



Published by  
Branch 2462, NALC  
Van Nuys, CA

VOLUME 33

JUNE

1996

NUMBER 6

## PRESIDENT'S REPORT

By Roger Askew

### EMPLOYEE INVOLVEMENT

As you read this article it should be well known that the postal service has decided to make a unilateral decision and withdraw its support from the Employee Involvement Process. It should be known to all of you how I feel about this short sighted decision.

The process was started in 1982 and the first office that was placed on line in our branch was in 1984. Since that time we have constantly heard about how the postal service needs the support of all its employee to be a successful company in the future.

Seems to me that postal management has decided that it is no longer interested in the best way to do the work. Does it seem strange to you that a manager with less time than most kindergarten students have in school would tell a letter carrier how to do the job. With Delivery Point Sequencing right around the corner it would seem to me that management would need every carrier's input of the best way to implement automation. Management's decision to dissolve Employee Involvement is a typical answer from them. If I can't get my way then I'm going to take my ball and go home. I would guess now we will go back to old time tested way of resolving our problems.... the grievance procedure.

The letter that was sent out to each station was a joke!! Management claims the reason that they are withdrawing from the process is that it became too much of a bureaucracy. Maybe if decisions could be made by the local manager instead of having to go higher, things would not have gone sour. Maybe the real reason management wanted the process to be discontinued is that the fault of the bureaucracy was theirs. What will happen now only time will tell. But from this writer's chair we have tried to make E.I. a success. If blame is to be placed on the failure of E.I. maybe management should look right straight in the mirror!

### COMMITTEE OF PRESIDENTS MEETING

Last month I attended the committee of president meeting in Cincinnati, Ohio. The two day conference was a good learning experience. Some of the issues that were discussed were the following.

D.P.S.- Seems I hear nothing but horror stories about the implementation of automation. From what I have heard the only way any success has been reached is by allowing carriers to case the D.P.S. mail. But the answer from management is no. Oh well, let's put billions of dollars into

the automation process and then watch it fail, because some high level manager says no.

Grievances-I spoke to a number of branch presidents

about the rise in the number of grievances filed. Branch 2462 is not alone in the battle. Our grievance level has risen approximately 250% in the last two years. Why grievances that have been resolved in the past at the Step one level, are now being taken to the step 3 level to be resolved? Of those a large number are being appealed to arbitration. If management really wanted some accountability then the line supervisor should be held responsible for the resolution of the grievance.

Global Positioning System-I guess the best way to describe this brain storm is the phrase that big brother is watching. A new computer program that can be installed into the L.L.V.s. It tells the manager where you are, how fast you have been traveling, if your seat belt has been on the entire time, or have you been driving with the door open. The real catch is that they are going to install this for your safety....I can see the discipline on the rise again..

I guess the bottom line in all the new programs the postal service implements is, we as carriers should do exactly as the manager instructs us, no matter how stupid it seems. I've learned that if we do things the way they say to, it will take longer and we will all make more money. We are all in the job for the money right? Do as they say and step up proudly to your pay check every two weeks.

### FOOD DRIVE

Another year has gone by and another food drive is behind us. As of Saturday evening (May 11) the branch collected over 58,000 pounds of food for local food pantries. The final amount will not be known until next week, as our patrons continue to bring food to the post office. Thanks to Leslie Michelsen and all of the food drive coordinators. You all made a hectic day go a little easier.

### SUN VALLEY

On Monday May 13th, a six day route count and inspection started a Sun Valley. A union representative from our branch observed at the Sun Valley office to make sure things were done correctly. Prior to the count the Branch hosted a route inspections class given by Joan Hurst of the national business agents office. Nineteen carriers from the Sun Valley showed up for a night of learning. In addition, shop stewards from the other offices were invited to attend. It is my intention to continue this practice with each of the offices we represent prior to them being given the inspection.

(Continued on Page 2)

"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.

