

THE

MAIL CALL



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Branch 2462, NALC
Van Nuys, CA

carriers who are carrying the mail this year. We made those numbers last year and we are told that we are not making

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PRESIDENT'S REPORT

By Roger Askew

FINANCIAL

At last months regular branch meeting, the yearly budget for 1997 was discussed and passed. Along with the annual budget meeting, the Audit Committee gave it's semi-annual report on the condition of the financial affairs of the branch. I would like to thank Robert Johnson, Velma McClinton, Frank Brash and Calvin Brookins for their hard work. The branch has a long standing commitment to the membership about how we handle financial matters. I know of very few Branches that are as forthright with the membership about such things as monthly disbursement and financial reports. After a through debate on all of the items that were requested to be discussed (take note of the minutes that are printed elsewhere in this issue of the Mail Call) the budget was passed as printed in the last edition of the mail-call.

NOMINATIONS FOR OFFICER'S

The By-Laws of the Branch require that nominations for branch officers be taken at the April branch meeting (April 1, 1997-No Fooling!). The duties of the officers are described in the National Constitution under "Government of Subordinate and Federal Branches". If you are considering running for a branch office please make yourself aware of the requirements for that office prior to accepting nomination. In addition, the Executive Board has described duties of the Editor under Article VI Section 6. Please make yourself aware of these responsibilities.

STUFF

Recently we have all heard about the bonus checks that were given to our managers. It seems strange to me that the craft employees each receive an amount that is fixed by the National Agreement while managers receive a bonus that is measured by some abstract number that is decided by self serving people. The Postmaster General has decided to reward his managers with bonuses that total over 156 million dollars. Why aren't we putting that money towards automation prior to passing out checks to people who don't touch the mail? How is it possible that certain stations haven't received any recognition from last year and money seems to flow into the pockets of high officials? I can't wait till next year when the monster from the Potomac tells us there are no available funds for pay raises in the next contract because we failed to make some number.

We continue to be told stories that we must pull together to make the Postal Service the best service in the world. I would make the case to management that the carriers who work for them are concerned about the future of our organization and the way we seem to be going. The same carriers that were carrying the mail last year are the same

them this year. The only thing that has changed is the management style in the Van Nuys District and from what I have seen so far this year we are in big trouble. Maybe the thing that should change is the way management performs there daily job!!!

NOTICE OF NOMINATIONS & ELECTION OF BRANCH OFFICERS & SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for the following offices well be held at the regular branch meeting April 1, 1997 at 5:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. The Offices are President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sgt-at-Arms, Three (3) Trustee's, Health Benefits Representative, and Mutual Benefits Representative. Also the position of Editor. No one may be nominated for more than one (1) office, Except, Editor, who does not serve on the Executive Board. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than April 3, 1997. The terms of Office shall be for a two year period. Candidates elected, except the Editor, shall be delegates to the National and State Conventions as stated in the Branch By-Laws.

ELECTION

The election will be conducted by secret ballot at all Carrier stations on May 27, 28, 29, 30 1997. 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 May 9, 1997. 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 May 9, 1997, Absentee ballots must be returned to the Election Committee no later 5:00 P. M on May 30, 1997. Write-in votes are not permitted. The counting of the ballots will take place on Friday, May 30, 1997 at the Branch Meeting Hall, 6910 Hayvenhurst Ave., Suite 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.

Vice Presidents Report

by

Art Bocek

Employee's Partial Recovery from a "Compensable Disability."

When an employee has partially overcome a compensable injury or disease, under Section 546.141 of the ELM, the Postal Service must make every effort to assign "Limited Duty."

In assigning such work, the Postal Service should minimize any adverse or disruptive impact on the employee. The following considerations must be made in effecting such limited duty assignments:

a. To the extent that there is adequate work available within the employee's work limitations tolerances; within employee's craft; in the work facility to which the employee is regularly assigned; and during the hours when the employee regularly works; that work constitutes the limited duty to which the employee is assigned.

b. If adequate duties are not available within the employee's work limitation tolerances in the craft and work facility to which the employee is regularly assigned within the employee's regular work hours of duty, other work may be assigned within that facility.

c. If adequate work is not available at the facility within the employee's regular hours of duty, work outside the employee's regular schedule may be assigned as limited duty. However, all reasonable efforts shall be made to assign the employee to limited duty within the employee's craft and to keep the hours of limited duty as close as possible to the employee's regular schedule.

