

THE MAIL CALL



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Van Nuys, CA

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PRESIDENT'S REPORT

By Roger Askew

PICNIC

At last month's regular branch meeting, a motion was passed that the annual picnic will be held at the Los Angeles Equestrian Center located on Riverside Drive in Burbank. Over the last couple of months the membership has expressed a desire to change the location of this annual event. Vice-President Brookins has made arrangements with the equestrian center and James Productions, and the picnic will be held on Sunday June 11th, 2000. We will be placing flyers for you to review in each office and an adjacent sign up sheet so that we can make arrangements for the food. In addition, the editor will be placing an announcement in the next couple of issues of the mail call so that you will be aware of the ticket prices. Please make sure you provide an accurate count for the number of tickets that you will be needing.

FOOD DRIVE

As you read this article, the Food Drive will be right around the corner. On Saturday May 13th, we will be collecting food for local agencies. We have been informed that during the summer months the need is great so please help out. This is a great opportunity for us to give a little back to the communities we serve.

ATTENDANCE

My car broke down! My alarm clock didn't go off! I guess I turned my alarm off and fell back to sleep! I just couldn't get the kids out the door! The traffic was really bad! My hamster was ill! All of the pets in my house caught a strange flu and I needed to stay home till my spouse (or neighbor) got home! I got a ticket! I got a flat tire! It was snowing in the Santa Clarita and Antelope Valley! My pet rock was ill! I just couldn't get to work on time! The entire mountain slid down on the Ventura Freeway! My lawn mower was out of control last night and ate two of my tires! The automobile club was late changing the two tires! The sun usually wakes me up and it was overcast this morning! My neighbor was blocking the drive way! My landlord allowed the trash truck to block the driveway! My newly acquired chia pet shed all of the living room floor! My washing machine broke last night, and I didn't have any fresh uniform clothes to wear to work! Standard Oil was slant drilling under my property and I didn't get a good night sleep last night! A tree jumped out in front of my car and I had an accident, fortunately I was able to stop by my mechanic's and have the automobile repaired before I got to work! I have heard all of these at onetime or another over the last twenty years of being a union officer (plus some other ones I will not mention). On an occasional basis, they are all legitimate reasons (except the rock one) for being late for work. One or two times a week, they are not.

Upheld in many arbitration's, the postal service has the reasonable expectation that we should report to work on time and regularly. If you receive discipline for excessive tardiness, it is not the fault of the alarm, the kids, or the traffic. YOU are the responsible one. If you are ultimately suspended and then removed from the postal service because of these late/tardies, it means YOU lost your job. It doesn't mean the postal service was out to get YOU, nor does it mean the union lost YOUR case either. YOU did it to yourself!

What have you lost if you are fired from the postal service for being late or tardy to work? Since you are not working you will not receive any pay. Fine you say, the union will file a grievance and I'll get it back!! What if you lose the grievance? It can effect your health insurance. You will still have the health coverage while the grievance is pending (if you pay the premiums) but if you lose your removal grievance it is effective from the date the removal notice was issued. Any funds or coverage you have received during this time YOU must pay back, and YOU still don't have a job!!! Being late for work could effect YOU for the rest of your life. Get to work on time. If YOU need two alarm clocks, buy them.

(Continued on Page 3)

BRANCH 2462 PICNIC

WHERE: L A EQUESTRIAN CENTER

WHEN: JUNE 11, 2000

TIME: 11 AM to 4 PM

FOOD SERVED FROM 12:00 -- 2:00

The sign up sheets for the Branch Picnic to be held at L A Equestrian Center on Sunday JUNE 11, 2000, will be at the Stations soon !!! If you are planning to go you need to make plans now.. Prices are Members--\$ 5.00, Guests over 13--\$ 7.00, Guests (4-12)--\$ 3.00 Anyone under 3 is Free. If you have any questions speak with your Shop Steward or call the Union office. Retiree's should contact either FRANK RIMKUS or call the Union Office to make their reservations.

"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
MAIN OFFICE	7	8	8	13							
ENCINO	8	8	8	5							
CIVIC CENTER	1	1	1	1							
PANORAMA CITY	1	2	2	2							
SHERMAN OAKS	7	6	5	4							
SUN VALLEY	2	2	1	2							
TARZANA	1	1	1	1							
RETIREE'S	5	7	5	7							
TOTAL	32	35	31	35							

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

**NEXT MEETING
6:00 PM**

**May
2nd
"2000"**

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

May 2, 2000

BRANCH OFFICE.....818-786-8505

"RETIREE CORNER"

Our next 2 (4th Saturday) Breakfast Meetings will be on and May 27, 2000 and June 24, 2000. It will be held at Cocos Restaurant, 15701 Roscoe Blvd. (Just west of the 405 Freeway, across from Anheuser-Busch). It will begin at 09:00 AM. Please mark your calendar.....We hope to see you there.

