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PESIDENT'S REPORT

By Roger Askew

RETIREE'S NIGHT

On Friday October 25, 1996 the annual retiree's night took place at the Encino Glen Restaurant in Encino. Approximately 100 members and their families gathered to honor those that preceded us. Among those attending were Tom Young the Director of the Health Benefit Plan, Dale Hart the National Business Agent for the San Francisco region and Joan Hurst a Regional Administrative Assistant to the business agent.

For as long as I can remember Frank and Katherine Brash and Frank and Jo Rimkus have organized this event. On behalf of all the members of Branch 2462, I would like to thank them. They have spent countless hours in seeing to it that the evening is enjoyed.

We chose this event to honor four members from our branch that have belonged to the National Association of Letter Carriers for a excess of fifty years each. To Ulid Shipp, Keith Mower, Robert Kopczynski and Al Danker a note of congratulations and thanks for making the NALC and Branch 2462 a great union. When you combine the number of years of these four men and then add the other two Gold Card members from our branch (Harry Hurst and Jake Dummelle) you come up with a total in excess of three hundred and ten years. That a lot of years!

Also, congratulations to John Haynes from the Civic Center Station. Reverend John chose to grab his towel for the last time and tell the postal service that he was no longer interested in working on a active bases. I wish John a great retirement wherever he chooses to go.

HEALTH BENEFIT PLAN

Once a year the postal service has what is known as Open Season. This year the open season is from November 12th through December 9th. During this period of time you can change your health benefits insurance plan. I have personally held the NALC Health Benefit Plan since 1968. The plan has undergone some difficult times, but as of this moment I would give the plan an A in both benefits and convenience. You can change the insurance plan you have by contacting the personnel office (simply request a form 2809). Give it some thought and time. You will not have this opportunity again until late next year.

The next time you are questioned about your 3996 or how you are responsible for the future of the postal service keep this in mind. Recently an excess of 100 managers attended a recognition and kick off seminar in Palm Springs. Now if each of those managers make approximately \$200.00 per day (counting benefits), that's \$600.00 in salary for a period of three days. Multiply the \$ 600.00 per manager by the 100 managers in attendance and that's a total of \$ 60,000.00 in salary alone for those three days! Now add a daily per diem of \$ 100.00 per manager (room and meals) and you come up with a minimum of \$ 70,000.00 for the conference. That's \$ 70,000.00 of the postal services revenue that was spent. The real questions are the following:

Did we really miss having those managers at our stations?? Was the mail moved? Could the mail be moved each and every day without some high cost labor. Why was the conference held outside the Van Nuys District... could it be that to qualify for travel expenses you must be in excess of fifty miles from your station? Must be nice.... The next time your manager tells you that your one hour request for help will break the budget just remember this story.

(Continued on Page 2)

SPECIAL NOTICE



BRANCH 2462
CHRISTMAS PARTY
TUESDAY EVENING
DECEMBER 3, 1996
BEGINS 6:00 P.M.

FREE FOOD

FREE DRINK

LOTS OF FUN FOR ALL

SPECIAL GUEST

HON. HOWARD BERMAN
CONGRESSMAN

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

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

NEXT MEETING
5:30 PM

December 3rd
1996

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

December 17th

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

"RETIREE CORNER"

Our December 21, 1996 Breakfast Meeting at Carrows Restaurant at 09:00 A.M. will be our 3rd. "Annual Before Christmas" get-together (Retiree and Spouse, or friend, or single). I must have your reservation by the 16th. of December to determine how many will be attending...The space is limited...maximum is 40 persons. Please phone me at (818) 892-7118.

