point stood up to support a continuing USPS presence in those communities. His constituents stand to lose more than any other district in our state if the Postal Service is allowed to close the Post Offices they have targeted for closure, yet he sides with Congressmen Issa and Ross. Why – my guess is that he is afraid to do the right thing. Several years ago, when the Marysville Processing Plant was on the closure list – his office sent a representative to the "Town Hall Meeting" where they made a big deal out of his concerns that the Postal Service had not shared the numbers used to determine that the closure of the Marysville Plant was fiscally responsible. This was done in the Public view yet he did nothing of any consequence to change Management's decision. The Plant was closed, resulting in continuing delays of mail and other problems for the very constituents he took an oath to represent. Today he defends the PMG's efforts to close Post Offices by failing to sign on as a co-sponsor for HR 1351. We could go through a number of the other Congressional Representative's agendas and come up with the same. What you need to understand is that your way of life

and your Family's Financial Future are at stake – **RIGHT NOW!!!** – You must understand that the best condition this country and the Postal Service has ever been in is when the Middle Class prospers and the majority of the wealth in this country is shared not by the 1% of this country most wealthy, but by all. We certainly cannot begrudge people that have become wealthy by building a company or companies that prosper – but we can take a strong look at those that want their employees to live at or close to poverty levels so they can lavish themselves with riches. That is not the American way nor is it right. You are the Middle Class – If the PMG gets his way, thousands of Middle Class Jobs (**YES EVEN YOURS**) are at stake. Not only will his agenda put thousands of Postal Employees out of work, but will put many thousands of employees that work in industries that are related to the mail out of work. **YOU CAN HELP PREVENT THIS** the question is will you? By the time you receive this newsletter you will have received a letter from this Branch with a petition to sign and a request to have that petition signed by at least twenty (20) others. Hopefully you will do your part in petitioning your Congressional Representative to support and save the Postal Service.

– Our next Union Meeting will be on November 17<sup>th</sup> – hope to see you there. **Be safe!!!**

John

## Community Voices

# USPS isn't seeking 'taxpayer bailout'

### HR 1351 would allow Postal Service to tap its bloated pension fund for financial lifeline, not public coffers

In 2006, Congress mandated through Public Law 109-435 that the U.S. Postal Service pre-fund retirement and health benefits for future retirees for the next 75 years. That includes employees to be hired in the future.

An average of \$5.5 billion has been paid into this fund each year since 2007. Beginning next year, this amount will increase by \$100 million every two years until it reaches \$5.8 billion in 2016 and 2017, continuing to increase each succeeding year.

The Segal Co. and the Hay Group have each conducted studies of this fund and report that it is \$50 billion to \$75 billion overfunded at this point.

When Congress created this mandate, the Postal Service was operating in the black without any taxpayer funding. For 30 years, the Postal Service has used not a penny of taxpayer funds. All monies used by the Postal Service were earned through retail sales of products and services.

The Postal Service is the only government agency required to fund such a program and I know of no business required to provide such guarantees for retirement and health plans for their employees. In addition, this money is inaccessible to the Postal Service without congressional approval.

Since 2007, the Postal Service has paid \$21 billion into the fund. This is responsible for the entire \$20 billion in losses the Postal Service has incurred, not mismanagement or inefficiency and certainly not the employees or their union. Since 2008, more than 110,000 jobs have been eliminated from the Postal Service in an effort to mitigate these losses.

Some in Congress are claiming the Postal Service wants a "taxpayer bailout" and our own congressman, Kevin McCarthy, is not saying otherwise, leading the public to believe this patently false claim. Perhaps he doesn't know the truth, but I doubt that.

The Postal Service is only asking for enough of *its money*, not taxpayer money, to bring it out of the red.

Two House bills are currently up for consideration: HR 1351, introduced by Rep. Stephen

Lynch, D-Mass., and HR 2309, introduced by Rep. Darrell Issa, R-Vista, chairman of the House Oversight and Government Committee.

HR 2309 would not address the pre-funding problem or allow the Postal Service access to any overpayment made to the fund.

It would establish two panels to oversee closure of thousands of postal facilities, forcing the reduction of costs by \$2 billion in the first two years. Moreover, it would eliminate tens of thousands of postal jobs in the process, along with untold numbers of private-sector jobs in a \$1.7 trillion industry that supports 8 million people whose jobs largely depend on the Postal Service. Not what is needed in a time of already high unemployment.

It would also give the oversight committee authority to eliminate existing collective bargaining agreements, modify any labor contracts and take control of any Postal Service operations.

There are also provisions to drastically cut wages and benefits, and mandate pay standards, thereby eliminating collective bargaining.

One goal is to reduce, by 2015, the number of employees by 220,000, an additional 100,000 jobs through attrition and completely eliminate career positions. Employees eligible for retirement would be targeted first for layoffs, with those with the longest service to be the first to go, and the bill forbids any severance pay.

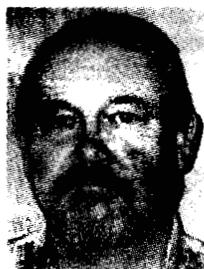
It would adversely affect employees injured on duty and reduce compensation of totally disabled employees from 66.66 percent to 50 percent when they meet retirement eligibility.

Additionally, this bill mandates reduction of services, including a reduction of "door delivery" by 75 percent within the first two years.

HR 1351 would do none of this. Instead, it would address the problem created by the pre-funding mandate of 2006 and restore financial stability to the Postal Service. It has the bipartisan support of 193 co-sponsors. It would avoid closures and reductions in services. There would be no need to lay off hundreds of thousands of workers.

Congress is responsible for the financial mess the Postal Service is experiencing. Congress needs to do the right thing and fix this mess. I urge everyone to call, mail, email or go to Rep. McCarthy's office and demand that he do his job and act in the best interests of those who put him in office. Support HR 1351. The thinly veiled attempt to destroy and privatize the Postal Service is not in this country's best interest.

*Kenneth Hill of Bakersfield, a military veteran and former police officer, is a private contractor with the federal government.*



**Ken Hill**

This is a reprint from a "Letter to the Editor" which was published in the *Bakersfield Californian* Wednesday November 2, 2011 edition.

This reprint is submitted by our own Bill Curtis—a Branch 782 Retiree and former Branch 782 Trustee.

Although Bill is an authentic and real "dyed in the wool Republican", he knows that HE has a "dog" in this fight.

He knows that HIS benefits are also at risk in this world we live in...

Let YOUR Congress person know how you feel about the attacks on YOU...

# Minutes of the October 2011 General Meeting

The regular meeting of Branch 782 was called to order by President Mike Towery at 7:00p.m. on the 25th day of October at the Branch office, Bakersfield. The flag salute was led by Sargeant-at-Arms Darryl Holderman. All members of the Executive Board were present except for Secretary Kim Gerdes. The Stewards were present from Avenal, Brundage, Camino Media, East Bakersfield, Hillcrest, Lamont, Dole Court, Shafter, South, Taft, and Wasco. Also present was OWCP Representative Rick Gerdes; Photographer Anita Holderman and Legislative Representative Diana Herrera. The Minutes of the September 27, 2011 meeting were read by Assistant Recording Secretary Mabel Bullis and were accepted with no additions or corrections.

## NO COMMUNICATIONS OR BILLS TO REPORT

## NO APPLICATIONS FOR NEW MEMBERS

## REPORTS OF SPECIAL AND STANDING COMMITTEES:

Teresa Ortega reported on our Annual Branch Picnic and stated, "It's over! It was a beautiful day in October. We were within our budget or close to it". She thanked Kim Gerdes for being her "right hand". She also thanked Shari Sharpe and Norma Hamer (for the cake and brownies) and everyone who helped set up: Mark Ramirez, Mike Towery, Anita Holderman, Rick Gerdes, Autumn, Jerry Patterson, Devin Patterson—and everyone else she missed mentioning. Mike Towery said it was a very nice picnic and thanked Teresa for doing a great job. Basil Zuniga reported that it was Brundage's turn to do the Newsletter folding and there wasn't much of a turn out but it got done. Next time will be East Bakersfield. If you liked seeing the pictures in the article, the online pictures are better. Anita did a great job taking a whole lot of pictures.