Thank
Frank Rimkus

You

Vice President Report:

By

Calvin D. Brookins

NALC Branch 2462 "goes to the dogs" with Uncle Matty for a unique seminar about dog behavior and self-defense.

WHAT: Why do all dogs seem to hate the mailman? How can a letter carrier best deal with the many dogs on his or her route? An aggressive dog seminar and self-defense training for letter carriers.

WHO: Given by Matthew "Uncle Matty" Margolis, host of the PBS series WOOF! It's a dog's life. Uncle Matty is an expert on aggressive dogs and will come to this seminar with his two dogs, Ulli and Pebbles.

WHEN: May 2nd at 7:00 p.m.

WHERE: NALC Branch 2462 Union office 6910 Hayvenhurst Ave. #101 Van Nuys Ca. 91406 (between Vanowen and Sherman Way)

BACKGROUND: In addition to his television series, Uncle Matty was recently at the Civic Center station, and spent about 45 minutes informing the carriers on dog behavior and how to recognize two different types of aggressiveness in dogs. You may have seen some of the pictures and write-ups in the L.A. Times and Daily News on Sunday, April 2nd.

I would like to thank Linda Brookins, the safety coordinator at the Civic Center station for arranging to have Uncle Matty come out to the station to talk about aggressive dogs and answer questions.

As letter carriers we have to deal with dogs on a daily basis. After having seen Uncle Matty's seminar myself, I highly recommend that all members who are active letter carriers make every effort to be at the Union office on May 2nd by 7:00p.m.

L.A. Equestrian Center for a Picnic:

The annual picnic for Branch 2462 will be held at the L.A. Equestrian Center in Burbank this year, we will try to get back to a more traditional type picnic. There will be lots of fun, games, contests, and entertainment for those of all ages, such as bounce, coloring contest and pony rides for kids. Bingo, water balloon toss and family games and sports activities for big kids and adults. There will be great door prizes raffled at the picnic.

The food will be great so come & have a great time. The picnic will be held on June 11th 2000. The picnic will start at 11:00a.m. and end at 4:00p.m. The food will be served from 12:00noon to 2:00p.m. Hot dog/Chili dog bar will be open from 11:00a.m. to 3:00p.m. Beverages served all day.

The prices for the picnic will be as follows:

Members \$5.00 each

(25% of money from member ticket to be part of raffle)

Guest (ages 13 and up) \$7.00 each

Guest (ages 4 to 12) \$3.00 each

Guest (ages 3 and under) Free

There will be sign-up sheets and flyers posted at all stations.

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Presidents Report

(Continued from Page 1)

UPCOMING CONGRESSIONAL ELECTIONS

This November will be a time that each and every letter carrier must go to the polls and elect those who have supported us in the past. Whichever manner you decide, please take the time and make that effort to vote on November 7th. With this being a Presidential election year we can not afford to allow those politicians who would take our livelihood away, to get into office. We have received tremendous support locally from both Congressmen Brad Sherman and Congressmen Howard Berman. Both of these congressmen have a great voting record on our issues over the years. Additionally, Senator Diane Feinstein has supported our concerns in the senate. I'm sometimes asked why we only support Democratic candidates. It's not because of their political party, it's because the voting record of these two Congressmen and United States Senator have been in the best interest of Letter Carriers. Nothing else! Each of these candidates deserve our support on election day and our thanks for voting in a manner that will increase our quality of life.

HISTORY

Thirty years ago last month the postal unions walked out on strike. We should never forget what caused that job action. When we see our pay checks next time we should say a word of thanks to those who fought the fight before us and we should never forget the need for the National Association of Letter Carriers. Without this great union we would all be working at a reduced pay structure and the probability of an all casual work would be a fact. For those of you who know who you are, THANKS..

Enjoy your Memorial Day Holiday and say a thought for the real reason we have this day.

Correction (not the one you're thinking of)

by
JASON D. COLELLO

When I received my March 2000 issue of *The Mail Call*, I discovered that Van Nuys postmaster Woody DeWitt's last name was incorrectly spelled as "Dewitt" (without the correct uppercase "W") in my letter to the Editor.

It appears that this error occurred during the transfer process from my "floppy disk" to Branch 2462's word processing program; my original "floppy disk" has Mr. DeWitt's name spelled correctly-dated February 13, 2000.

I wish to take this opportunity to apologize to Mr. DeWitt for any pain and suffering that may have been invoked by this accidental error.

