

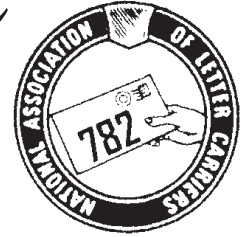
National Association of Letter Carriers

Branch 782

E.A. Baker Union Update



ARVIN	AVENAL	BAKERSFIELD	BORON
CALIFORNIA CITY	DELANO	EDWARDS AFB	LAMONT
McFARLAND	MOJAVE	RIDGECREST	SHAFTER
TAFT	TEHACHAPI	TRONA	WASCO



CHARTERED FEBRUARY 25, 1901

NUMBER 11

WEB VERSION

NOVEMBER 2020

Health Benefit Open-Season November 9 – December 14, 2020

The enrollment for your health plan choice for the upcoming 2021 year begins this month. *It is extremely important to compare your existing health benefit plan premiums and coverage during this Open Season period.* You can compare your existing plan to other plans at: OPM.GOV/HEALTH website. Changes can be completed at: liteblue.usps.gov you will need your employee ID number and PIN number. PostalEase can also be contacted by phone at: 877-477-3273 (option 1). Retirees in FEHB program can call Retirement Center at 800-332-9798

Our NALC Health Benefit Plan is a fee-for-service plan, Not for Profit, union owned health benefit plan designed for Letter Carriers and their families. The NALC health benefit plans had a 4.9 % increase in premiums for 2021. *Compare that!*

BENEFEDS.com provides (supplemental) Dental and Vision plans for Federal employees, or call: 1-877-888-3337

THE NALC HEALTH PLAN PREMIUMS FOR 2021 CATEGORY 1 (be aware “Self + One” and “Self + Family” vary and might be less expensive to enroll in “(Self + Family” in some plans or “Self +One” in other plans.

NALC HIGH OPTION ACTIVE (BI-WEEKLY) PREMIUMS CODE			NALC HIGH OPTION Annuitants (MONTHLY) PREMIUMS CODE		
321	High Self Only	\$91.47	321	High Self Only	\$205.47
323	High Self + One	\$219.45	323	High Self + One	\$491.06
322	High Self + Family	\$190.88	322	High Self + Family	\$430.49
NALC CONSUMER DRIVEN ACTIVE (BI-WEEKLY) PREMIUMS CODE			NALC CONSUMER DRIVEN (MONTHLY) PREMIUMS CODE		
324	CD Self Only	\$52.45	324	CD Self Only	\$118.38
326	CD Self + One	\$115.72	326	CD Self + One	\$261.17
325	CD Self + Family	\$121.84	325	CD Self + Family	\$274.98
NALC VALUE OPTION ACTIVE (BI-WEEKLY) PREMIUMS CODE			NALC VALUE OPTION (MONTHLY) PREMIUMS CODE		
KM1	Self Only	\$43.05	KM1	VO Self Only	\$97.16
KM3	Self + One	\$94.97	KM3	VO Self + One	\$214.34
KM2	Self + Family	\$100.04	KM2	VO Self + Family	\$225.78

MARK RAMIREZ

Retired Letter Carrier Health Benefit Plan/Mutual Benefit Association Representative
The Golden Empire Branch 782



Politics Has ALWAYS Been a Part of Your Life as a Federal/Postal Employee — PART III

By Eric Ellis, CSALC District 4 Officer

In the early 1980s, Social Security was deemed by Congress and the Reagan Administration to be in trouble. In a nutshell, more money was going out than coming in by the end of 1983. So it was time for reform.

And, as part of this “reform”, Congress created the Federal Employees Retirement System, which the vast majority of my federal/postal employee readers fall under.

To “save” Social Security, Congress and the Administration needed not only to figure out ways to pay less out in actual benefits, but also to bring more people into the system.

New federal and postal employees would now have to pay into Social Security.

In regard to the former, in my last article we discussed the damage done to retirees under Civil Service Retirement System, such as the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO), in which CSRS retirees qualifying for Social Security had their benefits cut — *in many cases, by half.*

In regard to future Social Security recipients, the full retirement age (for Social Security, not federal retirement) was raised from 65 to 67, depending on your date of birth.

Also, most Social Security recipients were now made to pay taxes *on the benefits received*, the amount depending on your income (read the article “Why Are Social Security Benefits Taxable?” on the website The Motley Fool).

So not only are FERS employees, who Congress mandated pay into Social Security, made to pay \$into the system, but in most cases will be made to pay taxes on the Social Security benefits once they receive them.

FERS is a three-legged retirement program. We just discussed the Social Security leg. As for the FERS pension, there is a big difference between a CSRS pension and a FERS pension. If you’ve handled your finances well, you can actually live on a CSRS pension. If you’ve worked for 30 years as a letter carrier and retire under CSRS, your monthly annuity would be roughly \$3000 before deductions.

Under FERS, your annuity would be \$1600 before deductions. It’s true that if you retire before 62 you would get the FERS Special Retirement Supplement (if you’ve worked 30-33 years would be \$1000 a month until you turn 62), but still you receive less under FERS for your defined pension.

And you have to wait longer for retirement eligibility.

For example, for all employees born 1970 and thereafter: If you are 55 and have 30 years of “creditable service” (that is to say, you paid into FERS), guess what? *Unlike CSRS, you have to wait two more years to retire.*

Under FERS, the earliest you can retire outside an “early out” is 57 with 30 years of service. *Two years is two years, folks.*

One other thing: FERS retirees don’t receive cost of living adjustments until 62.

The third leg is the Thrift Savings Plan, our version of the 401-K. Yes, unlike CSRS employees, we get a match from the postal service for up to five percent of our base pay; and sure, *that* can grow to a substantial amount if you consistently contribute over time.

But again, as is the case with Social Security, TSP money is taxed when you withdraw once eligible. And if the stock market crashes, well...

As for the authors of FERS, one man wanted future retirees to get ONLY Social Security. His name was Ronald Reagan.

As for Democrats and some Republicans in Congress, they wanted something you could actually live on. So the result was what I described above.

Now, is FERS a bad retirement system?

Admittedly, the pension isn’t as good as CSRS or other old-fashioned retirement systems at the state or local level; but, it’s better than most.

Too many new workers don’t have a pension. Roughly one in five workers in the workplace today in 2020 do not pay into a defined pension plan. That means they are under Social Security. And some version of a 401-K if they choose to contribute to one.

So I would rate FERS better than the majority of retirement systems out there. That’s because we kept at least some semblance of a pension.

In my next article, I’ll discuss issues for FERS employees hired as career employees after 2012.

If you’ve taken the time to read this, I want to leave you with a message on why I think this information is so important.

I’m told again, again and again by too many folks, “I’m not interested in politics.”

You should be! The future you are looking at depends on the people who are voted into office.

What you have in your benefit system comes from politicians who decide behind closed doors what you’ll get, or get taken away. And in all cases, anything a politician promises you can be taken away with the stroke of a pen.

In my next article, I’ll discuss issues for FERS employees hired as career employees after 2012...

A brief history of CSRS and FERS



**Dan
Toth**

With the founding of the NALC in 1889, a fight was started. In particular, a fight for a pension. At the time, older carriers were sometimes referred to as superannuated carriers (which means obsolete through age). It was clear that retirement was a necessary benefit and worth fighting for.

In 1920, the Civil Service Retirement System (CSRS) was born. Participants had an employee contribution, but did not contribute to Social Security. CSRS is a defined benefit plan, which is when an annuity is predetermined by a formula—in this case, based on the years of service and the high-3 average salary. This provided a known benefit that would

allow employees to plan for and have a dependable retirement, regardless of how the stock market performed.

The Federal Employees Retirement System (FERS) was created in 1987, but applied to those hired on or after Jan. 1, 1984. It was at this point that there were no new CSRS participants. FERS differed from CSRS in that it took advantage of Social Security and also added a third benefit, the Thrift Savings Plan (TSP). The FERS basic benefit was still a defined benefit plan, but it was reduced to compensate for Social Security and the TSP.

“If the fund is projected to grow, why are our elected officials again proposing to increase the cost to federal employees while simultaneously decreasing benefits?”

Employee contributions for FERS started at 0.8 percent of basic pay. So, if you were a FERS employee prior to Jan. 1, 2013, you automatically contribute 0.8 percent of your basic pay. This contribution is not voluntary. For today’s top-step carriers earning \$65,037 per year, that amounts to approximately \$520 in annual contributions. That’s a pretty good deal for a pension, especially when you consider that some retirees collect an annuity for longer than they worked.

The employee contributions for FERS have changed over time. Effective Jan. 1, 2013, the category FERS-Revised Annuity Employee (or FERS-RAE) was created and applied only to new

career employees. FERS-RAE changed employee contributions to 3.1 percent. It turned out that FERS-RAE was short-lived.

Effective Jan. 1, 2014, another new category, FERS-Further Revised Annuity Employee (FERS-FRAE) changed employee contributions for new career employees to 4.4 percent. That means that new career employees pay an additional 3.6 percent of their base pay for the same benefits as those prior to 2013. At the top step of \$65,037 per year, this additional 3.6 percent represents an increase of approximately \$2,341 per year in employee contributions. Surely a substantial increase. I would still point out that even for FERS-FRAE employees, it is my opinion that the pension remains a great benefit.

Why would one increase the employee contributions in 2013 and again in 2014? Was the pension fund failing? Was the fund paying out more than it was taking in? What was going on? Based on a 2016 report by the Office of Personnel Management (OPM), we can get a glimpse at the fund’s history. Looking at the fund—technically, it’s the Civil Service Disability Retirement Fund (CSDRF)—we can see from that from at least 1987 to 2014 (all the data available at the time the report was written), the fund increased year over year. By the end of 2012, the fund’s net assets were a mere \$829,100,000,000 (that is \$829.1 billion). The report by OPM also makes projections of the future. From 2015 to 2090, OPM projected that the end-of-year net assets would continue to increase year after year. The fund’s net assets were projected by 2090 to be \$12.5 trillion!

This leads to my next question. If the fund is projected to continue to grow and grow and grow, why are our elected representatives again proposing to increase the cost to federal employees while simultaneously decreasing benefits? The White House 2021 budget proposal aims to reduce CSRS cost-of-living adjustments (COLAs) by 0.5 percent, eliminate FERS COLAs, eliminate the Special Retirement Supplement (which helps those retiring before age 62 to bridge the gap until they can start collecting Social Security), change the high-3 to a high-5 average salary and even reduce the G-fund interest rate within the TSP.

The question remains: Why should we pay more and receive less, when the system is working so well? Elections are around the corner. If you are retired or would like to retire someday, I encourage you to stay engaged in politics and consider casting your vote for the politicians who support unions, the middle class and especially federal employees. Remember that the party doesn’t matter. We have politicians who support us on both sides of the aisle. Let’s make sure that the individuals we vote for have a good track record when it comes to supporting America’s dedicated federal workforce. Let’s make sure the billions of dollars we’ve paid into the fund end up back in our pockets, so that we can age with dignity.