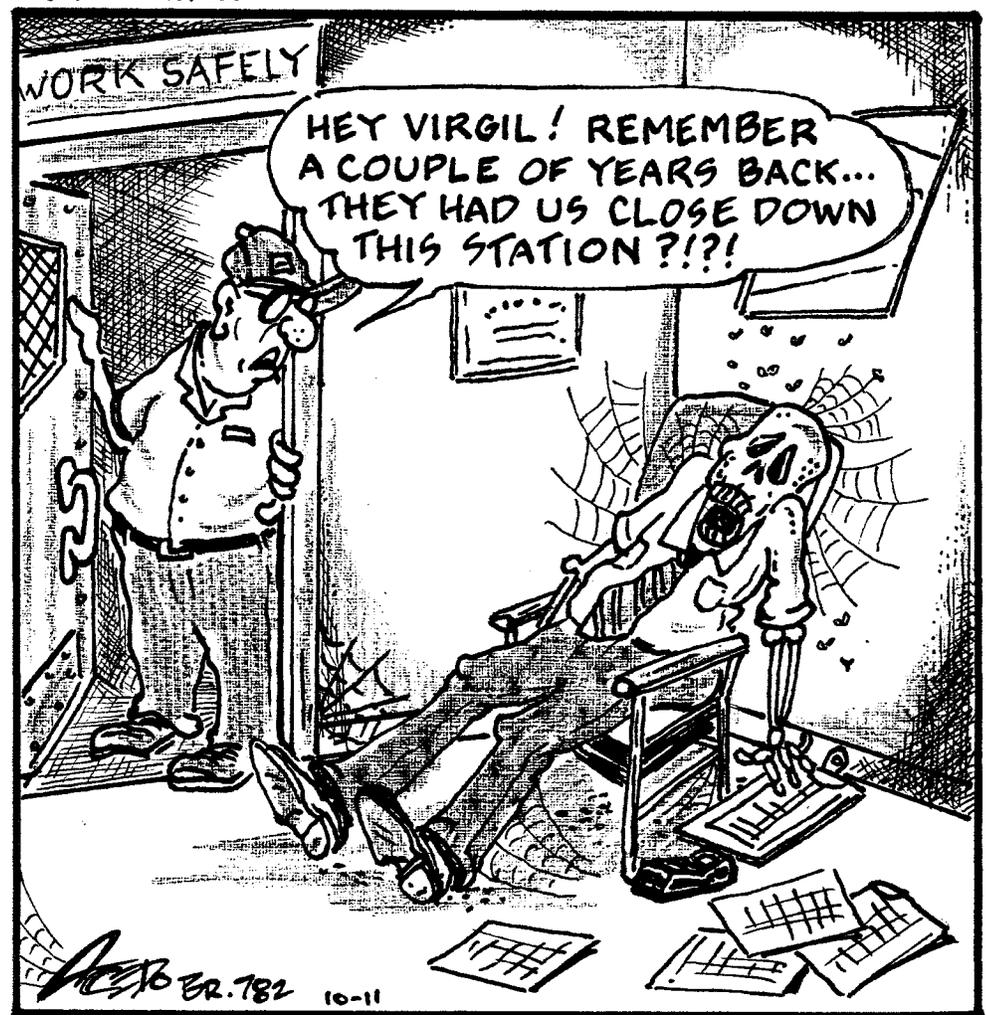
## NO REPORT ON SOCIAL RECREATION

## NO UNFINISHED BUSINESS TO DISCUSS

**REPORTING OF BUDGET:** Treasurer Molly Biggar made a motion to shift monies from mileage and newsletter to cover the building maintenance for the stucco. Allen Smith seconded the motion. All voted in favor.

Diana Herrera reported on the current legislative issues. She said the "6-day Petition" targeted date to be turned in is November 1. Branch needs 10 times the amount of our membership which equals 5000 signatures. She stated, "I need you to do this! Go to friends, neighbors, etc. You can also let them know to go to Save America's Postal Service.org if they want to do it online." There are guidelines. You must not solicit on the clock or in uniform. Congressmen Issa and Ross are really pushing their bills. In outlying areas, have Carriers find out their Congressional district and sign up online. Mike Towery wanted to reiterate to not do it in uniform and make sure you are off-the-clock. Make sure you do not give the impression you're doing it for the "Post Office". Doing any of those is a violation of the Hatch Act and could be cause for immediate termination. Basil Zuniga reported that a Carrier in Phoenix was hired on in the 70's and he joined the picket line not knowing if he was going to lose his job doing it. But, he still did it. People like that, who took a stand, paved the way for what we have today. Mike Towery stated HR-1351 has 226 co-sponsors which is over half. This is a bi-partisan issue, not just Republican or Democrat. John Ortega reported that we needed to vote on Art. 3, Section 1 of the CSALC Constitution.

## OUT THERE



This issue was brought up at the State Convention in regards to holding a National Convention every two years and a State Convention every three years. CSALC Article 6, section 3 (which deals with electing two Delegates and two Delegates at large) also needed to be voted on. Both passed unanimously.

**NO NEW BUSINESS**

**GOOD OF THE ASSOCIATION:** John Ortega reported on the Rap Session he attended in Las Vegas. Diana Herrera said John Ortega did a good job on T.V. Basil Zuniga also mentioned and thanked John for writing his article while on his Honeymoon. Mark Ramirez reported on the Health Benefits seminar he attended in Las Vegas stating it was excellent. He stated there are some changes in the upcoming year about prices but it is still less than Blue Cross/Blue Shield and it's a mirror coverage with our deductible staying the same. He went on to give more information and stated, "Our NALC Health insurance is a great plan!" If you have any questions, please contact him. He also wanted to add that he has some brochures from the MBA seminars he went to. He found out that there is a \$5000 Accidental Death benefit for NALC members. It is only in the event that an NALC member has died from an accident (i.e. homicide, car accident, etc). Payment is made to the next of kin. A death certificate is required from the coroner certifying accident. If you didn't know and it happened years ago, it is still payable. Contact Mark Ramirez for assistance. Mike Towery thanked Mark Ramirez. Mike Towery then stated that the Postmaster General won't go past the November 20th deadline on the negotiations. The Union has lots of proposals and it might be going to Arbitration.

**IMPROVEMENT OF THE ASSOCIATION:** Basil Zuniga stated Veterans are members, too. Veteran's Day is

coming up on November 11th. He asked the Stewards to go back to their stations and ask their Vets if they had any photos and stories to share. Mike stated that four more Carrier TE's are being hired and that 25 clerks were laid off last Friday. Branch 782 member Oscar Salazar came to the meeting. His wife made a Thank You card but he wanted to personally come to thank the Union for the article in the newsletter and the beautiful flowers that were sent. Coincidentally, the flowers were his daughter's favorite.

**FINANCIAL SECRETARY REPORT:** Anita Holderman reported that \$11,940.21 was collected for the month.

**TREASURER'S REPORT:** Molly Biggar reported:

Beginning Balance	\$67,493.72
Dues and Income	\$11,108.02
Interest Income	\$8.32
Balance	\$78,610.06
Expenses	\$12,085.82
Ending Balance	\$66,524.24

The MDA 50/50 Drawing was won by Deven Patterson.

The drawing for \$500.00 would have been won by Jenaya Ward from South Station if she had been present.

There were 38 members present.

The meeting adjourned at 7:48 p.m.

