

THE MAIL CALL

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Branch 2462, NALC
Van Nuys, CA

future. We only have to look at the results of the Sun Valley station to realize that it would have been better to allow

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PRESIDENT'S REPORT

By Roger Askew

BUDGET

Elsewhere in this issue of the mail-call you will find the proposed budget for the calendar year 1998. According to the by-laws of the branch, the Budget Committee meets in January each year to propose the budget for the upcoming year. The proposed budget is then printed in the mail-call and discussed at the February branch meeting. Take the time to review this document carefully. This branch has a long history of being open and forthright concerning money matters. As I have said before, I am extremely proud of the way our local union has dealt with money issues. In addition each month a statement is provided at the branch meeting to let you know exactly how the funds are spent.

CORRECTION

In last month's issue of the Mail-Call I inadvertently left off two additional Gold Card members. In addition to the seven that were listed both Ray Kelwin and Harold Vogler have received membership in this elite group. My sincere apology to both of these long time members.

ROUTE INSPECTIONS

As I have been announcing at the branch meetings, the Encino station will begin route inspections on Saturday, February 7th. The branch will be conducting a route inspection school at the union office on Wednesday February 4th, 1998 from 6:00 - 9:00 PM. The office is located at 6910 Hayvenhurst Avenue # 101. Vice-President Calvin Brookins and I will be teaching this session. In addition, Joan Hurst from the national business agents office will be in attendance to help answer questions. Since the Van Nuys Installation has not conducted an office wide route examination since 1984 I would recommend that all carriers in the Encino station attend this valuable training. We will be serving refreshments (pizza & soft drinks or something easy) so make plans to be present. As other offices (Main Office, Civic Center, Sherman Oaks, Tarzana and Panorama City) are scheduled to be inspected we will be conducting training sessions for them also.

DPS

I have been attempting to have local management turn on DPS mail prior to route inspections since late last year. As I write this article I am glad to report that a tentative agreement has been reached whereby this will be done. This will make life a lot easier for carriers who are going to be inspected in the future. It seems like a good idea to inspect us using the same manner of delivery that we will be doing in the

carriers a chance to learn DPS mail and then complete the inspections than to inspect and adjust routes without DPS mail. Each carrier in Sun Valley has had to request a special inspection to finally push management into a FAIR adjustment. We still have some arguments about specific routes but nothing like the original problems. As soon as a written memorandum has been reached I will be providing each Shop Steward with a copy.

FOOD DRIVE

It seems May 9, 1998 is just around the corner. This is the date that has been selected as the day for the national food drive. We have supported this worthwhile cause since it became a national event. Once again, the Campbell Soup Company will provide advertising and will join the National Association of Letter Carriers along with the USPS as sponsors. Please watch for further information and details.

Enough for now. Be safe and enjoy

D.P.S. Coordinator Report

by
Calvin Brookins

The NALC and the Postal Service have resolved the dispute over DPS route adjustment. The September 17, 1992 memorandum on DPS route adjustments provides that within 60 days of implementing the planned adjustment for future automated events, the parties will revisit those adjustments to ensure that routes are as near to 8 hours daily, as possible. The parties dispute concerned whether additional adjustments to ensure compliance with the 8 hour standard had to be accomplished within the 60 day period. The NALC had grieved management's refusal to accept this 60 day time limit.

In a settlement reached December 3, 1997 the parties have agreed that adjustment should be implemented within the 60 day review period, except where there are valid operational circumstances which warrant an exception. When management asserts that valid operational circumstances warrant an exception to the 60 day period, it must submit a detailed written statement substantiating the asserted circumstances to the local union within seven days following the expiration of the 60 day period. Disputes concerning the asserted operational circumstances will be resolved through the grievance arbitration procedure.