THIS VETERANS DAY NOVEMBER 11, 2020 WE HONORED ALL WHO SERVED OUR COUNTRY

Every single person who served in the military has a story...and is also a part of a continuing story of the generations of Americans who live out their willingness to become part of a bigger team.



Bakersfield National Cemetery

RANDY COURSON, USAF & AIR NATIONAL GUARD SEPTEMBER 1972 — JULY 1976

Randy Courson was a student at Bakersfield's South High School when he began to consider enlisting in the U.S. Air Force. (In large part, the decision was driven by the fact that he had a #60 draft number — and he wasn't particularly drawn to the idea that he might wind up in the Army.)

His plans to enlist in the USAF after his 1971 graduation were curtailed when he became involved in a motorcycle accident. He was frustrated when it took some time to fully recover. And, when he did, Randy reported to Lackland AFB in San Antonio, Texas in September 1972 for a six week recruit (boot camp) training.

Like all others who have experienced recruit training and orientation, he has memories of THE haircut, the long lines where he was prodded, poked and innoculated. He learned the basics of military life: marching and learning how to properly address anyone who was obviously not a fellow recruit. He was instructed in the proper way to fold sheets on a bed, the correct angle to hold his hand when he was saluting, and was introduced to THE pushup and military “bearing”.

Upon completion, he entered training to be a Communications Specialist at Sheppard AFB in Wichita County, Texas.

he would wear short sleeves in the morning because it was so warm only to then experience freezing sleet by the evening.

Not particularly sure if he liked the climate in areas outside of California, he put in for a West Coast assignment on the West Coast at the end of the nine week training program. In a truly military turn of events, he was instead assigned to Robins AFB outside Macon, Georgia.

Once again, it was completely foreign to what he'd known in Bakersfield. There were lots of trees. It was pretty. But, there was also a snow of pollen all over cars and everything. In many respects, the adjustments were difficult.

Although, it could have been worse, one thing that made it so much better was that he and Debbie had gotten married on June 17, 1972 before he'd enlisted and she was there with him through everything except for those (*No Time for Sergeants*) “first few difficult weeks of military service”.

In Wichita Falls, they were able to rent a duplex close to base with another Airman and his wife. before moving again. He laughs because the “duplex” was literally one half of a house.



For a kid from Bakersfield, just the weather was a whip-lash experience for some months. He went from summer time “dry heat” in the San Joaquin Valley; to the September heavy humidity in San Antonio, Texas; to conditions at Sheppard AFB where

At Robins AFB, Randy, with a Top Secret Clearance, worked "The Vault". (When asked about the level of information that he was privy to in the military, the comment he had is an old joke to folks who dealt with sensitive documents, "If I told you, I'd have to kill you.")

Personnel were on rotating shifts where they would process encrypted teletype messages and work with hole punched tape and reels which they would run through computer about the size of a freezer. Staffed twenty-four hours a day, those in the Comm Center worked Day-lights, Mids, Nights and Swing shifts in a three-day rhythm.

Although they never knew specifics of what might be going on, each person in the Vault "knew" when there were heightened periods of activity somewhere in the world which involved USAF personnel. Based on the sudden volume of comms, it was evident something was going on.

The world he worked in was characterized by days of extreme boredom punctuated by periods of frenetic activity.

Additionally, there were periods of standing guard duty or fire watches. There was also constant upkeep and Randy did a lot of mopping, waxing and buffing floors.



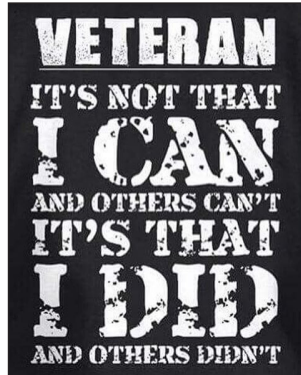
After a few years, Randy learned that a decision had been made that the number of enlisted USAF personnel needed to be reduced. In March 1974, Randy took advantage of a program called "Palace Chase" and transferred to the Air National Guard. He left Georgia and was assigned to the 146th Tactical Airlift Wing at Van Nuys Air National Guard Base.

Being so close to home was great!

(When Randy was asked if he had any pictures of himself in uniform in the units he was assigned to, he sadly recounted that a

house fire about thirty years ago destroyed any keepsakes.)

He finished out his enlistment in 1976, and worked for some time out in the oil fields on a production rig. He refers to it as a "B.S. rig". He soon realized that he



needed to do more to ensure that he would have a better future.

During that time after his military service, Randy

became a student at Bakersfield College on the G.I. Bill .

In this regard, this is a path that many other veterans took after discharge. Unlike most, he continued in his educational pursuits and can now say that he has "passed the Bar".

And, he has used his training and skills on behalf of Letter Carriers.

Randy began his career as a Letter Carrier and member of NALC Branch 782 July 31, 1978. In addition to being a long-serving Shop Steward at Bakersfield's 93309 Stockdale Station, he is also the Number 1 senior Letter Carrier in the city. Doing it like military days, just one day at a time...

Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—active NALC members as well as retired members. These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation.

The NALC Veterans Group is designed to provide NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S Postal Service. It seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. Members receive a pin as a symbol of gratitude for your military service and membership in the NALC.

If you are interested in joining the group, please complete the sign-up card and return it to: NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave., NW, Washington, DC 20001-2144.



**You continue to serve your country—
THANK YOU!**

NALC Veterans Group

**Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144**

NAME: _____
ADDRESS: _____
CITY, STATE, ZIP: _____
NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS
 OTHER: _____

Did You Know?

There is an “Enhanced Annuity” for certain employees that have received compensation from the Office of Workers’ Compensation Program (OWCP).

A FERS employee who receives OWCP benefits during qualifying periods of absence is eligible for the Enhanced Annuity compensation if the sum of all qualifying periods of absence totals 2 months or more.

The qualifying period is a period of leave without pay (LWOP) while the employee is performing no work and is receiving OWCP benefits.

The Enhanced Annuity provides an additional one (1) percent towards the annuity for the qualifying periods.

You can’t contribute to Social Security or the Thrift Savings Plan from OWCP compensation, so the Enhanced Annuity helps offset this loss.

Information courtesy of the October 2020 Madison Heights, Michigan NALC Branch 3126 *NEW VISION*

It Could Have Been Spooky. It Could Have Been Scary.

Actually, it was a lot of fun and had a great payoff!!!

By Paul Greenfield,
Branch 782 Assistant Editor



On Friday October, 30 Hillcrest station held a pumpkin carving contest. The winning craft employee would receive a eight hour day (they have been far and few between in 2020).

Management was encouraged to participate as well. The winning pumpkin carver was two year City Carrier Leslie Medina. She was never more happy to hear the words, “Eight hours. Drop and Go” as she returned from her route.

Thank you to Hillcrest Letter Carrier Hector Alaniz for recognizing Leslie!



Two year old Hector Alaniz, Jr does a vehicle check before he goes out on his appointed Halloween rounds.



from

Kim Gerdes

Recording Secretary

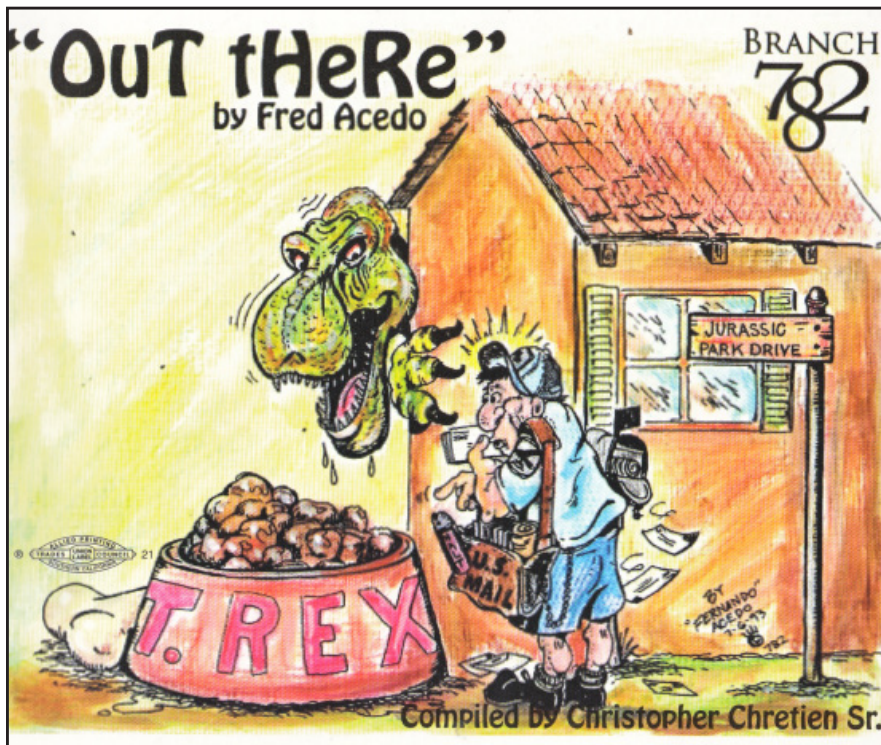
Request an autographed copy of the book...

We hope you consider ordering a Fred Acedo **Out tHeRe** cartoon book!! **We have a deal for you!!!**

Over 130 pages of cartoons featuring our Letter Carrier world can now be yours for an amazingly low cost!!

To make life simple, request as many copies as you want by clipping the form at the bottom of the page and returning it & payment via USPS mail to Branch 782.

You can also order by contacting me via e-mail at krgerdes91@hotmail.com. Or, you can call me at the phone number on the bottom of this page. The book and projected shipping costs are provided below. You can even share *your* work life with family and friends with this book as a Christmas gift...



Dear Kim Gerdes, NALC Branch 782 Recording Secretary

Please send me _____ **Out tHeRe** book (s)! I know people who will love them!

Name and address for shipping: _____



One book is **\$7**. Two books for **\$10**. (Postage rates based on number of books ordered.)
We ship via USPS Priority Mail Flat Rate. (For larger orders, please request the best rates.)

NALC Branch 782 ● 2628 F Street ● Bakersfield, California ● 93301 ● (661) 301-9676

Most recent www.cdc.gov update:

*As of November 15, 2020, there have been 10,846,373 Covid-19 cases identified in the United States and the U.S. territories. There have been 244,810 deaths — **twenty-two have been NALC members.** On April 16, there were 632,548 cases and 31, 071 deaths.*

Executive NALC VP Renfro delivers regular updates on COVID-19 to you on the NALC's "You Are The Current Resident" Podcast. To listen on your smart phone, we recommend downloading the PodBean app. Then, more information can be heard @ [HTTPS://WWW.NALC.ORG/NEWS/NALC-AUDIO](https://www.nalc.org/news/nalc-audio).

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

CIGNA PPO/OAP have renewed contracts with Mercy and Memorial Hospitals in Bakersfield as of July 1, 2020

I reported in February 2020 that our NALC Health Benefit Plan lost some Bakersfield hospital services because Dignity Health's Bakersfield Memorial Hospital, Mercy Hospital Bakersfield, and Mercy Southwest Hospital had terminated their contract with Cigna Open Access Plus (OAP) Network.