Respectfully submitted,

MABEL BULLIS  
Assistant Recording Secretary

# NON-MEMBER LIST NOVEMBER 2011

**AVENAL (93203)**  
*100% UNION!!!*

**ARVIN (93209)**  
*100% UNION!!!*

**DELANO (93215)**  
L. A. Campos  
C. V. Quebral

**LAMONT (93241)**  
*100% UNION!!!*

**McFARLAND (93250)**  
*100% UNION!!!*

**SHAFTER (93263)**  
L. M. New  
M. D. Voights

**TAFT (93268)**

M. R. Marin  
B. W. Krier  
K. J. Hughes

**WASCO (93280)**  
*100% UNION!!!*

**DOWNTOWN (93301)**  
D. Pearce  
J. Cruz

**EAST BAKERSFIELD (93305)**  
G. S. Saran

**HILLCREST (93306)**  
A. White

**BRUNDAGE (93307)**  
D. Kinglee

**DOLE COURT (93308/12)**  
S. Hancock  
D. Morris

**STOCKDALE (93309)**  
S. Sharpe  
J. Oh  
P. A. Medrano  
P. M. Russell

**CAMINO MEDIA (93311/13)**  
*100% UNION!!!*

**MOJAVE (93501)**  
*100% UNION!!!*

**CALIFORNIA CITY (93504)**  
*100% UNION!!!*

**BORON (93516)**  
*100% UNION!!!*

**EDWARDS AFB (93526)**  
*100% UNION!!!*

**TEHACHAPI (93561)**  
*100% UNION!!!*

**TRONA (93562)**  
*100% UNION!!!*

**RIDGECREST (93555)**  
B. J. Leroy  
L. M. Montano  
H. G. Blanco  
S. R. Pierce

We are an "Open Shop". Membership is voluntary. We have 369 total Letter Carriers in the complement assigned to cities represented by our Branch. ONLY 22 ARE NON-MEMBERS. We are 94.3% organized!

# 2011 NALC HBP Info

*At a glance...*



NALC Health Benefit Plan	1-888-636-6252
*Hospital Pre-Certification	1-877-220-6252
Mental & Substance Precertification	1-877-468-1016
**Drug Prescription Retail	1-800-933-6252
CareMark Specialty Pharmacy	1-800-237-2767
Durable Medical Equipment	1-888-636-6252
<b>NURSE ASSISTANT (24/7)</b>	<b>1-877-220-6252</b>
CareMark Pharmacist	1-888-636-6252
Enhanced Eldercare Services (24/7)	1-877-468-1016
CIGNA PPO Dr's & Facilities	1-877-220-6252
CIGNA Transplant Approval	1-800-668-9682
Quit Power (Smoking Cessation)	1-877-521-0244
CIGNA Health Rewards (Discounts)	1-800-870-3470
<b>CIGNA Dental Discount Program</b>	<b>1-877-521-0244</b>
Disease Management Program	1-800-227-3728
MEDICARE Managed Care Plan	1-800-633-4277
OPM Retirement Info Center	1-888-767-6738
Federal Information Center	1-800-688-9889
Social Security Administration Info	1-800-772-1213
PostalEase Human Resources USPS	1-877-477-3273
<b>Quest Lab Services (Bakersfield)</b>	<b>(661) 631-8520</b>
<b>LabCorp Lab Services</b>	<b>(661) 631-9258</b>

**NALC Health Benefit Plan**  
**20547 Waverly Court**  
**Ashburn, Virginia 20149**

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

**NALC Drug Prescription**  
**"Claims" Program**  
**P.O. Box 521926**  
**Phoenix, Arizona 85012-2192**

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

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

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

## Some Websites for You...

Center for Disease Control	<a href="http://www.cdc.gov">http://www.cdc.gov</a>
National Library of Medicine	<a href="http://www.nlm.nih.gov">http://www.nlm.nih.gov</a>
American Public Health Assoc.	<a href="http://www.alpha.org">http://www.alpha.org</a>
American Cancer Society	<a href="http://www.cancer.org">http://www.cancer.org</a>
American Heart Association	<a href="http://americanheart.org">http://americanheart.org</a>
American Lung Association	<a href="http://www.lunusa.org">http://www.lunusa.org</a>
Diabetes Foundation	<a href="http://www.diabetes.org">http://www.diabetes.org</a>
Muscular Dystrophy Association	<a href="http://www.mdausa.org">http://www.mdausa.org</a>
Your Personal Health Record	<a href="http://www.nalc.org/depart.hbp">http://www.nalc.org/depart.hbp</a>
Asthma Information Center	<a href="http://www.ama.assn.org/special/asthma">http://www.ama.assn.org/special/asthma</a>

**Check out this PPO: Concentra Urgent Care**  
**9500 Stockdale Highway Suites 100 & 101**  
**Bakersfield, California 93309**  
**Phone: (661) 282-4900**  
**Hours>M-F 8:00 am - 9:00 pm; Sat & Sun 9:00 am - 7:00 pm**

\* *Failure to pre-certify will result in a \$500 reduction in benefits paid by our Plan. MUST notify the Plan prior to hospital admission with doctor name and dates.*

\*\* NALC Drug Prescription Program is **MANDATORY** generic (unless specified by your doctor, at additional cost to member). Preferred retail pharmacy 1st and 2nd fills, you pay 20% of cost of generic/30% of name brand. MAIL ORDER PRESCRIPTIONS when NALC is primary: 60 day supply \$8 generic, \$43 name brand; 90 day supply \$12 generic, \$65 name brand; 90 day supply \$5 for NALCSELECT generics (certain drugs); 90 day supply \$7.99 NALCPREFERRED generic (certain drugs), **MEDICARE PROGRAM** (when Medicare is primary); Retail network pharmacy: you pay 10% of cost of generic, 20% of cost for name brand, **MEDICARE PRIMARY** (mail order); 60 day supply \$7 generic, \$37 name brand; 90 day supply \$10 generic \$55 name brand; 90 day supply \$4 for NALCSELECT generic (certain drugs); 90 day supply \$4 for NALCPREFERRED generic (certain drugs); NALCSENIOR generic antibiotics are available; FREE for a 30 day supply, when Medicare is primary (certain antibiotics only).

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

**Mark Ramirez**  
**(661) 834-5011**  
**YOUR NALC Branch 782**  
**Health Benefits Representative**

# **BRANCH 782 NALC UNION MEMBERS:**

## **Open Season for your Health Plan selection for the 2012 year, will start on November 14th through December 12th 2011**

It is almost Open Season for our NALC 2012 Health Benefit Plan coverage. Our HBP Director Brian Hellman and our National Officer have negotiated an excellent Health Benefit Package while keeping an increase to our premiums to a minimum and improving our Plan benefits.

As our NALC Health Plan is union member owned, and managed, It is a not-for-profit, fee for service Health Plan, and all profits are placed back into our Health Plan. While some Health Plans are accepted in certain geographical areas, the NALC Health Plan is accepted nation-wide, and worldwide. Our drug prescription program is rated as one of the best in the Federal Health Groups; and, for 2012, the co-pays for our prescription drugs have not changed.

There has been a reduction in the co-pay for our Medicare members. CVS/Caremark has been adding more Minute Clinics to its chain of Pharmacies making it convenient for our members to receive care for acute illnesses, such as strep throat, ear, eye, sinus, bladder, and bronchial infections, plus vaccinations and health screening tests. Our Catastrophic Benefit is still a top healthcare plus for our Plan. Members are allowed to select from hundreds of hospitals and physicians through CIGNA's Open Access Plus (OAP) PPO network, which is new for 2012.

Some health plans require their members to get approval to see a specialist. Our NALC Health Plan does not. Just log on to the CIGNA (OAP) section at our NALC website and find a specialist in your area. Another benefit to belonging to our NALC Health Benefit Plan, is that each Branch has a local Health Benefits Representative to assist members with their concerns.

Our NALC Health Plan allows its members to present ideas for improvement of benefits in the form of Amendments presented at our National conventions (examples are chiropractic, acupuncture and podiatry have been added in the past few years).

Our Union is only as strong as its membership, and we as union members need to make our NALC Health Benefit Plan as strong as it can be. More members equals better benefits and lower premiums. Take a good look at our Health Plan, and compare it to others during Open Season. I am sure you will be pleased with our NALC Health Plan's great benefits and competitive premiums.

Enrollment can be made through the use of PostalEase at toll free 1-877-477-3273. When prompted, select "Federal Employees Health Benefits". Follow instructions, and enter your Employee Identification number (EID); your USPS PIN number; your day-time phone number; name of Health Plan into which you are enrolling; and the CODE of the Health Plan (example: NALC 321 for Self-only plan, or 322 for Self-and-Family).