SPECIAL PICNIC NOTICE

For all those who are interested in looking into another place to possibly have the next picnic, there will be a picnic meeting at the union office. Date and time is as follows.
Date : February 9, 1998---Time : 6:00 pm

"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 President Report

by

Calvin Brookins

I read a very interesting article in the December 27, 1997 issue of the Antelope Valley Press newspaper. This article talked about the Postal Service pushing to be debt-free in two years, after three years of billion dollar profits. The Postal Service finished 1997 with a \$1.26 billion profit. That follows profits of \$ 1.77 billion in 1995 and \$ 1.57 billion in 1996. That three year performance trimmed the Postal Service's financial deficiency from \$ 5.9 billion to \$ 1.36 billion. This is according to Postal money manager Michael J. Riley. Mr. Riley believes the increased profits have led to growing pride among letter carriers and executives, and could mean a money making future for the Postal Service. Remember the Postal Service will have a one cent postage stamp increase starting July 1 at the earliest. This may help in making a profit in 1998. This article also talks about how thousands of employees are eligible for bonuses. Mr. Riley join the Post Office in 1993, his salary is somewhere in the \$140,000 a year range. 1993 was a year the Postal Service lost \$1.8 billion. At that time the Postal Service board urged along by Postmaster General Marvin Runyon, decided to get aggressive to turn things around. The Postal Service instituted a short term incentive system to spur better performance by managers and letter carriers alike. Michael J. Riley states that bonus pay worked, I wonder if he would feel the same way if he were a letter carrier making about \$30,000 a year. This article reads as follows (Now, thousands of postal employees are eligible for bonuses of up to \$12,000 each based on the agency's economic performance and customer satisfaction.) I don't know about the rest of the letter carriers in the Van Nuys district, but we carriers here in the city of Van Nuys only received a sandwich and a soda. That is a long way from \$12,000, but there was a key phrase in that statement (up to \$12,000). I guest our (up to) only came to a sandwich and a soda. That really puts the short in (short term incentive). Michael J. Riley was entitled to a \$47,000 bonus this year. But federal salaries at the postal service are capped at \$148,000, so Mr. Riley only received \$400.00 of that bonus. What happened to the other \$46,600.00. Just think of how many sandwiches and sodas you could have bought with \$400.00.

O. W. C. P. REPORT

By Art Bocek

Consequential and Intervening Injuries

The Office of Workers' Compensation Programs (OWCP) defines a "**recurrence of disability**" as a spontaneous return of symptoms of a previous injury or occupational disease without intervening cause." OWCP's defines a "**consequential injury**" as an injury or medical condition sustained "off the job" which results from an employment-related injury or illness.

An employee with an OWCP-accepted knee injury may suffer another injury to a different part of his or her body because of a fall caused by the buckling of the weakening knee. This new injury sustained by the employee is considered as a consequential injury whether the affected part of the body is the same knee or some other part of the employee's body.

Below are some other examples of scenarios accepted by OWCP as consequential injuries. They are as follows:

1. An employee suffers an injury to the other knee through over use, because of the original injury of the other knee, the original accepted claim for benefits.

2. Consequential injuries also include injury while traveling to and from obtaining treatment or authorized examination for an OWCP-accepted claim.

(Continued on Page 6)

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	5											
ENCINO	8											
CIVIC CENTER	1											
PANORAMA CITY	2											
SHERMAN OAKS	9											
SUN VALLEY	0											
TARZANA	1											
RETIREE'S	7											
TOTAL	33											

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

NEXT MEETING
6:00 PM

February 3rd
1998

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

February 17th

BRANCH OFFICE.....818-786-8505
SICK CALL
FRANK RIMKUS..... 818-892-7118 WEB
PAGE
<http://members.aol.com/branch2462>

"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 **February 28, 1998** Please mark your calendar's and we hope to see you there.