Our members may have received a recent letter confirming these hospitals are back in the CIGNA PPO/OAP network. Following continued negotiations between Cigna and Dignity Health, the new agreement became retroactively in force July 1, 2020. This is GREAT NEWS !

Charges incurred at these facilities between January 1, 2020 and June 30, 2020 will be processed as out-of-network; however, claims with a date of service falling on or after July 1, 2020 will be processed as in-network. To confirm the provider's network participation, call the Cigna Provider Locator service at 877-220-NALC (6252), or access this information online at www.nalchbp.org.

Mercy Hospital 2215 Truxtun Avenue Bakersfield 93301 661-632-5000
Mercy Southwest Hospital 400 Old River Road Bakersfield 93311 661-663-6000
Bakersfield Memorial Hospital 420 34th Street 93301 661-327-1792
Adventist Health Hospital 2615 Chester Avenue 93301 661-395-3000

To check on a hospital's "RATINGS", check it out at: Leapfroggroup.org/ratings.

MARK RAMIREZ
Retired Letter Carrier Health Benefit Plan/Mutual Benefit Association Representative
The Golden Empire Branch 782

2020 NALC HBP Info

At a glance...



NALC Health Benefit Plan
 *Hospital Pre-Certification
 Mental & Substance Precertification
 Prescription Drug Program
 CVS/Caremark Specialty Pharmacy
 Durable Medical Equipment
"24/7 Nurse Hotline"
 CVS/CareMark Pharmacist
 Solutions for Caregivers (24/7)
 CIGNA PPO Locator Line
 CIGNA Organ Transplant Approval
 Quit for Life (Tobacco Cessation)
 CIGNA Health Rewards (Discounts)
CIGNA Plus (Dental Discount)
 Disease Management Program
 OPM Retirement Info Center
 Federal Information Center
 Social Security Administration Info
 PostalEase Human Resources USPS
 Quest Lab Services (Bakersfield)
 LabCorp Lab Services Bakersfield
Shared Services Option 5 live person
 Medicare
 Suicide Hotline
 Suicide?? Talk With Someone...

1-888-636-6252
 1-877-220-6252
 1-877-468-1016
 1-800-933-6252
 1-800-237-2767
 1-855-511-1893
1-877-220-6252
 1-888-636-6252
 1-877-468-1016
 1-877-220-6252
 1-800-668-9682
 1-866-784-8454
 1-800-558-9443
1-877-521-0244
 1-800-227-3728
 1-888-767-6738
 1-800-333-4636
 1-800-772-1213
 1-877-477-3273
 (661) 631-8520
 (661) 631-9258
1-877-477-3273
 1-800-633-4227
 1-800-784-2433
 1-800-273-8255

NALC Health Benefit Plan
 20547 Waverly Court
 Ashburn, Virginia 20149

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

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

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

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

* Call for approvals Organ Transplants,
 DME Surgeries InPatient

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) 204-5592

**How do you find NALC/CIGNA (PPO)
 (OAP) Providers and Pharmacies?
 Go to NALC.ORG.**

**Under "Member Benefits"
 NALC Health Benefit Plan,**

Click on HBP Website (Center of Page)

Under Quick links,

**Click on "Locate Network Retail
 Pharmacy" - or CIGNA.**

**Click on Healthcare (OAP) Online
 Provider Directory**

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

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

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

The death of anyone can be stressful. There are so many things that need to be addressed and so many different people who need to be informed. The following two pages offer guidance and also provide an opportunity for you to do some advance planning...



**National Association
of Letter Carriers**

**When a
retired
letter
carrier
dies...**

Step-by-step instructions for survivors to notify appropriate entities and apply for federal benefits such as survivor annuity, health and life insurance.

The NALC Retirement Department provides advice and assistance to retired and active members regarding retirement issues. This support does not end when an NALC member dies. Guidance to spouses and other survivors is also provided.

The steps to be taken when a retired Letter Carrier dies are as follows:

Notify the retired Letter Carrier's NALC branch.

If the retiree was a veteran, notify the Veterans' Administration at 800-827-1000.

Call the Social Security Administration at 800-772-1213.

Notify insurance companies (life, health, home, automobile, etc.).

If the retiree had a policy with NALC's Mutual Benefit Association, call 202-638-4318 or write to MBA, 100 Indiana Ave. NW, Washington, DC 20001-2144.

If the retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan.

When a spouse is entitled to survivor benefits, he or she will continue to receive health insurance through the FEHB as long as he or she was covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self only and be switched to the surviving spouse's name.

If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

Save this page with your important papers...

Source: NALC Website <https://www.nalc.org/.../retirement/.../when-a-retired-letter-carrier-dies-2014>. pdf

Save this page with your important papers...

Notify the employee's immediate supervisor, postmaster and personnel section (if any):

Give the supervisor the Letter Carrier's locker keys and badge as well as information on time and place of memorial services.

Check with USPS Human Resources Shared Service Center at 877-477-3273 for benefits for spouse and any dependent children.

Fill out forms (obtain from USPS personnel section or postmaster): application for death benefits under the retirement system; claim for unpaid compensation; claim for FEGLI death benefits. You should notify HRSSC by calling 877-477-3273.

Notify the Thrift Savings Plan for Death Benefits Claims (only):
Fax Number: (703) 592-0170 Mailing Address: TSP Death Benefits Processing Unit, Fairfax Post Office DEDIS, P.O. Box 4450, Fairfax, VA 22038-9998 or call the ThriftLine, Toll-Free 877-968-3778

Notify the Carrier's NALC branch.

If veteran, notify the Veterans' Administration local office or call toll-free 800-827-1000.

Notify banks and other financial institutions.

Call the local office of the Social Security Administration or toll-free 800-772-1213.

Notify insurance companies (life, health, home, automobile, etc.).

If the Carrier had a policy with NALC's Mutual Benefit Association, write to 100 Indiana Ave., NW, Room 510, Washington, DC 20001-2144 or call 202-638-4318 or toll-free 800-424-5184.

If the Carrier was enrolled in the NALC Health Benefit Plan, write 20547 Waverly Court, Ashburn, VA 20149 or call toll-free 888-636-6252.

Note: Health benefit coverage for a surviving spouse and dependent children continues automatically if Carrier had Family Coverage at time of death and if a monthly survivor annuity is payable.

Have mortuary officials obtain enough certified death certificates for your needs (they can suggest how many).

The days following the death of an active Letter Carrier can prove to be quite traumatic. Many forms and notices must be obtained from the Postal Service and completed at this extremely stressful time. The NALC stands ready to assist our members and their families during these difficult times.

Source: NALC Website https://www.nalc.org/workplace.../50499_NALC_Active_WEB-1.pdf

National Association of Letter Carriers

When an active letter carrier dies...

Step-by-step instructions for survivors to notify appropriate entities and apply for federal benefits

Local Memorandum of Understanding. What in the heck, exactly, is an MOU?

By Matt Pierce, NALC Branch 82 Secretary-Treasurer

By the time you read this our national leaders will be arbitrating our next national agreement. While the vast majority of issues pertaining to wages, hours, and working conditions of letter carriers is decided by our national contract, there are several important things that are negotiated at the local level. Local negotiations take place during a thirty-day local implementation period following completion of each National Agreement. As I mentioned in my previous article, all of the Local Memorandum of Understanding (LMOUs) are now freely available on our new website NALCbranch82.org, click on resources.

We often get questions about why we can negotiate certain things for our members, such as different overtime or ODL rules. So it's very useful to take some time and familiarize yourself with what can and can't be negotiated at the local level, and what has to be negotiated nationally.

The current JCAM includes the language of these negotiated and arbitration restrictions.

JCAM 30.A. *no provision of a Local Memorandum of Understanding may be "inconsistent or in conflict" with the National Agreement. This means that an LMOU may add to the National Agreement's rules but may not contradict them. An LMOU may not, for example, alter the Article 9 wage provisions or the Article 8 overtime rules.*

JCAM 30.B. *The 22 Items. Article 30.B lists 22 Items which the parties may discuss during the period of local implementation. The local parties are required to discuss any of these items if they are raised by either party.*

This means that if one party raises one of the listed items, the other must discuss it in good faith. These are "mandatory subjects" of discussion if raised during the period of local implementation.

The local parties are free to discuss other subject areas as well, but neither party is required to discuss subjects other than the 22 items listed in

Article 30.F. *What May be Impassed. The interest arbitrator who determined the provisions of the 1994 National Agreement imposed certain changes in the impasse rules for local implementation. Under those changed rules, management gained a limited right to bring any of the 22 listed bargaining items to impasse. The rules are, in short:*

- *Either party may impasse an item.*
- *Only a subject within Article 30's 22 items may be impassed.*

It's important for our members to know that while we can certainly bring other things up at local negotiation, they can't violate the contract, we have no power to force management to negotiate on them, and we can't arbitrate if we don't agree.

The following 22 items are specified in Article 30, Section B as items for local implementation:

1. Additional or longer wash-up periods. In addition to the National Agreement language that grants reasonable wash-up time to employees who perform dirty work or work with toxic materials, the local parties may negotiate to establish what is "reasonable wash-up time," such as when, how often and how long wash-up time occurs or lasts.
2. The establishment of a regular workweek of five days with either fixed or rotating days off. This can be as simple as negotiating fixed or rotating days off for all carriers in the office, or negotiating both rotating and fixed days off, specifying exactly what kinds of routes or carriers (e.g., parcel post, business, highest seniority, etc.) receive rotating or fixed days off.
3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions. The idea here is to negotiate language that calls for reasonable decisions to be made with consideration for the safety and health of letter carriers.
4. Formulation of local leave program. Among the items that may be negotiated are the following: date of notification for making choice period selections, method for making choice selections, quota of carriers off during non-choice period, re-posting of cancellations, transferring leave, military leave, FMLA leave, and posting of leave schedules.
5. The duration of the choice vacation period(s). Some LMOUs have year-round choice vacation periods and no non-choice vacation periods. Other LMOUs have Memorial Day to Labor Day for the choice vacation period and the rest of the year as a non-choice vacation period. Many LMOUs have something in between these two examples.
6. The determination of the beginning day of an employee's vacation period. Generally, the vacation period begins either on a Saturday or on a Monday.
7. Whether employees, at their option, may request two selections during the choice vacation period, in units of either

five or 10 days. The local parties can simply state whether there will be one or two selections during the choice vacation period.

8. Whether jury duty and attendance at national or state conventions shall be charged to the choice vacation period. The local parties negotiate whether an employee's attendance shall be charged against the total number of employees off during any week of the choice period.

9. Determination of the maximum number of employees who shall receive leave each week during the choice vacation period. The local parties decide whether to negotiate a percentage formula or an absolute number. In small offices with a fixed number of employees then negotiating an absolute number will probably be advantageous. In larger offices or places where the workforce is expanding then a percentage formula will be to the workforce's advantage.

10. The issuance of official notices to each employee of the vacation schedule approved for each employee. 3971s, the leave board, etc...

