

THE MAIL CALL



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PRESIDENT'S REPORT **By Roger Askew**

INFORMATIONAL PICKETING

On Wednesday June 9th, over one hundred and forty letter carriers joined together and walked the sidewalk in front of the Main Office facility on Sherman Way in Van Nuys. Thanks to all of you who participated in making this a memorable event. Solidarity is such a strange word. It was quite a sight to see carriers from the west end of the building to the corner of Sherman Way and Haskell standing united in what they believe in. But then to look north on Haskell and see the line going to the off ramp of the freeway was terrific. The message that was sent to upper management is clear and concise. We not only want a substantial wage increase we deserve it. We also sent two additional messages in our joint effort. The first message was to the national arbitrator who will begin hearings next week. We stand united in our effort to receive a fair contract. The second message was to our national leadership, that those carriers in this union support their efforts to achieve this goal. The next two months will be will be difficult but if we stand together we can achieve the goal.

LOCAL ELECTIONS

Recently our branch elections were conducted. Congratulations to those who were successful and were elected to hold an office. To those who were unsuccessful, a note of thanks to you for your commitment to this branch and your desire to help those whom we represent. Elsewhere within this issue of the Mail-Call you will find the results of the elections. A note of thanks to Chairman Steve Seyfried who conducted this election. In reviewing the results, over 80% of the members in the branch took part in this election.

RETIREMENT

Planning ahead is the key. The more information you have on your benefits the better off you will be. It never ceases to amaze me how little some members know about retirement benefits. Whether you are in the C.S.R.S. (civil service retirement system) system or the F.E.R.S. (Federal Employees Retirement System), the time to start planning is long before your retirement date. Planning ahead is the key. You don't know what the future will bring.

You need to look into Social Security benefits to determine what you stand to receive or if you are even entitled to any benefits at all. Many people think all you need is the



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

forty quarter minimum. However, there are many factors to influence social security, especially for those under CSRS. Social Security benefits can be offset to almost nothing under certain circumstances. In addition, military time impacts your benefits too. Whether it was before or after 1958, or whether you bought back the time for retirement credit can influence your annuity substantially.

(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)

Some carriers make this decision about retirement without much thought and not having all of the information necessary to make an informed decision. Take the time to review your options before you make the decision to retire. In addition those of you who are considering retirement in the near future should wait until after the national agreement has been settled. If you retire before the contract is settled you might not be eligible for any retro-active pay that could be agreed to. In almost all of the previous contracts you must be on the active rolls of the postal service to receive any retro-active pay. If you opt to retire you would then be on the rolls of the Office of Personnel Management (O.P.M.) and not be eligible for any agreed upon settlement. If you can wait for another couple of months till the contract issue has been resolved you will be better off.

INSTALLATION DINNER

The installation of officers is scheduled to take place on Friday July 23rd, 1999. It will be held at the Encino Glen Restaurant located on Burbank Blvd. Over the last few years we have held a number of events at this location and each time we have been given great a reception. Mark your calendar for this special evening. With the national contract close to being settled we should be receiving some up to date information from the national officer President Sombrotto assigns to this event.

In closing I recently heard a story about one of our beloved managers that went something like this. Reminiscing about their past, this manager stated that their high school grades would have been a lot better if she hadn't been caught cheating so many times.

Enough.... Have a great Forth of July and enjoy your holiday.

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N	D
MAIN OFFICE	11	0	7	12	5	8						
ENCINO	8	6	6	8	8	8						
CIVIC CENTER	2	1	2	1	1	1						
PANORAMA CITY	1	1	2	2	2	1						
SHERMAN OAKS	6	7	5	5	5	5						
SUN VALLEY	1	1	1	2	1	2						
TARZANA	1	1	1	1	1	1						
RETIREE'S	7	5	5	8	6	7						
TOTAL	37	22	29	40	29	32						

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

NEXT MEETING

6:00 PM

July

6TH

1999

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

July 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 JULY 24, 1999. Be sure to mark your calendar and we hope to see you there.

Thank You
Frank Rimkus

Thank You

Received the election results for Trustee of the Branch and was very happy at the results. I would like to thank the retirees and regular carriers for voting for me, and reelecting me as a trustee. The placing of your confidence in me was indeed heartwarming.

