

THE

MAIL CALL



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IN MEMORIAL

THIS ISSUE OF THE MAIL CALL IS DEDICATED TO OUR
MEMBERS WHO HAVE PASSED AWAY IN 1996

GERALD ROBATAILLE.....
ROCCO GENTILE.....
FRED HUTTON.....
THURSTON ADAMS

PRESIDENT'S REPORT

By Roger Askew

OPEN HOUSE

On Tuesday December 3, 1996 the branch held an open house for all of our members. An excess of 90 members and their families participated in this event.

In addition to all of our members being invited, the branch extended special invitations to Congressmen Howard Berman and Congressmen Elect Brad Sherman. Each of these national legislators spoke for about 30 minutes to us on how they feel about a wide range of issues. It was great to see so many of our members let these leaders know how we feel about what is happening to the Postal Service and to the direction we are headed. In the twenty plus years that I have been on the executive board I can't remember when a Congressmen attended a branch meeting much less two of them. Many thanks to these two individuals who took time away from their families during the holiday recess.

The evening concluded with a dinner of turkey, ham, and all the good stuff that goes with it. Thanks to Velma McClinton for the hours she put in seeing that this was a successful event. To Steve Seyfried, Frank Brash, Frank Rimkus, Calvin Brookins and all of the officers who took part, thanks.

WORKING OFF THE CLOCK

For as long as I can remember we have had certain members and non-members who continue to work off the

clock. For the life of me I can't understand why. These are the same individuals who will complain about how invalid the route inspections are and how management is cheating them out of a fair route adjustment. With the upcoming implementations of route inspections and Delivery Point Sequencing, it would be to all of our best interest if we stopped this practice. If you are at fault or if you know of someone who is let them know. Why would anyone work for the postal service without getting paid is beyond me!!

ACCOUNTABLE

What a funny word... Every once and a while I get into some sort of discussion with a manager about this strange word. Seems when a manager does a poor job that has you out on the street past your so called allotted time the most often used word is accountability. Seems when you don't get your EXFC delivered or are able to get back from the street by 5:00 PM the supervisor places the blame on you and the fact that you are not being held accountable for your actions. Maybe we should hold the manager accountable for their actions. If a carrier is on the street past 5:00 PM then the manager should be held accountable. When a supervisor loses a grievance at the Step 3 or arbitration level they should be held accountable. Maybe every time one of these infractions happen, the District Manager should give the manager a Letter of Warning, then a Suspension, then a Removal notice. What a concept... ACCOUNTABILITY!

IN MEMORY OF

All the members of the executive board have asked that this issue of the mail-call be dedicated to those carriers who have departed during the last year. May god bless their families in this time of sorrow.

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Vice Presidents Report Art Bocek

ATIP

No, nothing about any horse race, but on PP25/96 paycheck "ATIP" appeared on many employee's check.. ATIP is the amount of funds given to employees for participating in the "Ride Share Program." Check with your tax accountant in order to see if you need to declare the amount you received as income earn. The Ride Share Program benefited everyone in reducing air pollution by eliminating vehicles on the road, therefore, cleaning the air for both ourselves and our children. This program was so successful, that the amount of money spent by the Postal Service in rewarding employees for participating in such a program that it was cheaper to pay a **"PENALTY FINE"** to the AQMD. I bet you are wondering why this decision was made by the power that be. Well, "Bottom Line" numbers management won and the program was discontinued. With the rise in respiratory problems in both children and older people and the need to reduce vehicles on the road, why not continue with a program that works for everyone? With the \$ 1.3 billion dollars surplus the Postal Service so elegantly keeps rubbing into the noses of its workers with its own propaganda rag, why couldn't funds be used for the "Ride Share Program" in order for the program to continue in operation? Once again as anyone can see, "Profit Line Won, Employees Loose."

Dependent Care

Management currently is attempting to give with one hand and take with the other. Most appropriate for management and the time of year don't you think? "Tis the season to be jolly," right! In the past, you as an employee could use sick leave for only **your incapacitation** or for the care of a **dependent with a contagious disease**. Now with the recently negotiated benefit of "Dependent Care" in Section 515 of the Employee and Labor Relations Manual (ELM), an employee can request up to 80 hours of sick leave per year for time-off in order to care for a dependent. Management may request medical documentation in order to substantiate the incapacitation of the dependent.

Guess what's management's newest wrinkle? Well, if you use "Dependent Care," management currently is counting the leave incident usage as "unscheduled leave," therefore, citing such leave usage in disciplinary action. To quote one Wicked Witch of the East, "What a World, What a Wicked Crazy World It Is." Give a benefit to an employee and then discipline for the use of the benefit. Management is not only violating FMLA Regulations, but also both the "Spirit" and "Reasons" for the negotiated benefit of "Dependent Care." Sounds like its time for costly arbitration to me, but then again those "Fat Cats" with their bonuses in upper management have over \$1.3 billion dollars of surplus to spend in defense of their position. If you have any questions or problems concerning either FMLA or Dependent Care, contact either your steward or call the union office.