Carrier Satchel

According to Section 125.41 of the M-39, carriers must use the satchel when delivering mail on foot other than for authorized dismount deliveries. Section 154.42 of the M-41 states: "carriers must load their satchel with all the letter, flat and SPR mail for a loop or relay to minimize the trips to the replenish point, except when this would require them to carry more than 35 pounds of mail." Section 321.3 of the M-41 states: "Peel off the letters and circulars for the first house from the bundle carried in the hand, and the flat mail from standing on end in satchel."

The rule or regulation requiring letter carriers to hold flats in his or her arm does not exist. If you choose to carry flat on your arm, this is your decision alone. If management orders you to carry flats over your arm, you need to indicate to the supervisor you feel the carrying of mail over your arm is unsafe. The extending and locking of an arm, to be held rigid with weight bearing down, could very easily strain or pull a muscle or even worse in an arm. When management is willing to take chances by ordering you to work in an unsafe manner, then management must bear the responsibility and cost of an "on the job injury." If given a direct order to carry flats over your arm, comply with the order if you can. Request to see your steward in order to file a grievance, whereby, management is mandating an employee to work in an unsafe manner in violation of Article 14 of the National Agreement.

Picnic Announcement

There will be a picnic committee meeting at the union office on March 7, 1997 at 7:15 pm regarding the upcoming picnic. All members are invited to attend.

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
ANNEX III	8	7										
ENCINO	6	6										
CIVIC CENTER	2	2										
PANORAMA CITY	2	1										
SHERMAN OAKS	9	8										
SUN VALLEY	0	2										
TARZANA	1	1										
RETIREE'S	6	7										
TOTAL	34	35										

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

NEXT MEETING

6:30 PM !!!!

**MARCH 4TH
1997**

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

March 11th

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

"RETIREE CORNER"

Our monthly fourth (4th) Saturday Breakfast Meeting will be held at Carrow's Restaurant (Roscoe & Tobias) at 09:00 am in Panorama City. The date will be **March 22, 1997** Please mark your calendar's and we hope to see you there.

Thanks
Frank Rimkus

Agenda 2000 (Part 3 of 3)

by

Jason Colello

Phase five: Promote the right to strike. The Postmaster General feels that letter carriers should be allowed the right to strike, because he believes arbitrated contracts (forget about mutually bargained) are too binding, and that both sides have nothing to lose. The PMG has also declared that if letter carriers have the ability to strike, both carriers and management would have something to lose if the latter were to occur. Yes, there would be two losers, letter carriers and the public- while management would walk away victorious. Why would management welcome a strike? Because, they could accomplish what they have not been able to do in the past, to fire all letter carriers and hire the inexpensive workforce management has so desired; this of course would mean even greater profits.

Consider the scenario: if carriers are allowed to strike, management would step-up their total disregard towards carriers. Imagine experiencing what management does to the carrier now, ten-fold. Carriers will demand justice, but none can be had through the articles of the contract, because management will slam the door on the contract for good. So, carriers will strike, management will ignore, and the public will become infuriated. Enter the Government and so-long carriers; management wins. With letter carriers (and other bargaining unit employees soon to follow) and their union gone, management may now enter the final phase of the Postmaster's agenda.

Phase six: The selling of the Postal Service. This will be a very simple task for the PMG to handle, for he has taken a non-profit organization and turned it into a lucrative profit making business.

How can the Postal Service be sold to the highest bidder when it is still a governmental operation? Who would get the money from such a transaction? The public will be informed that the sale of the Postal Service to private industry will not only take the task of delivering the countries mail away from the incompetent hands (once again, management created) of those over-paid union slackers, but also create hundred-of-thousands of jobs (forget about the hundred-of-thousands who lost their jobs). The public will embrace and christen the selling of the Postal Service because the current service is plagued with shoddy service (ENFC? Carrier Re-design? sure) , and the public just cannot trust those *striking carriers* anymore; give the private sector a chance to provide good ol' fashion competitive service.

Funds acquired in the sale of the Postal Service will then be claimed to be used in the reduction of the federal deficit. This will be the deciding factor for the public to bless this unholy transaction.

The "dime-a-minute" Postal Service will arrive; competitive rates for those who live and work *in profitable* sectors; increased rates or no service at all for those customers living and working just south of *profitville*.