11. Determination of the date and means of notifying employees of the beginning of the new leave year. Local NALC representatives may wish to include Article 10, Section 4.A in the LMOU. This language provides that the employer must post on bulletin boards, etc., the beginning date of the leave year no later than Nov. 1. Of course, local NALC representatives may wish to negotiate another date, depending on the needs and wishes of the members.

12. The procedures for submission of applications for annual leave during time other than the choice vacation period. This item allows the union to negotiate procedures for obtaining leave during periods of the year other than the choice vacation period. There are two general types of provisions here: procedures for making non-choice period vacation selections and procedures for applying for incidental leave.

13. The method of selecting employees to work on a holiday. This simply determines the order in which employees will be selected to work on a holiday. The JCAM provides a default pecking order; however, the local parties may negotiate different holiday scheduling provisions as long as they are consistent with the provisions outlined in Article 11.6 of the National Agreement.

14. Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour. Some branches identify the individual sections by number or name in the LMOU.

15. The number of light-duty assignments within each craft or occupational group to be reserved for temporary or permanent light-duty assignment.

16. The method to be used in reserving light-duty assignments so that no regularly assigned member of the regular

workforce will be adversely affected. As part of the method to be used in reserving light-duty assignments so as to minimize the impact of these assignments on the regular workforce, local NALC representatives might attempt to negotiate that management reduce the hours of the non-career workforce to reserve a sufficient number of light-duty assignments.

17. The identification of assignments that are to be considered light duty within each craft represented in the office. Management typically finds limited-duty work for city letter carriers injured on duty. Consequently, one way to define light-duty assignments is to identify limited-duty work and attempt to negotiate these same duties into a definition of light-duty assignments for city letter carriers.

18. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section. Some branches separate their installations into sections by station, while other branches separate their installations into sections by zone.

19. The assignment of employee parking spaces. Per the JCAM Article 20, the intent of this item is for the parties to negotiate about the number of existing parking spaces that will be allocated to letter carriers. Unfortunately, it is not and has never been the intention to negotiate about the construction of additional spaces.

20. The determination as to whether annual leave to attend union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan. It is important to note that "union activities" in this item differs from the "national and state conventions" referenced in Item 8.

21. Those other items that are subject to local negotiations as provided in the craft provisions of this Agreement. Since Items 21 and 22 incorporate areas that overlap with one another, it is suggested that these items be negotiated together.

22. Local implementation of this agreement relating to seniority, reassignments and posting. Some categories that should be negotiated are: frequency of posting, the scope and method of posting and bidding, and whether or not a branch chooses to incorporate Article 41, Section 3.O into its LMOU.

That's it- neither side can be forced to discuss anything else and nothing else can be imposed by the union. But the list does include several of the rules concerning annual leave. With sign-ups coming up soon, carriers should look them over.

This is a pretty "meaty" article courtesy of the Portland, Oregon October 2020 NALC Branch 82 *B-Mike*. Even though there are no **Out there** cartoons, you should still take the time to check out the info. You should also get to know what's in your own city's MOU.... But, even if you don't, expect that you can rely on your Shop Steward.

Guest Editorial —

By Mark Woodbury, NALC Branch 2555 Editor

In the past few months I've changed both my opinion and my perception about the wearing of masks. At first, putting on a mask was a strange and awkward thing. But now if I go into a public area and find a mask less person. It's them I view as strange and suspicious.

Isn't it odd how quickly attitudes can be adjusted if the need is there?

Mr. Briganti was my 7th grade Math teacher. The year was 1962 and World War II was not that far in our rear-view mirrors. I can't recall Mr. Briganti's first name, if he indeed had one. (Teachers in that era didn't seem to need first names.)

Mr. Briganti was a recent immigrant from Italy and was thus technically on the wrong side of that war. However, no one held that fact against him just as no one had any hard feelings against those of us who had German ancestors in the recent past (of which there were a great many from nearby Fowler and Westphalia.)

But, Mr. Briganti did say one thing in class one dreary winter day that caused a near riot of discussion. Because he was a recent victim of the rise of fascism in Italy he tried to warn us of the dangers of the same thing happening here in the US—but we weren't having it.

It started as a game when weary of integers and equations one fellow tried to turn the talk to a more interesting direction and asked Mr. Briganti what he did during

the war. Not much as it turned out, something to do with working on the railroad.

But then he said something in his heavily-accented English that stuck in our craw and it was this: "You know boys, it could happen here."

"No way!" we shouted. "Not in a million years!" we protested. "Because of... you know democracy and checks and balances and all that stuff."

We were different as a people, we said and smarter, we implied, than Europeans; and WE in our greater wisdom would never have fallen for Hitler and Mussolini's lies.

"We had democracy too," Mr. Briganti said gently, "a long tradition of it." He reminded us that democracy was invented not here in America but in Greece; and Italy had all of it: freedom of the press, fair courts—but it all went away in an instant.

All because, so he said, of fear and lies and what they said was a desire for law and order. Fascists proposed themselves as a solution for violence they themselves perpetrated. It was nothing but a protection racket perpetrated on a national scale. And not because, so they said, "that people wanted the trains to run on time!"

No, you're wrong we said somewhat desperately, because of individualism and (what they call American exceptionalism now days) and because we love Freedom too much here to just give it away to a dictator like Mussolini.

"Freedom without responsibility is just anarchy" he said. "And unless everyone is free, no one is free. Fascism happens because greedy people think they can take what they haven't earned, or take freedom from someone else like the Jews and gypsies."

As you might have guessed word of what he said got back to outraged parents who took his words as a criticism of our beloved country; and who expressed the belief that such things as fascism should not be talked about to young impressionable minds and perhaps never talked about at all lest it raise its ugly head, but are better buried deep in ignorance.

Yeah, like that ever works out well.

So today, we have people walking about with guns in their hands spewing hate and spouting fascist ideals of totalitarianism. Slinging words like antifa and socialism about, with absolutely no understanding of what those words really mean.

So now I want to belatedly apologize to you, Mr. Briganti, I finally get what you were trying to do (although it took almost 50 years).

You wanted to puncture our self-conceit.

And I say you were right all along because I've witnessed what you went through happening here and now in this country with my own eyes. And now? I fervently express that I'm sorry if I caused you any grief.

These views are courtesy of the March - June 2020 East Lansing, Michigan NALC Branch 2555 *SPARTAN VIEWS*

Avoiding the Dreaded Letter Carrier Stain

By Ernie Carlson, NALC Branch 114 Editor

For now, the one and only answer was submitted by Wayne Ness.

A Carrier asked me a little over a month ago how to keep uniforms clean. I mentioned a washer and a dryer, and then the Carrier said, “No. How do you keep YOU keep YOUR uniforms free of stains and marks?” Looking down at my postal shirt — which provided clues I wasn’t the expert for her inquiry — I said I didn’t know. She said she had asked some other Carriers the same question and had pretty much gotten the same answer I’d given her. She said I should put the question “**HOW DO YOU KEEP YOUR UNIFORMS NOT JUST CLEAN, BUT SPOTLESS?**” to the members of Branch 114 and to outside Branch members who read the *Zenith Branch News*. So...

Are you a Carrier who keeps your uniforms looking “like new” or as close to it as possible? And if so, the follow up questions: How do you do it? Do you use any particular detergents or solutions, or just a lot of muscle power combined with soap and friction?

Being a Letter Carrier is a surprisingly dirty job, and the materials we work with, and the buildings and vehicles we work in are not exactly grunge free, either (I’ve always thought UPS is both very smart and very practical for having its workers wear brown uniforms). If you have any answers send them to me at jensbro@yahoo.com with the subject line “Dirty Uniforms”. I’ll print them in a future issue.

Here is his advice:

“I used vodka on stains. Use an inexpensive bottle such as Svedka. I also drank it with orange or grapefruit juice. If you have enough, the stains magically disappear. Try it, it works.”

Article courtesy of the Duluth, Minnesota October 2020 NALC Branch 114 ZENITH BRANCH NEWS

Some things to think about...

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

NEW VEHICLE: Ten carriers at West were provided the new Mercedes-Benz Metris van for a three-week trial period. Full disclosure: I am one of them. The vans are right hand drive. The ledge that holds mail trays is lower than in the LLV, and it is in a fixed position. You cannot move it.

The whole cab is smaller than the LLV. There is no room between the tray ledge and the seat. In the LLV you can put stuff on the floor between the seat and the ledge. Not so in the Metris. The window is smaller, so on mounted delivery, you are constantly bumping your elbow when reaching out to the mailbox. If you put three trays of mail on the ledge of the Metris, then the first one is behind you, the second one is slightly off center of your body. So, you are constantly twisting your body to use those trays.

There is no room on the ledge to handle your return mail. No place to put the scanner. This vehicle sucks! It is not ergonomic. I have a sore neck, sore back and sore shoulders at the end of the long, long day.

Doing mounted delivery out of the Metris is terrible. It sits too low to the ground. Imagine trying to do mounted delivery out of your passenger car and you will have a good idea of what it is like using the Metris...

DEFENSE: A manager was going around to Carriers with a clipboard. When she stopped at my case, she asked why I was two hours over on my street time the day before. I told her I was not over two hour and that was it.

Remember this Rule: If management is making a charge, such as you are being over on street time, simply tell them “You are making the charge, you prove it.” Too many times management will come up to a Carrier and make the charge that they used too much office time or street time. The Carrier will then come up with reasons as to why.

If management states that you used too much office time, tell them to prove it.

You do not have to prove that you did not, and you SHOULDN'T!

When they try this with me, I tell them that I work quietly and diligently and am moving consistently along on the street. I then ask them if they have any documented time-wasting practices.

When they say nothing of course, then I tell them that it took me the exact time it was supposed to take. It takes what it takes!

Abridged article courtesy of the November 2020 Cedar Rapids, Iowa NALC Branch 373 *Eastern Iowa Reporter* (Thanks, again, John!)

“Out tHeRe”



Adventures in the Speed Biz

By Ernie Carlson,
NALC Branch 114 Editor

One of the most interesting things about the USPS after working in it for over twenty years is realizing how it's probably going to come to an end... (SPOILER ALERT: I don't really answer this in the rest of the article, but depending on how the federal elections go, we might get the answer sooner than most of us would like. Back to the article, spoiler alert: off).

It's probably not going to happen because a better competitor got the best of us. UPS and Fed-Ex and Amazon and Wal-Mart have been trying to do that for years and haven't been successful, and given an infinite amount of time into the future, probably still won't surpass us as the Most Esteemed Delivery Company of the 21st Century!

We've got the future if we want it. Even when our competitors beat us in some aspect of the delivery business, it doesn't really matter. Some of them are better at certain niches, but that's okay, because the USPS doesn't really do niche. We can't.

We're supposed to serve the United States public, all three hundred and thirty million of us. Equally. We're supposed to go to the rich areas and the poor areas, all the urban neighborhoods and downtowns, without ignoring any of the outlying suburbs or small towns.