Clearing Slip

Form 3868 is a form that needs to be used by all carriers when clearing accountable mail at the registry cage. If for any reasons the person who supposedly cleared you didn't, you could be held financially responsible for an article not cleared. The clearing slip should be kept in your locker together with other previous clearing slips. You should retain the clearing slip for 7 years. If asked to prove that an item intact was cleared properly, you will have the clearing slip signed by the clearing person and a round dated. Don't forget during route inspection time, carriers are given time in order to complete the clearing form, so why not now?

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

Janurary 7th
"1997"

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

January 14th

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

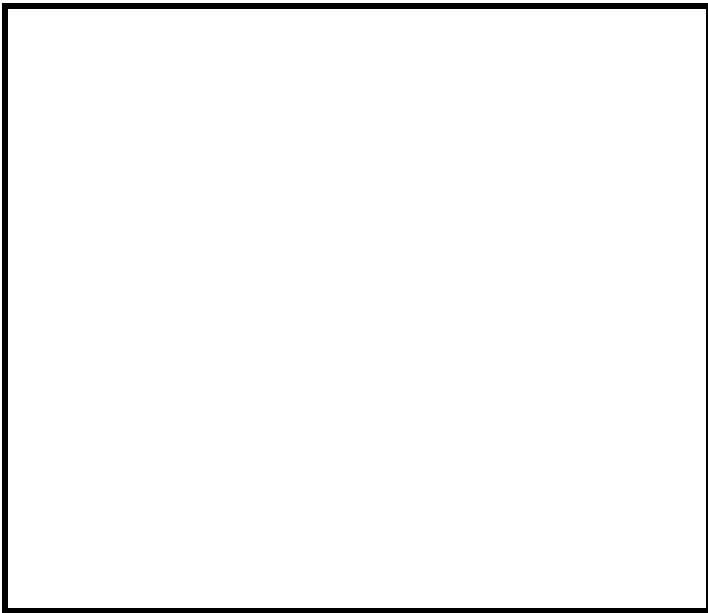
BRANCH SICK CALL

FRANK RIMKUS..... 818-892-7118

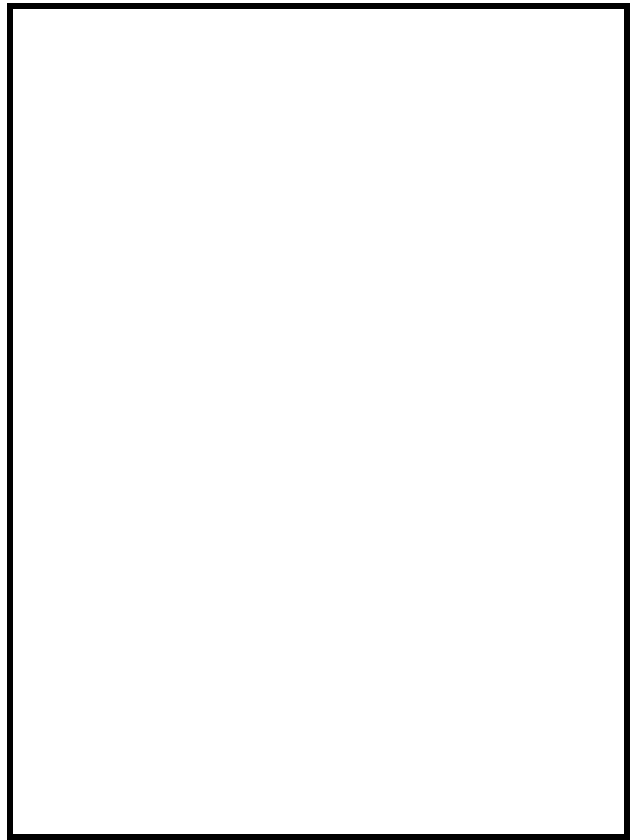
"RETIREE CORNER"

Our Monthly fourth (4th) Saturday Breakfast Meeting will be at Carrows Restaurant (Roscoe & Tobias) at 09:00 A.M. in Panorama City on JANUARY 25, 1997. Please mark the date on your calendar. Let's have a good through turn out. See you there !!