Could this accidental error have been *preventable*? I lay blame on the program conflict, and I will issue *disciplinary action* as soon as I can locate Bill Gates.

Vice-Presidents Report

(Continued from Page 2)

(Editor's Note—The blame should be placed on the Editor. Brother Colello contacted me and asked whether the spelling of the Postmaster's name was correct, and I informed him that it was. The miscommunication was all mine, and I apologize to both the author and the subject.)

DPS:

There has been an agreement reached between the parties at the National level in the form of a Memorandum of Understanding, regarding DPS work methods. This represents the parties final agreement regarding the October 8, 1998, Joint Work Methods Study to determine the more efficient work method for city delivery routes in delivery units where Delivery Point Sequence (DPS) has been or will be implemented.

This MOU is based on the results of a joint study conducted by the parties pursuant to Chapter 5 of Building Our Future by Working Together to determine the relative efficiency of the composite bundle and vertical flat casing work methods in a DPS environment.

This could change the way most carriers prepare their mail for delivery, management at some point will start to change letter carriers routes from the composite bundle work method to the vertical flat case work method. The Manager Operation Program Services have told me, that no station will start to make any of these changes unless he has authorized it.

He has also expressed to me that he will notify the local unions prior to making these changes. The bottom line is that the parties have analyzed the results of the joint study and have determine that the vertical flat casing work method is the more efficient work method at all sampled percentage levels of DPS. Management may convert those routes that have vertical flat cases and are currently using the composite bundle work method to the vertical flat casing work method.

Those of you who are using the composite bundle work method, you need to start to prepare yourself for this possible change. If you work your flats out of your satchel on the street the vertical flat casing work method may not be the most efficient. Any questions please do not hesitate to call me at the union office.

In Unionism

REQUESTING ELECTION ENDORSEMENT

At our April branch meeting one of our guest speakers were Scott Schreiber. Scott is running for the Los Angeles City Council seat in the 3rd District (this is a nonpartisan position). He is an entrepreneur whom was "born and raised in San Fernando Valley". My contact with him came through a union member, Henry Valdez. Schreiber has ask for our endorsement now for the year 2001 elections. This can only be acted on after it has been place in our publication. At our May meeting this item will come under new business.

Velma McClinton

Branch Meeting Minutes

April 4, 2000

(Continued from Page 6)

MOTION--Branch send any delegate to the convention training classes on May 25, 2000. Cost \$ 250 per person for all expenses M/S/C

DIVISION---FOR--22, NO--3 ORIGINAL MOTION PASSES

MOTION--Branch donate \$ 100 for Easter Baskets for abused children. Sponsored by the AFL-CIO Community Services M/S/C

MOTION--Food collected by the Branch be given to MEND. Except for Sherman Oaks & Sun Valley Stations, which will be given to other Food Pantries in the area. M/S/C

MOTION--Branch donate \$ 100 to the Saxemeyer Scholarship Fund. Check to be presented at the State Convention M/S/C

MOTION--Branch send \$ 100 to the striking janitors M/S/C

MOTION--Branch buy a Digital camera. Cost not to exceed \$ 350 M/S/C

MOTION TO TABLE M/S/F

AMMEND-Postpone until next meeting to find actual cost of camera M/S/C

MOTION--Branch hold the annual picnic at the L A Equestrian Center, on June 11, 2000 M/S/C

MOTION--Branch increase the Picnic budget up, \$ 3,500 M/S/C

MOTION--Branch charge each member \$ 5 for the picnic, Guests over 13--\$ 7, aged 4 -12 \$ 3 and under 3--Free M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

SPECIAL NOTE

The Secretary would like to Thank JANETTE DOLABSON for taking the minutes at the April meeting.

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

HEALTH NOTES

by

JAMES TUKESBREY, HBR

DIAGNOSING PROSTATITIS

If your doctor suspects Prostatitis, your abdomen and pelvic area will likely be checked for tenderness. A digital rectal exam of your Prostate Gland can help determine if it is inflamed. During that exam your doctor may try to collect fluid from the gland by massaging it and forcing fluid out of the prostate through your urethra. The fluid is checked for signs of infection. a urine sample will be checked for bacteria and white blood cells. Bacteria confirms infection, while white blood cells indicate inflammation. Presence of both can indicate Bacterial Prostatitis, while white blood cells alone, may indicate the non-bacterial form.

THE HEIMLICH MANEUVER

The Heimlich Maneuver can help remove an object from the airway of someone who is choking and cannot clear the object. Follow these steps: Stand behind the person and wrap your arms around his or her waist.

