



Published by  
Branch 2462, NALC  
Van Nuys, CA

VOLUME 38

SEPTEMBER 2001

NUMBER 9

## PRESIDENT'S REPORT

By **Calvin Brookins**

### MANAGED SERVICE POINTS (MSP) (Scanning)

We are now starting to see management deploy their new big brother scanning system through out all of the stations. Management gives their reasons for utilizing such a system, which is to get consistent delivery. Maybe it is just me, but couldn't we get consistent delivery if every route was really adjusted to 8 hours.

I believe that this is just another ploy by management to continue the work atmosphere of constant and relentless pressure to do more work in less time. The NALC at the National level has already filed a national level grievance concerning this program. As I write this article, we here at the local level are filing grievances regarding the deployment of the spy, I mean big brother, I mean MSP program. Management has verbally made one argument that the M-39 handbook allows them to use scanners, the M-39 handbook talks about using scanners to track mail not letter carriers.

It is my belief that requiring letter carriers to use scanners to track their street performance is a violation of Article 34 of the National Agreement. One of the unresolved issues raised by the national level grievance concerns lunch stops. The instructions as written appear to violate handbook M-41, Section 251.6 and form 1564A which allows up to 3 lunch stops for letter carriers who use a vehicle. The MSP instructions states that the bar codes are to be placed at the "last delivery before lunch and the first delivery before lunch."

The instructions go on to say that "it is worth noting that MSP requires that carriers leave the route for lunch from the same predetermined and approved location every day. I would remind all carriers that the form 3996 asks for a time and location for lunch. If you request that you take a lunch at a certain time that day and it is refused, or if management tries to require you to work until you reach their selected bar code location before going to lunch, you should request to see a shop steward ASAP.

I will update you as I receive more information regarding scanning, in the meantime follow the instructions scan the bar codes grievances are forthcoming.

(Continued on Page 2)

## NOTICE OF NOMINATIONS OF SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for Shop Stewards at all stations will be held at the regular branch meeting October 2, 2001 at 6:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than October 5, 2001. The terms of Office shall be for a two year period. Beginning July 29, 2001.

## ELECTION

The election of Officers (3 Trustees, Sgt-At-Arms & MBA) and Shop Stewards will be conducted by secret ballot at all Carrier stations between the hours of 4 pm to 6 pm on October 30 & 31 & November 1 & 2, 2001, and during the Regular Meeting (begins at 6:30 pm) held at the Union Office on November 6, 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 October 19, 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 October 19, 2001, Absentee ballots must be returned to the Election Committee no later than 5:00 PM on November 6, 2001. Write-in votes are not permitted. The counting of the ballots will take place on Tuesday, November 6, 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.

# PRESIDENT'S REPORT

## By Calvin Brookins

(Continued from Page 1)

### ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	5	7	5	7	5	6	8	5			
ENCINO	5	10	7	8	7	7	8	9			
CIVIC CENTER	1	2	0	1	2	2	1	1			
PANORAMA CITY	2	3	3	6	2	3	3	3			
SHERMAN OAKS	5	5	6	6	5	3	6	5			
SUN VALLEY	0	1	2	2	2	2	1	0			
TARZANA	1	1	1	1	1	1	1	2			
RETIREE'S	4	6	6	4	7	5	5	6			
TOTAL	23	35	30	35	31	29	33	31			

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

**NEXT MEETING  
6:30 PM**

**SEPTEMBER**

**4th**

**"2001"**

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

**September 4, 2001**

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

### "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 2 will be September 22, 2001 and October 27, 2001 (4th Saturday) Please mark your calendar....We hope to see you there.

Thank You

Frank Rimkus

### SAFETY

Safety should be a concern of everybody; it is certainly a concern of mine especially the vehicle accidents. Although all accidents are serious vehicle accidents rises to a different level, because with these types of accidents there is a greater potential for a very serious injury or loss of life either the letter carrier or a customer.

I just want to remind all letter carriers that it won't cost you a thing to drive safely. You will go home to your family in one piece, without injuries and without injuring anyone else.

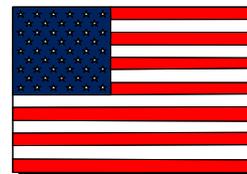
Please be attentive while driving your postal vehicle as well as your private vehicle, be aware of the other drivers out there, use turn signals when pulling away from curbs, come to complete stops at all stop signs and red lights. Always drive at the posted speed limit and maintain a safe following distant. Never get out of your vehicle and leave the engine running for any reason, and remember to curb your tires. Do not let management cut the time you need to complete your assignment, which will force you to have to hurry and lead to an accident.

Be aware of children when driving, they are out of school and playing happily and carelessly. Drive slowly through residential neighborhoods. Remember if you drive safely each and every day you will not suffer the repercussions of the physical, emotional and financial concerns that come with serious injuries.

