

THE MAIL CALL



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PRESIDENT'S REPORT

By Roger Askew

CONTRACT NEGOTIATIONS

MEDIATION-In the recent NALC bulletin (99-3), President Sombrotto announced that the Postal Service and the National Association of Letter Carriers have signed an agreement to submit the ongoing collective bargain process on a new National Agreement to a limited period of voluntary mediation to begin by March 15, 1999 and end no later than mid-April. This agreement, signed on February 4, 1999 calls for the expedited mediation procedure to be used instead of the slow moving fact-finding procedure mandated by the Postal Reorganization Act of 1970. Both parties agree that if the voluntary mediation is not successful, the stalemate would proceed directly to interest arbitration. The message from the union is still the same. Letter Carriers deserve and expect a significant wage increase. Our organization has made a large profit over the last 5-6 years and this profit was made mostly on the backs of letter carriers.

The Executive Council of the National Association of Letter Carriers has decided to conduct a series of local meetings throughout the country in March and April for communications with the membership on the goals of our negotiations. One of these sessions is scheduled for the Los Angeles area and I will be attending. This meeting will explain the mediation process, encourage opinions of the membership, emphasize the preference for a negotiated settlement that can be sent to you the membership for ratification.

Both sides will seek in the next weeks to agree on a mediator, and if that fails will use a pre-determined selection process under the auspices of the Federal Mediation and Conciliation Service. Both sides have agreed that the fact finding process would have been counter productive and that this voluntary mediation will provide the opportunity to reach a negotiated settlement for the membership to ratify. As soon as more information becomes available I will be letting you know.

(Continued on Page 2)

NOTICE OF NOMINATIONS OF BRANCH OFFICERS & SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for the following offices will be held at the regular branch meeting April 6, 1999 at 6:00 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) Trustees, 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 9, 1999. The terms of Office shall be for a two year period. Candidates elected shall be delegates to the National and State Conventions as stated in the Branch By-Laws.

Shop Steward nominations and election will be held at the individual Stations.

ELECTION

The election will be conducted by secret ballot at all Carrier stations on June 1, 2, 3, 4, 1999. 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 14, 1999. 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 14, 1999. Absentee ballots must be returned to the Election Committee no later than 5:00 PM on June 4, 1999. Write-in votes are not permitted. The counting of the ballots will take place on Friday, June 4, 1999 beginning at 6:00 PM, at the Branch Meeting hall, 6910 Hayvenhurst Ave., #101 Van Nuys, CA. All candidates and members may observe the counting.

**IN MEMORY OF
ROBERT VILBRANDT
RETIRED--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.

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	11	0										
ENCINO	8	6										
CIVIC CENTER	2	1										
PANORAMA CITY	1	1										
SHERMAN OAKS	6	7										
SUN VALLEY	1	1										
TARZANA	1	1										
RETIREE'S	7	5										
TOTAL	37	22										

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

NEXT MEETING
6:00 PM

March
2nd
1999

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

March 16th

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

"RETIREE CORNER"

Our Monthly (fourth saturday) breakfast 9AM meeting will be held at Cocos Restaurant(15701 Roscoe Blvd. just west of the 405 Freeway across from Anheuser-Busch) The date for the next breakfast is March 27th. Be sure to mark your calendar and we hope to see you there.

Thank You
 Frank Rimkus

PRESIDENT'S REPORT

By Roger Askew (Continued from Page 1)

ROUTE INSPECTIONS

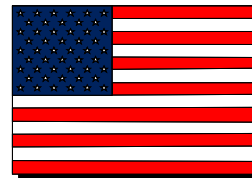
As I have been announcing at the branch meetings, the Civic Center station will begin route inspections on Monday March 1st. The branch will be conducting a route inspection school at the union office on Wednesday February 24th, 1999 from 6:00 - 9:00 PM. The office is located at 6910 Hayvenhurst Avenue # 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 Civic Center station attend this valuable training. We will be serving refreshments (pizza & soft drinks or something easy) so make plans to attend. Panorama City will be inspected beginning on Monday March 15th and we will be conducting the same training session for those carriers on Wednesday March 10th. 1999.

ACCOUNTABILITY

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 EPED 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! Am I scared of this strange word, absolutely not. The biggest question is "Is management scared of this strange word"?

FOOD DRIVE

It seems Saturday May 8, 1999 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. This year the Postal Service's Priority Mail service will be co-sponsoring the Food Drive. I have asked Janette Dolabson from Tarzana and Ann Scarborough from Encino to be co-chairpersons for this event. Please give them your full cooperation as they prepare for the event.