If there's some guy that lives alone, twenty or thirty miles away from the nearest civilization with only a rusty, crushed mailbox barely supporting itself on a wooden beam next to a dirty, badly maintained road, we're supposed to deliver to him, too, even if the only mail he gets is full coverage advertisements or political mailings.

If it's in the USA (or one of our territories), and it's inhabited (by humans) we're supposed to deliver mail to it, pretty much no matter what.

Whether you live in the frozen tundra of northern Alaska (polar bears), or the hot, scorched earth of Death Valley (scorpions, rattlesnakes, gila monsters), or the humid, skin melting heat of the Everglades (alligators, boa constrictors, Florida), or the windy, rocky coasts of Maine (rabid St. Bernards, supernatural sewer clowns), we're supposed to deliver to all of those places every day.

And to make matters worse, they're hard to get to, have extreme environments that get even more extreme in bad weather, and many of the people living in them probably don't care whether or not we show up with their mail every day.

So we go to all these places despite having a handicap no other business or government agency has. We combine being a universal federal service while also acting as a corporate entity.

We've been performing this schizophrenic, two headed hydra dance for the last fifty years, pretty much successfully. We've been able to do this despite not taking any tax dollars from the U.S public while maintaining lower prices than our competitors and acting as a delivery service to literally every citizen of the United States and its surrounding territories.

Usually I don't give L'enfant Plaza a lot of credit, but the fact they've managed to pull off this feat for the last half-century — something no other government or business entity in the US, and probably the world, has ever had to do — is frankly incredible.

The USPS isn't given a lot of credit for its business acumen, but in this area it's shined (with a little help from the NALC, APWU, the Mailhandlers' and Rural Carriers' Unions, public opinion, and probably some luck, too). It's pretty much done two impossible, diametrically opposed things at once: being a successful business and a successful public service.

McDonald's doesn't do that, serving food while making sure no one goes hungry. Barnes And Noble doesn't sell books and teach literacy. These things would be impossible for most businesses to pull off and no one would expect them to do it. And for Mickey D's and just about every other business out there, that's probably a good thing.

Most people and businesses can't specialize in more than one thing like we do. Michael Jordan couldn't do basketball and baseball. Our hospitals can't do patient care and caring about patients (and health insurance companies can't do either one). Donald Trump can't do business and politics (no really, he can't do... Never mind.)

We double specialize, not to be especially especial about it, which we also do, and that makes us quadruply special.

This is one of the reasons, and probably the primary reason, we're so beloved and admired more than the other approximately 456 federal government agencies. Imagine being voted sexiest or best looking against nearly five hundred competitors year after year after year.

Two things you would think would result from that is that we'd get a big head from all the attention and all the other agencies would step up their games. Neither has happened. Were the blushing "Aw shucks, you chose me again. What about the IRS, they're kinda 'cute" girl.

And we HAVE stepped up our game!

YES, WE HAVE!!!

When talking about the safety of the mail and the speed and accuracy that necessitates making sure election mail gets to our patrons and then sent back out again to the polling stations so they can be counted, we do that and do it very well. It makes me a little bit angry when certain prominent politicians say we can't be trusted with the peoples' ballots. If we can't do it, who can?

Can anyone name a time in our nation's history where we purposefully prevented people from receiving their mail? Yeah, me neither.

And for a political party that disparages our worthiness and ability to deliver the mail (yeah, the Republicans) they sure send out a lot of stuff requiring our services. I get a lot of mailings on my route from Trump and the Republican Party, much more than I see from Biden and the Democrats.

In fact, when I do see Democrats in the mail, it's usually on Republican envelopes, with Radical Left written in big black type above an unflattering photo of Biden or Bernie Sanders or Chuck Schumer or Nancy Pelosi (they also sometimes have pictures of Alexandra OcasioCortez or Ilhan Omar below the radical left heading, but there's no such thing as a bad photograph of Ocasio-Cortez or Omar).

For a party that thinks were unwilling or unable to get their message out, they don't show it through their actions. We're getting their messages out just fine.

Which brings me to the final thing I want to talk about.

Out of all the federal government agencies (ex. the FBI, IRS, CIA, FDA, NASA, roughly 500-some others), the USPS is probably among the most apolitical, if not ***the*** most apolitical, of them all.

Whoever gets elected to the US presidency, and whichever party makes up most of the seats of the Senate and House of Representatives, directly affects how these other agencies function and what they're allowed to do. Tax laws change and the IRS' job changes with it, national criminal laws change and the FBI adjusts, the FDA's level of funding determines what they can or can't do.

This article is courtesy of the Duluth, Minnesota October 2020 NALC Branch 114 ZENITH BRANCH NEWS

Traditionally, no matter who occupies the White House or Congress, the USPS keeps chugging along. A lot of that has to do with the fact we don't receive federal funding.

As long as we keep paying our way, they don't really have any justification for touching us (not that they haven't touched us inappropriately, such as the 2006 Postal Accountability and Enhancement Act, which forces us to pay for future retirees' health benefits, enacted during George H.W. Bush's second term, but that's the exception).

This is not to say we're free from federal control. Of course we're not. For one,

Congress, not us, determines whether or when we can change our postage stamp rates, though I don't think the thirty five cents I paid for a stamp when I began working for the USPS in 1999 and the fifty five cents I pay now in 2020 has changed the nature of the job that much.

What has changed over the years are two things: ONE, the internal workings of the USPS itself, with its reliance on technology and Draconian management to watch all our movements; and, TWO, the outside world, with businesses like Amazon and the internet, and all the various social media companies having much more of an impact on what we do every day. These have changed what we do and how we do it more than anything the federal government has done recently.

And let's not forget the Covid-19 virus, which has screwed with everyone and everything this past year, and made 2020 very interesting.

So when I hear politicians saying we shouldn't get funding to help us through the Carona Crisis, or that we're negatively impacting the election, or that we're biased towards one political party or another, that's ***tihslub!*** (editor-speak for an expletive).

We separate political bulk mail from the rest of the waste mail and make sure all election mail ballots are removed from the regular outgoing mail so they can be processed faster. No other government agency does that.

We are helping the election proceed, not hindering it.

Whoever wins or loses the various elections on November 3, even though we did nothing to influence the results, they should all give us some credit. We deserve it.

The most important thing that the public needs to know is that if it's in an envelope with the correct address and postage the message will be sent and received. Most letter carriers take the last letter in USPS and what it stands for very seriously.

Editor-guy note: I've been told that nobody wants to read stuff like this. Well, our job as a union is to provide info. Whether you read it or not is your decision...



FRONT ROW: Karen Young, Mary Breeding, Duane Huse, "R.C." Castruita, Joe Contreras, Paul Agu
BACK ROW: Harold Rogers, Rudy Magana, Lee Collaso, Richard Delre, XXX, Jose Gonzales, Rick

Congratulations Juan Rivera!!! 9/28/1985 — 11/30/2020

In 1961, Juan moved with his family to Bakersfield from Texas and they lived on Williams Street when he was young. He grew up going to local schools like Williams School in East Bakersfield.



Even before he started school, he always knew that he enjoyed drawing things. His interest in art was encouraged by his mother and his teachers were always impressed by his ability.

So, too, was his father. Their house was small for the size of their family, but the yard was pretty big. It was decided that the ten-year old Juan would be a great help in coming up with a possible design for an add-on to the existing structure.

It is Juan's recollection that he started out drawing a basic box and then added "frames" for bedrooms, kitchen and bathroom. His father took the drawing to a friend who built houses. His friend

was impressed and, thinking that he might know the person who had worked on the floorplan, asked, "Who did these?" He was amazed to find that it was the *very* young Juan.

Juan's father was an exceedingly capable worker who had a variety of building trade skills and that drawing soon became a reality. Although, no more construction plans came out of his pen for some time, Juan enjoyed learning and improving his skills in the following years.

He had no idea that his love for drawing would lead to a life-changing event. He just enjoyed what he did.

Eventually, he would be asked to even encourage fellow students to improve their skills; and, while a student-tutor at East Bakersfield High School, he





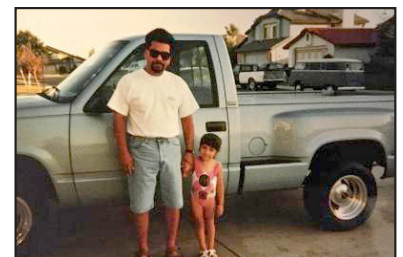
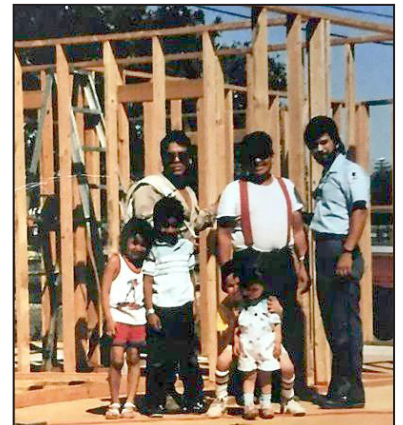
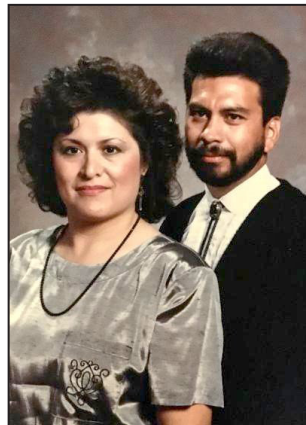
...irre, Henry Garcia, Postmaster Art Ornelas, Susie Miranda, **Juan Rivera**, Gail Gahart, Esther Gerner Gerdes, Joy Cordova, Elsie Flores, Lupe Arredondo, Mario Muniz, George Vaquera, Mary Baltazar

met a young girl named Debra... Married forty years, Juan laughs about how their meeting came about.

Admittedly, he also grins a little as he shares that — while his three daughters are all artistic and each focus on different medium — Debra has, somehow, never shown much in the way of traditional artistry...

Apparently, as the story goes, Debra wasn't particularly interested in art per se; but, she *did* find that tutor who was set to graduate in 1977 really cute... The attraction proved mutual and they were married on July 26, 1980.

For Juan — just as for the majority of people who work for a living — “Familia” is the most important thing in his life!



Continued on next page...

Before Juan picked up a satchel as a Letter Carrier, he had worked as a transport specialist for Bakersfield's Hall Ambulance Service for some years in the early 1980s. He really enjoyed what he did. *However, that experience is directly tied to why he decided to look for a job as a postal employee.*

At that time, Harvey Hall had very few employees who spoke Spanish. In time, many of the Hispanic customers requested Juan by name and he would also be repeatedly called for assistance by dispatchers for interpretation duties. Realizing that he was definitely more valuable to the company because of his language skills, Juan felt justified in asking the owner for a raise.

While it was obvious that his next paycheck *did* reflect a raise, the amount was concerning. *It amounted to \$.05 per hour.*

With a growing family, Juan knew *THAT* wasn't going to cut it... Both he and his wife, Debra, explored their options and they decided to see if the USPS was hiring.

When Juan took "The Test" and the driving test, he didn't do particularly well; but, neither he nor Debra gave up and they both worked really hard to improve his score.