### AS PRESIDENT

As I write this article I have been President for 23 days, and already the challenges are coming and we have many more challenges ahead of us. We as a branch from the Executive Board down to the very last PTF will have to show a lot of unity in dealing with the different circumstances that we will face over the next two years. Vice President Bocek and I, along with the shop stewards, will have the most difficult task of dealing with management regarding a number of issues over the next two years. We all will need your support as members. Not only will we need your support but we will need your eyes and ears, because there is no way we can see and hear it all. Again I look forward to representing this branch as President and I will try my best to represent this branch in the best interest of the membership.

### IN UNIONISM



N.B.A. DALE HART (L) Swears In the New Branch 2462 Officers at the Annual Branch Picnic. The officers are L to R President Calvin Brookins, Art Bocek, Steve Seyfried, Velma McClinton, Bob Johnson, Roger Askew, Gloria Henry Dan Rathbone & Kevin Donohue

## **THE RAMPAGE CONTINUES...**

by  
**Terry Hall**

As I'm sure you've noticed, management is on a kick concerning attendance, AGAIN! What you may not be aware of is that all this "all of a sudden" discipline has been directed from above. The District Manager sends out a cc: mail that demands that managers and supervisors scrutinize 3972 records hunting for reasons to issue discipline ("witch hunt" is the common phrase). So then the Postmaster passes on the directive and the Station Manager does an Audit of the 3972's (in the past Labor Relations did the Audit and ordered the discipline or RSL). The Manager then cites specific employees for review by their subordinate supervisors and provides a list of what to issue those employees long before any real investigation (or farce thereof) takes place (commonly known as a Foregone conclusion). But even before the supervisor the list is given the Postmaster who reviews the Audit (and "hit list") and signs the Audit report. Then the supervisor follows their directive to issue discipline or whatever (on the list) by using the "pattern" dictated by Labor Relations for the investigation: accuse the employee thereby justifying management's already foregone conclusion and ask the employee to explain management's opinion that their attendance is "unacceptable" or "irregular" (both final determinations included in the fact finding before it's even taken place). And to add a little gasoline to the fire of creating a hostile work environment, management's favored few are still never addressed.

Labor Relations has been also been active in designing methods to abuse employees'. The new Labor Relations Specialist that has been directing the severe and I might add inappropriate action(s) sometimes fabricated is on a quest to be the "dominant male in the pack" by making a name at any cost. This Specialist initiated the unfounded discipline/ RSL in 1999 at Van Nuys Main Office based on this Specialist's 3972 Audit which proved the 3972's to be behind by a full six weeks, did not have accurate recording of FML, did not have accurate recording of requested leave from 3971's, and violated the Contract by indicating Discussions which are to be private between the supervisor and

employee. Nonetheless this Specialist ordered the actions based on their own failed review. This same Rogue Specialist is responsible for the improper format and use of accusatory fact finding interviews that completely deny the employee any kind of fair review and ascertains essentially no facts: I accuse you of murder, now explain why you committed murder?--totally directed; totally unreasonable; totally unprofessional; totally corrupt; totally violative of the Contract, Just Cause, and Burden of Proof.

The next venue is that of issuing discipline accusing the employee of an "unsafe act" when they have an accident/injury and file a claim with the Dept. of Labor, O.W.C.P.. Once again the foregone conclusion is stated in the fact finding interview: you sustained an injury, you've been instructed to be safe, how do you explain your unsafe act? Again the facts are not being sought only a directed response to a specific opinion by management. Funny if you check closely, those employees that don't file injury claims aren't usually issued discipline in contrast to those who file are. Here as in attendance management's favored few are never addressed. Another disparate and discriminating and reprisal based prejudicial action by management.

You say management has no favorites that are exempt from action? Backing accident at fault, undercutting a turning big rig and totaling a jeep, porching mail that caused a patron to fall and be injured, working off the clock, working through breaks, begin tour any time I please, spot annual on under time while carriers are mandated, work off my assignment even though I'm not on any list, go to break out and distribute my own mail-- this is just one. Perform management work by doing the schedule every week while carriers are mandated and you're on the max list, come to work tardy frequently, refuse direct orders to carry a swing, violate your medical restrictions and get a monetary award, have your own desk and use an unsafe chair daily while being the designated safety captain/ STOP trainer, threaten Shop Stewards on behalf of management--another. Have an Arrow key in your personal possession for 30 days, smash finger in jeep door, crush foot in vehicle door while holding it open with foot, pop and eat popcorn on the clock frequently, be tardy/ absent frequently--another.

