

THE MAIL CALL



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Van Nuys, CA

PRESIDENT'S REPORT

By Roger Askew

BRANCH MEETING

Please make sure to change your calendar for the regular branch meeting in November. At the August branch meeting a motion was passed to move the regular branch meeting from Tuesday November 5th to Wednesday November 6th. This change was made because of the national elections that are to be conducted on Tuesday November 5th.

NATIONAL ELECTIONS

Over the last couple of months I have written about the importance of what is to take place on this election day. I urged you to vote for Congressmen Howard Berman, Brad Sherman and Doug Kahn. Recently a member from Annex 3 wrote to me about his displeasure that the branch voted to endorse three candidates that happen to be democrats. From my point of view the issue is not about Republicans vs Democrats... the issue is about the survival of the postal service. The issue is not about partisan politics. The issue is who will help us in the halls of Congress to save our jobs. Make one thing clear, the executive board would never have made a recommendation to endorse these candidates without knowing how they feel about the postal service. All of the candidates have informed us that they would never support a bill that would privatize the postal service. Congressman Howard Berman has a 100% voting record on our issues over the last two years and deserves our vote.

Each of us has our independent views on certain issues, whether it be gun control, abortion, Medicare, Social Security, the balancing of the budget or foreign policy. As a union the only concern we have is about the protection of the postal service and the wages and benefits that each of us enjoy. Whatever your decision is, please vote on Tuesday November 5th.

SPECIAL DELIVERY MESSENGERS

On Tuesday October 14th, eighteen special delivery messengers came over to the letter carrier craft. As of this date I have never been notified in writing that these messengers would become letter carriers. We will be filing a class action grievance under Article 12 of the National Agreement. What a colossal management error. I guess it goes to show that management in the Van Nuys Installation

along with management in the Van Nuys District has no regard whatsoever for the National Agreement. Local Management has decided to blindly go forth with a course of action that can only lead to arbitration down the road. Some of these messengers have a excess of twenty five years of seniority in the postal service. I could possibly understand the decision if the work they were doing no longer existed, but to by knowledge we still deliver Express Mail, we still deliver Special Deliveries and we still have collection runs. I guess the only way to teach management is through some sort of financial loss to the organization. We will be asking that all of the hours that have been worked by these new carriers be given to the part time flexibles. Whether or not we are successful will be determined later. Maybe the answer would be that instead of the organization paying any amount settled in the grievance-arbitration procedure the outgoing postmaster and all of the station managers should pay the amount!!!

(continued on page 3)

SPECIAL NOTICE

The Regular Branch Meeting will be held
on

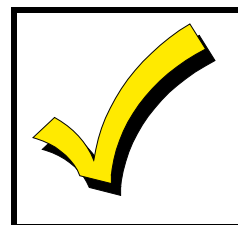
WEDNESDAY !!!!

NOVEMBER 6TH

5:30 P.M.

THE CHANGE IS DUE TO THE ELECTION
ON TUESDAY

PLEASE MAKE A NOTE OF THIS CHANGE
ON YOUR CALENDARS. WE HOPE TO SEE
YOU AT THE MEETING !!!



ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
ANNEX III	3	7	4	8	6	3	6	7	6	4	
ENCINO	3	3	4	3	3	6	6	6	5	7	
CIVIC CENTER	1	1	2	2	1	1	1	2	1	4	
PANORAMA CITY	3	3	3	3	3	3	2	3	2	2	
SHERMAN OAKS	8	6	6	7	5	5	7	7	8	12	
SUN VALLEY	1	2	2	1	2	1	1	0	2	1	
TARZANA	0	0	0	1	1	1	0	1	1	2	
RETIREE'S	7	10	9	7	8	8	6	5	8	11	
TOTAL	26	32	30	32	29	28	29	31	33	43	