**High Option Self-Only code (321) Postal active member \$54.04 bi-weekly**  
**High Option Self & Family code (322) Postal active member \$105.16 bi-weekly**  
**Annuitant Self-Only code (321) \$161.78 Monthly**  
**Annuitant Self & Family code (322) \$ 327.60 Monthly**

*Also, do you or your family need to have dental or vision coverage???? Here is an option that you need to consider!!!*

**BENEFEDS.COM is a website allowing Federal Employees to enroll in Dental and Vision Plans during OPEN SEASON.**

**This is the same time frame as the Health Benefit OPEN SEASON—November 14th through December 12th, 2011.**

**If you and your family are in need of a Dental or Vision Plan... THIS is your opportunity.**

MARK RAMIREZ  
NALC Branch 782 Health Benefits Representative

This is the final report made on Branch 782's successful participation in this nation-wide event. We raised \$843.55 for MDA!!!



# "Fill the Satchel"

## October 2, 2011

Rusty's Pizza donated pizza for lunch. And I-Hop donated a booth so that we could count the money collected for this event.

Thanks again, for all that you do!

NORMA HAMER  
Branch 782 MDA Coordinator

## Getting to Ahhh...

Sharlene Bowes  
Director of Retired Members  
Washington State Association of Letter Carriers

One of the things I have heard the most from people who are going to retire soon is about being so stressed out because of the uncertainties. Well, I hope to shed a little light and thereby give you some hope for a stress free first few months.

The first thing I did was schedule a mini-vacation and just got away for the first days of my retirement. That helped me a lot to sort out things like: Okay, this is it. You really *are* retired and isn't it grand? *Don't skip this step because I could feel myself getting calmer as the days went on.*

The next thing is to go over your plan and be sure everything is done. You don't have a plan? **PLEASE** don't let that happen to you.

When I began working at the Postal Service in 1978, I decided that I wanted to buy a motor home and see some of this country. That was long before I married my husband but the plan was still the same after I got together with him. That went a long way in making me feel less stress because I knew what I was going to do.

As the days go by you will get into a routine. Not a schedule, just a routine... It won't be long before you will have no stress because you can do whatever you want—*whenever you want*. That is the best part to me. We had one of our children call and tell us one of our grandchildren was playing in a football game on Tuesday. She called in a couple of days and said the game had been changed to Wednesday and it was 170 miles away. No problem. We'll just be there on Wednesday. *I believe that was the first day that I realized what a joy it is to be retired.*

If you carefully plan your finances, be sure that you have health insurance, know what you are going to do, and stay up with day to day events, retiring can be stress-free and wonderful!  
I know it is for me.

Out there



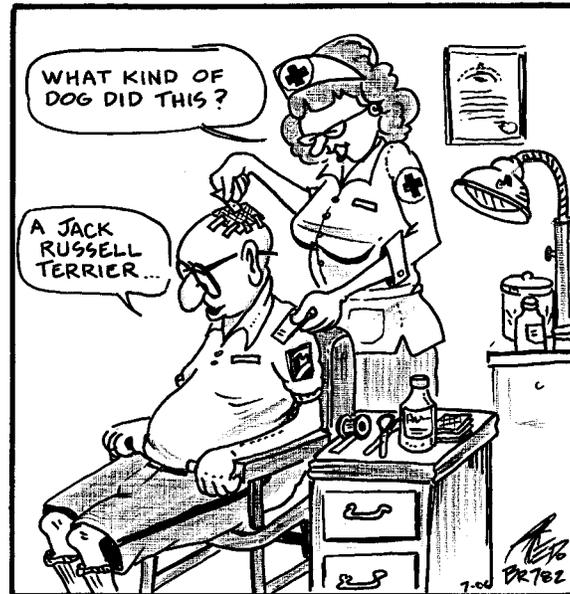
Article courtesy of the September 2011 *Washington State Letter Carrier* published by the WSALC

# "OUT THERE"

OUT THERE



OUT THERE



HAVE AN IDEA FOR FRED???

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

OUT THERE



OUT THERE



# — USE YOUR TIME WISELY

by Jimmy Jenkins, EEO Officer

For quite a long time now, at least since January, when I am walking up to the post office from my car and eager to start my day, I would regularly see carriers doing their morning vehicle checks. It is always the same 3 carriers who do this. Nothing out of the ordinary, right? When we are all at the time-clock, I then see these same 3 carriers begin tour. How odd. I must have been hallucinating every day for all of these past months. Before I begin tour, I am waiting around making small talk with my fellow carriers. Every day, I see 3 carriers working mail at their cases. Again, I then see these same 3 carriers begin tour. More hallucinating I suppose. Management is there on the floor, but say nothing to these carriers. "Why not?", you think to yourself. Because by these carriers casing mail before they clock on, it is making their routes shorter, hence their routes will be added to during the next JARAP. But this is exactly what these carriers want and are eagerly awaiting the arrival of the DEAT team. This makes for happy management too, so of course management turns a blind eye. During the morning estimates, management comes around to these 3 carriers and asks how they will be for the day. "I don't know how I will be, but you can quote DOIS to me so that I will know how much under-time I can give you. Hmmm. Only 20 minutes under you say? Well by golly, I can do better than that! I'll give you 30 minutes of under-time because I'm absolutely sure that you over-estimated my volume".

By the way, there happens to be 3 carriers who regularly run, and I mean really run, their routes to make it in 8 hours. They then put on a sad face and complain to anyone who will listen when territory gets added to their routes. Every 6 months for the past couple of years, the DEAT team tells these carriers that, "based on **your own clock-rings**, your route is under". "Hooray!" the carriers say. "Please add 20 minutes to my route! Skipping my break and my lunch every day sure has paid off. Please come back in 6 months and add another 15 minutes to my route since I will most assuredly absorb the time. I can't wait!" So what do these carriers do? Why, they continue to run their routes and do it in 8, of course. What a surprise! It is what makes them happy. Why not, since they get a pat on the back from management every few weeks and a "Good job! Keep up the good work!". This probably satisfies these carriers need for recognition. It's just too bad that when these carriers have a day off, it takes their replacements 9,

nine and a half, ten hours, or even longer to do these routes. Management then takes these replacements into the office the next day for a day in court. "Why did you take so long on so and so's route?". "Uh, because it's long. Duh."

It pays off for these carriers too, I suppose. These 3 carriers are now management's "pets" and get special perks. They get to take long breaks, use their cell phones on the workroom floor, get to go unauthorized overtime without having to call in for approval, get to meander around the workroom floor talking with anyone they please, and are generally ignored by management while all others are under a microscope. I wonder... Maybe I should join this exclusive club too. Do I have to take some classes? Buy some chapstick? Get a special tattoo? How glorious it would be to be put up on a pedestal by my supervisors. I could reach down and crush all others like little bugs. HA! HA! HA!

Every day during the week, after I have end toured and am walking my tired butt to my car and happy to be going home to my family, I see 3 carriers emptying out their LLV's. Normally, I wouldn't pay attention to this, but as you guessed it, these same carriers end toured right alongside with me. Is this a problem? Of course not, I say. They are just "working with management" for the betterment of the postal service! No harm there. They don't want to be the ones labeled by management as "troublemakers" and "slackers" and "the ones who are single-handedly bringing down the postal service". Heavens, what would their fellow carriers think of them? They are only putting forth superhuman effort to bring the post office back from financial ruin. We should all be commending them. Congratulations to you all!. You are taking work from your fellow carriers and by doing all of these things and more, we are losing routes for our office in the short term, and our fellow carriers jobs in the long run. So when is this going to stop? Sadly, probably never. Some people will never learn.

So, all of that being said, go to the meetings to stay informed about what is happening in your union, and learn about what management should and should not do. Learn and know your rights.

Article courtesy of the Fresno,  
California November 2011 NALC  
Branch 231 *Postman's View*

# LETTER CARRIERS ARE #1 IN HONESTY

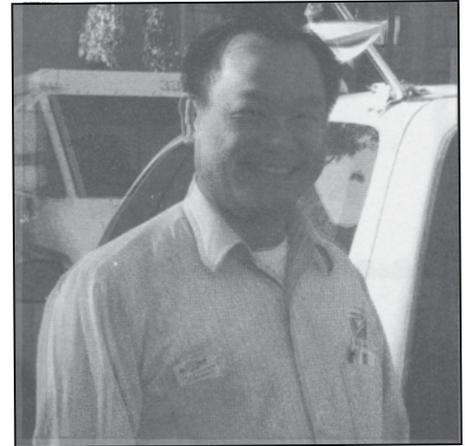
BY RICH MISNER  
*First Vice President*

In this day and age, when our employer can't seem to acknowledge that any Letter Carrier is doing anything right, Anaheim Holiday Station Letter Carrier Danh Mach proves, once again, why we are recognized as the most trusted employees in the U.S. Government.

