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## PRESIDENT'S REPORT By Roger Askew

### END OF TERM REPORT

Article 6 of the Constitution for the Government of Subordinate and Federal Branches requires the Branch President to make a report at the end of his/her term. Elsewhere in this issue you will find that report. I would encourage you to review and make yourself aware of what's going on with the branch.

### ELECTIONS

In last months issue of the Mail Call, Election Chairman Steve Seyfried printed the results of the recent election. Those newly elected officers were installed at the Branch Picnic that was held on Sunday July 15th, 2001. By now I'm sure most of you are aware that four of our members made appeals to the election committee about the election. The election committee reported to the branch at last months meeting that in 2 of the appeals there was some merit. In an effort to be fair to all of the parties involved the Branch will conduct another election later on this year. If the results change then a separate installation can be done at a regular branch meeting.

### E.A.P.

Article 35 of the national agreement deals with the E.A.P. (Employee Assistance Program). Some of us have this perception that Article 35 only deals with those employees who have a substance abuse problem ( i.e. drugs or alcohol). This is not true!!! When we have personal problems in our lives we can contact the E.A.P. Office for some assistance. Confidentiality is the cornerstone of EAP counseling. EAP counselors are bound by very strict rules of ethics, as well as federal and state laws requiring information learned from counseled employees to remain private. EAP counselors have licenses and masters degrees in their fields of expertise. Management officials and union officials have no right to breach the confidentiality of EAP counseling sessions. What an EAP counselor learns in confidential counseling or other treatment of an employee may be released only with the complete voluntary written consent or upon the order of a court of law. The first 10 sessions are provided free of charge. If you feel you can benefit from this type of service contact either your steward or personnel. They can provide you with a number for an appointment.

## NOTICE OF NOMINATIONS OF SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for Shop Stewards at all stations will be held at the regular branch meeting October 2, 2001 at 6:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than October 5, 2001. The terms of Office shall be for a two year period.

## ELECTION

The election of Officers and Shop Stewards will be conducted by secret ballot at all Carrier stations between the hours of 4 pm to 6 pm on October 30 & 31 & November 1 & 2, 2001, and during the Regular Meeting (begins at 6:30 pm) held at the Union Office on November 6, 2001. The Election shall be conducted in accordance with the rules and regulations adopted and promulgated by the Executive Board of Branch 2462, NALC, which shall not be in violation of the rules and regulations adopted and promulgated by the Rules of the National Executive Council. Retiree's will receive their ballots by 1st class mail no later than October 19, 2001. Any member who, for any reason, will be unable to vote at the Stations, or has not received their ballot, may obtain an absentee ballot by writing to the Election Committee, Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite #101, Van Nuys, California, 91406 or by calling (818) 786-8505. Requests for absentee ballots must be received by the Election Committee no later than October 19, 2001, Absentee ballots must be returned to the Election Committee no later than 5:00 PM on November 6, 2001. Write-in votes are not permitted. The counting of the ballots will take place on Tuesday, November 6, 2001 immediately after the adjournment of the Regular Branch Meeting. 6910 Hayvenhurst Ave., #101 Van Nuys, CA. All candidates and members may observe the counting.

### M.S.P.

The postal service is now in the process of implementation of M.S.P. (Managed Service Points). I guess the best was to analyze this newly created management tool is "BIG BROTHER IS WATCHING". In recent issues of the

(Continued on Page 4)

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## VAN NUYS---AT IT AGAIN!

