

THE MAIL CALL



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PRESIDENT'S REPORT **By Roger Askew**

THINGS THAT STRIKE ME AS FUNNY

Recently, the Postmaster General stated that the postal service will experience a 281 million dollar short fall in fiscal year 1999. Mr. Henderson has called for drastic cuts and says he plans to shrink the Washington, D.C. Headquarters staff by 500 positions. The Postmaster General goes on to further state that the projected shortfall is not actual, but is a projection of what is to happen in the final half of this fiscal year. It seems strange timing to me that this revelation occurs while the carrier craft is heading to binding arbitration on our contract. For the last five years the postal service has made record profits on the backs of letter carriers. Over this period of time our organization has made a profit in excess of five BILLION dollars and now for them to say a projected deficit exist seems a little strange to me. Could it possibly be that our management leadership is attempting to distort the truth due to the upcoming arbitration case for our contract? How much of this is true and how much is posturing is anyone's guess. But it does seem strange that with all the record profits over the last couple of years for the postal service to suddenly show a deficit just prior to our arbitration. Presently the postal service has record mail volume and a profit of 803 million dollars for the first half of the year. Does all this lead us to think that our organization is losing money. I think not!! As I said last month " Show me the Money" Mr. Henderson and stop these ill conceived statements!

OWCP CHANGES

The Office of Workers Compensation has recently made a number of changes in the regulations under the Federal Employees Compensation Act. Most of the changes are not worker friendly such as shortening of the time frame for the use of C.O.P. from 90 days to 45 days. The one change that is worker friendly makes it clear that the employing agency may only contact an employees attending physician in writing. The regulation change also prohibits the postal service from contacting the doctor by telephone or by a personal visit. The employer may still contact the physician in writing concerning work limitations and possible job assignments, but direct contact with the doctor is no longer allowed. Managers and injury compensation employees have been coercing letter carrier physician's into allowing an injured employee to return to work following a job related injury before they are physically able to. If your doctor advises you that they have been contacted by a representative of the postal



BRANCH 2462 **INSTALLATION DINNER**

Friday July 23, 1999

Encino Glen Restaurant
(Corner of Burbank & Balboa)

6:00 PM

Price is \$ 8.00

For Tickets or further information

Contact your Shop Steward

service, please have them secure the name of the person and contact your shop steward. It appears that in some instances, representative of the postal service have chosen to ignore these recent changes in the rules and regulations and have made some contact improperly with the doctor.

(Continued on Page 2)

"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)

FOOD DRIVE

Another year has gone by and another food drive is behind us. As of Saturday evening (May 8th) the branch collected over 67,000 pounds of food for the local food pantries. The final amount will not be know until next week, as our patrons continue to bring food to the post office. Thanks to Janette Dolabson and Ann Scarborough for the job they did in coordinating this effort. In addition, each office had an individual food drive coordinator and they deserve a special thanks for their effort. They are, Janette Dolabson - Tarzana, Tia Wilson - Sun Valley, Tracy Mullinax - Encino, Velma McClinton - Main Office, Charlie Garcia & Calvin Brookins - Civic Center, Jeff Jackson - Panorama City, and Gloria Henry and Dan Rathbone - Sherman Oaks). The food that is given to these organization is greatly needed. The food will last MEND and the other organizations well into the summer months. Thanks to all of you who picked the food up. I realize that in some cases this requires additional effort but if you could see all the good it does for those less fortunate people who need the food you would realize that the effort is well worth it. As Letter Carriers we have received national recognition for our annual Food Drive and it is a tremendous task to visit each household in the country and collect food. Each of us had a part in this effort and we should all feel proud of our efforts.