Thank you
Frank Rimkus



1997 Carl J. Saxsenmeier Scholarship Program

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 1997 Carl J. Saxsenmeier Scholarship Program. All applications must be sent to the scholarship Committee Chairperson by February 15, 1997. The Committee will send the Scholarship packets to all applicants by February 28, 1997. The Scholarships available are:

TWO --- \$ 2,000

TWO --- \$ 1,500

FOUR --- \$ 1,000

Applications are to be mailed to:

Velma McClinton

6725 Sunnyslope Avenue

Van Nuys, California 91401-1216

For further Information Call (818) 994-1764

Presidents Report (Continued from page 1)

CLARIFICATION

A recent statement was made that some of your union dues were given to the three democratic candidates that the branch endorsed. That statement is not true. None of your dues money goes to any political candidate. I have been informed that at the national level an amount was given to endorse candidates but I'm here to say to you that none of the dues money that is reimbursed to our branch has ever been spent on any candidates. As Treasurer of the branch for over eighteen years and as President for the last three years I know of no such expenditure. Since 1975 the Treasurer has issued a monthly report of all funds that have been spent from month to month out of the branch treasury. I have records that go back that far and any member that would like to come into the office and review them is welcome. Both myself, and past President Harry Brenneman have been very proud of the fact that the branch has a long standing tradition of reporting any expenditure from the branch treasury and as far as I'm concerned this will continue to be a practice of the branch. These financial reports are made available to each member at the monthly meetings and each member in attendance at these meetings is welcome to them. The money that was given to the three candidates from our branch comes from a fifty-fifty drawing that is held each month. No one is forced to enter the drawings and the money is accumulated over a two year period of time and then the branch makes a recommendation as to who to give the COLCPE money to.

HOLIDAY SEASONS

By the time you read this Thanksgiving will be come and gone and the holiday seasons will be close at hand. On behalf of all of the members of the executive board I would like to wish you and your families the best of holiday seasons and a great New Year. Hopefully next year will be a better year for the carriers in Sun Valley and all of us who are about to undertake the process of automation. Enough for now!!!

VICE PRESIDENT'S REPORT

By Art Bocek

Annual Leave

As a regular, your next year's annual leave will appear on the first pay check stub, whereby all of the days worked are days worked in the month of January. The PTF's annual leave, on the other hand, will appear on their pay stubs as earned. Check your calendars for your days off, long weekends, or holidays, in order to extend vacation time.

Demonstrated Performance

Management plans on taking a carriers street time as "Demonstrated Performance" in order to adjust times during the week of count and inspection. Management clearly intends to use linear count on routes, mixed with daily street times, for the purpose of deducting time away from the demonstrated street time of inspection. This will only cause this or any branch to be very busy filing numerous grievances for improperly adjusted routes. One must recognize management for what it is, "Task Masters."

Management will try to "speed up" and attain 9 to 10 hours work in 8 hours. As letter carriers, you should perform your duties in a professional and safe manner. Become the "Beast Master" of your route. Learn the rules and regulations regarding your job like lawn crossing, street crossing, and fingering of the mail. The proper way in crossing lawns is when crossing a lawn in your observation, no safety hazards such as a dog, slippery surfaces, uneven terrain or an objection of the postal patron exist. Proper street crossing is by crossing in an approved designated crossing area, not by jaywalking. The proper way to finger the mail is by not fingering mail while walking up or down steps, curbs, when crossing streets, or when it would create a safety hazard to yourself or to others. Follow all driving rules and regulations. Make sure that you think of **safety first**, delivery second. If you have any questions, ask your steward for a clarification.

Phone Change

As a condition of employment, management has the responsibility to provide all the necessary tools and equipment in order for you to perform your duties. This includes any moneys spent on required phone calls back to the office. When management requires employees to call his or her respective station in order to inform management of the completion status, management is precluded from mandating employees pay for the phone call. As a condition of employment, management can either pass out either phone change, calling cards or request that you call collect. Clearly, the reason for phone calls back to the office could easily be avoided if management would just adjust the work load properly. This means 8 hours work in 8 hours time, not 10 hours in 8 hours. So, if management is mandating you to call back to the office and is not reimbursing you for your phone call, document what day, time and whom you called, plus the cost of the call and request to see your steward. Remember, management has plenty of money. Management has been boasting just how far in the black the Pacific Area budget is, and this was done off your backs and shoulders. Management can either learn to manage properly, or it is time to buy phone stock.