Thanks
Frank Rimkus

BRANCH 2462 PROPOSED BUDGET FOR 1998

	BUDGET 97	SPENT 1997	BUDGET 1998
3) Branch Officer's Salary	\$ 24000.00	\$ 24000.00	\$ 24000.00
4) The Mail-Call	\$ 3700.00	\$ 4262.94	\$ 4500.00
Permit (includes postage)	\$ 1200.00	\$ 1085.00	\$ 1200.00
6) Postage Expense	\$ 800.00	\$ 1071.45	\$ 1200.00
7) President's Expense	\$ 100.00	\$ 00.00	\$ 100.00
8) Vice-President Expense	\$ 25.00	\$ 00.00	\$ 25.00
9) Recording Secretary Expense	\$ 25.00	\$ 00.00	\$ 25.00
10) Financial Secretary Expense	\$ 25.00	\$ 25.00	\$ 25.00
11) Treasurer Expense	\$ 25.00	\$ 53.64	\$ 25.00
12) Retired Men's Night	\$ 2000.00	\$ 1431.32	\$ 2000.00
13) Installation Dinner	\$ 2000.00	\$ 1659.16	\$ 00.00
14) Branch Telephones	\$ 1200.00	\$ 1153.04	\$ 1400.00
15) Bond for Officer's	\$ 125.00	\$ 114.00	\$ 150.00
16) Office Supplies	\$ 1500.00	\$ 2189.99	\$ 2200.00
17) Labor-Management Meetings	\$ 500.00	\$ 525.33	\$ 800.00
18) Refreshments	\$ 800.00	\$ 776.08	\$ 500.00
19) Donations	\$ 1000.00	\$ 800.00	\$ 1000.00
20) Equipment Repairs	\$ 200.00	\$ 151.52	\$ 200.00
21) Equipment Purchase	\$ 1250.00	\$ 908.97	\$ 1500.00
22) Election Expense	\$ 1500.00	\$ 1336.18	\$ 00.00
23) Miscellaneous Expense	\$ 200.00	\$ 174.24	\$ 200.00
24) Public Relations	\$ 200.00	\$ 73.75	\$ 200.00
25) Station Expense	\$ 1450.00	\$ 1450.00	\$ 1600.00
26) Educational & Training	\$ 12000.00	\$ 5639.12	\$ 9000.00
27) Publications	\$ 100.00	\$ 91.70	\$ 150.00
28) Local Negotiations	\$ 00.00	\$ 00.00	\$ 00.00
29) Picnic Expense	\$ 10000.00	\$ 10245.55	\$ 11000.00
30) Lost Time Account	\$ 12000.00	\$ 11800.00	\$ 14000.00
31) Insurance Cost	\$ 600.00	\$ 617.00	\$ 700.00
32) Office Rental	\$ 17760.00	\$ 170.00	\$ 17760.00
33) Gas Utility	\$ 300.00	\$ 312.62	\$ 350.00
34) Food Drive	\$ 700.00	\$ 215.78	\$ 500.00
35) Ray Kreyer Award	\$ 550.00	\$ 537.85	\$ 550.00
36) C.O.A. (mail-call)	\$ 30.00	\$ 30.37	\$ 40.00
37) Death Benefit	\$ 00.00	\$ 270.00	\$ 00.00
38) Mileage (.25 PER MILE)	\$ 200.00	\$ 100.00	\$ 200.00
39) MBA	\$ 400.00	\$ 385.68	\$ 400.00
40) Electric Utility	\$ 1100.00	\$ 1253.46	\$ 1500.00
41) Dues & Membership Expense	\$ 600.00	\$ 583.44	\$ 650.00
42) Janitorial	\$ 900.00	\$ 750.00	\$ 900.00
43) Photo's & Xeroxing	\$ 200.00	\$ 157.47	\$ 200.00
44) Membership Drawing	\$ 100.00	\$ 50.00	\$ 100.00
45) Bass Calendars - 1998	\$ 1300.00	\$ 1187.50	\$ 1300.00
46) Christmas Open House	\$ new	\$ n/a	\$ 750.00
47) Independent Medical Exam	\$ new	\$ 900.00	\$ 00.00
48) Organizing	\$ new	\$ n/a	\$ 250.00
99) Non-Numbered Items	\$ 00.00	\$ 1432.10	\$ 00.00
<u>TOTALS</u>	\$ 179316.00	\$ 174148.60	\$ 183794.90

ESTIMATED INCOME:

Regular Members	445 at \$ 395.46	\$ 175979.70
Retiree's	140 at \$ 18.00	\$ 2520.00
N.A.L.C. Health Benefit Reimbursement		\$ 240.00
Interest		\$ 3000.00
Other Income (i.e. - M.B.A.)		\$ 100.00
TOTAL INCOME		\$ 181839.70