by  
**Terry Hall**  
Shop Steward / MBA rep

### Dispute Resolution-- A different Name For The Same

The Dispute Resolution Process has come to Van Nuys and has definitively shown its true colors. Information is still not forthcoming, Union time is still severely inadequate, employees are still not released to be interviewed or to see their steward, and management is still neglecting to meet pushing the process to the next level (old step 2-now step A). We still see that timely meeting at step A is not happening and if it does the same step 2 reps, now step A reps, are still not addressing the base issues of the grievances and, in fact, aren't even filling in the required sections of the step A forms: undisputed facts, management contentions, and union contentions. A further development of the new process was to be an explanation of the forthcoming decision based on the facts, the contract, and defined interpretations thereof---also missing in Van Nuys. Example: grievance for denial of established past practice (use of a roundate to record place and date) culminating from a breached anonymous safety report (where it was rounded) concerning management's failure to provide medical for a dog bite, failure to file an accident report, failure to follow defined instructions of the EL-505, specific endangerment of an injured employee, reprisal against the filing employee for exercise of rights and reporting managerial wrongdoing, and denial of a required CA-1 and choice of physician and election of benefits, came back with the form merely filled out in the resolution section: the parties will practice mutual respect at all times---THIS IS OUR STEP A REPRESENTATION? (formerly step 2 and just as dysfunctional). Of Note: The employee has still not been given her rights 2 months later.

### Injury Compensation--Know Your Rights

Recently, carriers have been instructed to fill out CA-2a's for injury situations--DO NOT! I repeat DO NOT! CA-2a's are for instances where you have an accepted injury and an increase in disability occurs WITHOUT any intervening cause. I repeat again WITHOUT. If you have an injury that has not been addressed by your attending physician for more than six months the Dept. of Labor has closed the case. Therefore if you sustain an injury to that same body part it is a NEW injury and a CA-1 is to be filed, NOT a CA-2a! Management constantly tries to get you to file the wrong form for two reasons: one, with a CA-2a or a CA-2 you are not entitled to Continuation of Pay, and, two, if you file the wrong form the Dept. of Labor will just deny your claim after you can't justify the wrong form management duped you into filing. NEVER file more than one form, if in doubt, always file a CA-1 and be covered while the process takes place. REMEMBER: if you can define a time (including what occurred over one tour), a place, and an action that led to your injury it is a CA-1.

(Continued on Page 3)

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	5	7	5	7	5	6	8				
ENCINO	5	10	7	8	7	7	8				
CIVIC CENTER	1	2	0	1	2	2	1				
PANORAMA CITY	2	3	3	6	2	3	3				
SHERMAN OAKS	5	5	6	6	5	3	6				
SUN VALLEY	0	1	2	2	2	2	1				
TARZANA	1	1	1	1	1	1	1				
RETIREE'S	4	6	6	4	7	5	5				
TOTAL	23	35	30	35	31	29	33				

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

**NEXT MEETING  
6:30 PM**

**AUGUST**

**7th**

**"2001"**

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

**August 7, 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 2 will be August 25, 2001 and September 22, 2001 (4th Saturday) Please mark your calendar.....We hope to see you there.

Thank You

Frank Rimkus

# VAN NUYS---AT IT AGAIN!

by  
**Terry Hall**

(Continued from Page 2)

## **Safety First--In Van Nuys, NOT**

Our Postmaster freely and openly advertises he is totally committed to safety; the facts state otherwise. Van Nuys Main Office is a prime example. Since 1997 when we were moved to this facility the fire alarm pulls have not worked--this fact was only revealed just recently. The fire systems such as the audible and visible alarms have to be hand tripped from the control section located at the far end of the main building a very long distance. The sprinkler system is allegedly in working order after management allegedly paid 3200 dollars to get it fixed as pressure fluctuations set the alarm off and I might add only after they were allegedly fined by the Fire Dept. for repeated false alarms. PS 1767's (safety write ups) have been essentially ignored; my last one on the alarms was refused by my line supervisor and I've not received the required and timely written response. What I have received is false claims I'm hostile, unsubstantiated claims that bids have been submitted, unsubstantiated claims that district is reviewing those alleged bids (about 2 months now), unpleasant remarks from district safety about my contacting OSHA. In the meantime I guess we all can burn up.