Vice President Report By Calvin Brookins

The NALC must take several steps to prepare for 1999 and well into the 21st century. In a past NALC bulletin our National President Vince Sombrotto mentioned several areas critical to the future of letter carriers, the Postal Service and the union. I think those issues bear repeating in this publication and every other union publication across the country.

91 percent of all letter carriers across this country are members of the NALC that is not bad considering we have an open shop environment, but we must continue to organize even more because 98 percent is better and only 100 percent is acceptable.

We must protect our jurisdiction against the continued incursion of the rural carriers into territory that should be city delivery.

We must continue to lobby legislation for issues that affect letter carriers in a favorable way, we do not want to see an increase in the amount of time it takes for a letter carrier to retire. We have to get legislation that improves our lives, not deteriorates it.

We must be sure that the UPS and Fed Ex are not siphoning off our work. We are not against the men and women who work for those corporations we are against the corporate greed.

We must make sure that the postal rate commission does not pass rules that are not in the best interest of letter carriers.

We have to expect and get ready for new technology that comes along. Technology must make a carrier job easier and not harder.

The postal customer is our most valuable asset, we have to deal with the people that use our services. Most of it is done by big mailers, advertisers, and we have to play a role with that. We have to interact with them to encourage them to use the Postal Service even more.

I think this last item is just as important as all of the items listed above. We have to continue to educate our members, our officers and our shop stewards. We have to get more training so that they are better able to represent the men and women on the workroom floor. We have to make our union stronger by making ourselves stronger. Important facts that we all need to be reminded of time and time again.

The NALC continues to win national arbitration cases, you think the postal service will ever get the message or do they have to keep wasting money on arbitration cases that they continue to lose. The NALC recently won the city-rural jurisdictional victory, as Arbitrator Dennis R. Nolan who was specially appointed to hear tripartite city-rural disputes ruled that the postal service violated the National Agreement by unilaterally converting a sizable number of deliveries from city to rural service.

Arbitrator Nolan's award is the first decision under the tripartite arbitration procedure agreed to recently by the NALC, the Postal Service and the National Rural Letter Carriers Association to resolve city-rural jurisdictional disputes. This arbitrator's decision sustained two NALC grievances challenging the conversion of city deliveries to rural deliveries in Cary, North Carolina and Placerville, California. In Cary the service had reassigned 136 city deliveries to a rural route. In Placerville 455 city deliveries were converted to rural delivery.

The NALC also won a national arbitration on the transfer of an injured carrier. Arbitrator Carlton J. Snow ruled that a partially disabled full time regular letter carrier could not be forced to accept a part time flexible position in another craft. The case grew out of a grievance filed by a carrier in Memphis, Tennessee that was threatened with loss of workers compensation benefits if he refuse to accept a PTF position in the clerk craft. The arbitrator ruled that this is a denial of the employee protections set forth in 546.141 of the Employee Labor and Relation Manual.

Can you imagine all of the limited duty carriers that would have been put in the clerk craft as a part time flexible if the postal service had won this case?

Always practice safety

Always exercise care to avoid personal injury and report all hazardous conditions to the manager. (M-41 section 133)

Do not finger mail when driving or when walking up or down steps or curbs, when crossing street or at any time it would create a safety hazard to the carrier or public. (M-41 section 133.2)

Do not antagonize or attempt to pet dogs. Use animal repellent on attacking animals. Carriers are not required to deliver mail where dogs or other animals interfere. Report interference to the manager. (M-41 section 133.5)

DPS Report

As I write this article DPS has already been implemented in the Civic Center station and is scheduled to start at Panorama City station on February 16, 1999. Now is the time for those carriers to give input as to which work method is going to work best for you and your route. We have agreed with management in both of those offices to allow each carrier time to try both work methods before making the final decision. So I urge all of you to take the time and try each work method so you can make an informed decision when that time comes.

Station input is a tool put in place to hold certain mail out of your DPS mail, this will get your mail as clean as possible before you take it to the street. Through station input you can hold out mail for single address dwellings when they become vacant, go on vacation or as a ten day hold. You can hold out businesses that are closed on Saturday or any other day of the week, you can also hold out firm callers. You can not hold out one single apartment within an apartment building. Station input can also be used to add or delete relay cards or to move relay cards around. DPS error slips, which are those little yellow slips that we told you about during the joint training, are to be used everyday. Use it to keep track of your missequence and mis-sort mail that you will find in your DPS mail. This slip can also be used to communicate to your supervisor any new vacation or vacant holds.

If you continue to report new vacant addresses and vacation holds and other things that should be dealt with through station input and it do not seems as if it is getting done contact me at the union office. Remember make DPS work for you; do not work for DPS. Try not to get frustrated with DPS just do the best job that you can do and be a professional letter carrier.