Two years later, in 1985, he received a letter in the mail from the Postal Service. He was asked if he was still looking for employment and to report for duty if he was.

"I started off at the Stockdale branch for my probation and made Regular in 90 days. I was then sent to Oildale. Later I bid a T-6 assignment at Hillcrest because it was closer to home.

After a few years, I then bid an assignment in East Bakersfield because it was *really* close to home." And? For quite a while, Route 519 has been "home", but he remembers the early years...

He remembers that Sandy Morales was a 93309 supervisor during his probation. During his time in Oildale, he was really impressed by what a hard worker Cathy Thompson was — especially since she was pregnant! Mary Ronquillo was the 204-B at the time.

After some time as a 93308 Letter Carrier, Juan became excited when he learned that, despite being very junior on the seniority list, he was the successful bidder of a 93306 route. He soon found out why no one else had bid: *He spent all day walking up and down hills with a very heavy satchel on streets like Pico, Edwards and Sandy Lane!*

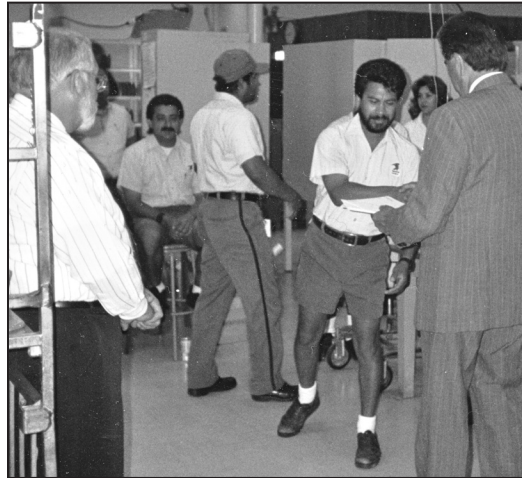


Originally published November 2006

"I had bid the T-6 assignment at Hillcrest because it was closer to home and I wanted to save the gas money."

Two Letter Carriers, Ronnie Mireles and John Rugnao, were really helpful to him as he learned how to be a professional Carrier.

Then, because it was *really* close to home, I won a new assignment in East Bakersfield." **For TWENTY-FIVE YEARS, that assignment — Route 519 — has been his "home".**



Postmaster Art Ornelas awards Juan Rivera

When asked about the journey he took to get to Route 519, there is a pause as he thinks about what it was like then. Juan was so focused on just trying to make sure that he kept the job that he remembers just doing what they told him to do. It all seems like such a blur now and he understands the pressure that new employees bring with them when they get hired.

Working out of E.B. for twenty-five years on one route has given him a perspective forged one day at a time. "I have made a lot of friends on my route and will truly miss most of them. I have seen children grow up throughout the years and now see *THEIR* children when they visit the grandparents."

Juan once had a customer who was experiencing problems with stolen packages. The house was at 408 Baker Street and the many homeless presented problems for mail security. When she explained her frustration, he designed a special "L" shaped theft-resistant mailbox for her which would accommodate parcels. (There may be a future for "Rivera boxes" in the future?)

Although Juan spent many years in the building on Kentucky Street, the 05s were moved to the much larger building at the East Brundage station and he has this to say, "When we joined forces with the 07s, I made a lot of new friends and I also consider them my extended postal family."

Asked whether the travel time had been adjusted to accommodate the fact that Carriers had to drive a much longer way just to get back into the 93305 delivery area, Juan was quiet. He then went on to point out that the adjustments made actually changed the territory, made his route longer and added increased travel time.

When asked what affect this had brought about, he expressed a comment that any Letter Carrier all over the country will recognize: "It takes what it takes."

The East Bakersfield Family on November 12, 2020



FRONT ROW (L - R) Gabriel Salazar, Juan Rivera, Cheryl Bear, Mark Sanchez, Roxanne Rios

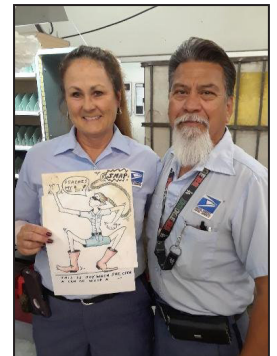
BACK ROW (L - R) Juan Rodriguez, Sal Garcia, Javier Soto, Paul Salazar, Christina Barajas, Ana Aldaco, Eberardo Campos, Crystal Ramos, Jessie Gaudia, Gurminder Saran

There are many names which came up as Juan shared some memories about his time as a 93305 Letter Carrier.

One name in particular:

“Rudy Magana and I used to show up about an hour early for work every day. We would have breakfast in the swingroom and watch news on the television. I remember being really shocked one morning when Rudy didn’t show up like normal.

Rudy was *always* there and I don’t remember any times when he ever called to say he wouldn’t be at work because he was sick. But, he’d told me he hadn’t been feeling well. Like everyone at E.B., I was later shocked to find out that he’d passed away.”



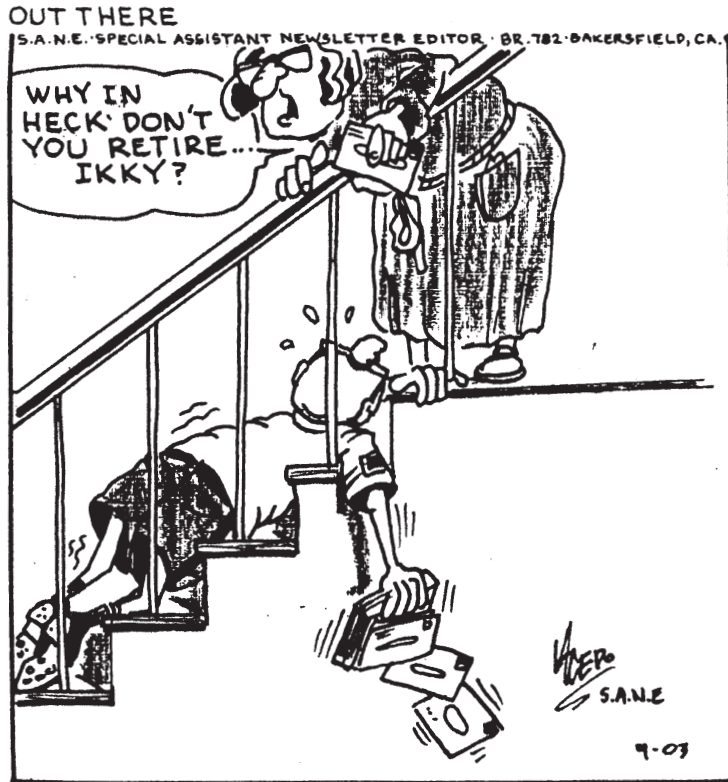
Working at one unit for such a long time means that Juan has seen many people come and go. There were new employees who walked through the door as they started their careers. Some Letter Carriers have bid to another unit. Like Rudy, others have passed away.

Juan admits that he never used to even think about retirement.

Continued on next page...

Even when they were all gathered to wish their best wishes to a co-worker on their last day, retirement for him was never something that he considered seriously.

Why would anyone want to retire???



And, then one day, he started realizing that he didn't like the scanners, DPS, or many of the other changes that were becoming a part of his daily existence. He also noticed that he was starting to do a little more "creaking and groaning". *As evidenced by many who have gone before Juan, age and the work we do does take its toll on the body of a Letter Carrier!*

Growing up, Juan learned from his father that working hard was to be expected. He picked and planted crops when he was really young while many of his classmates only had to worry about doing their homework when they got home from school. Juan would often spend hours working until dark and would then do his homework.

Juan would start his day at school with hands which — not only stained green by the onions he would have transplanted the prior day — reeked of the smell of onions. Because other students would ask, "What is *THAT* smell?!!!!?", Juan would shove his hands farther and farther and farther into his pockets so that they wouldn't be able to determine that the smell was coming from *him* or see the green stain on his fingers.

Additionally, he still deals with the emotional impact of those long days he had when he was young. People who have not dealt with working in agricultural jobs have no concept of what has to be dealt with.

Put yourself in the shoes of a young Mexican-American boy who spends hours working after school doing piece work. (Piece work means exactly what it says: "You get paid by *the piece*." The more "pieces" you can plant/pick/pluck/weed/fill/spread/hang/throw/tally, the more you will earn.)

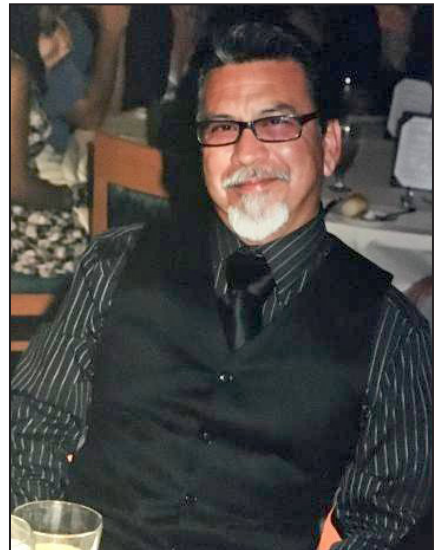
[**Editor-guy note:** I also picked crops as a youngster. It is **NOT** easy. Those jobs can be dusty, freezing cold or impacted by heat in excess of one hundred degrees! I read/hear people complain about how "immigrants" are stealing American jobs and that "THIS has to stop to protect America". Well, the jobs that folks from Mexico, South America and other locations take on behalf of the people of this country are jobs which American citizens find too difficult/demeaning/lacking in status or are just too poorly paid to even consider! Sorry for the rant. I am an old fart who shouldn't be bitching about schtuff like this because it won't make any difference.]

Juan is now amazed at how quickly retirement came about. It doesn't seem like it is something that he should be doing, yet.

Others who have hit that pinnacle have also shared that a 30+ year career shouldn't seem like it's something that happened quickly.

But, a day at a time, the weeks and months turn into years and decades.

"Wow! I will now join the 'Last Punch Bunch'! I can't believe it! It's really a bitter-sweet feeling. I will truly miss all the



camaraderie here at the station. Now, it's my time to start a new chapter in my life and enjoy what I've worked so long and hard for."

Reflecting on where he is now, Juan points out that, "I have been blessed to have this incredible job and family! My wife of forty years, Debra Rivera, and my three beautiful daughters (Lisa Rivera-Smith, Briana and Britney) and my son-in-law, Jeff, are the most important things in my world."

Those who know Juan may rest confident that fishing **IS** going to be a future activity! He's really looking forward to throwing out a few lures with his buddy, John Gil, who will be retiring from PG&E in about three years.

Speaking of fishing...

Juan shared this story: "My daughter Lisa had a boyfriend named Jeff. She later married him. Anyway, Jeff asked me if I would like to go deep sea fishing. I'd never been and I was nervous about whether I might get sea sick out on a small boat. My daughter and I decided that we would



take a motion sickness pill and then we had breakfast. I was told that we'd made a big mistake because we would — for sure — get really, really, really, REALLY sick.

Well, when we went out on our that fishing boat in the ocean, we were the **ONLY** two people who didn't get violently sick!"