Priority Mail Program

Van Nuys in it's transformation has changed from Wolny Pond to Piranha Pool and now the Martini Plunge. It's

quite evident by decisions being made, and the players placed into the postmaster's office, that Van Nuys is being micro managed by the powers above. Management in Van Nuys is now requiring carriers to tear bar codes off "Priority Mail" and attached the bar code on a Form 3849, in order to be scanned at the registry cage. It seems that this new duty is being placed onto carriers for various reasons. The reason for this new program is in order to track Priority Mail delivery. The general feeling of letter carriers is that management will turn and twist whatever information received from this new tracking and delivery program of Priority Mail to their own benefit. This new management program is clearly for the justification and reason for the existence of management and their bonuses. Question: "Has anyone heard anything about carriers receiving additional time in order to complete this or any other new duty?" "Right, when pigs learn to fly!"

"Rights are like muscles, use or loose."

See you at the next union meeting.

Lets Talk.

"Happy Holidays to One and All"

Management's Thesis

by

Jason Colello

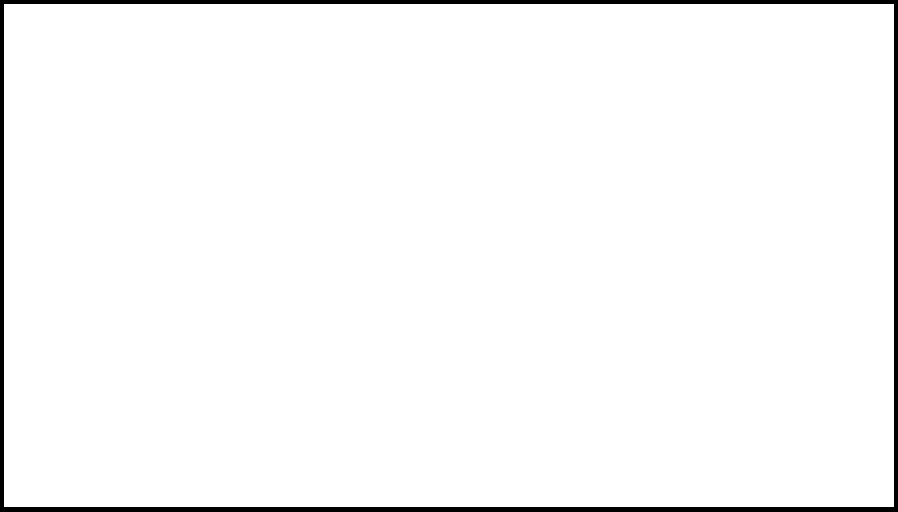
When writing an article, the author relies on the "thesis statement" -main thrust or focus of the work- to write a concise and coherent article. The body of the work then backs up the author's claims. Take for an example, the article on page 16 in the October, 1996 issue of the *Pacific Area Update*, it's thesis states; "Employees are the heart of all of our efforts to improve financial performance and increase the economic value of the Postal Service." The article proceeds to back up the thesis claim; though with ambiguous rhetoric. As with any Postal propaganda, the very ambiguous nature of this article hides the true beast that lurks within the words; hungering for carrier blood.

Try testing your analytical skills by slicing through the Postal articles ambiguous thesis, and see what you discover. Feel free to send me your analysis (address to: Jason D. Colello c/o NALC Branch 2462, 6910 Havenhurst ave' , suite 101, Van Nuys Ca, 91406) so I may better see how you, the membership, can read between Postal lies.

You may not enjoy reading management propaganda; however, improving your knowledge in understanding the thinking of our enemy will better prepare you in the management attacks to come, in the battle of the Postal Service.