It is most likely that the microcosmic legion of upper-management Postal conspirators will be rewarded with very nice retirement packages and stock ownership, from whatever corporation that benefited from purchasing the Postal Service. Do not think for one moment that the PMG and his henchmen have one iota of concern for the improvement of the Postal Service, the only concern those individuals have is for their own financial improvement. Money is the God to which management worships, and how much they can attain for themselves, individually; this is management's agenda.

What is an individual carrier to do? How can a single carrier fend off upper-management sharks cash feeding frenzy? David and Goliath? Try a hard working carrier versus the cash craving corporate wanabe, wearing a tie or a dress, within the ranks of the illustrious management craft.

You, as one, can fight the good fight by simply being all the professional letter carrier you can be. Follow the rules to the letter and use the contract to your advantage, even if management ignores it and violates it. Remember, when management violates the contract, they laugh; when you violate the contract, expect to sign for that letter of warning.

Management relies on many intimidated and ill-informed carriers within our craft to spread management's disease of dissension, to realize the PMG's distorted vision of the Postal future; besides, intimidated carriers are the easiest led. That's why management pits carrier against carrier; to falsely remove carriers only to reinstate them over a year later; and disregard all forms of carrier safety: all this to intimidate you into a numbing submission. NO!

Intimidate this: I will not work in a unsafe manner. I will not disregard the service to our customers. I will not stand by and watch my fellow sister and brother intimidated, nor will I be intimidated. I will not turn against my sister or brother because of some management ploy to spread dissension. I will not disregard the contract because management makes a mockery of it. I will not remain silent when a voice needs to be heard. **I will not go without a fight.**

The above is by no means a cure all to management's quest to fulfill their agenda. However, it is a path, if followed vehemently by all, that can very well shift the tide in our humble campaign to maintain a high level of service to our customers, to continue our deserved (and more) quality of life, and to be proud of the fact that we are *letter carriers*. We must stand together as one; "united we stand, divided we fall", the profound simplicity of this statement underscores the necessity for total solidarity in the face of upper-management's hideous beast known as the agenda.

Management's agenda is calling. Will you be intimidated by their phases, or will you stand by your union and fight?

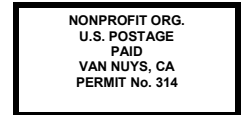
HEALTH BENEFITS CORNER

JIM TUKESBREY H.B.R

IF YOU SUFFER FROM HEARTBURN, ALSO KNOWN AS GASTROESOPHAGEAL REFLUX DISEASE (GERD), YOU'RE ALREADY PAINFULLY AWARE OF THE SYMPTOMS: A BURNING SENSATION BEHIND THE BRESTBONE OR AN UNPLEASANT SOUR OR BITTER TASTE IN THE MOUTH. SYMPTOMS OFTEN DEVELOP AFTER MEALS AND WHEN LYING ON ONE'S BACK. 44% OF ADULTS SAY THAT THEY HAVE SOME DEGREE OF HEARTBURN ABOUT ONCE A MONTH. THE FOLLOWING TIPS MAY HELP YOU CONTROL EPISODES OF GERD. *AVOID LARGE, FATTY MEALS, SNACKS BEFORE BEDTIME AND FOODS AND BEVERAGES SUCH AS ALCOHOL, CHOCOLATE, SODA AND CITRUS JUICES. *MAINTAIN A REASONABLE WEIGHT *WEAR LOOSE CLOTHING THAT DOES NOT RESTRICT THE ABDOMEN. *ELEVATE THE HEAD OF YOUR BED ABOUT SIX INCHES (TRY PLACING BOARDS UNDER EACH LEG AT THE TOP OF THE BED) *DON'T SMOKE. NICOTINE RELAXES THE LOWER ESOPHAGEAL SPHINCTER A MUSCLE THAT PREVENTS STOMACH JUICES FROM FLOWING BACKWARDS INTO THE ESOPHAGUS. IF HEARTBURN SYMPTOMS PERSIST YOU MAY WANT TO TALK WITH YOUR DOCTOR ABOUT TAKING AN ANTACID OF AN H2 BLOCKER (ALSO CALLED A HISTAMINE ANTAGONIST) ANTACIDS NEUTRALIZE STOMACH ACID. H2 BLOCKERS ARE GENERALLY REQUIRED FOR MORE FREQUENT OR SEVERE SYMPTOMS, TALK WITH YOUR DOCTOR TO DETERMINE WHAT IS BEST FOR YOU.