Many of the Branch members, and there are numerous new faces, have never met me and probably don't even know what I look like. This is a sign of the times. I have been a Branch member for over 50 years and have been a Branch officer for 47 of those years, no other member can lay claim to that fact. Many changes over the years, yet many of the grievances are the same.

Thanks again for your trust in me, I will always keep watch on Branch funds and with the newly elected Trustee's your Branch is in good hands.

FRANK BRASH, TRUSTEE

VICE PRESIDENT REPORT

by
CALVIN BROOKINS

We are still working without a contract, letter carriers being the true professionals that they are will do their jobs as usual. We can not strike, but we can do informational picketing so on June 9, 1999 letter carriers took to the street to let management know that it is not just our union leaders at the national level talking. We want management to know that we as the rank and file carriers want substantial yearly wage increases. The picketing also sends a message to management telling them that we are behind our national leaders one hundred percent.

Well now it is time to go before the arbitration panel (so lets get ready to rumble), our union leaders in Washington are very prepared do go to arbitration. I have confidence that we will prevail, but what we have to do is convince the arbitrators that our work has gotten harder over the years and that DPS did not make our jobs any easier. It made our street time longer and have us handling more mail on the street that we would normally handle in the office. The Postal Service wants us to take what the other crafts took and sent out to their membership to be ratified. The bottom line is our work is harder therefore we deserve higher pay, I am not saying that the other crafts do not work hard I am just saying that our work is harder than the work they do.

The arbitration is scheduled to begin on July 7 1999 there will be testimony from many different people. The arbitration will determine the provisions and length of the new contract it will also determine whether all level 5 letter carriers will all be paid level 6, and level 6 letter carriers to be appropriately. The arbitration will also determine if we get substantial yearly wage increases, and continued cost of living adjustments.

All of our members should have received the special NALC buttons calling for higher pay for letter carriers. There have been reports that some postmaster and other management officials overreacting to the wearing of these buttons. We know we are on the right track when management starts freaking out over something as simple as a button that send a message that only say how hard we work and that we deserve higher pay. We have a 1998 memorandum signed by the postal services own senior Vice President John S. Potter regarding the wearing of buttons or t- shirts relating to collecting bargaining. Wear your button proudly until we get a contract, if management tells you to take it off follow the instruction and contact the union office at that time we will call the national business agent office who will contact the postal service at the area level and get it resolved. Remember the power of the union comes from its unity of the membership.

Things you need to know

The postal service has in place a software system, which utilizes DPS end of run reports combined with the conversion of linear footage for residual letters and flats to allegedly project office and street times. This system is used in conjunction with the DCD hand held computer is called POST, which stand for Projected Office and Street Times. This system alleges to have the ability to project when each letter carrier will leave for the street and when they will return from the street. Seems to me management has forgotten all about the human factor, that go into preparing and delivering a route.

The NALC is disputing this system at the national level, if you notice management using this system let your steward know or call the union office.

The M-41 handbook does not require supervisors and letter carriers to argue over daily workload during their morning dialogue with each other. Letter carriers have a responsibility to inform their supervisors when they believe their workload is beyond eight hours for that day, no later than the last receipt of mail. Mail includes DPS mail, parcels, accountables, along with letters and flat mail. I remind you as letter carriers not to argue with the supervisor, you should inform the supervisor of your workload for that day. Provide him/her with form 3996 and request the supervisor to instruct you as to what to do specifically if the letter carrier's estimate is more accurate than the supervisor is. (i.e. curtail mail, authorize auxiliary assistance, authorize overtime, instruction to call in from the street, deliver all the mail regardless of the time involved, and or bring the mail back. If the supervisor does not issue specific instructions in response to this question or issues instructions that are contrary to the question (such as deliver all the mail in eight hours) immediately request to see a steward every time.

Management is developing systems unilaterally, which compares a letter carriers performance on an ongoing basis with their own performance. It is therefore imperative that all letter carriers are reminded, for their own protection, to constantly perform their duties in a professional manner. Take all of their breaks and lunch times; follow all rules regardless of the time effect it has on their street times. To do otherwise will place them in a position of having to argue their present performance with management development of their past performance.