**EXERCISE YOUR STEWARD--ASK QUESTIONS**

# "THE MAIL CALL" BRANCH 2462, NALC

**Steve Seyfried, Editor**  
6910 Hayvenhurst Ave., # 101  
Van Nuys, CA 91406



## Address Service Requested

Stewards will be getting copies. Committee of Presidents

### Branch Meeting Minutes August 7, 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 CALVIN BROOKINS at 6:33 p.m. The Pledge of Allegiance was led by Sgt-at-Arms ROGER ASKEW

ROLL CALL OF OFFICERS  
**PRESENT**--BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, ASKEW, HENRY, M. HALL, DONOHUE, T. HALL  
**ABSENT**--RATHBONE

MINUTES ACCEPTED AS PRINTED IN MAILCALL WITH FOLLOWING CORRECTION--There were 4 appeals filed in regards to the 2001 Branch Election. BOB ENZ & BOB JOHNSON both filed appeals on the conduct of the Shop Steward Ballot & Election proceedings. Their appeals were upheld by the Election Committee and a New Shop Steward Election was ordered. TEENAMARIE GALLEGOS filed an appeal of the Branch Election regarding the failure to provide proper notice of the Election. Her appeal was upheld and a New Branch Election was ordered. DAN RATHBONE filed an appeal on the use of endorsements on campaign literature. His appeal was denied by the Election committee.

CORRESPONDENCE READ  
APPLICATION FOR MEMBERSHIP  
ELSA SANGALANG

BILLS READ MOTION TO PAY M/S/C  
COMMITTEE REPORTS

TRUSTEES REPORT Audit was conducted on July 11, 2001 at 6 pm. All books were found to balance and be in order.

RETIREES--RIMKUS 5 Present at tonight's meeting

MBA--T. HALL No Report

HBR--DONOHUE No Report

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON  
COLCPE \$ 241 currently in the fund

VICE-PRESIDENT BOCEK Thank you for voting for me and I appreciate you confidence in me

PRESIDENT BROOKINS Selection of the RAY

KREYER AWARD will take place at the Executive Board meeting to be held in September. Suggestions should be submitted prior to 9/7/01. Retirees Dinner will be held on Sunday October 21, 2001. Pre-Arbitration settlements regarding PCRS, POST, DOIS have been received. Shop

meeting will be held in Buffalo NY. on September 23 & 24th.

OLD BUSINESS--No word on Bylaw's  
EXECUTIVE BOARD MINUTES READ

DAN RATHBONE appealed the decision of the Election Committee to the Executive Board. After a discussion of the merits the Executive Board voted unanimously to uphold the decision of the Election Committee and the appeal was denied.

NEW BUSINESS

MOTION--Branch purchase 500 Bass Calendars to be given to every active member and any retiree who asks for one. Cost per calendar is \$ 2.75.  
Total Cost to the Branch \$ 1375.00

M/S/C

MOTION--Branch renew the liability insurance policy for the Branch Office. Cost \$ 750.00 M/S/C

MOTION--Branch donate \$ 150.00 to the LA-LONG BEACH-HARBOR LABOR DAY PARADE M/S/C

MOTION--Branch donate \$ 100.00 to Saxemeyer Scholarship Fund in the Memory of CATHERINE BRASH

M/S/C

MOTION--Branch send the President to the COP Meeting in Buffalo, NY. 9/23 -24. Cost not to exceed \$ 1500.00

M/S/C

MOTION--Branch create a committee to look into fixing the floors and fixtures in the Office bathrooms M/S/C

MOTION--Each voter will be provided a blank security envelope to seal their ballot(s) into prior to placing it into the ballot box. Further those envelopes shall not be opened until voting is done after the meeting on October 2, 2001 M/S/F

DIVISION CALLED----YES--7, NO--14 MOTION

FAILS

MOTION--Branch publish the MailCall every other month for 1 year MOTION

WITHDRAWN

UNDERLINED DENOTES UNANIMOUS VOTE

Past President ROGER ASKEW received a \$ 400 Gift Certificate from the Branch, to the Singing Hills Resort, for his service to the Branch. The Line Officers gave him a plaque and gavel.

Past President Pins were given to KEITH MOWER (1954-55), FRANK BRASH (1957), JIM TUKESBREY (1967) and HARRY BRENNEMAN (1963-64, 69-70, 73-92)

Brother MICKEY MARTIN received a Retiree Pin and NALC watch in honor of his recent retirement.

COLCPE DRAWING  
\$ 5 CLIFF KELLY--TARZANA--DONATED  
\$ 5 CALVIN BROOKINS--CIVIC CENTER--DONATED  
\$ 5 THE DOLABSONS--TARZANA & ENCINO  
\$ 5 KEITH MOWER--RETIREE--DONATED  
MEETING ADJOURNED 9:01 PM