Have a safe Holiday
In Unionism

NEW MEMBERS

The following were accepted as new members
of Branch 2462 at the
January 5, 1999 General Meeting

IRENEO SANTOS
RICHARD WELCH
RAMON CORONA
SUKUM BOONJINDASUP
MONICA VARGAS
GRACIELA DELGADILLO
CHERA DIXON
THOMAS WINN
RICHARD CLAUS
DAVID OCHOA
KAMORI ENGLISH
MAGNA LARA
HECTOR ROJAS JR.
ANGELA FLENNIKEN
ALEJANDRO PLANCARTE
LIZA ALCANTAR
NEALIE GRAHAM
MIKE RIVERA

"THE MAIL CALL"

BRANCH 2462, NALC

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

Address Correction Requested

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

OLD BUSINESS--BY-LAW AMENDMENT

Branch Meeting Minutes February 2, 1999

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 6:02 p.m. The Pledge of Allegiance was led by ROBERT ENZ. The invocation was led by PRESIDENT ASKEW

MOMENT OF SILENCE IN MEMORY of
ROLL CALL OF OFFICERS

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

MINUTES ACCEPTED AS PRINTED IN MAILCALL
CORRESPONDENCE READ
APPLICATION FOR MEMBERSHIP

MONICA VARGAS

BILLS READ MOTION TO PAY M/S/C
COMMITTEE REPORTS

AUDIT--TRUSTEES The audit was done on January 27, 1999 and the books balanced out fine and all records are in order. All tax forms and required forms have been finished & filed in a timely manner.

COLCPE--ENZ \$ 53 in the fund
RETIREEES There were 4 retirees present at tonight's meeting. On the Sick List we have FRANK RIMKUS We wish him a speedy recovery.

DISTRICT 6--McCLINTON No Report

MBA--T. HALL No Report

HBR--TUKESBREY No Report

SAFETY & HEALTH--HENRY No Report

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--JOHNSON

VICE-PRESIDENT--BROOKINS DPS proceeding to be implemented, Civic Center started 2/2/99. Pan City is next. Grievances have been filed at Main Office in regards to their Route inspections.

PRESIDENT ASKEW HR 22 is still pending in conference committee. Two pro labor amendments have been attached to it, however, at this stage it looks damaging to letter carriers. Contract negotiations have been reopened, we continue to wait and see. Route inspection classes will be held for Civic Center carriers on February 24th at the Union office. Extra calendars have been ordered, they cost \$ 3.00 each, see your steward if you are interested.

POINT OF ORDER--Chair is questioned as to whether the by-law amendment is valid, since the names of the members who proposed it were not printed in the Mailcall. Chair rules that the current by-laws do not require that the names be printed.

MOTION--Challenge the chairs ruling M/S/F
MOTION--Accept the By-law amendment as printed in the January Mailcall M/S/C

DIVISION CALLED FOR---14 NO--5 **MOTION**
PASSES

EXECUTIVE BOARD MINUTES READ
NEW BUSINESS

MOTION--Accept the Budget as printed in the MailCall, with the following items held out for discussion #29, # 5, # 13 M/S/C

MOTION--Increase item # 5 to \$ 1650 M/S/F

MOTION--Accept item # 5 as printed in MailCall M/S/C

MOTION--Branch installation may be held at the Branch Picnic M/S/C

MOTION--Accept item # 13 as printed in MailCall M/S/C

MOTION--Branch renew the officer Bond for the President, Recording & Financial Secretary and Treasurer. Cost to Branch \$ 130 M/S/C

MOTION--Branch send VELMA McCLINTON to Washington DC for the legislative liaison conference. She will be paid 6 days of per diem @ \$ 50 per day. Total cost to Branch \$ 300 M/S

MOTION TO TABLE M/S/F

ORIGINAL MOTION M/S/C

MOTION--Branch send the 2 highest members of the Board, wishing to attend, to the LARRY BROWN TRIBUTE DINNER. Total cost \$ 80 M/S/C

MOTION--Branch sign up for an Internet on-line service. Cost not to exceed \$ 22 per month M/S/C

MOTION--Branch purchase new Xeroxing machine for the office. Cost not to exceed \$ 5000, money to come out of the General Fund. M/S/C

MOTION--Branch purchase 6 more tickets to the LARRY BROWN DINNER. Cost \$ 240 M/S/C

MOTION--Branch take the money in the Picnic account and transfer it to the General Fund M/S/C

Underlined means unanimous vote

COLCPE DRAWING

\$ 3 KEITH MOWER--RETIREE
\$ 3 GLORIA HENRY--SHERMAN OAKS
\$ 4 ART BOCEK--ENCINO--DONATED

MEETING ADJOURNED 8:00 PM