

THE MAIL CALL



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PRESIDENT'S REPORT

By Roger Askew

NOMINATIONS FOR OFFICER'S

The by-laws of the Branch require that nominations for branch officers be taken at the April branch meeting (April 3rd, 2001). The term of office will be for a period of two years. The duties of the officers are described in the National Constitution under "Government of Subordinate and Federal Branches". If you are considering running for a branch office please make yourself aware of the requirements for that office prior to accepting nomination. The branch by-laws also state that members of the Executive Board are automatic delegates to the state and national conventions that are being held in the year 2002. In addition the Executive Board has described duties for the Editor under Article VI Section 6. Please make yourself aware of these responsibilities.

DISPUTE RESOLUTION PROCESS

As I announced at last months branch meeting, the Van Nuys District will be next in line to implement the Dispute Resolution Process. The implementation date has been set for Saturday, March 24th, 2001. In an effort to provide a more effective process for resolving grievances/disputes in the workplace and to improve the working environment both the National Association of Letter Carriers and the United States Postal Service have agreed to the nationwide implementation of this new procedure. Our National Business Agent Dale Hart has selected Joe McDonough and Bill Foos as representative for the NALC in this process. Joe is Vice-president of Canoga Park Branch 4006 and Bill is Vice-president of Lancaster Branch 4430. I have known both of these officers for some time now and I'm sure both will do a fine job representing letter carriers in this new process. Until such time that the program is fully implemented by the unions and postal service the provisions of Article 15 will still be in place. As more information is made available I will be letting the Stewards know. I would expect that some training and information will be available at the Steward training session to be held in April in Pasadena.

PICNIC

Our by-laws call for the vice-president to be the chairman of the picnic committee. At last months meeting, the membership decided to change the name of this annual event to the Membership Appreciation Fund. This will allow us a better selection of events that we can chose from. Calvin Brookins has receive three proposals for this year.

NOTICE OF NOMINATIONS OF BRANCH OFFICERS & SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for the following offices well be held at the regular branch meeting April 3, 2001 at 6:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. The Offices are President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sgt-at-Arms, Three (3) Trustee's, Health Benefits Representative, and Mutual Benefits Representative. Also the position of Editor. No one may be nominated for more than one (1) office, Except, Editor, who does not serve on the Executive Board. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than April 6, 2001. The terms of Office shall be for a two year period. Candidates elected shall be delegates to the National and State Conventions as stated in the Branch By-Laws.

Shop Steward nominations and election will be held at the individual Stations.

The three locations that have been given to us are returning to Magic Mountain as we did in the year 2000, purchasing season seats to the Dodgers games and then raffling them off to the membership at each station while making some available to the retiree's, or the more traditional picnic similar to last year event at the Los Angeles Equestrian center in Burbank. At the April branch meeting we will be deciding which one of these locations we will be going to. If you want your vote to count you need to be present at this meeting.

FOOD DRIVE

Just a reminder that the annual food drive will take place on Saturday, May 12th 2001. As I have said before, this a joint project between the National Association of Letter Carriers and the United States Postal Service. We have been successful in the past with our efforts and hopefully we will succeed this year. Janette Dolabson has agreed to be the branch coordinator for the annual event. She will be keeping you informed at your stations by way of the coordinators for each respective unit.

(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.

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	S	O	N
MAIN OFFICE	5	7	5							
ENCINO	5	10	7							
CIVIC CENTER	1	2	0							
PANORAMA CITY	2	3	3							
SHERMAN OAKS	5	5	6							
SUN VALLEY	0	1	2							
TARZANA	1	1	1							
RETIREE'S	4	6	6							
TOTAL	23	35	30							

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

**NEXT MEETING
6:30 PM**

**APRIL
3rd
"2001"**

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

April 3, 2001

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

"RETIREE CORNER"

Our Breakfast Meeting 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. The date for the next will be April 28, 2001 (4th Saturday) Please mark your calendar.....We hope to see you there.

Thank You

Frank Rimkus

PRESIDENT'S REPORT

By Roger Askew

(Continued from Page 1)

DISCIPLINE-ATTENDANCE

Local management has decided to return to old style of thinking when it concerns attendance. More and more we are seeing discipline issued for attendance related matters (unscheduled absences, lates/tardies). Last year I wrote on this matter and it would be a good time to repeat that portion of my article so here goes.

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.

Enough for now.

Vice President Report:

By

Calvin D. Brookins

Light Duty

It has come to my attention that some of our members are not aware of what they should do when they have partially overcome an illness or injury that is not job related. I have notice through grievances that have been filed in some of our offices that letter carriers are not properly requesting light duty. As per our Local Memorandum of Understanding, article 13 section 1 all light duty assignments shall be requested in writing.

Article 13 section 2A of the National Agreement reads as follows:

Any full time regular or part-time flexible employee recuperating from a serious illness or injury and temporary unable to perform the assigned duties may voluntarily submit a written request to the installation head for a temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

If we have to file grievance for denial of light duty, we must have something in writing requesting light duty supported by medical documentation showing what the medical restrictions are. The burden of proof is on the union to prove that light duty work was available within the employee medical restrictions. Therefore the steward/union will need the carrier help in identifying possible light duty work that may have been available, so try to identify and make note of possible light work that was available when your supervisor tells you to go home because they have no work for you.

If you have any questions regarding light duty see your shop steward or call the union office.

The Dispute Resolution Process Changes in the Grievance Procedure

The dispute resolution process will start in the Van Nuys District on March 24, 2001. The process was designed to resolve disputes more quickly, more fairly and more consistently in accordance with the National Agreement. All managers, stewards and union officers will receive training prior to March 24th. The time limits for grievances have been shortened so that disputes are resolved in a more timely manner. This how the dispute resolution process will work.