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

5:30 PM

"WEDNESDAY"!!!
November 6th
1996

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

November 12 th

BRANCH OFFICE.....818-786-8505
SICK CALL
FRANK RIMKUS..... 818-892-7118

WAR of the WORDS

BY

JASON COLELLO, ENCINO CARRIER

In our war against management, we must be aware of their tools of destruction. Our enemy will use whatever means necessary to eliminate you as a letter carrier. Management continues to produce weapons that are designed to bring about the demise of all letter carriers, such as *performance clusters and quality management teams* (oxymoron) to name a few. However, management's preferred weapon of carrier destruction still remains brainwashing. This dangerous weapon is utilized to turn fellow brothers and sisters against one another, and can be wielded through invisible means. This stealth alb-tross is called *Postal Life*, and the words within the pages of this bimonthly magazine of propaganda, are the artillery shells

in which to terminate carrier solidarity and eliminate the bargaining unit employee- you!

Here we have the Postal service's secret weapon in which management relies on the most to cause dissension amongst the carriers. The July/August 1996 edition of *Postal Life* contains an article on pages 19 and 20, explaining (management's viewpoint) 'delivery redesign', and how this new program will "reduce friction, provide increased compensation for superior performance, reduce existing disincentives for doing the job well." The article adds that the process would "Change the delivery process, how its managed and how carriers are compensated for doing their job." These incentives range from monetary bonuses to an evaluated route system "based on workload rather than time". Probing deeper into the article reveals that management "would need to establish performance expectations," and that the "evaluation" would be "based on a light day volume. Then on heavier days, the carrier will receive fixed (emphasis added) relief off the street as appropriate." Carrier routes under this system would be evaluated according to the "number of stops and the number of boxes in a addition to the volume received *during the mail count* Period" (emphasis added). The article continues, "once established, those lengths will not factor in changes volume." (double emphasis added). Management says that we, the carriers, are "tired of doing extra work for the same pay while they feel others are slacking off and getting overtime." A Nameless postmaster states "these plans are targeted at removing the disincentives for doing a good job."

Management forces us carriers to look down the barrel of 'delivery redesign', by continually claiming that the "only good job you can do, is-to-run-as-fast-as-you-can and we will throw you a bone, maybe. So work hard now." Our fearless leaders continue their campaign for static routes where mail volume (pieces of mail), traffic conditions, weather, working safely, and other unforeseen duties or events will no longer be factors in performing our duties. In management's destructive wake, our service as carriers will be quantified and averaged out until all routes and carriers are the same, regardless. Management's doomsday strategy pits brother and sister against one another. The Postal service does not care about you in the least! "Just do your job for less money, and shut up you peon. You are not professionals, your products; products can be replaced." And please do not be fooled, customer service as seen through the eyes of management's pocket book, is only a misnomer.

How clever our enemies think they are speaking to the carrier, through their hidden weapon of words, as if management truly understands what our concerns as letter carriers are regarding the nature of our duties, and our professionalism. The true professional recognizes the facts that no two carriers are a like, that all routes are not the *same, and un-measurables such as*, safety, traffic, even EXFC can greatly alter the times in which to perform a professional job. We live by the simple credo; "an honest days work for an honest days pay". Always remember, management's goal is to reduce your professionalism, and mold you into some mindless automan whose only goal in postal life is to work harder, not smarter. Their bonuses are riding on your compliance. The war is now! Stand up and be professional.

VICE PRESIDENT'S REPORT

By Art Bocek

Privatization

We all have seen big business in the past few years become privatized at the expense of the workers. Workers then suffer with reduced pay, benefits reduced drastically, jobs eliminated, therefore, lives and careers ruined. You ask yourself, "For what?" The answer is very clear. In a movie called Wall Street the star, Michael Douglas, acting as a CEO stated: "Greed is Good." This very line was his answer to a question placed to him as to: "Why was he going to strip a company of its life, then sell it off?" Currently, this type of thinking is the plan of the Postal Service. Those in management drunk with power and driven by budgets think very much in the same manner. The preparing of a company to be sold off to privatization is good for those in CEO positions, but not for the employee. Ask yourself one question, "What company that has been privatized, and had minimum wages brought in, benefits lowered, benefited the employee?" When you find that answer, let me know.