This system of analysis may lead the postal service to attempt to disallow time during route inspections. Letter carriers should be reminded to provide a fair days work for a fair days pay, but not get entrapped into this (squeeze blood out of a stone) program by postal management. This should serve as a reminder that the NALC is not buying into any of the aforementioned tactics by management. However, we must have the cooperation of all letter carrier, for their own protection, in order to adequately thwart any attempts by management to institute new work and time standards on individual letter carriers. Look out for your fellow letter carriers remember unity works best.

Discussions

Any time you are taken into the office for an official discussion you should take notes that may help you remember if you had a discussion after time has elapsed. Article 16 section 2 of the national agreement states that after the discussion there is no prohibition against the supervisor and/or the employee making a personal notation of the date and subject matter for their own personal records. Remember protect your contractual rights.

In Unionism

LEGISLATIVE REPORT

Our jobs are being threatened. Why? The United States Postal Service is being attacked again. Senate Joint Resolution (SJR) 16 has been written by UPS and introduced on the floor by Senator Deirdre "Dede" Alpert (D39) out of San Diego.

Like the bill in the House of Representatives. HR 198, they are trying to take away "non Postal related business products and services". This includes tape, envelopes, and packing materials, which are sold in our lobby areas. These are items which are for the convenience of our customers.

I urge you to make your voices heard, through letters and phone calls to your State Representatives. Oppose SJR 16 and any other efforts to enact anti-Postal Service legislation here in California.

Velma J McClinton
CSALC District 6 Officer

Proposed Change to By-Laws
ARTICLE VI

Section 6.

Currently Reads:

Section 6. The editor shall administer the duties of the Branch publication, as determined by the membership, under the direction of the Executive Board. The editor shall:

(A) Receive, edit and transmit, on a regular basis, all articles and contents of such publication to the publisher.

(B) Administer all aspects of advertising in such publication, such as approving, billing, and collecting monies from all advertisers.

(C) Be responsible for sufficient monies on deposit at all times with the USPS for postage on said publication.

(D) Assume any and all responsibilities, not included as specific responsibilities of the publisher of said publication, as may be directed from time to time by the membership and/or Executive Board.

Proposed Change

Eliminate : Section (B)

THANK YOU

A special Thanks to all members who elected me to the office of Treasurer. I will continue to provide quality and efficient service of our funds.

In Unionism

VELMA J. McCLINTON
TREASURER

Change: Section (C) to (B), Section (D) to (C)

Signed by
Robert Enz,
Art Bocek,
Lee Fenstermacher

BRANCH 2462 OFFICIAL
1999 ELECTION RESULTS

PRESIDENT

ROGER ASKEW-----ACCLAMATION

VICE PRESIDENT

CALVIN BROOKINS-----ACCLAMATION

RECORDING SECRETARY

STEVE SEYFRIED-----ACCLAMATION

FINANCIAL SECRETARY

ROBERT JOHNSON-----ACCLAMATION

TREASURER

MICHELLE HALL----- 104
VELMA McCLINTON-----WINNER----- 300

SGT-AT-ARMS

ROBERT ENZ----- 194
TEENAMARIE GALLEGOS-----WINNER----- 209

TRUSTEE

FRANK BRASH-----WINNER----- 265
DAN RATHBONE-----WINNER----- 255
RICHARD REIMER----- 101
ANN SCARBOROUGH----- 226
ART BOCEK-----WINNER----- 262

HEALTH BENEFITS REPRESENTATIVE

JIM TUKESBREY-----ACCLAMATION

MUTUAL BENEFITS REPRESENTATIVE

TERRY HALL-----WINNER----- 265
JEFF AUSLANDER----- 139

EDITOR

STEVE SEYFRIED-----ACCLAMATION

Proposed Change to By-Laws
ARTICLE IV

Section 6.

Currently Reads:

Section 6. The election will be held on the Tuesday, Wednesday, Thursday and Friday following the Memorial Day holiday (Monday) of the election year. The election shall be conducted by balloting at the stations. Provisions for voting of retirees and of absentees will be afforded, in accordance with such regulation as are applicable for these elections.

Proposed Change

Section 6. The election will be held on the **SECOND** Tuesday, Wednesday, Thursday and Friday following the Memorial Day holiday (Monday) of the election year. The election shall be conducted by balloting at the stations. Provisions for voting of retirees and of absentees will be afforded, in accordance with such regulation as are applicable for these elections.

