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## PRESIDENT'S REPORT

By Roger Askew

### JUSTICE

Occasionally I become aware of certain events that take place in the ranks of management that deserve mentioning. Recently the Van Nuys District made a decision to recognize some employees for the delivery of EPED mail ( every piece every day). Each of us have all been involved in this project for a number of years. The Van Nuys area has receive national recognition for our efforts in this area.

The one thing that concerns me is who they decided to recognize. You would think that the management would honor those that actually performed this service. I could understand if clerks were honored with a luncheon. They see that the mail is placed in a central location to be taken out to each of our routes. I could understand if management chose to honor those craft employees who bring it to our routes for delivery. I could really understand it if some letter carriers were given this honor. Each of us reports to a certain location, retrieves this mail and then makes sure that the delivery of this mail takes place on the day we receive it. But for the life of me I haven't been able to figure out why the district manager chose to honor our managers with a luncheon. Just recently each office was represented at a luncheon held at the Odyssey Restaurant in Granada Hills. Yes, while the craft employees made sure that this program was a success, upper postal management chose to honor those that remain in the office. It does seems a little strange to me that while our managers were served a sit down meal at a nice restaurant those that actually perform the work were given a sub sandwich at our stations ( plus carriers were given the instruction that they were to eat it on their break and they wouldn't be given any addition time) . I can only speak for myself but next time management decides to place a stale sandwich in front of me while they sit at a fancy restaurant I'll pass. Let's do some simple math.... With over 75 postal managers not working for 3 hours (at an average of \$ 25.00 per hours), that's over \$ 5600.00 in salary alone. Now, I'm not familiar with the banquet prices at the Odyssey but I believe that each meal would cost an average of at least \$ 15.00 per meal, that's an additional \$ 1125.00. So you now have in excess of \$ 6700.00 ( at a minimum) that was spent on recognizing employees that had nothing to do with the success of the program.

Just a short recap, while carriers and other craft employees made sure the program was a success, management placed a stale submarine sandwich in front of us and then chose to have those so called workers sit down and be honored with a nice meal that cost the postal service at least \$ 100.00 per employee just doesn't seem right to me.

When November gets here, let's hope a proper recognition will be placed in our weekly pay checks.

### PICNIC

At last months regular meeting a motion was passed that the annual branch picnic be held at Magic Mountain. Over the last couple of years the membership has expressed a desire to change the location of this yearly event. Vice-President Brookins has made arrangements with Magic Mountain and the picnic will be held on Sunday August 30, 1998. We will be placing flyers for you to review in each office and an adjacent sign up sheet so that we can make arrangement for the food that is to be served. In addition, the editor will be placing an announcement in the next couple of issues of the mail call so that you will be aware of the ticket prices and the amount of tickets that can be purchased. Please make sure you provide an accurate number of tickets that you will be needing. This should be a great time and we will all be able to go into the par after the picnic and enjoy ourselves.

### FOOD DRIVE

As you read this article, the Food Drive will be right around the corner. On Saturday May 9th, we will be collecting food for local agencies. We have been informed that during the summer months the need is great so please help out. This is a great opportunity for us to give a little back to the communities we serve.

### NATIONAL CONVENTION

The National Convention is only a few months away. We will be sending twenty-six members to the convention in Las Vegas. Many items will be discussed at this semi-annual event. The issue of D.P.S. will one again be discussed. With Sun Valley, Encino and Tarzana stations already involved in this thing called automation the transition has been difficult. It is still my opinion that until the postal service is able to bring us a minimum of 100% of our letter mail in an automated state we should be allowed to case our letter size mail.