**ATTENDANCE CHART
BRANCH MEETINGS**

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	11	0	7	12	5							
ENCINO	8	6	6	8	8							
CIVIC CENTER	2	1	2	1	1							
PANORAMA CITY	1	1	2	2	2							
SHERMAN OAKS	6	7	5	5	5							
SUN VALLEY	1	1	1	2	1							
TARZANA	1	1	1	1	1							
RETIREE'S	7	5	5	8	6							
TOTAL	37	22	29	40	29							

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

**NEXT MEETING
6:00 PM**

**June
1ST
1999**

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

June 8th

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

ROUTE INSPECTIONS

On Wednesday May 6th, we completed the last of the route inspections classes. The last station to go on line with DPS mail and unit wide adjustments is the Sherman Oaks station. Over the last 2 years our branch has conducted 14 of these sessions for letter carriers in our branch. I would like to express a heartfelt thanks to Vice-President Calvin Brookins for his assistance in conducting these sessions. Thanks to all of you who have attended and hopefully we have all learned a little more about the professional way to be a letter carrier. Additional thanks goes to the National Business Agent office for all of the information that was passed out. Either Manny Peralta or Joan Hurst were able to attend most of the sessions and the assistance they provided was much appreciated.

Have a great holiday and enjoy the Memorial Day....

**WELLNESS NOTES
by
JIM TUKESBREY, HBR**

Daily Aspirin therapy can help people, with adult-onset (Type II) diabetes, avoid heart attack. Aspirin has long been prescribed to prevent a second heart attack in those who have already had one. Emerging consensus: A daily aspirin tablet also helps people with diabetes, a major risk factor for heart attack, avoid a first heart attack. Check with your Doctor before beginning aspirin therapy.

"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 JUNE 26, 1999. Be sure to mark your calendar and we hope to see you there.

Thank You
Frank Rimkus

VICE PRESIDENT REPORT

by
CALVIN BROOKINS

As I write this article Sherman Oaks station is going through an office wide route inspection, Civic Center and Panorama City stations are preparing for the adjustment phase of route inspection. All carriers must keep several things in mind, all of our offices are unilateral offices. That means that management makes all of the decisions as far how each route will be adjusted. We have been able to get management to let us know what scenarios they are looking at prior to the adjustment of the routes in each station. We have also been able to get management to let us sit in on the consultations with the carriers. The purpose of this is to make sure that each carrier understands what management is talking about and how they are adjusting the route.

The union does not make any decision on how any route is adjusted, our role is to let you the member know what your rights are. Most routes will be getting new territory on to their routes because management is looking to square off every route in each office. If you are unhappy with your route adjustment you have a couple of options available to you. The first one is wait 30 days from the adjustment date, which gives you time to become proficient on the new part of your route, then let management know that it is taking you longer on that part and they should go out with you on that new part. If it is actually taking you longer then they should adjust your route accordingly. If that does not work then you can wait 2 months and 2 weeks from the adjustment date and ask for a special route inspection. The reason for waiting that long is to allow yourself 30 days to become proficient on the new part and 6 weeks to qualify for a special route inspection.

To qualify for a special route inspection you must use overtime or auxiliary assistance at least three days a week for a period of six weeks. The time that management uses to evaluate your route is the time that you, the regular carrier, used either during the week of route inspection or during the 1840B time, which are four weeks before route inspections and four weeks after route inspections.

If you feel that your route is still out of adjustment, you have a right to request a special inspection under 271G of the M-39 handbook, you should contact your steward or the union office.

Informational picketing:

June 9th has been set by our national leaders as the day of picketing, as I wrote in my article last month be prepared to take a stand and let the USPS know that we deserve higher pay because we do harder work.

The Union:

From time to time I hear carriers make a comment that the union is only good for getting people their jobs back when management is trying to fire them. I think most of these carriers make negative comments about the union without thinking. So the next time a carrier makes that kind of comment, ask them to take a look at their paycheck stubs, specifically their salary, annual leave benefits, sick leave benefits, and their health benefits. Then ask them if they think management gave that to them just because they happen to like them. I do not think so, those rights as well as a lot of other rights, came about because the union has fought long and hard to secure them for all letter carriers. Though we may be successful through the grievance arbitration procedure we still have to

fight just as hard to prevent management from violating all of those other rights that we have.

Remember this union is here to help you, but you must also be willing to help yourself as well as your fellow carriers.

Remember something that was once said by a past President of the United States

“All that serves labor serves the nation. All that harms labor is treason to America. No line can be drawn between these two. If a man tells you he loves America, yet hates labor, he is a liar. If a man tells you he trusts America, yet fears labor, he is a fool. There is no America without labor, and to fleece the one is to rob the other.”

