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## PRESIDENT'S REPORT

By Roger Askew

### FINANCIAL

At last months regular branch meeting, the yearly budget for 2001 was discussed and passed. Along with annual budget meeting, the Audit Committee gave its semi-annual report on the condition of the financial affairs of the branch. I would like to thank Robert Johnson, Velma McClinton, Frank Brash, Art Bocek and Dan Rathbone for their hard work. The branch has a long standing commitment to the membership about how we handled financial matters. I know of very few branches that are as forth right with the memberships about such things as monthly disbursement and financial reports. After a full debate on all of the items that were requested to be discussed ( take notes of the minutes that are printed elsewhere in this issue of the Mail Call) the budget was passed as printed in the last edition of the mail-call.

### NOMINATIONS FOR OFFICER'S

The by-laws of the Branch require that nominations for branch officers be taken at the April branch meeting (April 3rd, 2001). The term of office will be for a period of two years. The duties of the officers are described in the National Constitution under "Government of Subordinate and Federal Branches". If you are considering running for a branch office please make yourself aware of the requirements for that office prior to accepting nomination. The branch by-laws also state that members of the Executive Board are automatic delegates to the state and national conventions that are being held in the year 2002. In addition the Executive Board has described duties for the Editor under Article VI Section 6. Please make yourself aware of these responsibilities.

### DISPUTE RESOLUTION PROCESS

As I announced at last months branch meeting, the Van Nuys District will be next in line to implement the Dispute Resolution Process. In an effort to provide a more effective process for resolving grievances/disputes in the workplace and to improve the working environment both the National Association of Letter Carriers and the United States Postal Service have agreed to the nationwide implementation of this new procedure. Until such time that the program is fully implemented by the unions and postal service the provisions of Article 15 will still be in place. Given the large scale

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## NOTICE OF NOMINATIONS OF BRANCH OFFICERS & SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for the following offices will be held at the regular branch meeting April 3, 2001 at 6:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. The Offices are President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sgt-at-Arms, Three (3) Trustee's, Health Benefits Representative, and Mutual Benefits Representative. Also the position of Editor. No one may be nominated for more than one (1) office, Except, Editor, who does not serve on the Executive Board. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than April 6, 2001. The terms of Office shall be for a two year period. Candidates elected shall be delegates to the National and State Conventions as stated in the Branch By-Laws.

Shop Steward nominations and election will be held at the individual Stations.

## ELECTION

The election will be conducted by secret ballot at all Carrier stations on May 29, 30, 31 & June 1, 2001, and during the Regular Meeting held at the Union Office on June 5, 2001. The Election shall be conducted in accordance with the rules and regulations adopted and promulgated by the Executive Board of Branch 2462, NALC, which shall not be in violation of the rules and regulations adopted and promulgated by the Rules of the National Executive Council. Retiree's will receive their ballots by 1st class mail no later than May 11, 2001. Any member who, for any reason, will be unable to vote at the Stations, or has not received their ballot, may obtain an absentee ballot by writing to the Election Committee, Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite #101, Van Nuys, California, 91406 or by calling (818) 786-8505. Requests for absentee ballots must be received by the Election Committee no later than May 11, 2001, Absentee ballots must be returned to the Election Committee no later than 5:00 PM on June 5, 2001. Write-in votes are not permitted. The counting of the ballots will take place on Tuesday, June 5, 2001 immediately after the adjournment of the Regular Branch Meeting. 6910 Hayvenhurst Ave., #101 Van Nuys, CA. All candidates and members may observe the counting.

"The MailCall" is published monthly by "Heart of the Valley Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite 101, Van Nuys, CA 91406 in the interest of and for the Letter Carriers of the Van Nuys Post Office and its Stations. ARTICLES FOR PUBLICATION MUST BE IN THE HANDS OF THE EDITOR ON THE 21ST DAY BEFORE THE REGULAR BRANCH MEETING. ALL ARTICLES MUST BE TYPED OR ON COMPUTER DISK WITH SINGLE LINE SPACING. The Editor reserves the right to delete any article he deems necessary, improper, or unfit. All opinions expressed are those of the writer and are not necessarily those of the Editor or Branch 2462, NALC. The views expressed in this document are those of the author and do not necessarily represent the official views of the U.S. Postal Service. In the hopes that any material contained herein may be of benefit to your Branch and the goals of the NALC, permission is granted to copy and/or use any material in this publication with our best wishes.