When asked if he has any future retiree travel plans, Juan responded with, "I have family members in Arizona, California and Texas that I've never met." He named numerous locations that would be on the list of places he wants to go in order to get to know the people who live there. For him, family is something that is truly the most important thing in his life!!

Rest assured, his postal family and the world that he has been a part of for some 35+ years is equally as important to him.

As he prepares to "End Tour" for the very last time, he wants to leave this message: "Special thanks to Mike Towery, Paul Salazar and John Ortega for all their help with questions, issues and advice. All of it was truly appreciated!" And to his co-workers:

“Good Luck to You!! I will miss you all!!”

Continued on next page...

These pix are really interesting "slices of life". There are rarely opportunities to capture the events of any given day on the workroom floor. These are a historical record...

On this particular day, an unknown person took the initiative to take pictures when Alfred Martinez celebrated his retirement day with all of his E.B. family AND record names. Juan Rivera is going to appreciate this one day!



Ron Gross



Rudolfo Moya



(l-r) Salazar, Towery, Muniz, A. Martinez, H. Garcia



Anita Certuche



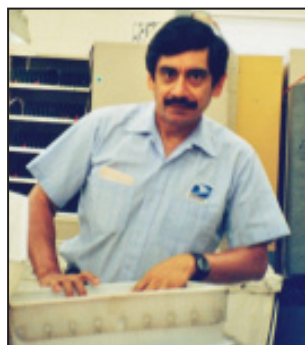
Mary Baltazar



Amy Collaso



Deone Ballinger



Rudy Guerra



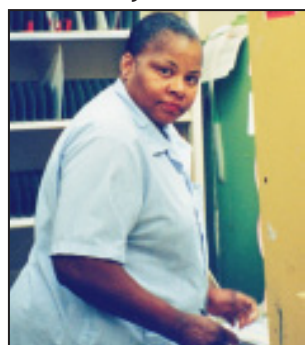
— Joe Dangler (hidden and caught!) —



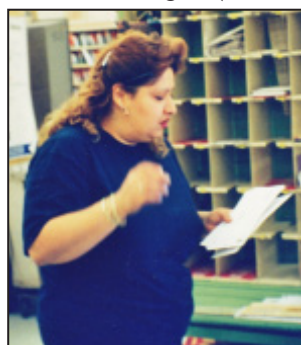
George Duarte



Tony Gonzales



Sharon Fischer



Candy Gallegos



Esther Gerner



Dan Medina



Jose Gonzales



Sonia Barscewski



Jim Sully



Dan Vasquez



Karen Young



Richard Delrey



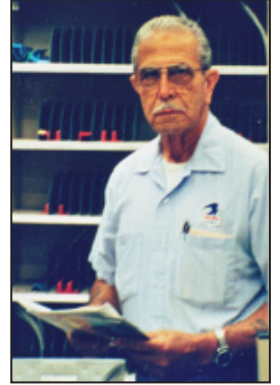
Mario Muniz



Gina Fierro



Juan Rivera



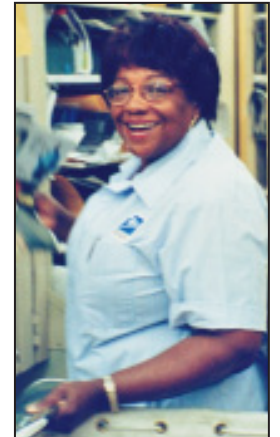
Rudy Magaña



Picture of 93305 East Bakersfield Letter Carriers in the early 1990s.



Harold Rogers



Audrey Neal



Rick Gerdes



Mary Breeding



George Vaquera



Guadalupe Arredondo

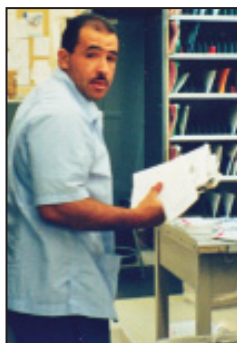


Joseph Contreras

from the editor-guy

Many pictures of individuals on pages 24 25 were taken on the day in September 2000 that E.B's Alfred Martinez retired.

There is no record of the name of the photographer. However, *THAT* person did me a tremendous favor — THE NAME OF EACH PERSON WAS NOTED ON THE BACK OF THE PICTURE!!! *This will be extremely helpful, Juan!* Believe it, or not: In time, memories of the names that go with the faces DO get a little hazier as the years pass by...

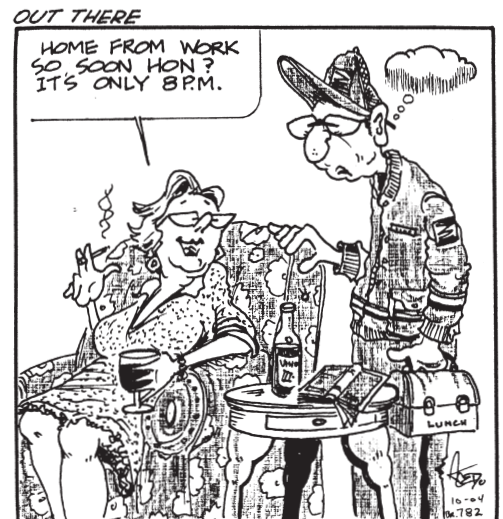


Jaime Rodriguez



Brian Shellcross

BASIL ZUNIGA



Originally published January 2005

Day after day, all over the country, Letter Carriers stand in line to clock on. It's what we do. And – when, at last – the mail is delivered, we clock off. Then, we do it again, and again and again. Day after day, pay period after pay period, year after year it seems like nothing really changes. Here are some pictures which are proof that we can see changes if we look.

THURSDAY, APRIL 4, 1940

THE BAKERSFIELD CALIFORNIAN

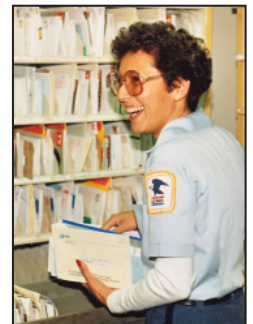
Oildale Launches First Carrier Service



The Oildale post office force, including its two new mail carriers, stands in front of the Oildale office as city carrier service is begun for the first time in the history of the community. From left to right are H. E. Basham, E. K. Pugh, clerks; C. N. Hamblet, postmaster; and Kenneth Chambers and C. J. Dobbs, carriers.

The pictures on the next four pages are a record of sorts. Sitting in a box in the Branch 782 office, they deserve to see the light of day.

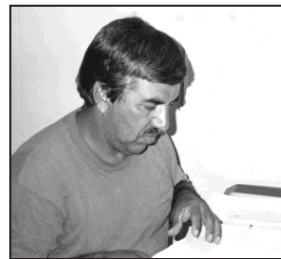
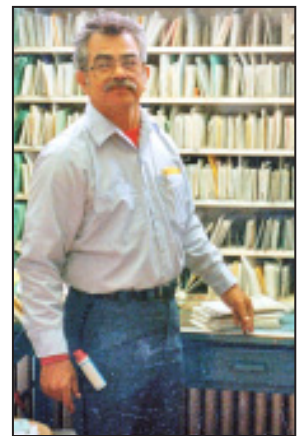
You may recognize people. Or, you may not. Regardless, they were here at one time.



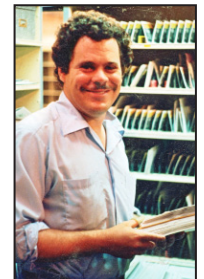
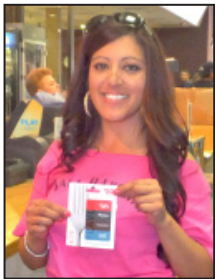
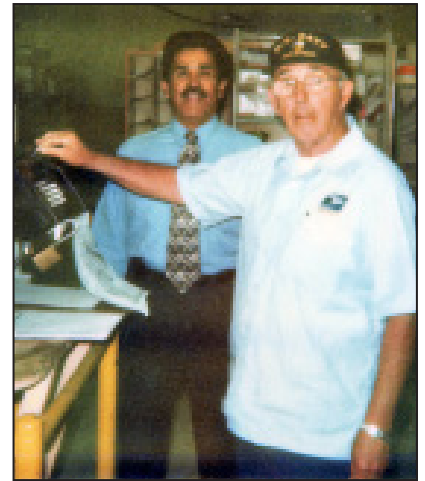
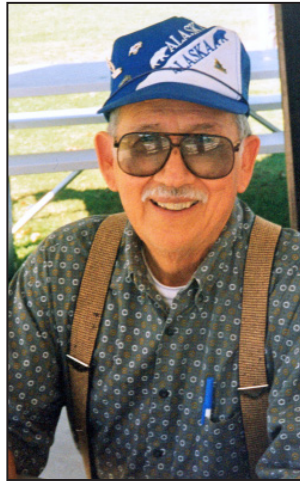
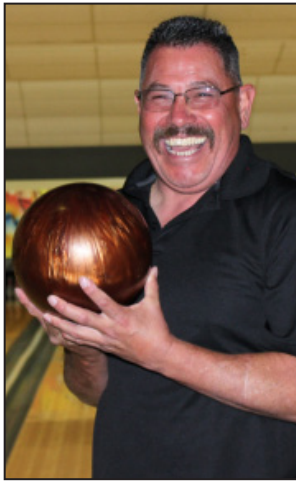


For those of you that like data and demographics here is some USPS Letter Carrier Data:

Current Stats: a 56% City Carrier Assistants turnover rate; 205,311 active Carriers, 191,139 members (includes injured off duty) with 15,520 scabs and approximately 90,000 retired members; 66% men, 33 % women; 57% white, 23% black, 11% Hispanic, 7% Asian, 2% other; 20% are veterans; average age of a career Letter Carrier is 47.8 years with an average tenure of 15.6 years; average age of a City Carrier Assistant is 34.4 years with 1.1 years of tenure; there are 164,225 full time Carriers, 37,457 City Carrier Assistants, 393 Part Time Regulars & 3,236 Part Time Flexibles; since 1999 there has been an 11% increase in the number of deliveries & a 16% decrease in the number of Letter Carriers; 4.2% of routes are foot (walk-out), 34.8% are curb-line (includes park and loop routes with some mounted), 61% park and loop with 161,495 routes. (circa July 2020)



We're all passing through, eh?



Next month, more vintage pix to inspire, "Hey! I remember... What was that person's name?"