Thank you
Frank Rimkus

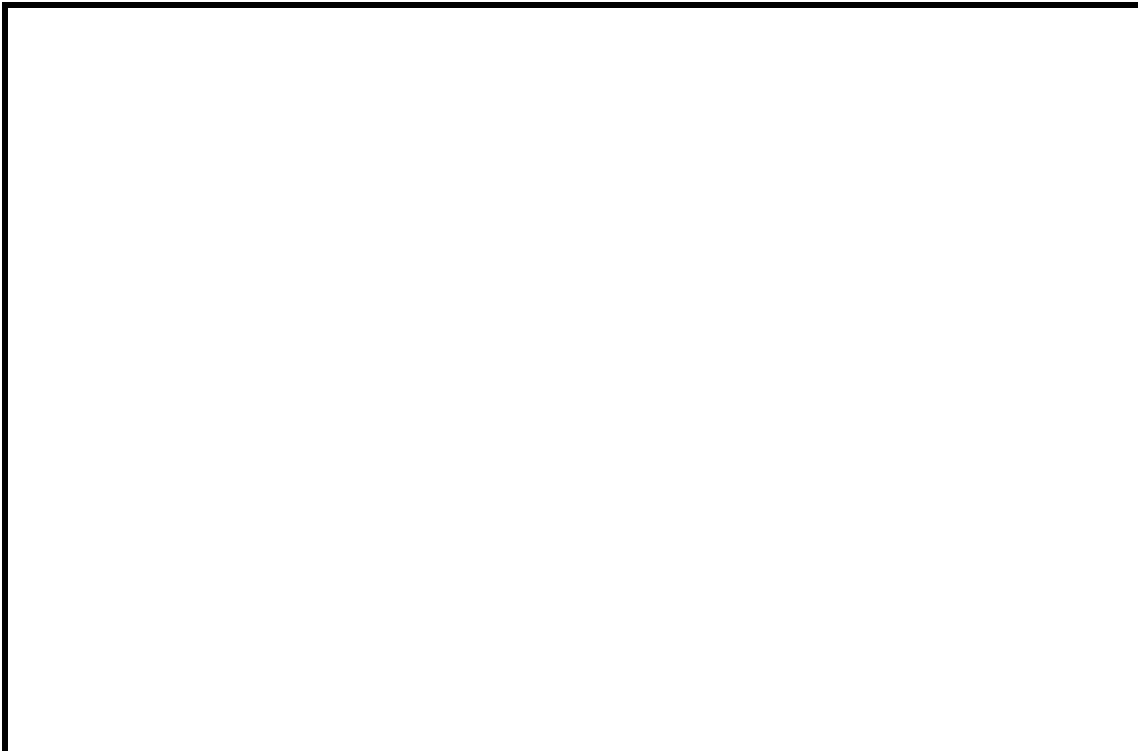


ABOVE: President ROGER ASKEW with Congressman (Elect) BRAD SHERMAN D-24th. Congressional District. Mr. Sherman graciously attended and addressed the Membership at the December Holiday Open House.



ABOVE: Congressman HOWARD BERMAN D-26th. Congressional District, addresses the full membership of Branch 2462 at the December Holiday Open House.

BELOW: Congressman HOWARD BERMAN addresses an overflow crowd of Active and Retired Members of Branch 2462 at the December Open House.



"THE MAIL CALL" BRANCH 2462, NALC

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Agenda 2000 (part 1 of 3)

by
Jason Colello

There is a curious buzzword that is circulating throughout the Postal Service at the speed of light. A single word that has upper management scurrying about in reckless fashion, just to realize this word's fullest definition. The word is *profit*, and its implications are dangerous to all city letter carriers.

Do not get me wrong, *profit* (within limitations) is not entirely a bad thing; corporations depend *on profit* to not only remain competitive, but also to survive as a business. However, the Postal Service is not a corporation, but a *non-profit* organization that provides equal service to all customers; not just the profitable avenues that private corporations would cater to.

You have heard through your supervisors that the Postal Service is setting record profits through the gallant efforts of the letter carriers. So they pat your back after you break it, buy you lunch one day and ask you for more under-time. Where do these profits go? Certainly not the carriers who earned them. Does upper management receive bonuses off the sweat and toil of letter carrier's hard work? Yes, they do.

However, the *profit* mandate goes beyond such trivialities as management bonuses, and behind all this *profit* rhetoric lies the agenda to which the Postmaster General is the architect of the selling of the Postal Service to private industry. As ridiculous as that may sound, the signs of this agenda can be seen everywhere within the Postal Service: The unilateral elimination of Employee Involvement (e.i.), the implementation of suspect programs such as *Customer Perfect and Carrier Redesign*, not to mention management's treating of the contract. These (and other issues) are planned phases in which management plans to utilize, and attain the agenda's primary goal.

This of course is my own interpretation of the path upper management is leading the Postal service in; but the clues are in plain sight, if one is willing to see them. The phases necessary to achieve the agenda's goals must be fully realized, otherwise, unfulfilled phases may drastically hinder

upper management's drive to cut lose the Postal Service. The phases are as follows:

Phase one: *Cut all ties to letter carriers.* This phase began when management ceased the E. I. process. "Working together" has been replaced with "working for ourselves." By severing the fragile bond of mutual respect, management is free to do whatever they please, whenever. They disregard any grievances towards them, and they never deal in good faith with a carrier in order to resolve a grievance- management simply "bumps" the grievance up to the next level. Management has so flooded the grievance procedure with their wanton contractual violations, grievances take much more time to resolve. During this grievance limbo, management continues to violate the contract, producing more grievances, and so on, and so on.... And when a grievance is finally resolved, management simply ignores the resolution and they proceed about their anti-contract business, unscathed. Management has adopted the "do as we say, not as we do" credo in their quick disassociation with the letter carrier craft. In upper management's righteous opinion, city letter carriers are the plague of sin that will block holy management from attaining enlightenment through privatization.

To be continued.. .



REMEMBER

If you want to submit a By-Law change, it needs to be presented at the Regular Branch Meeting on January 7, 1997. It should be typed and signed by at least 3 members in good standing. Changes can only be submitted twice a year at the January or June meetings.