"THE MAIL CALL" BRANCH 2462, NALC

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



Branch Meeting Minutes February 4, 1997

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 5:35 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ENZ. The invocation was led by FRANK RIMKUS

ROLL CALL OF OFFICERS

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

ABSENT--MICHELSEN

MINUTES ACCEPTED AS PRINTED IN MAILCALL WITH FOLLOWING CORRECTION--President promised copy of unfair Labor charge and all related Info will be provided at next Shop Steward meeting.

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

RENEE CASTIGLIA

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

COMMITTEE REPORTS

SOCIAL REC--GALLEGOS

No Meeting held

COLCPE--ENZ

\$ 99 in the fund

RETIREEES--RIMKUS

There were 8 retirees present at tonight's meeting. On the Sick List we have, JOE

KALMAN, WALT KENWAY, BOB KOPCZYNSKI, LARRY STUTLEY & RAY KELWYN. We wish all a speedy recovery.

TRUSTEES

Audit and Budget meeting was held Friday Jan. 10th. at 5 pm. The books balanced and everything is fine.

HBR--TUKESBREY

No Report.

DISTRICT 6--McCLINTON

Next meeting will be at Branch 2462, on March 20th. at 6pm. Feb. 14th President of AFL-CIO speaking at the Biltmore Hotel. Taste of L A Union will be held at Union Station on Sunday Feb. 16th. Looking for volunteers for the Easter Basket for the Needy. Colcpe Golf Tourney in memory of CARLTON TYLER will be held on 4/20.

VICE-PRESIDENT--BOCEK

Going to Post Office to get new Info on postage requirements. Will be reporting to the Branch at next meeting.

SAFETY & HEALTH--HENRY

No Report

MBA--HENRY

No Report.

PRESIDENT ASKEW

New legislation HR 22, proposed in Congress, is very bad for the Postal Service. Currently 100,000 grievances are at the National level. Per the request of the families, the Branch made a donation in the name of the passed Members in lieu of flowers

OLD BUSINESS--By-Law Change as published in the February MailCall was brought to the floor. A member moved to amend the change by eliminating the new language proposed. The chair ruled that the amendment was out of order. Chair steps down and Vice President Bocek took the gavel. On a voice vote VP Bocek rules the chair is upheld. A division was called and the vote was YES--21, NO--9. The amendment was declared out of order. By Law committee report recommended disapproval of the By Law change. Motion to accept the committee recommendation and 2nd. On voice vote the chair rules that the committees recommendation is upheld. Division is called the vote was YES--16, NO--18. By Law proposal as published fails to gain the 2/3's vote needed and fails. EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Accept the Budget as printed in the MailCall, holding out item 13 and any other item brought up by any member. Also hold out Item's 4, 42, 45, & 23. M/S/C

MOTION--Amount of Budget item 13 shall be \$ 2000 M/S/C

MOTION--Amount of Budget item 4 shall be \$ 5700 M/S
DIVISION CALLED--YES--10, NO 19 MOTION FAILS

MOTION--Amount of Budget item 4 shall be \$ 3700 M/S/C

MOTION--Amount of Budget item 42 shall be \$ 900 M/S/C

MOTION--Amount of Budget item 45 shall be \$ 1300 M/S/C

MOTION--Amount of Budget item 23 shall be \$ 900 M/S/C

MOTION--Branch renew the Officer Bond for 1997. Cost to the Branch \$ 114 M/S/C

MOTION--Branch purchase the updated C D ROM Arbitration disk. Cost \$ 30 M/S/C

MOTION--Branch purchase 15 copies of the N A L C Constitution. Cost not to exceed \$ 45 M/S/C

MOTION--Branch purchase a paper shredder. Cost not to exceed \$ 90 M/S/C

MOTION--Branch send 1 person to Washington, D.C., on March 9-14, for the congressional Lobby Trip. Person will be chosen by the President.

Cost not to exceed \$ 1300. M/S
DIVISION--YES--22, NO--9 MOTION

PASSES

MOTION--March 4th Regular Branch Meeting will begin at 6:30 pm. M/S

AMMEND--Change time to 6:00 pm M/S/F

DIVISION CALLED ON ORIGINAL MOTION

YES--21 NO--9 ORIGINAL MOTION

PASSES

COLCPE DRAWING \$ 5 ANN SCARBOUGH--SHERMAN OAKS

\$ 5 FRANK BRASH--RETIREE

\$ 5 ELAINE BOYD--ANNEX III

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

MEETING ADJOURNED---8:35 PM