

# THE MAIL CALL



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## **PRESIDENT'S REPORT**

**By Roger Askew**

### **FINALLY.... AN AGREEMENT**

On September 19th, 1999 neutral arbitrator George Fleischli rendered his decision on our new contract. I am sure that all of you know the results by now as most of the Shop Stewards have made announcements. I received an advance copy of the decision just prior to attending the Committee of President's meeting. As soon as I returned I made copies of the decision and I have provided each Shop Steward with a copy along with all of the Executive Board members. I will highlight some of the comments made by the arbitrator as to why the decision was reached. "By November 20, 2000, the introduction of DPS mail should be complete. The time is right to make a decision on the question, "up or down"? For the reasons discussed below, the Chairman concludes that the proposed upgrade is justified and that the NALC Last Best Offer should be selected". "The wage rates paid to letter carriers have been the same as the wage rates paid to clerks since at least 1907, when Congress first rationalized the wage rate for postal workers. However, the evidence discloses that an argument has been advanced on a number of occasions over the years, that letter carriers should be paid more than clerks, because of the physical requirements of the letter carrier job, and the fact that the bulk of the letter carrier duties are carried on outdoors. There is no evidence that the opposite argument has ever been made, i.e., than the work of a clerk is more physically demanding or hazardous, etc. Another phrase states " To a large extent this case is about the impact of automation on job content, as opposed to job security" and in addition, "the request for an upgrade is found to be justified". The arbitrator goes on to further state, " As a result of automation, and a general increase in mail volume, there has been an increase in the amount and weight of mail delivered by individual letter carriers. With the introduction of DPS mail, letter carriers must now carry and finger two and three bundles of mail and exercise great care, while covering their route, to insure that the three misses are separated and properly delivered or returned and properly processed. In short, it has become both physically and mentally more difficult to insure that the right mail gets delivered to the right person and promptly". In closing the arbitrator stated, "it is clearly sufficient to justify the upgrade being sought by the NALC". During the opening of the Committee of President's meeting in St. Louis, President stated it short and sweet, " We Won".....

The right side came out on top!!

### **WHAT'S THE BOTTOM LINE**

Our contract has been established as a three year deal, ending on November 20, 2001. We will receive three salary adjust-

ments during the life of the contract. On November 20, 1999 all carriers will receive a 3.4% increase in wages. On November 20, 2000 we will receive a 1.4% increase in wages. In addition, on November 20, 2000 all carriers will be upgraded to level six pay. For those of you who are T-6's, your wages will be increased to account for the present differential between level 5 and level 6. We will also receive 6 cost of living adjustments during the contract. The arbitrator has also ruled that carriers will receive a one-time Cash Payment to cover the lost wages between November of 1998 and November of 1999. The payments will range from \$ 725.00 to \$ 1008.00 for those level 5 carriers and from \$ 767.00 to \$ 1034.00 for those of you who are presently in a T-6 assignment. Each Shop Steward has a breakdown of these one-time payments and you can ask them for the amount that it will be. Additionally, the employer will increase the payments that they make into the health premiums. The bi-weekly employer contribution for self only and self and family plans is adjusted to an amount equal to 85% of the weighted average bi-weekly premiums under the Federal Employees Health Benefits Plans.

### **SPLILT MILK**

With the completion of the contract I have heard some short sighted remarks by some top level managers. A number of high ranking postal officials are now complaining that there is no longer parity between the carriers and the clerks. Seems strange that these top level managers who are making an excess of \$ 100,000.00 per year would scream about parity. If these managers truly believed in parity then the right thing to do would be to put all of their salaries in the pot and divide by all of the employees in the postal service. Why does it not surprise me that someone who sits in an air conditioned office all day would complain about someone who is actually doing the work when they receive a wage increase.

### **RETIREE'S NIGHT**

We are ten days away from the annual retirees dinner. This year we will have the privilege of presenting two awards during the event. The awards will go to two long time members of our branch. Article 2, Section 5 (a) of the national constitution states in part, " Upon 50 years of membership in the National Association of Letter Carriers, a member shall be given a Life Membership Card ( Gold Card) which shall entitle him/her to all privileges of membership in the National Association of Letter Carriers without payment of dues, per capita tax, or special assessments". Brothers Lee Fenstermacher and Herman Goldstein will be given this special award on this evening.

Enough for now.. Have a great month of November and enjoy the two holidays

"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.

## An Invitation to Join

The following is a list of non-members in Branch 2462. We sincerely invite these non-members to join our union. We continue to fight a battle to improve the conditions and benefits for all letter carriers.