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nature of this process the implementation will be in managed stages, with districts going on line with the new process as soon as Step B representatives have been trained. As more information is made available I will be letting the Stewards know. I would expect that some training and information will be available at the Steward training session to be held in April in Pasadena.

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	S	O	N
MAIN OFFICE	5	7								
ENCINO	5	10								
CIVIC CENTER	1	2								
PANORAMA CITY	2	3								
SHERMAN OAKS	5	5								
SUN VALLEY	0	1								
TARZANA	1	1								
RETIREE'S	4	6								
TOTAL	23	35								

### PERSONNEL FILES

Every once in a while I have a chance to review the personnel file of one of our members. I'm concerned that each of us is not aware that the postal service has three separate files on each one of us. The first one is kept in the personnel department. The second one is kept at each respective station and the third one is referred to as the supervisors private notes. It is the personnel department one that gives me the most concern. When I was reviewing this carriers file last month I observed that some past discipline was still in the file. Some of discipline was over 10 years old. Each of us should request that we be allowed to review what is in their files at least once every 18 months. If you see any discipline that is over two years old still in your file, then you should request that it be removed. When you make this request the file will be sent to an appropriate authority and then it will be removed. Request that when it is removed that it be returned to you. This will make sure that it has been removed. In addition to discipline, there is paperwork that has been in our files since we were first hired. Our lives have changed over the years and decisions that we made when we first hired into the postal service may not really be our wishes now. Verify some of the paperwork that is also in the personnel file. Make sure that your beneficiaries are still the ones you want and that the postal service is aware of who they should contact in case on any emergency.

**MEETING PLACE OF BRANCH 2462, NALC  
6910 HAYVENHURST AVE., SUITE 101  
VAN NUYS, CALIFORNIA**

**NEXT MEETING  
6:30 PM**

**MARCH  
6th**

**"2001"**

**DEADLINE DATE FOR THE NEXT  
ISSUE OF "THE MAIL CALL" IS**

**March 6, 2001**

**BRANCH OFFICE.....818-786-8505**

### PICNIC

Our by-laws call for the vice-president to be the chairman of the picnic committee. Calvin Brookins will be scheduling a meeting in the near future for the picnic committee. Each year someone approaches me and asks that we consider a different location. The time to get involved and express your opinion is now. We seem to still be unable to get the membership out for this event. Over the last couple of years only 125-140 actual members attend the picnic. We spend a excess of \$ 15,000.00 on this event. If you want your vote to count you need to be present at this meeting.

### THINGS TO THINK ABOUT

The two most common elements in the universe are hydrogen and oxygen. Psychiatrists say that one of every four people are mentally ill. If at first you don't succeed, sky diving is not for you. It may be that your sole purpose in life is to be a warning to others. If clothes make the man, then it follows that naked people have little or no influence in society.

### "RETIREE CORNER"

Our Breakfast Meeting will be held at Cocos Restaurant, 15701 Roscoe Blvd. (Just west of the 405 Freeway, across from Anheuser-Busch). It will begin at 09:00 AM. The date for the next will be March 24, 2001 (4th Saturday) Please mark your calendar.....We hope to see you there.

Thank You

Frank Rimkus

## **Vice President Report:**

By

**Calvin D. Brookins**

The postal service has in place a software system, which utilizes DPS end of run reports combined with the conversion of linear footage for residual letters and flats to allegedly project office and street times. This system is used in conjunction with the DCD hand held computer is called POST, which stand for Projected Office and Street Times. This system alleges to have the ability to project when each letter carrier will leave for the street and when they will return from the street. Seems to me management has forgotten all about the human factor, that go into preparing and delivering a route. The NALC is disputing this system at the national level, if you notice management using this system let your steward know or call the union office.