While delivering his route, Mach found \$800.00 in cash in the driveway of a house. He went to the door of the residence to see if anyone new about the money, but no one answered the door. As he was across the street finishing the swing, a customer pulled into the driveway, looking frantic!

Mach went across the street to the resident, asked a few questions and had no doubt that this was the person who had lost the money. Mach immediately handed the money over to the customer, who was obviously relieved and grateful. It appeared that this was a significant amount of money to the patron, as he stated he wished he could reward the carrier, but needed the money for his bills.

Danh Mach is a true hero in the eyes of this patron and reminds us all of how proud we should be of our profession. Great job Danh!



*Brother Danh Mach of Anaheim, Holiday Station was credited for his honesty. He found a great deal of money on his route and returned it to the customer who lost it. Now this is why we are considered the most trusted employees in U.S. government.*

Article courtesy of the Garden Grove, CA November-December 2011 & January 2013 Branch 1100 Union Carrier

## Please Consider

-B J Hansen-



2011 is the 50th anniversary of the Combined Federal Campaign (CFC), which is the world's largest and most successful annual workplace charity campaign. Over 200 campaigns throughout the country and internationally help to raise millions of dollars every year. Pledges made by Federal civilian, postal and military donors during the campaign season (September 1st to December 15th) support eligible non-profit organizations that provide health and human service benefits throughout the world. You can designate where your money goes and how it's used. Your station coordinator has the forms ready for you to fill out.

Nationally, federal employees gave \$281.5 million dollars to charities through CFC in 2010. In King County, federal employees gave over \$3.1 million, with an average gift per donor of \$485.00. King County had the highest giving in the nation among campaigns over \$1 million dollars last year. Donations from USPS employees was a large part of that.

Times are tough for almost everybody right now. There are many charities we can donate to through CFC that provide vital services. The ability for these organizations to continue to operate depend on our support. If every carrier in the Seattle District donated just \$2.00 a pay period, the positive impact on would be phenomenal! Letter carriers always deliver.

Article courtesy of the Seattle, WA November 2011 *Seventy-Niner* published by NALC Branch 79.

## Union stewards under attack and it's not what you think

By Charles Gonzalez, Chief Steward, San Leandro Main

(Part Two)

(In *Part One* we said that management can act under Article 3 of the National Agreement, Management Rights, but that it interprets the "exclusive right" clause to act in whatever way they want. In fact, it must act in accordance with applicable laws, contract provisions, etc. Part of the steward's job is to protect carriers under these provisions. In addition, stewards volunteer to help carriers with FMLA (family medical leave) and workers compensation forms and rules. A majority of carriers appreciate this work. But some carriers are blaming the stewards for actions by management which are totally out of the union's control. The JARAP (Joint Alternate Route Adjustment Process) is one of these issues. The last sentence of Part One read, "One of the most contentious issues that these carriers have is the JARAP process.")



appreciate this work. But some carriers are blaming the stewards for actions by management which are totally out of the union's control. The JARAP (Joint Alternate Route Adjustment Process) is one of these issues. The last sentence of Part One read, "One of the most contentious issues that these carriers have is the JARAP process.")

### JARAP process not in steward's control

It is hard for me to understand how anyone can blame the union for the JARAP process.

This is one of the areas where management has the exclusive right to manage, as is stated in Section C & D of Article 3 of the National Agreement.

### Many carriers complain that they have to skip lunch and street breaks so they can get back in the allotted time.

Fortunately, our leadership at the national level has been able to negotiate the Memorandums of Understanding (MOUs) that makes it possible for the union to scrutinize the data that management has relied on to adjust routes. This data includes, but is not limited to, such things as the time that is allowed for vehicle inspections, breaks and lunch, and office functions that are performed on what is called "Fixed Office Time". Each carrier is allowed a certain amount of time for each of these functions, and the MOUs that have been negotiated ensure that every carrier is given credit for every minute that these functions take.

### What is Fixed Office Time

The Fixed Office Time is automatically given to each carrier, however, getting full credit for the other functions, the Expanded Vehicle Inspections (27 points of inspection), and breaks (two at 10 minutes each in most offices), is the responsibility of the carrier performing the function.

Unfortunately, many of the carriers that I spoke to while I was the Local Office Contact (LOC) in the JARAP process have lamented about how they regularly skip their lunch and breaks in order to get back to finish their routes in eight hours. These two functions alone total fifty minutes that these carriers are giving back to the Postal Service, and an adequate vehicle inspection should take no less than 7 minutes.

### Whose fault is it if you regularly skip your contractually negotiated 30 minute lunch?

I have personally witnessed some carriers who start the ignition, honk the horn and then run back inside the office to start casing mail. Naturally, the front-line supervisor is not going to tell the carrier to take the full time that you are entitled to, because this would ultimately only hurt his/her "office numbers".

While management might preach safety, this is usually an afterthought, unless you're unfortunate enough to get into an accident. Then you can expect to be beaten like a rented mule. The union is the only one that will tell the carrier to take the time to do the job safely and efficiently. This is one of the reasons why it is so hard for me to understand how a carrier who has had an addition and/or transfer of territory to their route could possibly blame the union. Had the union not been able to negotiate the MOUs that govern the JARAP process, management would have not been held accountable for ensuring that each piece of mail is accounted for, and that every carrier gets credit for every function that is performed.

### We do control our own work performance

We cannot control the affect that the recession has had on the mail volume, but we can control our own performance. The carrier has the right to check management's recording of the data every day by checking the posted Workhour/Workload report that management is required to post daily in accordance with the negotiated JARAP MOU. Our branch conducted an after-work class on understanding the Workhour/Workload report, but unfortunately only about 15% of the membership showed up. That means that approximately 85% do not understand how to read the report. If you are having trouble understanding it, ask a steward to explain it to

(Continued on next page...)

O P I N I O N

**Gonzalez** (Continued from previous page...)

you. Every carrier is entitled to time on-the-clock to review this data, and we should be taking advantage of this opportunity.

**Carrier rights in the merging of offices are limited**

Another issue that has been a sore subject is the Delivery Unit Optimization (DUO) that is scheduled for merging the San Lorenzo Post Office into the San Leandro Post Office. Once again, this is an area where management has the authority to make decisions under the authority of Article 3 of the National Agreement. Here again is an area where our leadership at the national level has been able to negotiate two (2) MOUs in the interest of the gaining and losing installations and local NALC

branches. While the union does not have the authority to stop such DUOs, we do have the right to negotiate the terms and conditions that affect the letter carrier craft as a result of a DUO. These issues include, but are not limited to, seniority, annual leave, route assignments and over-time. These MOUs were fashioned in a way that would protect the rights and benefits of all of the employees in both the gaining and losing installations.

One of the more contentious issues seems to be the “fusing” of San Lorenzo’s Seniority List into San Leandro’s, but if the tables were turned, and San Leandro were going to San Lorenzo, we would expect no less. Keep in mind that the DUO is a management decision, and protecting the rights and benefits of the membership during this process is the union’s responsibility.

Article courtesy of the September-October 2011 *Voice* of NALC Branch 214 in San Francisco, CA .

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NALC Branch 782 Editor-guy note: I realize that the name “Carvin Marvin” Runyon may not ring a bell with many Letter Carriers who are out there delivering mail. You “old timers” will. I find it interesting that the latest PMG seems to feel that this is the way to go to “save” the USPS. Believe it or not, he *is* on record as being in favor of this “4-Day Delivery” corporate strategy...