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	11	0	7	12	5	8	6	7	8	5	
ENCINO	8	6	6	8	8	8	8	6	9	7	
CIVIC CENTER	2	1	2	1	1	1	0	0	1	1	
PANORAMA CITY	1	1	2	2	1	2	2	0	1		
SHERMAN OAKS	6	7	5	5	5	5	4	7	4	5	
SUN VALLEY	1	1	1	2	1	2	0	1	1	1	
TARZANA	1	1	1	1	1	1	1	1	1	1	
RETIREE'S	7	5	5	8	6	7	7	7	6	6	
TOTAL	37	22	29	40	29	32	28	31	30	27	

## WE NEED YOUR SUPPORT TO CONTINUE.

ENCINO	COLLECTION
B L Hernandez	C U Bendo
J W McDevitt	H H F Cordova
T Quach	P A Hernandez
G Rowerdink	D Trinh

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

**NEXT MEETING**  
**6:00 PM**

**November**  
**2nd**  
**1999**

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

**November 9th**

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

### "RETIREE CORNER"

Our Monthly breakfast's for the next 3 months, will be on the **third Saturday**. Nov 20th, & Dec 18th. The meeting will be held at Cocos Restaurant(15701 Roscoe Blvd. just west of the 405 Freeway across from Anheuser-Busch) Be sure to mark your calendar and we hope to see you there. Remember to set aside Oct 22nd, (Friday) for our Annual Retirees Dinner.....  
**Frank Rimkus**

### SHERMAN OAKS

A Crescenzo  
J P Gonzales  
D B Kaye  
R R Lazo  
K A Massaro  
J L Navarro  
C Potok  
C V Toledo  
R F Vega

**VAN NUYS MAIN**  
J A Cordero  
J B Marcoe  
G Mariscal  
M T Mejia  
E C Sangalang  
B M Wagner  
C R Warner

### SUN VALLEY

J S Gonzalez  
J A Moreno

### TARZANA

D K Ganger  
C D Hodek  
K A Morelock  
D A Swire

**DON'T LET TIME**  
**RUN OUT !!!**  
**THE JOB YOU SAVE MAY BE**  
**YOUR OWN**  
**SEND A CHECK TO**  
**COLCPE TODAY**

# VICE PRESIDENT'S REPORT

By  
**Calvin Brookins**

The arbitration panel headed by neutral arbitrator George Fleischli has rendered an award that has become the new contract between the NALC and the USPS. Over 240,000 letter carriers get what they deserve, a substantial raise and level six pay for all letter carriers, level six carriers (T-6) will get the appropriate differential.

The salary increase, level six, and one time cash payments read as follows.

Effective November 20, 1999 all letter carriers will receive an increase by an amount equal to 3.4% of their basic annual salary.

Effective November 18, 2000 all letter carriers will receive an increase by an amount equal to 1.2% of their basic annual salary.

Effective November 18, 2000 all grade 5 carriers will be upgraded to grade 6, and the existing carrier technician (T-6) differential will be maintained.

Il non-probationary full time employees covered by this agreement shall receive a one-time cash payment not to be included in basic pay as follows:

Grade 5	Grade 6
A \$725.00	A \$767.00
B \$802.00	B \$849.00
C \$863.00	C \$881.00
D \$923.00	D \$942.00
E \$931.00	E \$950.00
F \$938.00	F \$958.00
G \$946.00	G \$967.00
H \$954.00	H \$975.00
\$961.00	I \$984.00
J \$969.00	J \$992.00
K \$977.00	K \$1,000.00
L \$985.00	L \$1,009.00
M \$992.00	M \$1,017.00
N \$1,000.00	N \$1,025.00
O \$1,008.00	O \$1,034.00

NON-probationary hourly rate employees, who have been paid for less than 2000 hours during the twenty six pay periods prior to the effective date of cash payment, i.e. September 19, 1999, shall receive such payment based on their number of paid hours during that period in accordance with the following schedule:

This payment does not become part of the employee basic pay.

Number of Paid Hours	Percent of Cash Payment
1 and under 500	25
500 and under 1000	50
1000 and under 1500	75
1500 and over	100

All full time and part time employees are eligible to receive a cash payment if you were in a pay status during the pay period immediately prior to the effective date of the cash payment, i.e., September 19, 1999.

**Response from APWU President Moe Biller;**

In a statement issued by APWU president Moe Biller, he states that the NALC used their negotiated and ratified contract with the USPS as a platform and as a means to lift ourselves up on their member's backs.