The M-41 handbook does not require supervisors and letter carriers to argue over daily workload during their morning dialogue with each other. Letter carriers have a responsibility to inform their supervisors when they believe their workload is beyond eight hours for that day, no later than the last receipt of mail. Mail includes DPS mail, parcels, accountables, along with letters and flat mail. I remind you as letter carriers not to argue with the supervisor, you should inform the supervisor of your workload for that day. Provide him/her with form 3996 and request the supervisor to instruct you as to what to do specifically if the letter carrier's estimate is more accurate than the supervisor is. (i.e. curtail mail, authorize auxiliary assistance, authorize overtime, instruction to call in from the street, deliver all the mail regardless of the time involved, and or bring the mail back. If the supervisor does not issue specific instructions in response to this question or issues instructions that are contrary to the question (such as deliver all the mail in eight hours) immediately request to see a steward every time.

Management is developing systems unilaterally, which compares a letter carriers performance on an ongoing basis with their own performance. It is therefore imperative that all letter carriers are reminded, for their own protection, to constantly perform their duties in a professional manner. Take all of their breaks and lunch times; follow all rules regardless of the time effect it has on their street times. To do otherwise will place them in a position of having to argue their present performance with management development of their past performance.

This system of analysis may lead the postal service to attempt to disallow time during route inspections. Letter carriers should be reminded to provide a fair days work for a fair days pay, but not get entrapped into this (squeeze blood out of a stone) program by postal management. This should serve as a reminder that the NALC is not buying into any of the aforementioned tactics by management. However, we must have the cooperation of all letter carrier, for their own protection, in order to adequately thwart any attempts by management to institute new work and time standards on individual letter carriers. Look out for your fellow letter carriers remember unity works best.

### **Things to always remember:**

#### **Discussions**

Any time you are taken into the office for an official discussion you should take notes that may help you remember if you had a discussion after time has elapsed. Article 16 section 2 of the national agreement states that after the discussion there is no prohibition against the supervisor and/or the employee making a personal notation of the date and subject mat-

ter for their own personal records. Remember protect your contractual rights.

Supervisors shall not require, nor permit, employees to work off the clock.

Article 41.3.K of the National Agreement.

Letter carriers may cross lawns while making deliveries if customers do not object and there are no particular hazards to the carrier.

Article 41.3.N of the National Agreement.

Do not inspect or load your vehicle while the engine is running.

Try to avoid backing your vehicle in all instances.

Report all accidents immediately.

Make sure all mail is removed from your vehicle before you end your tour.

## **In Unionism:**

### **It's Just Not Worth The Cost...**

The SS management squad did not silence me; I was not coerced into early scribe retirement by 500-pound brutes; I was not given cement boots and pushed off of a bridge nor was I abducted by aliens. I ceased writing for both *The Mail Call* and *The Postal Record* for one thing, and one thing only: my psychological well-being.

I had prepared a manifesto of sorts, a long document detailing why I stopped writing for the above-mentioned publications. However, I found myself delving into the same negative mire that I was trying to escape. And that was not good, so I scrapped the first draft of what you are reading right now.

The constant negativity of my subject matter was putting me in some very bad places, places none of us need to go. So, I decided to be proactive and cut this negative cancer from existence...I decided that I come first, not the PO, not the NALC. I will no longer stress about this job, it is not worth the emotional strain-there are far more things in life to worry about.

We all have choices, and there are other jobs out there. The PO is not the only answer to maintain ones lifestyle. I do not plan on writing anything further for our union; this will be my last submission. I will continue writing for my own personal reasons, got some books I need to get back to. I have made a choice, one that will take away unnecessary stress. Continuing a negative lifestyle is just not worth it, at any cost.

Thanks for all of your kind words and support over the years.

**Jason D. Colello**

**"THE MAIL CALL"  
BRANCH 2462, NALC  
Steve Seyfried, Editor  
6910 Hayvenhurst Ave., # 101  
Van Nuys, CA 91406**



**Address Service Requested**

**Branch Meeting  
Minutes  
February 6, 2001  
By  
Steve Seyfried, Secretary**

The Meeting was held at the Branch 2462 Union Hall 6910 Hayvenhurst Ave, Van Nuys California. It was called to order by PRESIDENT ROGER ASKEW at 6:40 p.m. The Pledge of Allegiance was led by Acting Sgt.-at-Arms GALLEGOS  
MOMENT OF SILENCE--To remember all members who have passed in the last year

**ROLL CALL OF OFFICERS**

**PRESENT**--ASKEW, BROOKINS, SEYFRIED, McCLINTON, JOHNSON, BRASH, RATHBONE, BOCEK, GALLEGOS, T. HALL, TUKESBREY

**ABSENT**--NONE

MINUTES ACCEPTED AS PRINTED IN MAILCALL

**CORRESPONDENCE READ**

**APPLICATION FOR MEMBERSHIP**

STEVE GREEN, KELLEY FOREMAN, RENE BENDO

New members STEVE GREEN & DEBBIE QUINN were in attendance and were sworn in & issued lapel pins.