## 19 years ago in the "330 Digest"

☞ from the November 1992 issue of the “330 Digest” ☞

### HOW RUMORS FLY AND SPREAD

**I am** sure by now that the rumor of decreasing our delivery to four days has been spread over the country. The proposed days of delivery were going to be Monday, Wednesday, Friday, and Saturday. Considering all the changes that have taken place since Runyon took office, I guess decreasing the service would be another money-saving tactic.

**Runyon** asked his staff to take a look into that, but it was only a thought – a thought which was grabbed by a newspaper reporter and he ran with it. The newspapers had to retract the articles the next day because it wasn’t meant to be. There will be 6-day delivery as usual. Runyon has guaranteed that he does not want to decrease service. He also has confidence that we will be able to maintain current mail-delivery standards despite the resignation of about 46,500 workers.

**The** next round of changes will be reported in next moth’s *330 Digest*. Until then, I guess we will all have to deliver six days.

~~ Peggy Anson, editor

Article courtesy the NALC Branch 330 South Bend, IN *330 Digest* published in November 2011.



# EXECUTIVE VIEWS

By RAY ESPANA

For the past two months now I've been roaming the west side of LA visiting and listening to the hundreds of carriers impacted by FSS. Understand the implementation of FSS is not the monster in itself. Like DPS, it is nothing more than more automated mail. Sure the carriers now have to deal with 3 bundles of mail (DPS+ FSS+ Residual=3) every day instead of occasionally during the week, but there's an agreed to method to handle market ads when they arrive. From implementation date, the carriers learn the best methods to prepare the mail for delivery, the best way to load the vehicle, etc. The actual delivery of mail in FSS environment is not that much different than under DPS.

The horror begins with the FSS impact adjustments. These adjustments are based on office and street data generated by the carriers at each individual station. The kicker in the FSS adjustment equation is the "FSS Impact Formula". (As a disclaimer, it must be noted here and now that FSS adjustments are a product of management. There is no input, review or opinions from the union.) The FSS impact formula is a mystery arrived at by throwing bones into the air to determine the FSS impact! (Of course I'm being a bit facetious, but without being privy to its formulation I can only guess and I have a very vivid imagination!). And when COR is added to the mix, well chaos is created.

To date 6 stations have undergone the FSS/COR adjustment process in Br. 24. The results have been horrendous. At each of the stations involved so far, at minimum 25% of the station's routes have been eliminated! Anywhere from 8 to 12 routes per station have disappeared into the ether! I know management will say that the declining mail volume and less time in the office due to FSS are the reasons for the eliminations. But judging through my eyes, I simply do not see 64 to 96 hours each day being saved! Granted time is saved by not casing the automated mail, but nothing near what management envisions. And to belabor the point a bit further, what FSS and DPS does in reality is not save time but shifts time from the office to the street. All those little things a carrier use to do in the office to prepare the mail for street delivery is now done in the street.

So what's the outcome? Well, all those supposedly saved hours are divided and added to the remaining routes.

Routes that were at best 20 minutes light have hours added to them. Management simply refuses to do the simple math that when 1 1/2 hours are added to a 7 1/2 hour route it adds up to 9 not 8 hours! Now every day is a struggle, not only just to finish in any semblance of a decent hour, but also to put up with the constant harangue from supervisors, managers and area managers to hurry up. To the carriers, this unwanted and unwarranted demand to complete assignments that management (from top to bottom) know are totally out of any resemblance to an 8 hour assignment is the worst insult!

To date, the carriers at the affected stations are doing their best to provide the best service they can. Every day carriers are diligently filing 3996s to inform management of the additional time needed. Carriers are also calling back every day to ask for instructions to handle the additional deliveries. 9 and 10 hour days seem to be the norm now, but hopefully the carriers struggling through the chaos created by the FSS adjustments will be as successful as our brothers and sisters at Arcadia Post Office. After losing 7 assignments at Arcadia, after the re-evaluation was completed, 4 assignments were re-established. So there is hope at the end of this long dark tunnel.

\*\*\*\*\*

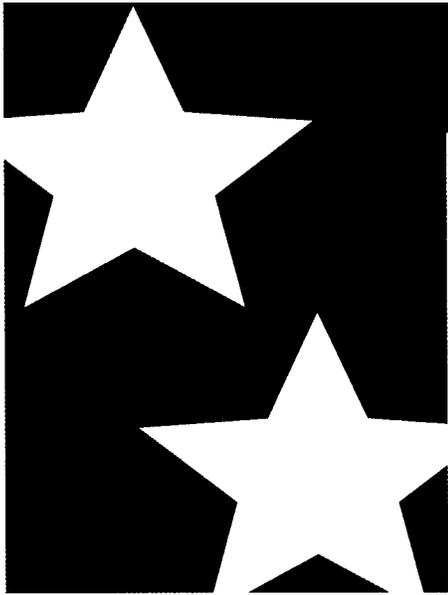
In October, I usually throw in my two cents on immigration, immigrants and such because of that illegal immigrant Christopher Columbus. But this year I'll put that topic to the back burner to continue my rant to all carriers to get more involved in the legislative side of our great Union. There is an urgent need for carriers to exercise their rights as citizens and contact your congressional representative and insist that they support HR 1351. To the uninitiated (which should be dwindling) HR 1351 would return overcharges from the US Treasury, to the tune of about \$55 Billion and use that money to pay the mandated \$5.5 Billion pre-funding for future retiree health benefits. Passage of this bill would put the Postal Service back on an even keel so all parties union and management can properly prepare for the future.

It is imperative that the men and women in congress know the importance of the Postal Service to the everyday lives of ordinary Americans. Remind them that the Postal Service is the foundation to more than 8 million jobs in the mailing industry and dismantling of this great national service institution will cause severe economic damage to the United States.

Carriers, it is our duty. We must do all we can to keep the postal Service alive and well for our families and for generations to come.

**- SOLIDARITY -**

Article courtesy the Los Angeles, California NALC Branch 24 *Angel City Carrier* published in October 2011.



## PUTTING OUR **VETERANS** TO WORK

## KEEPING OUR **VETERANS** IN SERVICE

**V**eterans Day is the day Americans come together to honor the men and women who served in our armed forces.

This has special significance for the Postal Service, as many military members bring the skills they've learned from their time in uniform to a second career in a Postal Service uniform.

The USPS has long found that veterans make great employees. Ted Lidie, a retired command sergeant major for the Army, said veterans bring leadership talent and team commitment to the workplace, lessons they learned from the military. "You can't foster that in almost any other environment," he said.

Bronze Star winner Captain John Conde agrees. He won the award in 2003 for saving the lives of two wounded Iraqis by taking charge immediately after they were hit by gunfire, administering first aid and coordinating their evacuation by air to a hospital.

After his time in the Army, Conde put those same skills to work as a letter carrier and found that his new job allowed him to continue his service to the community. "Mailmen are people you can trust," he said. "We carry people's money, their medication—things they count on every day. I'm proud to serve." He also said that he applied lessons learned from the military to get his carrier tasks accomplished under pressure.

What he learned in the Army also encouraged him to give back outside of the Postal Service, so he provided medical help in the Dominican Republic. For that service, he was named as one of six 2011 NALC Heroes of the Year (*see story, page 23*).

Often, carriers the union names as heroes have a background in one of the armed forces. The 2011 National Hero of the Year, Keith McVey, who gave CPR to a man on his route, served in the Air Force. Central Region Hero David Bartaway, who prevented a robbery in the neighborhood he delivers to, is a former Marine. Jeffrey Vollmar, last year's Eastern Region Hero, who ran

into a burning building to rescue a woman, served in Lebanon with the Marines. The list goes on and on.

While there are many reasons why veterans would choose to become carriers—working in the outdoors, staying in good physical shape—they also have a better chance of landing the job.

The Postal Service, as a part of the federal government, offers veterans preference in hiring. Veterans who are disabled, who served on active duty in the armed forces during certain specified time periods or in military campaigns are entitled to preference in hiring for virtually all federal government jobs.

For all these reasons, the Postal Service is the single largest civilian employer of veterans, with 22 percent of all postal employees having served in the military.

But as military operations wind down in both Iraq and Afghanistan, more veterans are coming back stateside to resume their civilian lives during one of the worst economic downturns in recent history.