Gold Card Members

Pictured left are Branch 2462 Gold Card Members, signifying 50 JAKE DUMELLE, KEITH MOWER, YEWED SHIPP & BOB KOPCZYNSKY. Also pictured is National Health Benefits Director TOM YOUNG



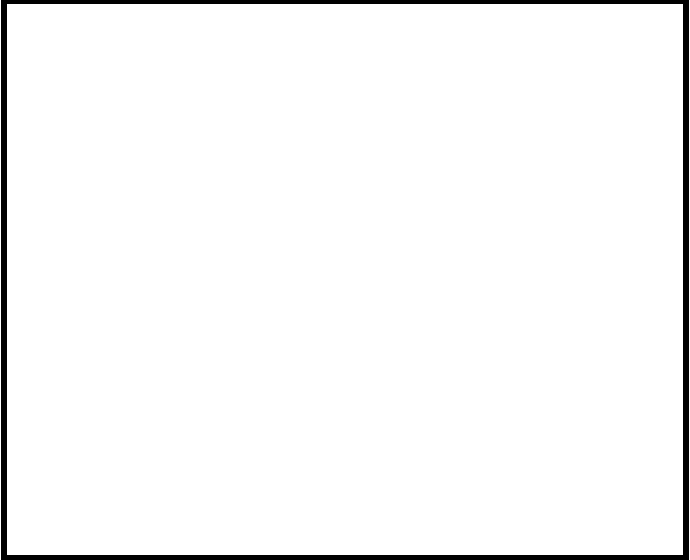
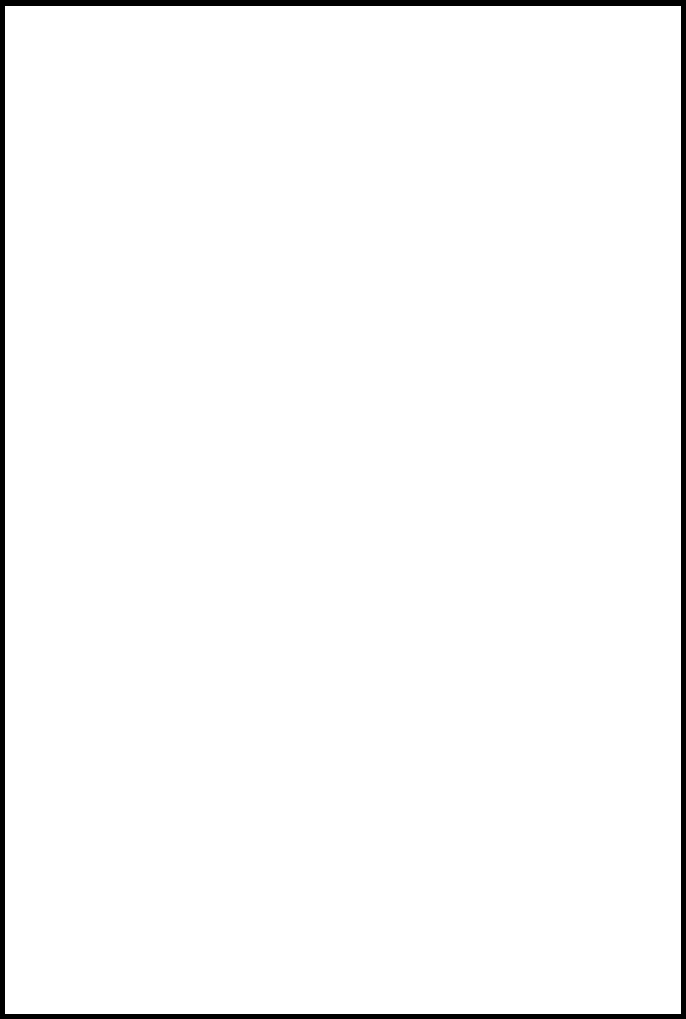
1996 RAY KREYER AWARD WINNER

Pictured below is ROBERT JOHNSON, Branch 2462 Financial Secretary. Along with the Plaque, which represents the Branch's Highest award goes a check for \$ 500.