## IN MEMORY OF

LARRY STUTLEY  
RETIREE--BRANCH 2462

YEWED SHIPP  
RETIREE--BRANCH 2462

"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

Well the Van Nuys Performance Cluster earned a 95% EXFC (External First Class Measurement System) score, which happens to be the best in the entire Pacific Area for quarter #2. EXFC scores measure the on time delivery of overnight committed first class mail. How were the carriers rewarded for making these on time deliveries? You guessed it, a sandwich and a soda. Meanwhile the managers and supervisors all went to the Odyssey for a very nice lunch. I remind you that none of these people made any of those on time deliveries, they even rewarded some managers who do not play a role in the day to day operation of a carrier station. Rumor has it these managers and supervisors will also receive a monetary bonus. Seems to me that reward should have been the other way around.

I would like to take this opportunity to congratulate all the carriers within the Van Nuys / Tarzana offices who received achievement awards in the month of March, there were fourteen total. I just hope the USPS does not go to the negotiation table in November and say all carriers are happy, well paid and they've gotten bonuses so they don't deserve more pay and benefits should be cut. Remember the last contract negotiations, we weren't worth any more than a pizza delivery boy.

Most of us have heard of minutes per foot that management keeps talking about. Do not confuse this with standards. If your supervisor tells you that you are not making standards because you are not casing 15 minutes per foot they are wrong. Standard is (18 and 8) meaning 18 letters a minute or 8 flats a minute. Management cannot hold you to 15 minutes per foot that is only a tool that they use. Pulling your route down is not part of the 18 and 8, that falls under strapping out time which is 70 pieces a minute. The M-39 handbook sets certain minimum times for recurring office functions, such as vehicle inspection, withdrawing mail, accountable mail, recurring office work not covered by the form and personal time. The minimum total is 28 minutes.

When you hear management say a carrier shows no sense of urgency, that term has no contractual validity. You will not find that in any handbook or manual. We are supposed to give a fair days work for a fair days pay. We give our best effort, this is all the Postal Service can ask of us. Remember be a professional Letter Carrier.

Picnic Report  
By  
Calvin Brookins

At the April branch meeting the membership passed a recommendation from the executive board that we hold this years annual picnic at Magic Mountain. There will be sign up sheets posted at every carrier station. The price will be \$15.00 per ticket with a limit of 4 tickets. Any ticket you purchase over 4 will be \$30.00 each. The picnic will be held on August 30, 1998, times are from 1 1:00am to 3:00pm, food will be served from 11:30am to 1:30pm and you have access to Magic Mountain Park until closing time. Retirees wishing to attend the picnic contact the union office or Frank Brash.

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	5	2	6	7								
ENCINO	8	8	6	6								
CIVIC CENTER	1	1	1	1								
PANORAMA CITY	2	2	1	2								
SHERMAN OAKS	9	4	7	11								
SUN VALLEY	0	1	1	0								
TARZANA	1	1	1	2								
RETIREE'S	7	4	4	7								
TOTAL	33	23	27	36								

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

NEXT MEETING  
6:00 PM

May 5th  
1998

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

May 12th

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 **May 23, 1998** Please mark your calendar and we hope to see you there.

Thanks  
Frank Rimkus

**DPS Report**  
By  
**Calvin Brookins**

Branch 2462 now has three stations on DPS (Delivery Point Sequencing) those stations are Sun Valley, Encino and Tarzana. DPS has now changed the way those carriers do their jobs and the way they handle their mail on the street. Those of you who are not yet on DPS need to make sure that everything is arranged carefully ahead of time so you can perform your job accurately, quickly and with as little strain and stress as possible. Keep in mind that each route is different and you as the regular carrier assigned to that route should play a role in preparing that route for DPS. You as the regular carrier assigned to the route will have to give your input as to what work method is chosen for that route. The two approved work methods are the Vertical Flat Case method and the Composite Bundle method. The Vertical Flat Case method is where you take your non DPS letter mail and case it into your vertical flat case with your flats and pull it down and carry it as one bundle. The Composite Bundle method is where you case your non DPS letter mail into your letter case and pull it down and carry it as a third composite bundle. Make sure your input favors the work method that works best for you and your route, don't accept a work method that's not efficient for you and your route. Remember it has to be the most efficient method and it is a joint decision between the local management and the local union along with your input as the regular carrier assigned to the route. Also you want to make sure your case labels are accurate and in the order that you carry your route, starting with the lower shelf on the left and ending with the top shelf on the right. The machine that sorts your mail for DPS will only sort it to the edit sheet which is what your case labels come from. If you do not case and carry your route the way your labels are set up this will be a daily problem for you once DP S comes to your office. Van Nuys Civic Center 91401 and Van Nuys Main 91411, 91405 and 91406 are scheduled for DPS in 1999. Sherman Oaks 91403 and 91423 and Panorama City 91402 are scheduled for the year 2000.