Traditionally, veterans have an easier time finding work than those who haven't served. Even during the current economic conditions, the unemployment rate for all veterans in 2010 was 8.7 percent, compared to the 9.4 percent for the general population. That's a trend that's been consistent throughout the recession.

But for younger veterans, those between 18 and 24, the numbers tell a different story. The jobless rate for them was 20.6 percent in 2010, compared to non-veterans of the same age at 17.3 percent. That also doesn't begin to consider the number returning with both physical and mental disabilities, who have a harder time re-integrating back into civilian life. Many states report seeing veterans become homeless at a rate much faster than that seen for the generation of returning Vietnam veterans.

That's why President Barack Obama and Congress are working on a series of initiatives aimed at this group, because after fighting so hard for their country abroad, "the last thing they should have to do is fight for a job when they come

**The Postal Service Hires More Veterans Than Any Other Civilian Employer**



home," Obama told a joint session of Congress in September.

Even those employed by the Postal Service are worried about jobs. With job creation a national issue, you'd think politicians would avoid the risk of putting tens of thousands out of work, especially when veterans make up a large amount of those ranks. But that's exactly what Congress is considering with H.R. 2309, Rep. Darrell Issa's (R-CA) bill, which would allow the Postal Service to lay off 120,000 employees, in addition to gutting the benefits of those who keep their jobs.

To help Congress remember its commitment to veterans, NALC has joined

with the American Postal Workers Union, the National Postal Mail Handlers Union, the National Rural Letter Carriers' Association and VoteVets.org to run an advocacy ad opposing H.R. 2309 (see ad at right). The ad will be run in *Politico*, *The Hill*, *National Journal Daily* and *CQ Today*, and it calls on Congress to honor USPS veterans' service and protect their jobs.

Veterans Day is more than just a day to remember what the men and women who serve and have served in our armed forces have done for us; it's a reminder of the commitment that we have to them to make sure they have an opportunity to continue their service. ☒

**Some in Congress Want to Fire Them**

The Postal Service plans to cut 120,000 jobs in 2012 as a result of the new law. H.R. 2309 would allow the Postal Service to lay off 120,000 employees, including postal carriers, mail handlers, and other postal employees, including postal carriers, mail handlers, and other postal employees.

Putting tens of thousands of Americans out of work would be a disaster for our country. It's time to stop H.R. 2309 and protect the jobs of our postal workers. Check out the link below for more information and to sign the petition.

**TELL CONGRESS TO DELIVER FOR OUR VETERANS—AND AMERICA.**



# 'THANK YOU VETERANS!!!'

**"ALL GAVE SOME — SOME GAVE ALL"**



**Dedicated to the memory of all who proudly served and protected their country**

DISTRICT MANAGER  
SIERRA COASTAL DISTRICT



November 11, 2011

MEMORANDUM FOR: VETERANS

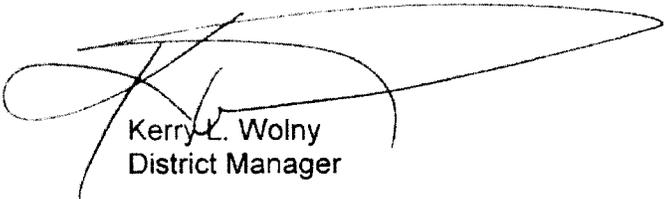
We have a sacred trust with those who wear the uniform of the United States of America. From the Minutemen who stood watch over Lexington and Concord to the service members who served in Iraq and Afghanistan, American veterans deserve our deepest appreciation and respect. Our Nation's servicemen and women are our best and brightest, enlisting in times of peace and war, serving with honor under the most difficult circumstances, and making sacrifices that many of us cannot begin to imagine. Today, we reflect upon the invaluable contributions of our country's veterans and reaffirm our commitment to provide them and their families with the essential support they were promised and have earned.

We pay tribute to all who have worn the uniform and continue to serve their country as civilians. These men and women possess an unwavering belief in the idea of America: no matter where you come from, what you look like, or who your parents are, this is a place where anything is possible. Our veterans continue to stand up for those timeless American ideals of liberty, self-determination, and equal opportunity.

On Veterans Day, we honor the heroes we have lost, and we rededicate ourselves to the next generation of veterans by supporting our Soldiers, Sailors, Airmen, Marines, and Coast Guardsmen as they return home from duty. Our grateful Nation must keep our solemn promises to these brave men and women and their families. They have given their unwavering devotion to the American people, and we must keep our covenant with them.

Because we treasure the peace and freedom we have, the employees of the Sierra Coastal District and I would like to thank each and every Veteran, both past and present, for admirably fighting for and maintaining our freedoms.

Please accept this Letter of Gratitude and Appreciation for your dedication and commitment to our Armed Forces.



Kerry L. Wolny  
District Manager



# THANK YOU VETERANS!!! BRANCH 782

November 11 is a day that is dedicated to honoring those who are veterans of military service. Although each of their stories is different, the fact remains that each of these individuals is part of a long tradition of citizens who have defended and promoted the American way of life.

*We thank each and every one of our USPS employees who are military veterans!*

If you see a double asterick (\*\*) by a name, this person is a military retiree...

### Retirees

ACEDO, Fernando	U.S. Navy	1957 - 1961
ARREDONDO, Lupe	U.S. Army	1969 - 1971
ARY, Otis	U.S. Army	1966 - 1968
AVALOS, Jesse	U.S. Army	1959 - 1962
BLANCO, Donald	U.S. Army	1972 - 1977
BROWN, Harold	U.S. Navy	1948 - 1951
**CLARK, Forrst	U.S. Army	1941 - 1966
CURTIS, William	U.S. Navy	1966 - 1969
**USNR Retiree after twenty-six years reserve duty		
DIFFEE, William (Jr.)	U.S. Marine Corps	1950 - 1953
GOMEZ, Donald	U.S. Army	1951 - 1952
HEER, Walter	U.S. Army	1942 - 1946
HERNANDEZ, Paul	U.S. Navy (Seabees)	1966 - 1971
JONES, Joseph	U.S. Army	1957 - 1959
**LOVEN, Charles	U.S. Marine Corps	1955
MARTINEZ, Alfredo	U.S. Army	1965 - 1968
MARTINEZ, Theodore	U.S. Army	1967 - 1969
McKEE, James	U.S. Army Air Corps	1944 - 1946

MUNIZ, Mario	U.S. Marine Corps	1968 - 1969
NEWTON, Michael	U.S. Navy	1966 - 1969
OCHOA, Gilbert	U.S. Army	1968 - 1971
QUINLIN, William	U.S. Navy	WWII
ROSS, John	U.S. Air Force	1961 - 1964
SANFORD, Richard	U.S. Army	1967 - 1970
**SCHROEDER, Donald	U.S. Air Force	1951 - 1972
STIGALL, J.L.	Army National Guard	1962 - 1968
SUNIGA, Richard	U.S. Navy	1948 - 1952
WHITE, Connie	U.S. Army	1950 - 1952

93203 - Avenal

93209 - Arvin

FLEMING, James	U.S. Navy	2000 - 2007
GOMEZ, Jerry	U.S. Marine Corps	1997 - 2002

*93215 - Delano*

BALBAS, Edwin	U.S. Army	1994 - 2002
HERNANDEZ, Ruben	U.S. Navy	1972 - 1975
LOPEZ, Juan P.	U.S. Marine Corps	1966 - 1969
MONTOYA, John	U.S. Navy	1970 - 1974
**USAFR Retiree after twenty-eight years reserve duty		
REYES-RIOS, Arnulfo	U.S. Army	2003 - 2006

*93241 - Lamont*

No Veterans work at this unit

*93250 - McFarland*

CAMPOS, Robert	U.S. Army	1989 - 1992
GRIJALVA, Alex	U.S. Marine Corps	
SOTOMAYOR, F.	U.S. Marine Corps	



*93263 - Shafter*

No Veterans work at this unit

*93268 - Taft*

MARIN, Mario	U.S. Air Force	1994 - 2002
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*93280 - Wasco*