Remember, when you started to work as a letter carrier and you did something extra, you received a "Thank You." Later on that "Thank You" turn into "I owe you one." Further down the road the "Thank You" became an "Atta Boy." Now no matter how much work you give to this "Management Team" the responses is "Why can't you do that every day?" What happened? The answer: "Greed is Good." The only reward for working hard is more work. The Pacific Area is \$1.3 Billion dollars in the black. For all that extra work have you seen any bonuses in your paycheck? Do you know of any carrier who has received enough "Seals" in order to receive a prize? Management's "Seal Award Coupon Program" is allot like the cigarette coupon program. After collecting the cigarette coupons long enough, you win your reward, that being either a lung disease or better yet death. Management wins again! Well, upper management has received hefty bonuses. Ask yourself one thing: "When was the last time any of the management team who received bonuses worked for those bonuses?" Work is something letter carriers do daily. Management is just patting themselves on the back for getting you to do more for less. Don't confuse contractual pay increases as bonuses. Pay increases written in the National Agreement are pay increases, **not bonuses!**

Management is relentless in finding more and more jobs for carriers to do in their daily routine. Such as, EXLAX Program, or the exchanging of different plastic cards in collection boxes. All of this is being done in the name of "service." Management expects carriers to be an "Aquatic Animal - Human Sponge" and absorb any job or task without incurring additional time. The newest wrinkle in town are the 8:00 am reporting times. Management figures carriers with their lives setup will rush faster and get back in order to make baby-sitter or child care or whatever commitments. Whatever happened to early and good mail service to the public? With later starting times, and the sun setting earlier, plus the manner and time management has the mail matter arrive at the carrier units, how is this going to improve service to patrons with later delivery times? With the later starting times, this will mean carriers will have only approximately 6 1/2 hours to case and deliver their routes before dark. This equates to more in less time.

A lot of carriers have come to the conclusion that if management wants all of this work, plus other work performed, management will just have to pay. That will be in the form of larger paychecks, at the end of each pay period.

Remember, "Only large dead presidents in your pocket, and I don't mean those that make either holes or noise in your pockets, will be your "biweekly" bonuses."

PRESIDENT'S REPORT

(CONTINUED FROM PAGE 1)

BUDGET CONCERNS

We are constantly given stand ups by management that the postal service needs to save money. We are constantly asked for our input as to ways that can save money. Here's one. Stop having good-by Postmaster parties. If 20 supervisors attended the party and each was there for 3 hours that's 60 hours of salary that was used! If each manager makes an average of \$24.00 per hour that's an excess of twelve hundred hours for just one party. I'm curious as to what line item that was placed under?? Here's another... Stop having installation of Postmaster parties. At least 75-100 top salaried managers usually attend these types of functions. If each of these postal weights earn \$25.00 per hour and they are there for a minimum of 3 hours (including travel) that's an excess of \$6000.00 in salary alone. To my knowledge at least three of these types of postal management functions have taken place over the last three months. On second thought maybe all the supervisors could become part time flexible supervisors and get paid for only the hours they actually work. Maybe some sort of time-motion study should be made on them...

Enough for now.. the last thought should be that each one of us take our opinions and votes to the ballot box on the 1st Tuesday in November. What ever happens on this day we should all remember that so many people have given all they have to give to see that this freedom has been maintained.
VOTE

Dear Editor:

As a current member of N.A.L.C. Branch 2462, I was appalled and deeply saddened to read that this union had endorsed Mr. Berman, Mr. Kahn and Mr. Sherman for Congress (Oct. issue of "MailCall"). What is more troubling to me is the fact that those who made this decision, did not ever bother asking, the very large percentage of Republican voters in the Union, what they thought about this so called "Proud endorsement". It is very clear to me a, proud Republican that my opinion does not matter, as well as those of other Republicans in this union, which by the way is about 40% of the active members. These Congressional candidates, in my opinion, do not represent the views of their districts. These Democrats have liberal agenda very different than what I believe. Does my opinion and those of the other 40% even matter ? I don't think so, especially when those in power blatantly endorse and give our branches support, without taking into consideration the opinions of those that they represent, even when it differs from theirs. The Republicans in this branch deserve better than this from the powers that be.