Bend the person slightly forward

Make a fist with one of your hands and place it just above the person's navel

Firmly grasp your fist with your other hand and press hard into the person's abdomen, making a quick, upward thrust.

Repeat until the object is forced out of the airway.

If you are choking and there is no help available, you can perform the maneuver on yourself.

Position your fist slightly above your navel

Grasp your fist with your other hand

Thrust upward into your abdomen, until you expel the object

Also you can bend over a chair back.

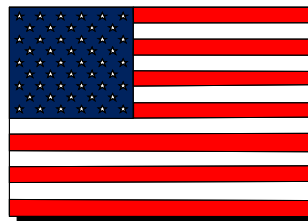
MYTH: COLD WEATHER CAUSES COLDS

No matter what conventional wisdom says, Colds are caused by viruses. These viruses are with us during warm and cold weather. Colds are more prevalent in winter because we spend more time indoors, and are in close proximity to other people for extended times. The viruses that cause colds are spread mainly from droplets from sneezes and coughs of infected individuals

COLCPE DRAWING

\$ 3 CALVIN BROOKINS--CIVIC CENTER--DONATED
\$ 3 JAMES TUKESBREY--RETIREE--DONATED
\$ 3 HAROLD FLANEGAN--MAIN OFFICE

MEETING ADJOURNED---8:20 PM



For Your Information
by
TERRY HALL
SHOP STEWARD, MAIN OFFICE

The recent rash of discipline at Main Office, mostly petty, frivolous, and unfounded, has revealed that many employees are unaware of their rights and obligations to obtain those rights. In an article this short it is impossible to cover everything or in ultimate detail but I will try and give you a reasonable background in which to work to defend yourself and your rights.

The first and foremost thing you should know is that anytime YOU perceive that any discussion may lead to discipline (You NOT Management make this determination), YOU should request a steward. Further, Weingarten Rights which gives you this right REQUIRES YOU to request that steward in order to invoke that right (M-01096 Pre-arb, 9-16-92). If management requests a witness to be present at a discussion, that is reasonable grounds for you to ask for a steward (M-00645 Step 4, 7-19-77). If the witness called by management is a steward, that steward should NOT be bearing witness against an employee they represent. If a discussion involves questions it has risen to the level of an investigative interview and you are entitled to request a steward (M-01140 Step 4, 8-24-83). When you have requested a steward that steward is to advise, direct, interpret, or provide any other assistance necessary to maintain your rights in an interview (M-00546 NALC Legal Memorandum, 11-30-81). If management asks you to write a statement at any time BEWARE this is a written investigative interview that can be held against you or others; decline and consult your steward first. Your steward is entitled to know the nature of the interview and to have a pre-interview consult with you BEFORE an investigative interview takes place.

In the issuance of discipline management has the burden of proof. This means that management must have solid facts on which to base its findings not just hearsay and innuendo. As we all know management frequently issues discipline not for cause but to harass, intimidate, or to retaliate against disliked employees. As in our office most times it's a cause and effect process: file a grievance, an injury claim, or bear witness against management then all-of-a-sudden there appears some kind of discipline shortly thereafter. In the discipline process management must meet the seven tests of just cause. These seven tests are defined elements that justify the cause to issue some kind of discipline. The seven tests are listed below with very short descriptions just to give you a guideline as to what you need to report to your steward when they need to represent you in a discipline case. For your information a written statement to your steward for the grievance carries a lot of weight if the case goes to arbitration.

The Tests:

- 1) Is there a rule?---this requires that there be a known rule that has been enforced regularly and that the grievant was reasonably aware of that rule.
- 2) Is the rule reasonable?---the rule must be related to the safe and efficient operation of the business, and reasonable as to the performance of the employee.
- 3) Is the rule consistently and equitably enforced?---this provides that the rule be enforced on a consistent basis for all employees not just once in a while and that when that rule is enforced that all the violators were

treated equally in the application of that rule and subsequent corrective action.

- 4) Was a thorough investigation completed?---this requires management to gather ALL the pertinent facts (also required in the M-39 section 115) and to be thorough and objective in their determinations BEFORE issuing discipline. This requires that management get both sides of the story not just the side they want to convict or exonerate the employee.
- 5) Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record?---this requires that the nature of the infraction, the past record of an employee, and the usual action taken by management in similar cases be considered before action is taken and that action be reasonable in relation to those factors.
- 6) Was the disciplinary action taken in a timely manner?---this requires that management act on an alleged violation immediately and not hold this element over the head of the employee or to cloud the witnesses recall or to inhibit the union's right to reasonable and timely investigation. Management's unreasonable delay in acting shows that management places low priority and low credibility in their own rules.
- 7) Was the discipline taken corrective and not punitive, and progressive in nature?---this requires that management act to correct a violation by means of administrative action first and with each successive violation of the same type with progressively higher action not necessarily discipline and then into discipline in steps for each subsequent violation of the same type. Actions taken by management are to be to correct or improve employee behavior not to punish or to give retribution.