CHANGE IS IN BOLD AND UNDERLINED

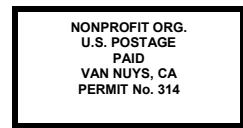
Signed by
Lee Fenstermacher
Calvin Brookins
Steve Seyfried

**BRANCH 2462 LETTER CARRIERS
HIT THE STREETS FOR INFORMATIONAL
PICKETING JUNE 9, 1999**

"THE MAIL CALL" BRANCH 2462, NALC

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

Address Correction Requested



Branch Meeting

Minutes

June 1, 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 6:15 p.m. The Pledge of Allegiance was led by ROBERT ENZ. The invocation was led by FRANK RIMKUS

ROLL CALL OF OFFICERS

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

ABSENT--NONE

MINUTES ACCEPTED AS PRINTED IN MAILCALL WITH CORRECTION--Motion to send President and HBR to Washington DC, was not unanimous.

GUEST SPEAKER--GINA MARIBELLA from MEND spoke briefly and presented the Branch with a plaque honoring our participation and donation in the NALC FOOD DRIVE

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ MOTION TO PAY

M/S/C

COMMITTEE REPORTS

AUDIT--TRUSTEES Books will be audited on July 14th beginning at 6 pm. All new and current financial officers are asked to attend. Budget is in order at this time.

COLCPE--GALLEGOS No Report

RETIREEES There were 7 retirees present at tonight's meeting. On the Sick List we have JOHN SHANLEY, DENNIS RUKSTALIS and JULIUS RIBAS. We wish them a speedy recovery.

DISTRICT 6--McCLINTON Next District 6 meeting is July 15, 1999 at 7pm to be held at our own 2462 Union Hall.

MBA--T. HALL No Report

HBR--TUKESBREY No Report

SAFETY & HEALTH--HENRY No Report

ELECTION COMMITTEE--SEYFRIED All is ready

FOOD DRIVE--DOLABSON The Branch had a very successful Food Drive, collecting 74,741 pounds of food.

Thanks to all who helped and donated time and energy to make this one of the most successful drives ever.

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) Heading back to DC to testify on the National Contract.

PRESIDENT ASKEW Convention dates have been set, the are--National, July 31 through August 4, 2000, in Chicago. The State will be from May 26 through the 28, 2000, in Monterey. HR 22 has been taken out of conference and the full committee will now debate. Two pro labor amendments have been attached to this legislation. Open Season for FEGLI will be from April 24 -- July 31. Contract negotiations will go forward into interest arbitration. George R. Fleischi, has been selected as the neutral member of the panel. The HOT LINE for up to date information is : 1-877-235-NALC (6252). A special meeting was called by President Sombrotto on the Day of Informational Picketing. Sherman Oaks route inspections is now complete. Those members that are considering retirement should wait till after the contract has been decided. If you retire and are no longer on the rolls of the postal service you will not be eligible for any retroactive check.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

BY-LAW CHANGES

There were two By-law changes submitted, they will be published in the July issue of the MailCall and voted on at the July Regular Branch meeting on July 6, 1999.

MOTION--Branch send any newly elected Shop Steward or Contract administration member to the Branch 2902 Shop Steward class on June 10, 1999 They will be paid \$ 50 if they attend the entire 3 hour class

M/S/C

MOTION--Branch hold the informational Picketing on June 9, 1999 from 4 to 6 pm at the Main Post Office on Sherman Way

M/S

AMMEND--Change time to 4:30--6:00 pm

M/S/C

MOTION--Branch renew the Certificate of Deposit which matures on June 15, 1999, at the Postal Credit Union of LA. Amount is \$ 14,000 plus and additional \$ 1,000 to be taken from the General Fund, for a period of one year

M/S/C

Underlined means unanimous vote

COLCPE DRAWING

\$ 4 TERRY HALL--MAIN OFFICE

\$ 4 JESS PASILLAS--MAIN OFFICE

\$ 3 ROBERT JOHNSON--MAIN OFFICE

\$ 2 JIM TUKESBREY--RETIREE--DONATED

MEETING ADJOURNED 7:15 PM