**BILLS READ MOTION TO PAY** M/S/C

**COMMITTEE REPORTS**

**AUDIT--TRUSTEES** The audit was held on January 29, 2001 and the books balanced and were found to be in good order.

**RETIREES** No Report

**MBA--T. HALL** No Report

**HBR--TUKESBREY** No Report

**FINANCIAL SECRETARY REPORT---**JOHNSON

**TREASURERS REPORT--**McCLINTON

**COLCPE** No Report

**Safety & Health--JOHNSON** New emphasis on safety & health from the Postmaster. We have heard this before, we hope that this new program is followed up and successful

**VICE-PRESIDENT BROOKINS** We need to sign up non members. Picnic suggestions are being accepted. We will need to make a decision in the next few meetings.

**PRESIDENT ASKEW's REPORT** Updated convention chart is posted in the office, take a moment to check and verify that the meetings you have attended are noted. The Shop Steward Training class will be in April, in Pasadena. Labor-

Management meeting has been scheduled for February 14th.

Nominations for Branch Officers will take place at the April meeting as noted in the MailCall. If you are considering running for an office you should familiarize yourself with the requirements of the position. Please read

the notice carefully as there are some changes in the procedures. Most notable is that we will be counting the ballots after the June Regular Meeting. The latest word from the business agent is that Van Nuys will be next to be placed on line in the Dispute Resolution Process. We will give the exact date when it is known. NALC Food Drive will be held on Saturday May 12, 2001.

**OLD BUSINESS**

**MOTION--Accept** By law to change Article V, Section 6 as printed in the February MailCall-----M/S/C  
**DIVISION--** YES--21, NO--10 **MOTION PASSES**

**EXECUTIVE BOARD MINUTES READ**

**NEW BUSINESS**

**MOTION--By Law** change passed at tonight's meeting be retroactive to September, 1999.

**MOTION RULED OUT OF ORDER BY THE CHAIR**

**MOTION--Accept** the Budget as printed in the MailCall

Amend--Lower Item # 13 to \$ 0.00 M/S/F

Amend--Lower Item # 14 to \$ 1300.00 M/S/F

Amend--Lower Item # 20 to \$ 1200.00 M/S/F

Amend--Lower Item # 25 to \$ 1600.00 M/S/F

Amend--Lower Item # 38 to \$ 0.00 M/S/F

Amend--Lower Item # 48 to \$ 200.00 M/S/F

**BUDGET PASSES AS PRINTED IN THE MAILCALL**

**Motion--Branch** send all shop stewards, Alternates

and any member of the Executive Board to the

Shop Steward Training in Pasadena, April 27-28

Cost is \$ 200 per person, per day for all expenses M/S/C

**MOTION--Branch** reimburse any member the

cost of their ticket to the Legislative Breakfast

on Sunday, April 29, 2001

M/S/C

**MOTION--Branch** renew the Officer Bond for period

2/2001 -- 2/2002. Cost for the year is \$ 155.00 M/S/C

**MOTION--Branch** donate \$ 125 to the

Congressman James Corman Foundation M/S/C

**MOTION--Branch** send \$ 140 to the William

Doherty Scholarship Fund in the names of

TONY PETULLO, JOHN SHANLEY, ED ZULETA

and GEORGE O'BRIEN

M/S/C

Underlined means unanimous vote

**COLCPE DRAWING**

\$ 5 ROBERT JOHNSON--MAIN OFFICE

\$ 5 RICH REIMER--SHERMAN OAKS

\$ 5 HAROLD FLANNAGAN--MAIN OFFICE

TONIGHT'S MEETING DEDICATED TO FORMER SENATOR ALAN CRANSTON & FORMER CONGRESSMAN JAMES CORMAN

MEETING ADJOURNED 9:06 PM