Grievance Discussion:

Employee and/or union steward must discuss the complaint with the immediate supervisor within 14 days of the cause.

Step A:

If the grievance is denied the steward may file a written appeal to step A within 7 calendar days by filling out the step A grievance form. A meeting must be held between the USPS installation head or designee and the NALC branch President or designee no later than 7 days after the installation head receives the step A grievance form. The parties must

make a step A decision within 7 days after the step A meeting unless they agree to an extension.

Step B:

If the grievance is denied at step A, the union may appeal it to step B within 7 calendar days. Appeals are made to the dispute resolution Step B team. Each team consists of two representatives' one appointed by the USPS and the other appointed by the NALC. The dispute resolution team must make a decision within 14 calendar days. In deciding the grievance the team chooses among three options as follows.

Resolve the grievance, Remand the grievance back to step A for further development of the facts, or Impasse the grievance if the team cannot resolve it.

The dispute resolution team sends all step B impasse decisions to the NALC National Business Agent. The NBA may withdraw the grievance or appeal it to arbitration.

In the 19 districts that the process has been tested, the dispute resolution teams have settled 87% of all issues that have come before them.

I would like to congratulate Joe McDonough Vice President of NALC branch 4006 in Canoga Park on being chosen by our National Business Agent to represent us as the NALC step B team member in the dispute resolution process here in the Van Nuys district. I am confident that he will do a very good job for us all.

Picnic:

Well, it is that time of year again for the picnic, there was several suggestions made at the last executive board meeting. We already have a proposal from Magic Mountain we will also get a proposal from the company that did last years picnic the other suggestion was to do something in the way of a baseball game. If you would like to give your input there will be a committee meeting that will take place on March 27, 2001 at 6:00 pm at the union office.

In Unionism

NEWS AND VIEWS

by
Velma

The AFL-CIO UNION INDUSTRIES SHOW 2001 will be held at the LOS ANGELES CONVENTION CENTER
April 27- 30

FRI, April 27 - 12 noon to 8 p.m.
SAT. - SUN. - MON., April 28 - 30, 11a.m. to 7 p.m.

FREE RAFFLES, PRIZES, GIFTS, AND ADMISSION

The show promotes union-made American products and union services. It gives you a glimpse of organized labor in action. You will have an opportunity to see hundreds of exhibits and live demonstrations. The general public is welcome to attend.

"THE MAIL CALL" BRANCH 2462, NALC

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

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Branch Meeting Minutes

March 6, 2001

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 6:00 p.m. The Pledge of Allegiance was led by Sgt.-at-Arms GALLEGOS
MOMENT OF SILENCE--To remember all members who have passed in the last year

ROLL CALL OF OFFICERS

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

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

MARSHA JACKSON NEVENS, ELIA VIVEROS

BILLS READ MOTION TO PAY M/S/C

COMMITTEE REPORTS

AUDIT--TRUSTEES All is well with the books

RETIREES 6 present tonight. On the

Sick List is HYMAN ROLL we wish him a speedy recovery

MBA--T. HALL No Report

HBR--TUKESBREY No Report

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--JOHNSON

COLCPE \$ 164 currently in the fund

Safety & Health--JOHNSON No Report

VICE-PRESIDENT BROOKINS No Report

PRESIDENT ASKEW's REPORT Updated convention chart is posted in the office, take a moment to check and verify that the meetings you have attended are noted. The Shop Steward Training class will be in April, in Pasadena. Stewards

should make arrangements to secure the day off. If you have any trouble contact Calvin at the Office. Labor-Management meeting took place. As soon as the Postmaster signs off on the minutes, a copy will be sent to each office. Nominations for officers will take place at the April meeting. If you are considering running for a branch office you should familiarize yourself with the requirements of the position. A copy of the NALC constitution is available. You can also ask any of the officers that presently hold a position as to the requirements. Please be aware that there will be some changes in the Elections. These changes have been noted in the recent edition of the Mail Call. We will be counting the ballots after the regular branch meeting on Tuesday June 5th. We will

also allow members the opportunity to vote until the adjourn-

ment of the meeting. All elections members should plan to be in attendance that evening. The Dispute Resolution Process will start in the Van Nuys District on March 24th, 2001. Training is scheduled to take place next week on the structure of the process. Each Shop Steward has been scheduled to take this two hour training. The NALC Food Drive is scheduled for Saturday May 12th. A recommendation will take place at the next months meeting on who will receive the food donations. A recommendation will be heard by the membership next month on what kind of an event will take place for the Membership Appreciation Day. The Executive Board had some discussion last week. Those events being considered are returning to Magic Mountain, season tickets to Dodger games, and a traditional picnic at a local facility. Let the Chairman of the Picnic committee (Calvin) know if you have any other suggestions.

OLD BUSINESS

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch purchase a CD-ROM burner

Cost not to exceed \$ 350

M/S/C

MOTION--Branch purchase 3 computer chairs

Cost not to exceed \$ 500

M/S/C

MOTION--Branch purchase new chair for the

Presidents office. Cost not to exceed \$ 150 M/S/C

MOTION--Branch donate \$ 100 to the L A

County Easter Baskets for Needy Children M/S/C

MOTION--Branch donate \$ 100 to the

Multiple Sclerosis Association of So. California M/S/C

Underlined means unanimous vote

COLCPE DRAWING

\$ 3 ROBERT JOHNSON--MAIN OFFICE

\$ 3 HAROLD FLANNAGAN--MAIN OFFICE

\$ 3 ROGER ASKEW--ENCINO--DONATED

\$ 3 KEITH MOWER--RETIREE

\$ 3 HYMAN ROLL--RETIREE

MEETING ADJOURNED 7:25 PM