Abraham Lincoln

In Unionism

MORE WELLNESS FACTS

STAMP OUT HUNGER

was our theme this year for Letter Carriers National FOOD DRIVE. Reporting from Van Nuys Main, we did make a difference. Though our counts were down from past years.

Our 1999 tub counts were 170 canned, 15 glass, 135 boxed and bagged. My observation for this were a number of reasons:

{not much advertisement was done other than through the Pennysaver

{booming economy {people are working {the fourth item I will share with you at our July meeting Thank U's go out to Leo Riveria, Bob Alvarez, Wil, and Eli for placing some of the equipment outside while I was delivering a portion of my assigned route. Martha and Nellie for coming out to help after they had clock out. David from Rt. 503 and Elaine for committing themselves, though not needed and Pat Helm for the devil eggs. The MEND crew. All the carriers that participated in all three zones. A special thanks to Jessie P. which I have worked with for several years on the food drive.

In Unionism,

Velma J. McClinton
Treasurer

by
JIM TUKESBREY, HBR

C FOR THE HEART

Vitamin C seems to guard against heart disease. In a recent study, individuals who had recently suffered a heart attack had low levels of Vitamin C in their blood. Researchers theorize that Vitamin C helps prevent physiological processes that can trigger heart attack, including blood clot formation and the rupture of fatty blockages in coronary arteries. Be sure to get at least 200 mg of Vitamin C per day through diet or supplements. One cup of fresh orange juice contains 124 mg of Vitamin C

CALIFORNIA LOBBYING VISIT REPORT

The Washington DC. trip ran from Saturday, April 17, arrival date through Thursday, April 22, 1999. Numerous new people were in attendance. A delegation from Las Vegas joined us, also Jim Stankovitch and Al Apfelbaum. Program of legislative briefing and training seminar was as follows:

SUNDAY

An introduction and overview was presented by our new Special Assistant for Legislation, Allen Segal

Discussed which issues for 1999 would be brought to Congress

In what manner is taken on visiting our members on the Hill
Explanation /and preparation for role play

Small group role plays were orchestrated

George from Branch 1100 and myself past along to each table - reviewed role play and gave advice. Assignments to cover the next three days were distributed along with Legislative materials. A question and answer period followed.

MONDAY, TUESDAY, WEDNESDAY

During the next few days I was a Team Leader of Lobbyist ranging from four to six individuals which all had an opportunity to speak with a Congress person or designated staff member in our sessions. The delegation was there to stress three agenda items:

HR22

- 1A. Increased pricing flexibility/receive a postal rate
- B. Ability for the Post Office to offer volume discount.
- C. The Gilman amendment - not to undermine collective bargaining
- D. The Fattah amendment - that a person from the ranks of organized labor serve on the Postal Board of

Points C. and D. NALC are asking for stronger language. A. and B. NALC are happy with provisions.

BUDGET

2. It is now balance (blue print - no specifics). The increase we now pay into our contribution to retirement until 2002, be eliminated earlier. No hesitation should take place in the year 2002.

OSHA

3. That all letter carriers stand against HR987. This bill states more study is needed in order to fully implement it into the Post Office. Each person in the group (which they felt comfortable) would speak on or a portion of an issue.

The materials that were handed out on Sunday were some duplicates, along with a 1999 Grassroots Handbook, Congressional Directory 106th Congress First Session, and Lobbying Report Sheets. At the end of the meeting I would pick up a business card of whom we spoke with and the scheduler. I would then answer the following questions in writing.

Member of Congress
Staff present and names
Issues discussed
Outcome of discussion
Follow-up needed

If questions were ask of you, and you did not know the answer. You wrote down the question return to the NALC office and called the Congress person back with the information. This did occur once within my different groups. Personally I met in 11 Representatives offices.

Remember, why is it so important to visit our Congress person?

- A. They know we are serious when we travel across the
- B. To say THANK YOU to those who have supported us
- C. That Congressional people do not here from one side our oppo
- D. Personally listening to the US. Congress response

Washington tours were available early morning and late afternoon of the Capital, Library of Congress, and the White House, for those wishing to attend. A Trolley Tour also took place Tuesday evening.

THURSDAY

This was our Congressional Breakfast which was held in the Gold Room, housed in the Rayburn building. My concern was that we were not going to have enough seats available. This will be the last year in this room. It was a buffet set up. I am going to give you the Congressperson who address us and some tidbits I jotted down in the order that they spoke decision in less than 10 months.

