

# THE MAIL CALL



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## PRESIDENT'S REPORT

**By Roger Askew**

### NOMINATIONS FOR OFFICER'S

The by-laws of the Branch require that nominations for branch officer's be taken at the April branch meeting (April 6th, 1999). The term of office will be for a period of two years. 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. The branch by-laws also state that members of the Executive Board are automatic delegates to the state and national conventions that are being held in the year 2000. In addition the Executive Board has described duties for the Editor under Article VI Section 6. Please make yourself aware of these responsibilities.

### NATIONAL AGREEMENT

As I write this months article for the newsletter, we have received no news with regards to the national agreement. The parties at the national level have begun the mediation process and we should know the results of this by the middle of April. If we are unable to reach an agreement through the mediator the contract will go to the final step which is arbitration. If we are forced into arbitration to reach a settlement, I would think that it will be at least 3 months before the results are known. Four informational seminars have been scheduled by our national leadership to keep us informed. The last of these sessions is scheduled to take place on Sunday, March 28th in Manhattan Beach. I, along with a number of other members will be attending this session and whatever the latest information is, I will be letting you know at the regular branch meeting in April. I will also report to you in next months mail-call as to what is learned.

### FOOD DRIVE

Just a reminder that the annual food drive will take place on Saturday, May 8th 1999. As I have said before, this a joint project between the National Association of Letter Carriers and the USPS. We have been successful in the past with our efforts and hopefully we will succeed this year. We will be keeping you informed at your respective stations by way of the coordinators for each unit.

(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) 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 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.

"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.

**PRESIDENT'S REPORT**

(Continued from Page 1)

**DRIVING LICENSE**

A recent national level arbitration decision has been rendered with regard to this matter. I would urge you not to drive at all while your state driving license is under suspension. If it should be revealed that your state license was suspended and you failed to notify management and request non-driving duties, you could face discipline or even discharge. Management conducts searches through computer records of employee driving records. While only on-duty driving records may be used to revoke or suspend postal driving privileges, they are automatically revoked or suspended concurrently with our state license. Arbitrator Carlton Snow found as follows in the recent decision, " Having carefully considered all evidence submitted by the parties concerning this matter, the arbitrator concludes that Article 29 of the agreement with the National Association of Letter Carriers requires the Employer to make temporary cross-craft assignments in order to provide work for carriers whose occupational driver's license has been suspended or revoked. The employer is required to do so in a manner consistent with the APWU collective bargaining agreement. In instances where it is impracticable to fulfill its contractual obligations under both agreements, the employer is without contractual authority to remove such employee. Such individuals shall be placed on leave with pay and reinstated to working status as soon as work is available by placing the employee in a position which will not violate the collective bargaining agreement of either party". Don't misunderstand me. This does not mean management will not attempt to discipline you. However, in light of this national level, precedent setting award, management has a difficult burden to prove in these types of grievances. The real problem is when an employee tries to hide a revocation or suspension of their driver's license. This fact alone may be cause for discipline or removal. The dishonest act of concealment then becomes the issue, not the suspension of the license. I guess the short version of this article is, do not , under any circumstances, drive a postal vehicle while your license is under suspension or is revoked. If you state license is suspended or revoked, contact your union steward or call the union office and talk to either myself or vice-president Brookins. In closing I will let you know about a question that was recently asked to a letter carrier after a vehicle accident by a station manager. "How far apart were the vehicles at the time of the collision? I kid you not!!!

**ATTENDANCE CHART  
BRANCH MEETINGS**

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	11	0	7									
ENCINO	8	6	6									
CIVIC CENTER	2	1	2									
PANORAMA CITY	1	1	2									
SHERMAN OAKS	6	7	5									
SUN VALLEY	1	1	1									
TARZANA	1	1	1									
RETIREE'S	7	5	5									
TOTAL	37	22	29									

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

**NEXT MEETING  
6:00 PM**

**April  
6th  
1999**

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

**April 13th**

**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 APRIL 24th. Be sure to mark your calendar and we hope to see you there.