Above: FRANK BRAGH congratulates JOHN HAYNES on his recent retirement from the Civic Center Station.

Below: National Health Benefits Director TOM YOUNG presents Branch 2462 HB Representative JIM TUKESBREY with a Special Award for his many years of service as Mrs. TISA ASKEW looks on.



In Rebuttal
by
Jason Colello

I write in response to our republican brother's letter to the November, 1996 issue of *The Mail Call*. In his letter, he expressed his dissatisfaction of our branch's endorsement of democratic candidates-representatives, congressman, and presidential-for the 1996 elections, and claiming that the republican membership of our branch did not receive a fair opportunity to be represented. I sympathize and respect our brother's feelings, but I also feel our republican brother does not fully understand the process in which our branch operates by.

Branch 2462 operates by the same principles as our democratic society; a government by the people where the power is vested in the people or their elected representatives. Our branch holds open elections every two years-next election is in 1997-for executive board positions, and for station shop stewards. An individual seeking an executive board position must not only be nominated at a branch meeting by a member, but also must be in good standing with the union.

At the branch meetings held every first Tuesday of every month-unless voted by the membership to differ-, the democratic process is here for the member to tell their branch what to do. The executive board will present their recommendations to the membership, and a debate would follow. After all discussion, pro and con, the vote is put to the membership. This democracy furthers itself in that any member in attendance, may bring up a motion at the appropriate time. If seconded by another member, the motion will be debated and voted on by the membership. The branch meeting is the ultimate forum of the membership to actively participate in governing process of their branch.

Unfortunately, the democratic process that governs our branch suffers the same woes as in our nations election process; that of non-participation.

Decisions that affect this branch are acted upon by twenty-five to thirty brothers and sisters whom regularly attend branch meetings. With over six-hundred active and retiree members, the percentage of members making branch decisions is about five percent; this of course is appalling. The vast majority of our membership, for whatever reason, do not actively participate in the governing process of our branch. It is interesting to note that the branch meeting in which the membership (around thirty) voted to support Howard Berman and Brad Sherman, there was *not a single vote* cast against these democratic politicians; the vote was for unanimous support.

How can anyone expect our branch to act on the opinions of all members, when ninety-five percent do not attend branch meetings? Any one can express an opinion, but the ultimate expression of an opinion is to act upon it; participation is the key to prompt change.

All branch members must put forth an effort and become active, if this democratic system is to work for all members. If someone has an idea for the betterment of branch 2462, it then becomes imperative for that member to put forth the effort and express their idea through the recommended medium of the branch meeting. This process was built by you, and can only be acted upon by you:

IT IS YOUR DUTY !

Hope to see you all at the next branch meeting ! ?

ATTENTION--RETIREE'S

Retirees that are not on dues check-off, dues are due and payable for 1997. Retirees dues are \$ 18 per year and are payable at the beginning of each year. Please make check payable to Branch 2462, NALC. Mail check to Branch 2462, NALC, 6910 Hayvenhurst Ave. Suite # 101, Van Nuys California 91406. Attn: Bob Johnson, Financial Secretary.

**MERRY CHRISTMAS
&
HAPPY CHANUKAH TO ALL
MEMBERS AND THEIR FAMILIES FROM
THE OFFICERS OF BRANCH 2462.**

- ROGER ASKEW
- ART BOCEK.....
- STEVE SEYFRIED.....
- ROBERT JOHNSON
- VELMA McCLINTON
- FRANK BRASH
- CALVIN BROOKINS.....
- LESLIE MICHELSEN
- BOB ENZ.....
- JIM TUKESBREY
- GLORIA HENRY



**DON'T LET TIME
RUN OUT !!!**

**SEND A CHECK TO
COLCPE TODAY**