George Miller (D-7) - Gave greeting and thank us for coming

Howard Berman (D-26) - Politicians could not have existed without us

President Sombrotto - Do not get paid for mileage, you took it out in food from the kitchen at headquarters. You have the largest delegation of any state. Spare no effort on the upcoming information picket.

Grace Napolitano (D-34) - Concern for all three boys safety, one is in her district. (she had yellow ribbons on her door) Spoke regarding the Policy Director from CA.

Juanita Millender-McDonald (D-37) - Spoke on HR22 and Fattah. Lomana bill regarding six days notice did our training component

(Continued on Page 5)

LOBBY VISIT
(Continued from Page 4)

Matthew Martinez (D-31) - He has had politicians hours from 10 to 10 for 17 years. Going to watch HR22 legislation very carefully. The price goes up the longer you wait? Relationships between labor and education not discuss enough. Labor must be protected.

Steve Horn (R-38) - Gould and you do a good job walking the halls. Undergrads say good morning, grads write it down. Future hearings write personal.

George Brown Jr. (D-42) - He was ill, a staff member joined us for breakfast

Neil Abercrombie (D-1) from Hawaii - I want you to make more money. I want you to have your convention in Hawaii. Fundamental/foundation is an injury to one is an injury to all. All competition should be union. Spoke on PAC \$. Count on your vote are show them the door.

Maxine Waters (D-29) - Welcome us. Told us that we do not have to worry about how she stands. Do not reinvent the wheel, change the basic. I have some problems from time to time from letter carriers, but of my husband too. Offer some measure. Stuff right on time. Worry- insecurity, not with Democrats. Watch right wingers get rid of them. Stop by my office any time to just chat. As the young kids say it "I GOT YOUR BACK".

Xavier Becerra (D-30) - Sense knock out, can not continue. We are for the front line for Congress people. We can smell the cheese, we are looking for it in the maze. Consider sense of Congress is what we have today. Task-have them.

Lynn Woolsey (D-6) - She actually worked as a Letter Carrier. She is on the Workforce Commission for 1/2 a day. Human Resources have to care about the workers. Not a day that I don't care about you.

Shelley Berkley (D-1) from Nevada - Remarks short 14 weeks in office. Giving something back, second generation. Believe in working men and women. Fastest growing population of Asian, Jew, Senior, and Students in the country. Was 150,00 Now 1.2 Million

Bob Filner (D-50) - Everything has been said, but everyone yet has not said it. Reinforce it; us. 2000 is important, we have the power to alter. Holding on, a need to progress. Urge you to take on the responsibility. Bill on overtime hearing was held last weekend to open up.

Anna Eshoo (D-14) - Special friends, it does not happen that this many Congressional people come out this early and speak to any group - words have consequences. Gould true professional. Rural vs. urban we deliver service to none. California touches the future every day. Take back the House of Representatives, not an option. VICTORY - can you taste it.

Thank You to all the branches in my District that sent representatives, those branches whom funded myself to go including my branch. Especially the branch that sent a representative and provide funds for me to attend. This was an essential time to visit.

In Unionism,

Velma J. McClinton

THE CONTRACT FYI:

The contract contains article 19 which incorporates several handbooks and manuals into the National agreement; two of these manuals are The Employee and Labor Relations

Manual (ELM) and the F-21, Time and Attendance Manual:
--ELM 512.422 (A/L) and 513.342(S/L): The supervisor is responsible for approving or disapproving application for leave by signing Form 3971, a copy of which is given to the employee. If a supervisor does not approve an application for leave, the disapproved block on Form 3971 is checked and the reasons given in writing in the space provided.

--ELM 512.43 (A/L) and 513.61 / F-21 333.4(S/L): If the leave is approved and the employee has insufficient leave balance, the PDC automatically changes A/L to LWOP when processing the employee's claim or S/L is charged at the EMPLOYEE'S option to A/L or LWOP.

--ELM 436.3, Back Pay Corrective Action: The Installation Head, or other appropriate authority, determining that a previous decision was unjustified or unwarranted, initiates and directs the corrective action to be taken to assure appropriate earnings to the employee for the period affected.