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
ANNEX III	3	7	4	8	6							
ENCINO	3	3	4	3	3							
CIVIC CENTER	1	1	2	2	1							
PANORAMA CITY	3	3	3	3	3							
SHERMAN OAKS	8	6	6	7	5							
SUN VALLEY	1	2	2	1	2							
TARZANA	0	0	0	1	1							
RETIREE'S	7	10	9	7	8							
TOTAL	26	32	30	32	29							

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

### NEXT MEETING

5:30 PM

**June 4th  
1996**

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

**June 11th**

BRANCH OFFICE.....818-786-8505  
SICK CALL  
FRANK RIMKUS..... 818-892-7118  
POST OFFICE  
EMERGENCY CALL-IN.....818-782-8502

## ATTENTION--RETIREE'S

Our monthly fourth (4th) Saturday Breakfast meeting at 9 AM at Carrows Restaurant in Panorama City...Roscoe and Tobias, will be on **June 22, 1996.** (Caution--June has five Saturdays). Please mark those dates on your calendars. **ACTIVE CARRIERS:** You are always welcome to attend when your long week-end coincides with the above dates.

Thanks  
Frank Rimkus

## President's Report

(Continued from Page 1)

A number of issues have arisen concerning the Sun Valley count and we will be addressing them with the postmaster. Hopefully we can resolve all of them and not have to file class action grievances. If we are not able to resolve them, we will grieve them for resolution to the next level of the procedure.

### TRAINING

Today (May 16, 1996) the branch sent all the stewards and Executive Board Members to a day long training at the Universal Sheraton. This training was given by the National Business Agents office and the California State Association of Letter Carriers. Every office we represent was present during the sessions. We learned about the Family Medical Leave Act and O.W.C.P. In addition classes were offered in Branch Officer Training, What's happening on the legislative area in Washington D.C., a computer class, and a session on the N.A.L.C. Health Benefit Plan. With the attitude of managers we must always budget for these types of sessions. The more knowledge that each one of us has, the better we can represent our membership.

### NATIONAL CONFERENCE

At last months branch meeting a motion was passed to send two of our members to the conference that will be held in Washington, D.C. on May 23, 1996. Secretary Seyfried and myself will be attending this event. With the events of the last few months so crystal clear, we as a union must plan a course of action. It is my belief that the actions of the postmaster general are a lead into the privatization of the postal service. We must make a stand now!!!! We must keep our friends in Congress informed about what is happening in the postal service. I hope that a solid unified effort comes out of the session as to what we are going to do in the future. You combine this session with the national convention later on in Florida this year and our time is now. We must let our elected representatives on Capitol Hill know of how we feel. We must let the management of the postal service know that as members of the National Association of Letter Carriers we are not going to let them destroy our organization!!!

### STUFF

If you have 3% casual carriers, are there 3% casual supervisors in the nation watching them???

### LOST & FOUND DEPARTMENT

What ever happened to the cash awards each station was going to receive for the EXFC scores??

## COLCPE DONATIONS

RICHARD CASEY--RETIREE \$ 25

## VICE PRESIDENT'S REPORT

By Art Bocek

### Wolny Pond

Since our biggest frog has jumped out of the pond and, as of yet, has not landed, it's hard to say which new pond, no I meant bonus, will be his reward. Will it be a pond in the North or South? No matter, both ponds names start with an "S." Well, I have names of 2 other ponds in an envelope waiting to be opened to see if my snitches, no I meant sources, are correct. As you can see I have dropped the "E" from Wolney because, well, there is no longer any "I" either. As I see it, management never put an "Honest effort" into EI, but only a token gesture.

Since the absence of our beloved PM, all the other tadpoles have been swimming around changing stations and trying to maneuver themselves into favorable positions. Beware that some large fish just might jump right in from another pond and eliminate some of our little tadpole. The name of this fish is called "RIF." I figure this will happen sometime after upper management wakes up to the fact that EXFC is not working and that it is a fake and a fraud. Occasionally, I am required to take EXFC mail from Encino Station to the "pond" and more often than not, one or more offices do not make it by the required time, therefore the other offices leave without exchanging with everyone. What happens to the late mail is that it is just simply placed on a truck and sent back to the plant in Santa Clarita for another chance to be missent again. Management has had other Postal Officials with cameras over to the pond to see the process in action. You can bet those days orders came down to make sure every office was on time. Oh well, so much for EXFC. Management may have the public hoodwinked with its sales pitch, but not the employees.