JANUARY 1998 THRU DECEMBER 1998

<u>ESTIMATE EXPENDITURES:</u>	BUDGET 97	SPENT 97	BUDGET 98
N.A.L.C. Per Capita Tax:			
Regular Members (445 at \$ 131.82)	\$ 55341.00	\$ 55866.51	\$ 58659.90
Retiree's: (140 at \$ 7.00)	\$ 980.00	\$ 943.49	\$ 980.00
State Per Capita Tax:			
Regular Members (445 at \$ 6.00)	\$ 2580.00	\$ 2608.30	\$ 2670.00
Retiree's: (140 at \$.50)	\$ 70.00	\$ 77.30	\$ 70.00
1) Contingency Fund (445 @ 1.50 x 26 pay periods)	\$ 16770.00	\$ 16236.00	\$ 17355.00
2) Contingency Fund Retiree's (140 @ .25 x 26 pay periods)	\$ 910.00	\$ 855.75	\$ 910.00

JANUARY 1998 THRU DECEMBER 1998

BALANCE SHEET

INCOME	\$ 181839.70
EXPENDITURES	\$ 183794.90
BALANCE	\$ - 1955.20

Respectfully submitted,

THE BUDGET COMMITTEE

Robert Johnson
Velma McClinton
Frank Brash
Ann Scarborough
Dan Rathbone

The New Buzzword: Diversity

by
Jason D. Colello

The definition of *diversity* is quite simple: difference; variety. No matter how you look at it, *diversity* is in essence, all things different. However, *diversity* has been adopted by postal management as the future of the postal services survival. But with this new postal buzzword comes management's redefinition of the word *diversity*, and it has nothing to do with variety.

Two well dressed men (we'll call them Mr. Y and Mr. Z) gave a stand-up at the Encino post office on January 7, 1998, to give us carriers general information about the *Diversity Program* to which these two individuals are representatives of. This *Diversity Program* is supposed to tap into the highly *diverse* postal ranks, and provide both a better way of life and increased customer business.

Mr. Y said this *Diversity Program* would help to dispel myths and innuendoes about all walks of postal life, and to help diminish internal conflicts that some employees may have of our diverse workforce- to make all employees more sensitive to her/his coworkers personal (political, religious, racial, etc.) needs. That our *personal baggage* must be left at home when we come to work.

Mr. Z then took the floor and spoke of the postal Hispanic program, stating that this program is intended to help inform postal Hispanics of career opportunities within the postal service; however, this program would not give preference to Hispanics, for the testing of said opportunities still reside in the best qualified applicant. He added that two of the most under-represented groups within the federal government are Hispanics (both male and female), and all women. Mr. Z continued in saying that Hispanics spend over 350 billion dollars annually, and that the postal service needs to *diversify* and tap into this Hispanic market.

Mr. Z's comments may be misconstrued as favoritism towards a specific group (though he denied such), but this is clearly not the case. The favoritism is displayed towards those 350-billion Hispanic dollars, and how the Postal Service is planning to tap into those, and anyone else's, dollars. Basically, if a specific group of persons spend billions of dollars, the Postal Service will recognize that group and make accommodations for it; but if another group of persons have little to spend, they are ignored because of the lack of profit potential.

Mr. Z warned us that our competitors are tapping into the *diversity* market, and that we need to do so to compete. He also stated that potential customers view the postal service as a non-diverse company, and that the Postal Service must provide a *diverse* image and work environment so the *diverse* public will have a positive perception of the postal service and select us for their business needs. Mr. Z concluded that all of our jobs depend on our ability to *diversify* the postal service's abilities.

True, when you look upon the postal service you see probably the largest representation of all forms of diversity; culture, religion, political, racial and lifestyle, we have it all. Furthermore, prejudice exists for all of the above mentioned, and is an unfortunate undercurrent of a misinformed populous. The fact of the matter is we are all human beings, and should be regarded as such, no matter what our appearance, gender, political, religious and racial existence in life. However, our true diverse uniqueness should not be repressed or discarded, because, doing so would undermine true individuality; to seek change when it is necessary, to fight injustice and wrongdoing when it surfaces.

However, the postal service has different designs on how *diversified* we all should be, and it has nothing to do with our personal affiliations with existence.