--F-21 343.1: LWOP is not granted on an employee's demand except in the following cases: a) Disabled veterans who require LWOP for medical reasons. b) Reservists and members of The National Guard who require LWOP to perform military training duties. c) Employees who sustain traumatic job-related injuries while on duty.

--F-21 323.1 (A/L) 333.2 (S/L): Application for leave is made in writing, in duplicate, on form 3971, Request for notification of absence. SUPERVISORS are responsible for approving or disapproving application for leave by signing the form 3971, a copy of which is given the employee.

HAVE YOU NOTICED:

--CFS coming back through your incoming mail, unprocessed

--kills that have been lined out coming back through your incoming mail, misdirected by new attached barcoding

--supervisors placing after-the-fact of mailing and receipt of parcels Priority Confirmation barcodes on parcels

--UBBM coming back through your incoming mail from a previous days waste

I have.

Know your rights, exercise your rights, keep your rights.

Terry Hall
Shop Steward VNMO

"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
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VAN NUYS, CA
PERMIT No. 314

Branch Meeting Minutes May 4, 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 ROGER ASKEW
MOMENT OF SILENCE--IN MEMORY OF
WORKERS MEMORIAL DAY, APRIL 28, 1999
ROLL CALL OF OFFICERS

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

ABSENT--T. HALL

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 will be audited in July before the new officers are installed, budget is in order at this time.

COLCPE--GALLEGOS \$ 235 in the fund

RETIREEES There were 6 retirees

present at tonight's meeting.

DISTRICT 6--McCLINTON Thanks for sending to Washington DC for legislative lobbying. Gave a brief report on her experience. Full report in next months Mailcall.

MBA--T. HALL No Report

HBR--TUKESBREY No Report

SAFETY & HEALTH--HENRY No Report

ELECTION COMMITTEE--SEYFRIED All is ready, Retirees ballots will be in the mail by May 8th. Committee has been appointed and we look forward to a good turn out

FOOD DRIVE--DOLABSON All things are proceeding towards May 8th. We are anticipating another successful drive

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

VICE-PRESIDENT--BROOKINS Picnic will be at Magic Mountain on Sunday, September 5, 1999. (Day before Labor Day) Civic Center going through Route adjustments, Panorama City finishing up. Training classes for Sherman Oaks will be held May 5 & 6. Inspections begin May 10th.

Finished arbitration advocate training in Baltimore, MD. Fully trained and ready to handle arbitration cases.

PRESIDENT ASKEW HR 22, has gone to full committee for debate, two pro labor amendments have been attached, and we will have to watch and see what the final wording is on this important bill. Open Season for FEGLI, Life insurance plan, will be from April 24th through July 31st. If you wish to add or subtract coverage now is the time. No new word on Contract, arbitrator has not been chosen yet. Hopefully we will have some word by the end of July. Hot line number is 1-800-235-NALC (6252). Special meeting has been called for the upcoming Informational picketing. Conference will be in Chicago on May 16th. Picketing will take place on June 9th. Extra calendars have been ordered. They cost \$ 3 each, and can be purchased from your Shop Steward. Article 11 grievance has been settled. Each Shop Steward has received a copy. Those carriers who were improperly mandated to work on their holiday will receive an additional 50% straight time. The current Non-Membership list has been received and we are presently 90.8 % organized.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch send the President or his designee to the special meeting of Branch Leaders in Chicago

on May 16, 1999. Cost not to exceed \$ 1000 M/S/C

MOTION--Branch send HBR TUKESBREY &

PRESIDENT ASKEW, to the HBR seminar in

Washington DC on Oct 3-6, 1999. Cost not

to exceed \$ 2000 M/S/C

DIVISION----YES---13, NO---7 MOTION

PASSES

MOTION--Branch purchase 20 NALC

Constitutions, Cost not to exceed \$ 50 M/S/C

Underlined means unanimous vote

COLCPE DRAWING

\$ 2 ART BOCEK--ENCINO--DONATED

\$ 2 ANN SCARBOROUGH--ENCINO

\$ 2 KEITH MOWER--RETIREE

\$ 2 JIM TUKESBREY--RETIREE--DONATED

MEETING ADJOURNED 7:30 PM