ELLIS, Jim	U.S. Navy	
MILLER, Orlando	U.S. Air Force	
TICONG, "Candy"	U.S. Army	

*93301 - Downtown Bakersfield*

EVANS, Artie	U.S. Marine Corps	1990 - 1994
HUNTER, Lynn	U.S. Air Force	

*93304 - South Station Bakersfield*

BRIDGES, David	U.S. Marine Corps	1979 - 1983
CALVERT, Fred	U.S. Army	1971 - 1983
DENNIS, Brenda	U.S. Air Force	1972 - 1976
HERRERA, Ramon	U.S. Army	1971 - 1973
KRAMER, Richard	U.S. Army	1985 - 1997
ZUNIGA, Basil	U.S. Coast Guard	1973 - 1979

*93305 - East Bakersfield*

DUARTE, George	U.S. Army	1982 - 1985
GERDES, Rick	U.S. Coast Guard	1973 - 1977
GOMEZ, Paul	U.S. Air Force	2001 - 2007
GUERRERO, Robert	U.S. Air Force	1992 - 1996
LUBRECHT, Steve	U.S. Air Force	1984 - 1988
MORGAN, Cheryllyn	U.S. Navy	1983 - 2000

*93306 - Hillcrest Bakersfield*

CARTIER, Rick	U.S. Air Force	1974 - 1976
GONZALEZ, Vince	U.S. Marine Corps	1986 - 1990
GUTIERREZ, Joe	U.S. Army	1972 - 1974
**HERNANDEZ, Otto	U.S. Air Force	1979 - 2000

*93307 - Brundage Bakersfield*

GOMEZ, Rosenda	U.S. Navy	1999 - 2003
HOOPER, Cassius		
KINGLEE, David		

# Then and now...

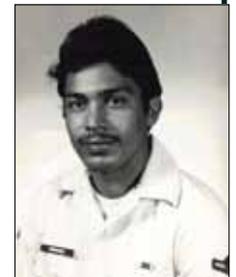
JOSE GUTIERREZ



DAVID RENNER



OTTO HERNANDEZ



*Continued on next page..*

*93308/93312 - Dole Court Bakersfield*

COLLASO, E.L.	U.S. Navy	1974 - 1979
COPELAND, Mike	U.S. Air Force	1966 - 1968
HERNANDEZ, Paul		
HILL, Les	U.S. Army	1979 - 1885
MacLAUGHLIN, S.		
MOONEY, Art	U.S. Navy	1974 - 1979
OBANDO, Ricardo	U.S. Navy	1983 - 2004
O'NEAL, Douglas	U.S. Air Force	1971 - 1973
PRALL, Thomas		
RYDER, Glenn	U.S. Army	1984 - 1987
TOWERY, Michael	U.S. Army	1971 - 1973

*93309- Stockdale Bakersfield*

COURSON, Randy	U.S. Air Force	1973 - 1976
CRUZ, Robert	U.S. Army	1972 - 1974
DANG, Alex	U.S. Army	1969 - 1978
**USAR Retiree after twenty-six years reserve duty		
FLORES, Cynthia	U.S. Navy	1979 - 1983
HARDIN, John	U.S. Navy	1976 - 1980
LAVOIE, Joe	U.S. Army	1971 - 1972
MEYER, Fred	U.S. Army	1986 - 1989
OH, James	U.S. Army	1980 - 1990
SKINNER, Paul	U.S. Navy	1982 - 1986
VEGA, Angele	U.S. Army	1973 - 1976
WEBB, Bradley	U.S. Air Force	1981 - 2003

*93311/93313 - Camino Media Bakersfield*

HUSE, Duane	U.S. Air Force	1984 - 1990
LOPEZ, Rufus	U.S. Army	1966 - 1968
MEZA, Michael	U.S. Army	1993 - 1996

*93501 - Mojave*

*93504 - California City*

*93516 - Boron*

*93526 - Edwards Air Force Base*

No Veterans work at this unit

*93561 - Tehachapi*

No Veterans work at this unit

*93562 - Trona*

No Veterans work at this unit

*93555 - Ridgecrest*

BURGWALD, Gary	U.S. Air Force	1973 - 1981
DILL, Tina	U.S. Army	1991 - 1993
**MALATO, Edgardo	U.S. Navy	1972 - 1993
MITCHELL, Hal	U.S. Air Force	1966 - 1970
MORRIS, Chuck	U.S. Navy	1974 - 1978

**THANK YOU  
VETERANS!!!  
BRANCH 782**



from the  
**editor-guy**

It is always an interesting thing when I get to the "end" of a newsletter and the realization sets in that there is still a little space to fill. First, I look to see if I can fit in a Fred Acedo cartoon. That's always a great option. This month, there isn't enough space to use a cartoon.

That leaves Option #2...

I want to share a thought with you. Hopefully, that won't be a bad thing.

Has anybody else ever been on the street and had someone just come up to you to hand you something to mail? It happens to me all the time. They don't know me. Still, they give me their car or house payment. It might be a letter to a dying grandmother. For all I know, it could be something full of diamonds or something else that is of great value to them.

And my point is? They hand their mail to me because I am in a position of trust. That trust has been forged by Letter Carriers like me all over the country who—for many generations and in widely varying circumstances—have proven trustworthy.

Despite all of the news reports and messages that you get from others (including many in USPS management), each one of us *does* provide a meaningful service to our country.

BASIL ZUNIGA



# Branch Officers

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

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

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

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

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

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

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Avenal (93203)	John Ortega	(661) 809-8140
Arvin (93209)	Mike Munoz	(661) 304-5516
Delano (93215)	Gracie Silva	(661) 325-5526
Lamont (93241)	Darryl Holderman	(661) 332-9201
McFarland (93250)	Robert Campos	(661) 805-1034
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Jerry Patterson	(661) 699-2462
Wasco Alternate (93280)	Mabel Lyons	(661) 900-8892
Downtown Station (93301)	Kim Gerdes	(661) 834-2059
South Station (93304)	Darryl Holderman	(661) 487-5353
South Station Alternate	Judy Kiyoshi	(661) 817-5529
East Bakersfield (93305)	Paul Salazar	(661) 327-7637
Hillcrest Station (93306)	Pam Smith	(661) 979-5854
Brundage Station (93307)	Mabel Bullis	(661) 496-5679
Brundage Station Alternate	Emma Gonzalez	(661) 333-7547
Dole Court (93308)	Mike Towery	(661) 331-9171
Dole Court Alternate	Shari Sharpe	(661) 364-5544
Stockdale Station (93309)	Randy Courson	(661) 345-0256
Stockdale Station (93309)	John Ortega	(661) 809-8140
Camino Media (93311/13)	Mike Meza	(805) 625-4541
Mojave (93501)	Vacant	
California City (93504)	Paula Hogg	(760) 373-8963
Boron (93516)	Paula Hogg	(760) 373-8963
Edwards AF Base (93526)	Larry Beem	(661) 949-2280
Tehachapi (93561)	Mary Morphis	(661) 822-6614
Trona (93562)	Lynnell Howell	(760) 371-1039
Ridgecrest (93555)	Lynnell Howell	(760) 371-1039

**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) 325-5526

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

# General Meeting

## Tuesday

### November 22, 2011

### 7:00 p.m.

Branch 782 Office  
2628 "F" Street  
Bakersfield, California

FORWARDING SERVICE REQUESTED

## OFFICIAL NOTICE ELECTION OF NALC "GOLDEN EMPIRE" BRANCH 782 DELEGATES TO THE 2012 NATIONAL CONVENTION

### ELECTION

The election will be conducted by secret ballot at the regular meeting on November 22, 2011 at 7:00 P.M. at the Branch 782 Union Office, 2628 "F" Street, Bakersfield, California.

Absentee ballots must be returned to the election Committee by November 21.

Write-in votes are not permitted.

### ELIGIBILITY FOR BRANCH FUNDS

Of the delegates from the Bakersfield local area selected to the National Convention, the requirements of eligibility for Convention funds will be: attendance at ten (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 at least two (2) meetings (any combination of regular General Meetings and/or Quarterly Area Meetings) in the twelve months just prior to National Conventions.

*Membership Meeting  
Drawing*

*\$500.00!!!\**

*\*Fine Print: As a Branch 782 member, YOU have a chance to win \$500 this month!!  
But, you HAVE to be present at the meeting when names are drawn...*