In order for a steward to defend you, you must make the steward aware of all possible elements that might be integral to your case. Use the seven tests as your guide. Inform your steward if you know of a situation where another employee was treated differently than you; they may not be aware of that comparative. For your information a steward may not be required to divulge to the employer information given by a grievant in connection with the steward's handling of a grievance (M-01066 U.S. Court of Appeals).

Another great problem we have is management actively "selecting" stewards for employees when they request one. Obviously, management is going to select the most uninformed and least tenacious steward. To avoid management from selecting your steward for you in those situations where you have a choice, notify your steward of choice and have them request to see you; that locks that steward in to see you as it was their request.

Hope this helps

"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

April 4, 2000

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 6:02p.m. The Pledge of Allegiance was led by TEENAMARIE GALLEGOS.

SPECIAL GUEST--SCOTT SCHREIBER spoke on his candidacy for the City Council in the 3rd District

SPECIAL GUEST--GINA MIRRABELLA from MEND spoke regarding the Food Drive

ROLL CALL OF OFFICERS

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

ABSENT--SEYFRIED

ACCEPT MINUTES AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

ROSA LOPEZ

BILLS READ & MOTION TO PAY M/S/C

MOTION--Pay SONYA GUERRMO back dues M/S/C

COMMITTEE REPORTS

COLCPE--GALLEGOS \$ 924 in fund

RETIREEES--RIMKUS 7 retirees present. On the

Sick List is ED CARLIN, CARMEN SANCHEZ & PATSY

PFANKUCHEN. We wish them a speedy recovery

TRUSTEES Books are fine, office has new locks

EDITOR SEYFRIED New deadlines for the mailcall will begin in May. Watch for exact deadline dates.

DISTRICT 6--McCLINTON Next meeting will be VELMA's last as she has decided not to run for reelection. The date will be May 9, 2000 at our Branch office, at 7 pm

SAFETY & HEALTH None

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

MBA--T. HALL Ordered more forms

HBR--TUKESBREY Cleaned out old files and in the process of updating forms

FOOD DRIVE--DOLABSON T-Shirts will be ordered from Stations, Dead line to get one is April 21st. Carriers may wear them the entire week prior to the Food Drive

VICE-PRESIDENT--BROOKINS New memorandum recently signed now allows management to change Carriers work methods.

PRESIDENT ASKEW

Hotel reservations have been sent and received by the housing committee in Chicago. The Delegation is staying at the Hyatt Regency at McCormick Place. This is adjacent to the convention center. We have received confirmations for all but one of the rooms. If you need to know your confirmation number contact the Office. If any Delegate has incurred expense's for the upcoming national convention, turn in a receipt to the Treasurer for reimbursement. Receipts need to be turned into the Trustee's for the station expense accounts for last year. Local negotiations will take place from October 2, 2000 and continue for 30 days. We are restricted to the item's listed in Article 30 of the National Agreement. If an agreement is reached, booklets will be printed and supplied to each union member in the Tarzana, Sun Valley and Van Nuys installations. The National Business Agents office will be conducting a training session on Thursday, May 25th. This is in conjunction with the State Convention. The national has reached agreement on three memorandums. As more information is made available on these, I will be letting the Shop Stewards know. We should receive some clarification on these at the State Convention. We have all received the recent cost of living adjustment to our wages. The amount is \$ 354.00. The increase was noted on the pay check received on Friday March 31, 2000. Those members who did not receive the lump sum payment will receive this on their pay checks on Friday, April 14, 2000. The Food Drive is set for Saturday, May 13, 2000. Please remember that the cards sent out to each of our customers are First Class Mail ! We need to treat them as such. We are making arrangements with UNCLE MATTY to make a presentation at next months branch meeting. he will be making the same presentation that he made at Civic Center on April 1, 2000. We will attempt to have the business portion of the meeting concluded by 7:15pm. The presentation will take between 45 - 60 minutes. Make arrangements to be present. Safety and the issue of Dog Bites should concern all of us. We received a notice that the Department of Labor wanted to make an inspection of our financial transactions. Financial Secretary Robert Johnson and Trustee Frank Brash were invited to be present. The Spot Audit passed with praises from the investigator

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch cancel the August Regular meeting

Any member who attends either the JULY or SEPTEMBER Regular meeting, shall receive credit for the canceled meeting

M/S/C

(Continued on Page 4)