Thank You  
Frank Rimkus



**DON'T LET TIME  
RUN OUT !!!  
SEND A CHECK TO  
COLCPE TODAY**

# **VICE PRESIDENT REPORT**

by  
**CALVIN BROOKINS**

## **DPS and Route Inspections**

By the time you receive this issue of the Mail Call Civic Center station and Panorama City station will have gone through a six day count and route inspection. Only Sherman Oaks station will be left to go through DPS and route inspections. DPS starts in Sherman Oaks on April 13th 1999 and route inspections will start on May 10th 1999. President Askew and myself have held route inspection classes at the union office for the other stations that have went through route inspections, we plan to do the same for Sherman Oaks station.

Joint DPS training have been scheduled for the Sherman Oaks station on March 25th 29th and 30th at that time myself as the NALC DPS coordinator and the USPS DPS coordinator will come in and give you a full overview of what DPS is all about. Carriers in Civic Center, Panorama City and Sherman Oaks need to remember one important thing, once DPS starts that is the time you should make sure that you do your routes the way you are suppose to. Make sure you maintain the street times, because management will use what is called an 1840B time to average your route in order to see what your route evaluate out to. The time frame for the 1840B time starts when DPS is turned on in your office and ends four weeks after the route inspections are over. I will go into further details about the 1840B time at the route inspection class.

So far we have had a real good turn out from all of our stations for the route inspection classes so I expect the same from the Sherman Oaks station we may have to split the two zones into two classes on 2 different days.

## **Rights of the Part time Flexible**

Part time flexible carriers are so busy trying to learn how to do their jobs as letter carriers they some times forget that they have rights guaranteed by the National Agreement and other relevant manuals. The union have filed, and won, many grievances concerning the rights of part time flexible carriers. I will attempt to address some of the more important and most violated rights that part time flexible carriers have.

1. PTF carriers can opt for vacant assignments of five days or more duration, and must be given preference in order of seniority in relation to other PTF carriers who have opted. They will work the assignment for the duration and can only be bumped from the assignment if there are not enough hours on that particular day for the regular letter carrier to work their guaranteed 8 hours.

2. Opting is a system of in-station bidding base on seniority; management must post for opt any regular route that is going to be vacant for five or more days. The route can be vacant for any reason including the regular being on annual or sick leave.

3. A part time flexible carrier will not be required to remain at home and wait for a phone call to see if the supervisor will need them to work. The union position is that when you are required to call in to see if you are needed to work, you are entitled to guaranteed time.

4. A PTF carrier, when requesting sick leave, is entitled to the number if hours that they would have worked. If a dispute arises as to the number of hours that the PTF would have

worked, then the average hours worked by all PTF carriers in the same work location on the same day will be considered the yardstick.

5. PTF carriers who are scheduled to work, or who are requested to work, do have guarantees on the hours on which they will work. In the Van Nuys City offices the guarantee is four hours. In offices with less than 200 man-years the guarantee is two hours. Check with your shop steward or call the union office to see if your office qualifies for two or four hours.

6. Management is obligated by the National Agreement to see that PTF carriers are utilized at the straight time rate before assigning work to casual employees. This means that if you are a PTF, and there is a casual employee doing work that you can do at a straight time rate, you should be doing that work. If management is using a casual employee the union position is all PTF carriers should be scheduled for 40 hours that week.

7. PTF carriers are to be paid level 6 pay when requesting/opting on T-6 assignments under Article 25 of the National Agreement. As a PTF you should look to opt on these types of assignment.

8. PTF carriers are not to be expected to carry a route or swing at the same pace as the regular carrier or any other carrier. The Postal Service has acknowledged that there is no set pace at which a carrier must walk, and that there is no street standard for walking.

9. PTF carriers as well as any other carrier are to be given a reasonable amount of time to become skillful and proficient in the casing of a route. A reasonable amount of time is usually about thirty days.

10. PTF carriers do not get paid holidays, a PTF basic hourly rate has been increased to compensate for holiday pay it comes to about 50 cent more an hour.