While we are on the subject of bonuses, whatever happened to the "all you can eat during your 10 minute morning break gourmet breakfast off the roach coach?" Has management once again forgotten the employees or has management once again lied? Rumors have been circulating saying that one of the 5 stations is short in its till to the tune of \$30,000 to \$60,000.00. How could this be possible? How can management mess up this bad and still be afloat. Just go ahead and not collect accountable monies and see what happens to you as a bargaining employee. As we all know, management takes care of its own and has a separate book of rules for its own. Better yet, maybe the reason for not having the promised gourmet all you can eat breakfast is management's attempt to recapture some of its losses with your "promised bonus?" Well, only time will tell.

### Street Safety

By the time you read this article, you have probably noticed that management has recently have started a new and aggressive street observation program. As I have previously stated, letter carriers can expect to be observed at anytime. Management in the past, have gone out and checked carriers on the street, but now there is "Safety Patrol." A supervisor in postal vehicle drives around street observing. Form 4584's are being completed and given to management to be logged. This street observation is on top the street observations performed by the local talent from your own office, not to mention the street observation by the station managers saturating an area after a station managers meeting.

At a recent safety meeting in Oxnard, California, Richard Ordenez, District Manager, stated safety is important, and all carriers need to be given sufficient time in order to

safely complete their duties. Now, is all this street supervision necessary for the purpose of determining the need for additional street time in order to have routes done in a safe manner? Will management be going back to the old style of supervision in creating a "Hostile Environment" by issuing unnecessary and unwarranted discipline for failure to follow safety rules as a way to manage by intimidation and confrontation instead of allowing sufficient time in order to work in a safe manner? The question of the day is, will management walk like the District Managers talks, or what was said just more "Postal Poppy Cock?" The grievance activity will tell the truth regarding this story.

### Picnic Meeting

On 6-03-96, at 6:30 PM a picnic meeting will be held at the union office. All members are welcome to come and attend.

## 57,595 Pounds of Food !!

The 1996 Food Drive is completed and we collected almost 58,000 pounds of food. Although the final amount of food collected would probably have been closer to 60,000 pounds, once again we were the victims of organized theft in Panorama City, and probably Annex III and Civic Center. It is really too bad that these thugs do this every year, no matter how early we get our "Runners" out there picking up food.

I would like to thank all my coordinators who work so long and hard, not only on the day of the drive, but also before the Drive. Hanging posters, soliciting refreshment and flyer donations and other assorted duties: TIA WILSON, JANETTE DOLABSON, CALVIN BROOKINS, JEFF JACKSON, JESS PASILLAS, ANNE SCARBOROUGH, DAN RATHBONE and ART BOCEK. Thanks again Guys !! There is no way I could do this without you every year.

I would also like to thank all the other active and retired carriers and family members who helped at the stations and at M.E.N.D.; STEVE & MARY SEYFRIED, the JEFF JACKSON FAMILY, the JACK WINKEL FAMILY, ROGER ASKEW, DAVID MACKAMAN, LARRY DOLABSON, KAREN AGUILAR, ODIL SABBE, VIRGINIA & CHRYSTAL VALDEZ, FRANK BRASH, and everyone else who helped out.

Additionally I really want to thank all the companies who donated either goods or services to the Drive; OZZIE at HOWARD BERMAN TRUCKING for a truck and driver, BARGAIN FOODS & DOMINOS in SUN VALLEY for donating refreshments, KRYSTAL GRAPHICS for the Thank You Cards, and the PRINTING COMPANY in TARZANA that donated the flyers again this year.

And last but not least-to the Postmasters of Sun Valley, Tarzana and Van Nuys for their help and cooperation with the Drive.

I have been informed by M.E.N.D. that the food we collected will last them almost 7 - 8 months ! This will get them through Christmas, when they hold their other Food Drives.

So-Thanks again to all of you--You did a GREAT JOB

In Unionism,  
LESLIE MICHELSEN  
FOOD DRIVE

COORDINATOR

# "THE MAIL CALL"

## BRANCH 2462, NALC

6910 Hayvenhurst Ave., # 101

Van Nuys, CA 91406

Address Correction Requested

### Branch Meeting Minutes

May 7, 1996

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 VICE PRESIDENT ART BOCEK at 5:30 p.m. The Pledge of Allegiance was led by RUSS DELFINO. The invocation was led by FRANK RIMKUS

#### ROLL CALL OF OFFICERS

**PRESENT**--JOHNSON, BRASH, BOCEK, TUKESBREY, HENRY, McCLINTON, BROOKINS, MICHELSEN

**ABSENT**--ENZ, ASKEW, SEYFRIED

MINUTES ACCEPTED AS PRINTED IN MAILCALL WITH CORRECTION--Janitorial bid was for \$ 75 "after taxes" Minutes changed to read \$ 75 per job (no taxes).

#### CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ MOTION--Pay all Bills presented M/S/C

#### COMMITTEE REPORTS

SOCIAL REC--GALLEGOS

Raffles to be held

COLCPE \$ 344 in the fund

RETIREEES--RIMKUS There were 8 retirees present at tonight's meeting. On the Sick List we have, BOB

KURZHALS, DAN SAUNDERS, RAY KELWIN, WILLIAM

LOLL, CHARLIE SHELTON, BOB ENZ & JOAN

STAHLBURGER. We wish them a speedy recovery.

TRUSTEES Bills read and approved.

HBR--TUKESBREY NONE

DISTRICT 6--McCLINTON Next meeting will be on May 9th. at 6pm, at Branch 2200, Pasadena. General Election

will be on Tuesday Nov 5th.

MBA--HENRY NONE

HEALTH & SAFETY--HENRY Attended Safety meeting on April 18th.

VICE-PRESIDENT--BOCEK Grievance activity is running very high due to hard line being taken by PO. State Convention will be May 17 - 19 at the Universal Sheraton Hotel in Universal City. Branch 2902 is the host Branch. Retiree nite is still October 25th. a Friday at 7:30 p.m. at Encino Glen. We will be honoring 4 Gold Card Members. The grievances regarding the misscheduling of carriers for the holiday at the Encino Post Office have been won. The Local Memorandum of Understanding for the SUN VALLEY & TARZANA offices are finished and should be in the hands of the membership. The VAN NUYS Stations will have to wait a little longer, since the Postal Service has reneged on their commitment to help with the publishing. We hope to have these ready very soon.

FOOD DRIVE--MICHELSEN Saturday May 11th. is the Food Drive we are ready to go and hope for a big day.

OLD BUSINESS--NONE  
EXECUTIVE BOARD MINUTES READ

#### NEW BUSINESS

MOTION--Branch provide refreshments for the Route Inspection class on Wed. May 8th.

Cost not to exceed \$ 150

M/S/C

MOTION--Branch send the President and one (1) member to the Conference in Washington, D.C.

on May 23rd. Cost not to exceed \$ 2000. Branch

President shall select the member to attend

M/S

AMMEND--Branch send the President to the Conference in Washington D.C. on May 23rd.

Cost not to exceed \$ 1200

M/S/F

CALL FOR DIVISION---YES---6 NO---10

AMENDMENT FAILS TO PASS

QUESTION ON ORIGINAL

MOTION

M/S/C

CALL FOR DIVISION-----YES--16 NO--7

ORIGINAL MOTION

#### PASSES

MOTION--Branch send flowers (cost not to exceed \$ 50) to the family of any deceased member

M/S

AMMEND--Send \$ 50 as a donation in lieu of flowers, if the family cannot be contacted

MOTION

TO

TABLE

M/S/C

MOTION--Branch donate \$ 100 to the CARL SAXAMEYER SCHOLARSHIP FUND at the State

Convention

M/S/C

MOTION--Branch donate another \$ 100 to the CARL SAXAMEYER SCHOLARSHIP FUND at the State Convention

MOTION

TO

TABLE

M/S/C

#### COLCPE DRAWING

\$ 5 BOB JOHNSON--ANNEX III

\$ 4 KEITH MOWER--RETIRED

\$ 4 CALVIN BROOKINS--CIVIC CENTER--DONATED

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

GOOD OF THE MEMBERSHIP--IRWIN SCHNYDER gave a brief report on successful E I Projects completed by our Branch Teams.

MEETING ADJOURNED---8:00

SPECIAL THANKS--The Secretary would like to especially Thank Sister LESLIE MICHELSEN for taking the minutes at the May meeting in his absence.

### "RUN FOR VELMA"

WHEN: SUNDAY, JUNE 30TH

WHERE: VAN NUYS RECREATION CENTER  
14301 VAN OWEN  
VAN NUYS, CALIFORNIA  
(1 Block East of Van Nuys Blvd.)