As someone who testified in the NALC interest arbitration hearing and spent several days in Washington DC attending that hearing, I can assure you the only backs that our NALC leaders used were the backs of letter carriers who go out day after day and deliver the mail in a DPS system that has change our jobs tremendously.

Mr. Biller also speaks about parity between APWU members and letter carriers, the definition of parity is equality and maybe it just me but I have not seen any clerk job that is equal to the job I do as a letter carrier. And I have been in carrier stations as well as processing plants through out the Van Nuys district.

He also talks about management's representative on the NALC arbitration panel issuing a dissenting opinion keep in mind that this representative is on the payroll of the USPS. He is paid to agree with the USPS; otherwise he would not be on their payroll.

Mr. Biller also states that the NALC chairman Mr. Fleischli characterized APWU's negotiating priorities, actually it was John (Jack) Potter who through his testimony characterized APWU's negotiating priorities.

Further more the NALC did not spend any portion of their presentation demeaning and denigrating the work of APWU members. The NALC spent their presentation showing how letter carriers jobs have changed from pre-automation to post-automation and how the work that letter carriers do is now harder than the work that clerks do. No one has ever said that clerk do not work hard.

This article was written to clarify some of the facts that Mr. Biller failed to put in his statement.

In Unionism;



Pictured above is Picnic Grand Prize Winner  
DELL JONES from Civic Center Station.

Photo provided by FRANK RIMKUS

# 2000 CARL J, SAXSENMEIER SCHOLARSHIP PROGRAM

The California State Association of Letter Carriers (CSALC) is now accepting applications for Saxsenmeier Scholarship Program. All applications must be sent to the scholarship committee Chairperson by January 14, 2000. The committee will send the Scholarship Packets to all applications by January 28, 2000, The scholarships, available to the dependent children of members of NALC Branches within the State of California, are:

**Two - \$2,000.00**

**Two - \$1,500.00**

**Four - \$1,000.00**

**Applications are to be mailed to:**

Velma J. McClinton  
6803 Matilija Avenue

Valley Glen, CA 91405-4163  
(818) 994-1764

**Saxsenmeier Scholarship Application**

(Please Print)

*Applicant's Name*

Parent's Name \_\_\_\_\_

Home Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Home Telephone \_\_\_\_\_

Applicant's Signature \_\_\_\_\_

Parent's Signature \_\_\_\_\_

Branch Officer Signature required for verification of member in good standing:

Branch Officer Signature \_\_\_\_\_ Title \_\_\_\_\_

Branch Number \_\_\_\_\_ Branch City \_\_\_\_\_ Date \_\_\_\_\_

# **PRESIDENT'S REPORT**

(Continued from Page 1)

## **CONVENTIONS**

Although it seems a long way off, both State and National Conventions will be held next year (May & July). We have received our convention calls from both the national headquarters and the California State Association. Our branch will be represented at these important sessions by up to thirty of our members. If you plan on submitting any proposed amendments to the national constitution or any resolutions for consideration in our next National Agreement they should be submitted for action soon. The national constitution requires that any amendments that are to be printed in the official booklets must be received no later than 60 days prior to the convention. In other words, by the May branch meeting action must be taken by the branch.

## **HEALTH BENEFIT PLAN**

Once a year the postal service has what is known as Open Season. This year the open season is from November 8th through December 13th. During this period of time you can change your health benefit insurance plan. I have personally held the NALC Health Benefit Plan since 1968. The plan has undergone some difficult times, but as of this moment I would give the plan an A in both benefits and convenience. You can change the insurance plan you have by contacting the personnel office (simply request a form 2809). Give it some thought and time. You will not have this opportunity again until late next year.

## **HOLIDAY SEASONS**

By the time you read this the Thanksgiving Holiday will have come and gone and the Hanukkah and Christmas season will be close at hand. On behalf of all of the members of the executive board, I would like to wish you and your families the best of holiday seasons and a great New Year.