Respectfully,
HENRY VALDEZ
Annex III

"THE MAIL CALL"

BRANCH 2462, NALC

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

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Address Correction Requested

for the CARL SAXIMEYER Scholarship are being accepted.

Branch Meeting Minutes October 1, 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 PRESIDENT ROGER ASKEW at 5:36 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ENZ. The invocation was led by FRANK RIMKUS
MOMENT OF SILENCE--In Memory of CARLTON TYLER Branch 24.

ROLL CALL OF OFFICERS

PRESENT--ASKEW, SEYFRIED, BRASH, ENZ, TUKESBREY, BROOKINS, BOCEK, JOHNSON, McCLINTON
ABSENT--HENRY, MICHELSEN

MINUTES ACCEPTED AS PRINTED IN MAILCALL
CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

RAOUL DAVIS----SEIN CHAN

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

COMMITTEE REPORTS

SOCIAL REC--GALLEGOS No Meeting held

COLCPE--ENZ \$ 26 in the fund

RETIREEES--RIMKUS There were 11 retirees

present at tonight's meeting. On the Sick List we have, LARRY STUTLEY, IRVING "GENE" BRECKMAN, MIKE BRASH, ROD LEFTWICH, ODIL SABBE, RAY KELWIN. We wish all a speedy recovery.

TRUSTEES

All is well

HBR--TUKESBREY Will be attending Las Vegas Seminar next week. Contact Jim with any problems.

DISTRICT 6--McCLINTON Read letter from NBA

DALE HART, commending VELMA McCLINTON & BOB JOHNSON for their hard work in the upcoming elections. Asking for volunteers to go out and walk precincts.

EDITOR--SEYFRIED Any questions can be addressed to the Editor by calling the Union Office.

VICE-PRESIDENT--BOCEK Final Picnic report will be presented at November meeting, but should come in under budget. We had 514 people in attendance this year.

SAFETY & HEALTH--HENRY None

MBA--HENRY None

PRESIDENT ASKEW Spoke briefly on the CSALC training classes which will be held in April, in Manhattan Beach. Watch for further info later. Applications

Labor management meeting in the works waiting to here about date and time. Watch for letter from President Sombrotto regarding important information. Lump sum pay increase of \$ 400 will be given on November 21.

SPECIAL GUEST SPEAKER

Campaign Director for Brad Sherman, who is running for the House of Representatives from the 24 Congressional District, gave a brief talk and answered questions from the members for about 45 minutes.

OLD BUSINESS--None

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch renew the subscription to the
FEDERAL TIMES. Cost \$ 72.00
M/S/C

MOTION--Branch renew the per capita tax for
the L A COUNTY FEDERATION of LABOR for
1 year. Cost \$ 448.44
M/S/C

MOTION--Branch purchase 500 Bass calendars,
to be given to each Active Letter Carrier or any
Retiree who requests one. Cost \$ 1250.00 M/S/C

COLCPE DRAWING

\$ 3 ANN SCARBOURGH--SHERMAN OAKS

\$ 3 RICHARD REIMER--SHERMAN OAKS

\$ 3 BOB ENZ--ENCINO

\$ 3 ED CARLIN--SHERMAN OAKS

\$ 3 RUSS DELFINO--RETIREE

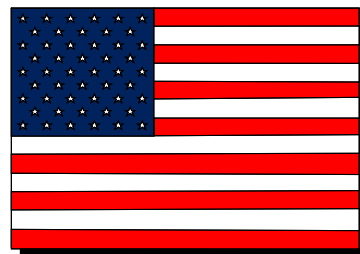
MEMBERSHIP DRAWING

\$ 25 STEVE SEYFRIED--SHERMAN OAKS

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--JOHNSON

MEETING ADJOURNED---7:30 PM



DON'T FORGET TO VOTE
ON TUESDAY
NOVEMBER 5, 1996