Let's get prepared

**YOUR RIGHTS UNDER EEO**  
by  
**ART BOCEK**

**Representation and official time**

At any stage in the processing of an EEO Complaint including the counseling stage under 29 CFR Section 1614.605, the complainant shall have the right to be accompanied, represented, and advised by a representative of complainant's choice. Below are additional rights covered under the above cited CFR Section you need to know, and they are as follows:

You the complainant as an employee of the USPS, shall have a reasonable amount of official time, if otherwise on duty, to prepare the complaint and to respond to USPS and EEOC request for information. If you as the complainant designates another employee of the USPS as his or her representative, the representative shall have a reasonable amount of official time, if otherwise on duty, to prepare the complaint and respond to USPS and EEOC request for information.

The USPS is not obligated to change work schedules, incur overtime wages, or pay travel expenses to facilitate the choice of a specific representative or to allow the complainant

to confer but can if it deems necessary in order to help facilitate the complaint process. The complainant and representative, if employed by the USPS and otherwise in a pay status, shall be on official time, regardless of the tour of their duty, when their presence is authorized or required by the USPS or the Commission during the investigation, informal adjustment, or hearing on the complaint.

Witnesses who are Federal employees (USPS), regardless of their tour of duty and regardless of whether they are employed by USPS or some other Federal agency, shall be in a duty status when their presence is authorized or required by the Commission or USPS officials in connection with a complaint.

Unless you as the complainant states otherwise in writing, after the USPS has received written notice of the name, address, and telephone number of a representative for the complaint, all official correspondence shall be with the representative with copies to the complainant. If an attorney is designated as your representative, service of documents and decisions on the complaint shall be made on the attorney and not on the complainant, and time frames for receipt of materials by the complainant shall be computed from the time of receipt by the attorney.

If you have filed an EEO Complaint and are not being given time as required in the above cited regulation, you need to document the request for time and request to see your steward in order to file both a grievance under the National Agreement of violations of Article 2 and 19, citing CFR Section 1614.605 and EL-603, Section 2.1.27, also send a written a notice to EEO regarding management's action of denying official time as an act of "reprisal and retaliation" because of your filing of an EEO Complaint, therefore, it your request to file an addition EEO Complaint against the USPS for the denial of official time.

Remember, you as the complainant shall at all times be responsible for proceeding with the complaint whether or not he or she has designated a representative.

**EEO Complaints held in abeyance**

When a complainant is covered by a negotiating grievance procedures, allegations of discrimination shall be processed as complaints under this part, except that the time limits for processing the complaint contained in 29 CFR Section 106 and for appeal to the Commission contained in 29 CFR 1614 Section 402 may be held in abeyance during the processing of a grievance covering the same matter as the complaint if the USPS notifies the complainant in writing that the complaint will be held in abeyance.

Basically what the USPS has done by holding an EEO Complaint in abeyance is to create a wait and see attitude as to the outcome of your grievance in the grievance procedures. USPS hopes the grievance decision is in the USPS's favor. The USPS will then use the grievance decision in the EEO Complaint in order to help justify it's position in the complaint.