# **BIG TURNOUT AND LOTS OF FUN AT THE ANNUAL "RETIREE NITE"**

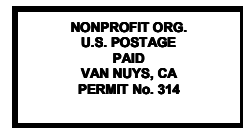
Pictured above. National Business Agent DALE HART (c)  
with New Gold Card Members LEE FENSTERMACHER (l)  
& MARVIN GOLDSTEIN (r)

Photos by Frank Rimkus

# "THE MAIL CALL" BRANCH 2462, NALC

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

**Address Correction Requested**



no time frame has been established to receive the Retro

## Branch Meeting Minutes October 5, 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 VICE PRESIDENT CALVIN BROOKINS at 6:10 p.m. The Pledge of Allegiance was led by TEENAMARIE GALLEGOS. MOMENT OF SILENCE--In memory of JOHN CACCAMICE, Retired member of Branch 2462

ROLL CALL OF OFFICERS

**PRESENT**--BROOKINS, SEYFRIED, BRASH, McCLINTON, GALLEGOS, JOHNSON, RATHBONE, T. HALL, BOCEK

**ABSENT**--ASKEW

**EXCUSED**--TUKESBREY

MOTION TO HOLD ACCEPTANCE OF MINUTES UNTIL NOVEMBER MEETING M/S/C

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ & MOTION TO PAY M/S/C

COMMITTEE REPORTS

COLCPE--GALLEGOS \$ 444 in fund

RETIREES--RIMKUS There were 6 retirees

present at tonight's meeting. The Retiree Dinner will be held on October 22, 1999. On the Sick List we have GENE BRECKMAN, LESLIE MICHELSEN, SERGIO CHAPARRO, JULIUS RIBAS, ANDREW MILLER. We wish them a speedy recovery. We wish to congratulate both ELIZABETH BOCANEGRA and GLORIA HENRY who had babies. We wish you, and your new additions the best.

TRUSTEES All is well in the branch finances.

DISTRICT 6--McCLINTON Saxemeyer scholarships are now being accepted for the graduating year 2000. Look for application and further info in the November issue of the Mail-call. Women's Labor Convocation will be Oct. 9th. Tickets for COLCPE 2000 drawing are now on sale, contact your Shop Steward or Velma at Main Office.

SAFETY & HEALTH New safety and accident reduction program beginning soon in Van Nuys offices

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

MBA--T. HALL No Report

HBR--TUKESBREY No Report

VICE-PRESIDENT--BROOKINS All bills are in for Picnic 99, Final check to Magic Mountain for \$ 10,150.50 has been sent.

Final cost figures will be posted in next months Mailcall. National Agreement has been settled. As of this date

check. Shop Steward training class will take place November 19 - 20, in Anaheim, Ca. We have received two Gold Cards and will be presenting them to MARVIN GOLDSTEIN and LEE FENSTERMACHER at the Retiree Dinner on October 22nd.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

NOMINATIONS FOR CONVENTION DELEGATES

ROGER ASKEW

JEFF JACKSON

CALVIN BROOKINS

LARRY DOLABSON

STEVE SEYFRIED

BOB ENZ

BOB JOHNSON

RANDY KENT

VELMA McCLINTON

IRWIN SCHNYDER

FRANK BRASH

HARRY BRENNEMAN

DAN RATHBONE

JEFF AUSLANDER

ART BOCEK

ED CARLIN

TINAMARIE GALLEGOS

TRACY MULLINAX

JIM TUKESBREY

ANN SCARBOUROUGH

TERRY HALL

NEALIE GRAHAM

JEANETTE DOLABSON

GLORIA HENRY

MICHELLE HALL

LEE FENSTERMACHER

RICHARD REIMER

JESS PASSIAS

JASON COLELLO

KEVIN DONAHUE

TIA WILSON

TROY YOUNG

NOMINATIONS CLOSED AT 7:45 PM.

MOTION--Branch purchase 510 Bass Calendars

to be given to each active member and any Retiree who requests one. Cost \$ 1275.

M/S/C

MOTION--Branch renew the lease at our current location. Cost is \$ 1530 per month

M/S/C

MOTION--Branch purchase 2 Federal Employees Almanacs. Cost \$ 24.77

M/S/C

MOTION--Branch cancel the December meeting and hold an open house at a place, date, and time

to be determined at the November regular meeting

M/S/C

MOTION--Branch raffle off the Tandy computer at the December open house for one dollar per ticket.

Proceeds to be donated to COLCPE

M/S/C

MOTION--Branch excuse President ASKEW from the October meeting as he is in DC for HB seminar

M/S/C

DIVISION YES---15, NO---7

MOTION

PASSES

MOTION--Branch refile Labor Charges against the Van Nuys Post Office, on sections 8a(4), 8a(5), and

8a(1), of the National Labor Relations Act

M/S

MOTION TO

TABLE

M/S/C

DIVISION YES---14 NO--6

MOTION TO TABLE

PASSES

COLCPE DRAWING

\$ 3 FRANK BRASH--RETIREE

\$ 3 VELMA McCLINTON--VAN NUYS MAIN

\$ 3 FRANK BRASH--RETIREE

MEETING ADJOURNED---8:30 PM