Management's *Diversity Program* would have you leave at home the very thing that makes all of us different, our personalities. With our personalities left at home, we become, allegedly, more efficient employees. We are in harmony with all other employees, so we focus more on the job. We need not converse with our colleagues, because, we already accept their *diversity*. We do exactly what management tells us to do, because, we are diverse enough to understand our jobs rely on our successfully adapting to management's diverse climate. And since we happily accept all points of view, there will be

no need to file grievances; because, management does what is best for the postal service. There should be nothing to question, since we left our personalities at home, and always agree with management. Having a National Contract really becomes mute, because, a diverse employee would never find fault with management's business techniques. As a matter of fact, upper management believes carriers are over-compensated for the duties they perform, and since we carriers are happily *diverse*, we will take the pay cut.

Altogether, Mr. Y and Mr. Z's *diversity* double talk presents an image of a caring and concerned Postal Service seeking a better quality of life for their hard working carriers; a facade issued only to suppress the true intention of the Postal *Diversity Program*: the transformation of carriers into ultra-efficient, under compensated, do-as-your-told postal automatons. Management would greedily reap the benefits; profit means bonuses, and we've seen this in the past.

As Mr. Y stated; this *Diversity Program* represents all groups within the postal service, but you must leave your *personal baggage* at home; as not to be insensitive to anyone else at work. So, we are all different by definition, but at work we are all the same. Yes, we are all humans, but, we are all uniquely different because of our personalities. But it is our personalities, our freedom, management wishes to contain; because, with our freedom gone, management would face no opposition, and would be free in reeking whatever havoc they so desire.

Mr. Z pointed out the public does not see us as a *diverse corporation*, and that the Postal Service must change its image to satisfy customer, and the potential customer. This analogy is far from the truth, since it is the carriers who see the public on a daily basis; and we carriers are far from being non-diverse.

It is the NALC publicly presenting management's mismanagement of the Postal Service (through publicly broadcasted Congressional hearings on the Postal Service), that upper management wants to suppress. Management does not want the public to know how they (mis) manage the Postal Service, profit before service, nor does management want the public sympathizing with the letter carriers.

This would spell anarchy, because, less profits would mean less bonuses, and management cannot have that.

The *Diversity Program* is just another scheme in an attempt to con both the carrier and the public into increased revenue, simultaneously decreasing both carrier individuality and public service. It is not comforting to know, that if hatred and racial prejudice could somehow turn a profit (management's interpretation of the *voice of the customer*), our stand-ups would feature comments such as- "only through hatred and racial prejudice toward those not like you, can the Postal Service become more competitive with our already racially prejudiced competitors!"

We should respect all of our sisters' and brothers' uniqueness', unequivocally. And if we do not understand our coworkers uniqueness', we should make an honest attempt to understand them, by seeking out knowledge and examining varying viewpoints. However, it does not mean we have to agree with the personal choices of our fellow coworkers, nor should we be forced into liking something we do not like. I choose not to like cabbage, and I will share this, peacefully, in public: it is my right!

Do not be fooled, this postal buzzword (*diversity*) would take away what makes us all unique (our personality, essence), and *turn* us into order-following management automatons. And since all automatons are machines that either perform a task or not, how can we be truly diverse when all machines are the same?

Be yourself, and hear the Revolution Calling.

"THE MAIL CALL" BRANCH 2462, NALC

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

Address Correction Requested

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Branch Meeting Minutes January 6, 1998 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 6:05 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS GALLEGOS. The invocation was led by ROGER ASKEW

ROLL CALL OF OFFICERS

PRESENT--ASKEW, BROOKINS, SEYFRIED, McCLINTON, JOHNSON, TUKESBREY, BRASH, SCARBOROUGH, HALL, RATHBONE, GALLEGOS

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

SAHAKAWANE ARAKELIAN, CHRIS MILL, CATALINA ANGUIANO, LARRY LOY JR., MARTHA BURNS, WAYNE CARLIN, MELCHOR BARCEGA, CESAR SILVA

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

COMMITTEE REPORTS

COLCPE--GALLEGOS \$ 409 in the fund

RETIREEES--RIMKUS There were 7 retirees present at tonight's meeting. On the Sick List we have, WALT

KENWAY, WALT KOWALICK, BILL FALK, LESLIE

MICHELSSEN, & LARRY STUTLEY. We wish all a speedy recovery.