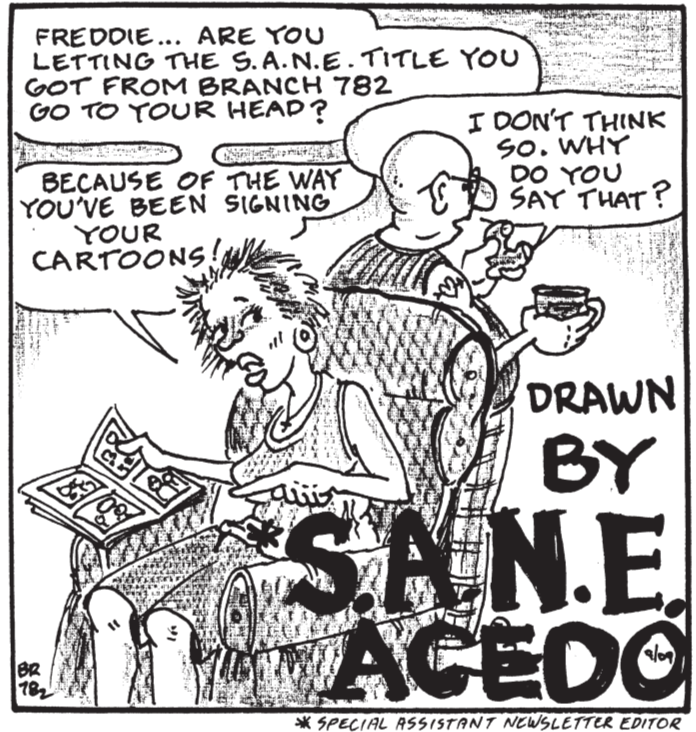




from the editor-guy

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.

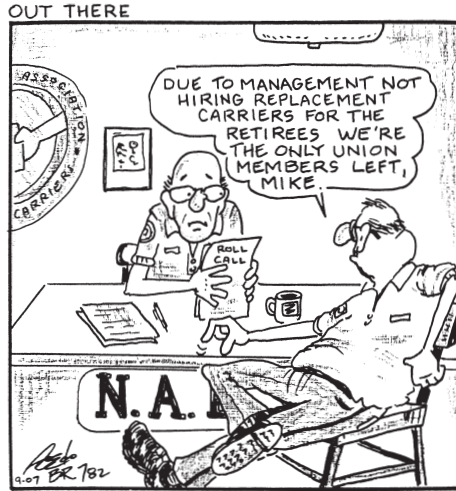
Editor-guy ● 2412 Hasti Acres Drive ● Bakersfield, California ● 93309-4734 ● (661) 205-1603

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

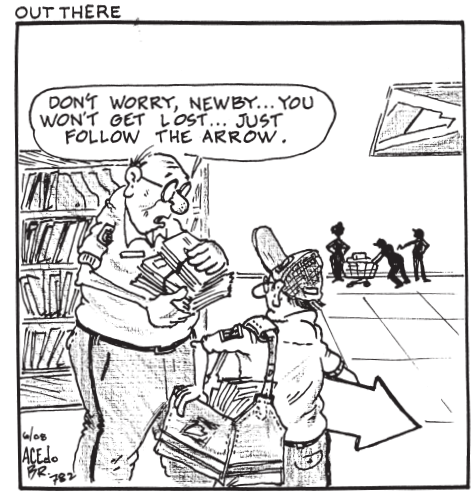
This is a sample. You are looking at page 74 in the *NALC Editor Resource Book*. There are 176 pages in this book that explore glimpses into our lives as Letter Carriers from January 2003 to July 2016...



Originally published April 2009



Originally published April 2009



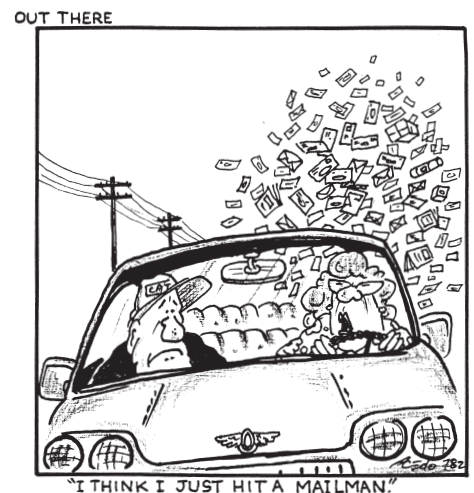
Originally published May 2009



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, 2020.

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, 2020.

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, 2021. (Computer-generated printouts of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2021.

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 canceled.

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 2020-21 school year.

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

letter carrier _____

of Branch No. 782 City Bakersfield State CA

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, 2020, 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.

2021 Carl J. Saxsenmeier

Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2021 Carl J. Saxsenmeier Scholarship Program. **All applications must be received by the Scholarship Chair by January 8, 2021.** The Chair will send scholarship packets to all applicants by the end of January 2021. 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 2020 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.

Derek Simpson
Saxsenmeier Scholarship Chair
18315 E Bellbrook St
Covina, CA 91722-2754
626-384-1746

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

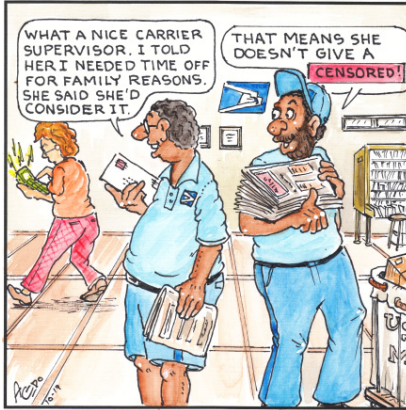
Printed Name: _____

Branch Number: _____

782

Each — and every — Fred Acedo cartoon is an “article” for you to think about your world...

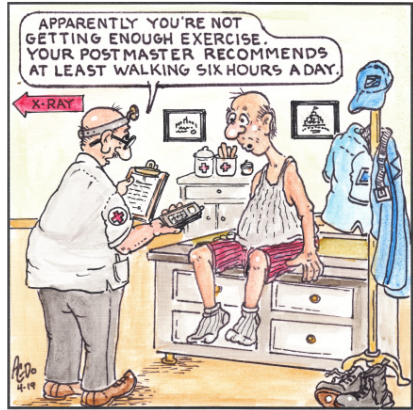
“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



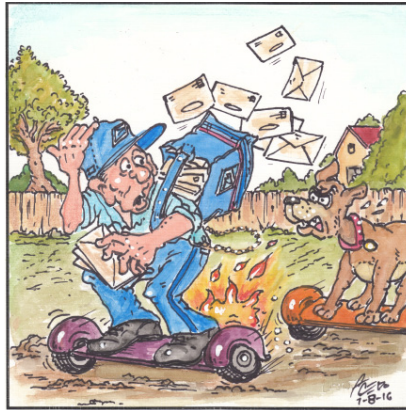
“OuT tHeRe”



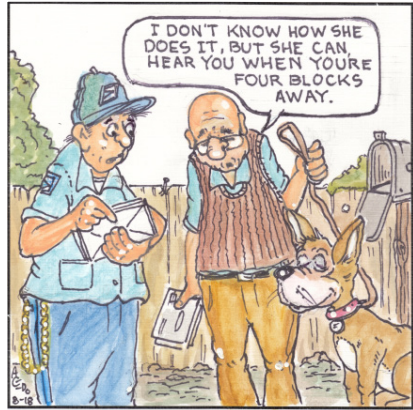
“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



“OuT tHeRe”



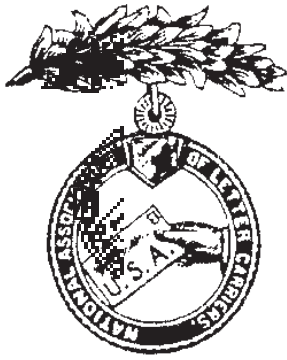
“OuT tHeRe”



“OuT tHeRe”



Have a thought for a cartoon? Mail your idea to Fred Acedo, S.A.N.E., P.O. Box 6532, Bakersfield, CA 93386-6532
 Fine print: Acedo cartoons in November 2020 newsletter were originally submitted in 2019, 2018, 2016, 2020, 2013, 2006, 2005, and 2001. Nothing much really changes... eh?



Branch Officers

President	Mike Towery	(661) 331-9171
Vice-President	John Ortega	(661) 809-8140
Recording Secretary	Kim Gerdes	(661) 301-9676
Treasurer	Teresa Ortega	(661) 391-8026*
Financial Secretary	Anita Holderman	(661) 487-5353
HBP & MBA Rep.	Mark Ramirez	(661) 204-5592
Sargeant-at-Arms	Ryan Woommavovah	(661) 322-7624*
Chief Trustee	Mike Meza	(805) 625-4541
Trustee	Paul Salazar	(661) 303-3603
Trustee	David Treto	(661) 865-8922

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

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

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.**

Basil Zuniga, Editor-guy
(C) (661) 205-1603
e-mail: brzii@aol.com

Paul Greenfield, Assistant Editor
(C) (661) 203-7802

The "S.A.N.E."*
Fred Acedo, Cartoonist
*(Special Assistant Newsletter Editor)
P.O. Box 6532
Bakersfield, CA 93386-6532
e-mail: outthere5150@yahoo.com

Anita Holderman, Branch Photographer
Dholderman@bak.rr.com

NALC Branch 782 Shop Stewards

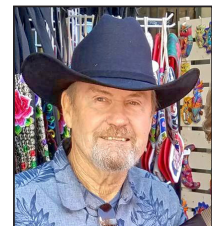
Arvin (93203)	Vacant	(661) 331-9171
Avenal (93204)	John Ortega	(661) 809-8140
Delano (93215)	Vacant	(661) 331-9171
Lamont (93241)	Mike Munoz	(661) 304-5516
Lamont Alternate	Manuel Alvarenga	(661) 331-9171
McFarland (93250)	Fernando Soto	(661) 792-2335*
Shafter (93263)	Norma Hamer	(661) 619-1465
Taft (93268)	Mike Meza	(805) 625-4541
Wasco (93280)	Norma Hamer	(661) 619-1465
Downtown Station (93301)	Vacant	(661) 331-9171
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) 322-7624*
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
USPS Social Recreation Rep.	Paul Greenfield	(661) 203-7802

* Denotes Post Office Phone Number

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

Rick Plummer, Webmaster (RLP1947@GMAIL.COM)





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

FORWARDING SERVICE REQUESTED

"OuT tHeRe"



DUE TO THE CONTINUING COVID-19 PANDEMIC, AND FOR THE SAFETY AND HEALTH OF ACTIVE AND RETIRED LETTER CARRIERS AND THEIR FAMILIES, IT IS NECESSARY TO CANCEL THE GENERAL MEMBERSHIP MEETING SCHEDULED FOR WEDNESDAY, NOVEMBER 25, 2020

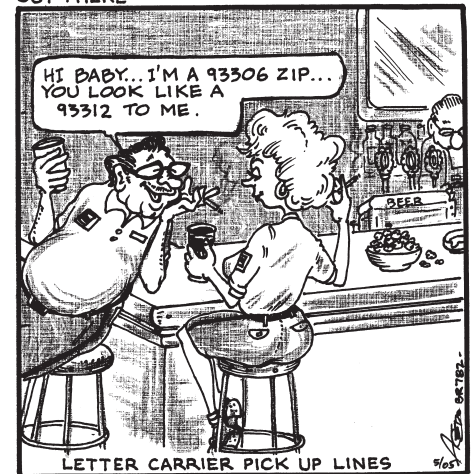
OUT THERE



"OuT tHeRe"



OUT THERE



"OuT tHeRe"



OUT THERE



"OuT tHeRe"



Print version had 16 pages. This web version has 36 pages. More schtuff. More for you...