# "THE MAIL CALL"

## BRANCH 2462, NALC

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

NONPROFIT ORG.  
 U.S. POSTAGE  
 PAID  
 VAN NUYS, CA  
 PERMIT No. 314

Address Correction Requested

### Branch Meeting Minutes April 7, 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.

MOMENT OF SILENCE--LARRY STUTLEY

ROLL CALL OF OFFICERS

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

**ABSENT**--NONE

CORRECTIONS TO MINUTES--ALL OFFICERS WERE PRESENT AT THE MARCH MEETING

CORRESPONDENCE READ

BILLS READ-----MOTION TO PAY M/S/C

APPLICATION FOR MEMBERSHIP

TED DeMAIRE, JUAN DELAMORA, GREG MARSON, HERBERTO RAMIREZ, HUGO VIVANCO, JUAN MITRA, JOEL TORRES, RICHARD BETTESS

COMMITTEE REPORTS

TRUSTEE All is well, Refreshments and Gas categories are running high.

RETIREES--RIMKUS There were 7 retirees present at tonight's meeting. On the Sick List we have CHARLES KOENIG, WALT KENWAY, ODIL SABBE & CHARLES SHELTON we wish them a speedy recovery

COLCPE--GALLEGOS \$ 465 in the fund

HBR--TUKESBREY None

MBA--T. HALL Watch for article

DISTRICT 6--McCLINTON Various functions on the Legislative front. Contact Velma for updated dates and times

FOOD DRIVE--MICHELSEN All coordinators have been selected. T-Shirts are \$ 12 and you will be allowed to wear them the week before the Food Drive at work and on your Route. Contact Leslie to order your shirt.

DPS--BROOKINS Tarzana started DPS on April 7, 1998. We will be holding a Route inspection class soon.

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

RESIDENT ASKEW National Convention is July 27-31, 1998. State Convention May 29-31, 1998. No Union Dues money goes in any form to political candidate's.

The money sent is COLCPE donations which are individual contributions. The cost of living adjustment will start on March 14th. It will be \$ 167.00 and you should start seeing it on the April 3rd paycheck. The 2 senior PTF's in Van Nuys have been promoted to full time effective 2/28/98. The 4 senior PTF's in Sun Valley will be promoted to full time, no effective date has been set yet.

OLD BUSINESS

MOTION--Excuse RICHARD REIMER from the February and March meetings due to an auto accident M/S/C

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch send TREASURER VELMA McCLINTON to the Secretary-Treasurer class in San Diego, May 17-19th. Cost not to exceed \$ 750 M/S/C

MOTION--Branch hold the annual Picnic at Magic Mountain on August 30, 1998. Hours 11 am - 3 pm.

Food served from 1:30 AM - 1:30 PM Park will be open until midnight. Cost per ticket \$ 15, limit 4 tickets per member. M/S/C\*

MOTION--Branch spend \$ 16.35 to help pay for a one page ad for District 6, in the State Convention Booklet. Funds to be taken from the Public relations account M/S/C

MOTION--The Executive Board will make a recommendation for a Fund raiser for COLCPE M/S/C \*

\* DENOTES THAT VOTE WAS UNANIMOUS  
 COLCPE DRAWING

- \$ 5 ED CARLIN--SHERMAN OAKS--DONATED
- \$ 5 HYMAN ROLL--RETIREE
- \$ 5 HYMAN ROLL--RETIREE
- \$ 5 JESS PASILLAS

Meeting adjourned 7:20 P.M.

There was a short rap session after the meeting.

**Don't let them SILENCE working families**

Prop. 226 is an initiative written by big business and out-of-state lobbyists which would silence the voice of working families. Prop. 226 would make it illegal for unions to fight for their members without a complicated authorization procedure that includes a form designed by state bureaucrats to be filled out by each member, every twelve months. These bureaucratic regulations will tie up unions in red tape and silence our voice on issues we care about.

**ON JUNE 2ND  
 VOTE NO ON  
 PROP. 226**