TRUSTEES Audit & Budget next week

DISTRICT 6--McCLINTON Next meeting Jan 6th at 6

pm. at Branch 2462..

VICE-PRESIDENT--BROOKINS Getting ready to start DPS

at the Encino Station. Training at Encino will begin towards the

end of January.

PRESIDENT ASKEW Spoke briefly on the

Branch plans for the National Convention, State Convention.

Legislation--HR 22 & HR 198 are still in committee will let us

know when these are coming up for vote. Memorandum has

been reached re: ARTICLE 15 19 test sights have been selected,

San Diego & Santa Ana have been selected from the Pacific region.

New Van Nuys Postmaster should be announced within the week.

Branch will be conducting route inspection classes on Wednesday February 4, 1998. We are

asking that only those carriers from the Encino station attend

as space is tight and this is the first station to go on line with

DPS. Congratulation to the following on 25 years of membership,

KEN LORRAINE, BOB MORALES, BILL LOLL,

LUTIE MILNER, TOM REYES and CHESTER PIELOCH.

OLD BUSINESS--RETIREE DINNER REPORT submitted for

approval. Motion to accept M/S/C The following actions were

taken by the Executive Board since the November meeting.

Renewed the subscription to the Postal Record for 1998. Cost \$

16. Took \$ 68000 in CD's that

matured and opened one savings account for approx. \$ 13000.

Placed the remainder in 4 CD's for 3-6-9 & 12 months.

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch pay any Shop Steward or

Alternate who attends the training class on Jan 11th

at Branch 2902, \$ 50 for the entire day M/S/C

MOTION--Branch donate \$ 35 to the William Dorety

Scholarship Fund, for each of the following deceased

members, LAWRENCE JOHNSON, ROBERT BENT,

RONALD ADOLPHSON, & WARREN MANAHAN M/S/C

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURER REPORT--McCLINTON

COLCPE DRAWING

\$ 5 ED CARLIN--SHERMAN OAKS

\$ 4 BOB JOHNSON--MAIN OFFICE

\$ 4 RICK REIMER--SHERMAN OAKS-DONATED

MEETING ADJOURNED IN THE MEMORY OF THOSE MEMBERS

OF THE BRANCH WHO PASSED AWAY IN 1997.

7:25 PM

O.W.C.P. REPORT (Continued from Page 2)

3. If you are hospitalized for an OWCP-accepted claim and suffer a new injury or medical condition which occurs as results to the hospital care (i.e., if the medical care causes a secondary injury or condition, the resulting disability is compensable.)

The reasoning behind OWCP's acceptance of a consequential injury involves the chain of causation theory. The causation theory means, "if a second injury or medical condition is a natural consequence of an OWCP-accepted injury, then the second one is compensable."

Form CA-2a, "Notice of Recurrence" is the proper form to be used in filing a "consequential injury " claim even though consequential injuries are basically different from the traditional definition of a recurrence.

The employee claiming a consequential injury completes Part A of form CA-2A. A narrative statement describing the consequential injury and its relationship to the OWCP-accepted injury needs to be attached to the Form CA-2a. This narrative needs to show the when, how and why the consequential injury occurred.

A narrative medical report is necessary from the injured employee's physician which shows supporting medical evidence (i.e., the physician's definitive medical opinion, with medical reasoning, showing how and in what manner the OWCP-accepted injury or illness caused the consequential injury).

Don't confuse a consequential injury with an "**intervening injury**"- the term used by OWCP to describe an "off the job" injury which was not caused by an OWCP-accepted injury or illness (i.e., an employee with an OWCP-accepted injury or illness sustains a new injury to the back in an automobile accident). OWCP must then determine if the effects of the employment-related injury or illness still contributes to the employee's disability.

In short, unless the new "off the job injury" breaks the chain of causation of the prior employment injury or illness and the disability claimed, the disability will be considered related to the employment-related injury or illness.