11. PTF carriers are eligible for court leave for all hours they would otherwise have been scheduled to work. When you receive notice from the court, submit a 3971. You are required to report to work for the balance of your postal tour of duty provided an appreciable time of the tour is involved, and it is feasible to report to work and complete the tour. The combined court service and postal duty may not exceed eight hours.

12. PTF carriers are eligible to serve as shop stewards or hold any other union position.

13. PTF carriers that are still on probation, not all of the above rights apply. For example, while on probation you can not opt and you will not get a uniform allowance. You are not credited with any annual leave until you pass probation.

In order to protect your rights you must know your rights, If your rights are violated or if you think your rights are violated ask to see your steward or call the union office.

In Unionism:



**"THE MAIL CALL"**  
**BRANCH 2462, NALC**  
**Steve Seyfried, Editor**  
**6910 Hayvenhurst Ave., # 101**  
**Van Nuys, CA 91406**

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**Address Correction Requested**

**Branch Meeting**  
**Minutes**  
**March 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 6:05 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS TEENAMARIE GALLEGOS. The invocation was led by FRANK RIMKUS  
 ROLL CALL OF OFFICERS

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

MINUTES ACCEPTED AS PRINTED IN MAILCALL  
 CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ MOTION TO PAY M/S/C

COMMITTEE REPORTS

AUDIT--TRUSTEES Books are fine, budget is in order at this time.

COLCPE--GALLEGOS \$ 162 in the fund  
 RETIREES There were 4 retirees

present at tonight's meeting. On the Sick List we have TROY YOUNG, GENE BRECKMAN, BOB KURZHALS, RAY KELWIN & KEVIN DONOHUE We wish them a speedy recovery.

DISTRICT 6--McCLINTON Over 200 applications for the Saxemeyer scholarship this year. N. California training session is this week. We are not sending anyone as there will be one in S. Cal later in the year. Gov. Davis has already begun to fill positions in the government and several jobs have been given to labor members. Next Dist. 6 meeting is March 11th at Pasadena Branch office at 6 pm.

MBA--T. HALL No Report  
 HBR--TUKESBREY No Report  
 SAFETY & HEALTH--HENRY No Report

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

VICE-PRESIDENT--BROOKINS DPS continues, Route inspections done at Civic Center, Panorama is next. Route inspection classes are proceeding very well and have been well attended. All stations are receiving classes.

PRESIDENT ASKEW HR 22 is still pending in conference committee. Contract negotiations have been sent to mediation, first session is scheduled for March 4, 1999

Regional sessions are being conducted around the nation to update NALC officers and members on the proceedings. LA area update is scheduled for March 27 & 28th in Manhattan Beach. Any member wishing to attend should contact the office for car pool information. Branch By-law changes passed at the last meeting have been approved by national.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch hold the annual Picnic at Magic

Mountain on October 10, 1999, if this date is not available then the date of the Picnic will be September 5, 1999. M/S/F

DIVISION CALLED FOR--9 AGAINST--10 MOTION FAILS

MOTION--Branch hold the annual Picnic at Magic

Mountain on September 5, 1999. M/S/C

DIVISION CALLED FOR--11 AGAINST--9 MOTION PASSES

MOTION--Branch participate in the NALC Food Drive

on May 8, 1999. Food from Sherman Oaks will be distributed by the U S Marine Corps to local food

banks. Remaining Stations food will be given to MEND M/S/C

MOTION--Branch renew the certificate of deposit

at the Postal Credit Union on March 9, 1999. The amount is \$ 14000, plus an additional \$ 1000 from

the Savings account for a total of \$ 15000 for the term of one year M/S/C

MOTION--Branch send one member to the EEO

seminar in San Diego, on March 30th. Pay \$ 225 for registration and 1 day of lost time.

Member to be selected by the President M/S/C

Underlined means unanimous vote

COLCPE DRAWING  
 \$ 2 JESSE PASSIAS--MAIN OFFICE  
 \$ 2 FRANK BRASH--RETRIEE  
 \$ 5 TRACY MULLINAX--ENCINO

MEMBERSHIP DRAWING  
 \$ 25 HARRY BRENNEMAN  
 \$ 25 VELMA McCLINTON

MEETING ADJOURNED 7:30 PM