## **Disparity--The Norm in Van Nuys**

We all get bent when we get issued discipline, but then fail to follow through to defend ourselves. One of the primary defenses to discipline is the fact that management must act in an equitable manner in the issuance of discipline which means in all or most situations of similar type management must issue the same level of discipline. Another important factor is that you or your steward file a grievance within 14 days--THIS MEANS YOU NEED TO TELL YOUR STEWARD IMMEDIATELY THAT MANAGEMENT ISSUED YOU DISCIPLINE OR SOME OTHER UNFAVORABLE ADMINISTRATIVE ACTION like RSL. When you get a Letter of Warning for poor attendance it is your duty to inform your steward not only of the issuing of the letter but with any information you have concerning other employees that aren't being treated the same under similar circumstances--why should you get a letter while the employee next to you has a worse record and isn't addressed at all. We should be citing these things to defend ourselves and to keep management from acting disparately and with malice. Our office has citations like: A female employee backed into a parked truck and did not receive any discipline; a male employee backed into a Mercedes and received no discipline; a male employee backed into a parked vehicle and received no discipline; a male employee was AWOL for six months and received no discipline; a supervisor used profanity in a stand up and received no discipline; a supervisor failed to follow instructions and failed to file an accident report and received no discipline; a station manager failed to report an accident to accident investigation and received no discipline; District safety, a Postmaster, a stn mgr, a line supervisor failed to report a dog bite, failed to file an accident report, failed to follow FECA instructions/laws, openly endangered an employee and received no discipline. Arbitrators have ruled that managers are viable comparatives as they are employees too.

## **Recycling--Is It A Good Thing**

In Van Nuys have you noticed the high level of recycling going on? This at first seems to be a very innocent question, but it isn't. In Van Nuys Main Office I've been observing considerable recycling: UBBM coming back through the incoming mail; unworked CFS coming through the incoming mail; Kills/ returns coming through the incoming mail. Does Van Nuys Management have to cheat to get its volumes/ budget allocations up? Or is this a way to make it appear the skeleton crews management has forced on us are able to do the excessive work? Or is this a method of getting points in the Bonus Program? Your guess is as good as mine.

## **Voting--It Is a Benefit as Well as a Right**

I hope everyone made the effort to vote. Voting is your right but it's also your benefit as your vote does count; if you didn't cast your vote then you not only denied the candidate/action of your choice that vote but you enabled the opposition to gain that vote by your absence. This applies to all voting. The Union election have just taken place and the results are not yet available as I write this but I wish to thank those who exercised their right and benefit of voting in our election. The last Steward election at Van Nuys Main shows how important your vote is as the difference between an alternate steward and a full steward was ONE vote. You may have lost the steward you wanted to represent you in favor of one you didn't want by that ONE LITTLE VOTE. An idea starts in ONE mind, A cheering crowd starts with ONE voice, a mountain starts with ONE grain of sand--Don't tell me your ONE vote doesn't count. The pen is mightier than the sword; check that box! THANKS.



**DON'T LET TIME  
RUN OUT !!!  
SEND A CHECK TO  
COLCPE**



# PRESIDENT'S REPORT

## By Roger Askew

(Continued from Page 1)

Postal Record, Director of City Delivery Gary Mullins goes into depth about this program. The program will allow management up to twelve locations on our routes that can be scanned with our regular scanners. At the present time only seven have been approved ( the hot case prior to loading our vehicles, leaving the postal facility, the first delivery point, beginning our lunch, returning from lunch, our last delivery and returning to the postal facility. At the national level a grievance has been filed on the scanning of the lunch points (this is covered under the form 1564 in our route books and the M-41 handbook). As soon as the results are known we will be letting you know. Local management here in the Van Nuys District is going one step farther in this process by having us scan the other five points. We will be filing a class action grievance on these additional scan points at each station we represent. The best advise I can give is to follow the instructions of the supervisors and make the scan points. As soon as a resolution is made at the national level we will let all the local stewards know.

### PICNIC

On July 15, 2001, the branch held it's annual picnic at Big Rock Park in Topanga Canyon. Special thanks to Vice President Calvin Brookins for the wonderful job that he did. Although we did not have to be involved with the cooking again this year I know for a fact he spends countless hours making sure all of the arrangements went well. We always have some people who complain about either the location of the picnic or the time of year we hold it. I would suggest that those of you who would like to change it next year become involved with the picnic committee. They start in April or May of each year to plan the event.

### WHAT HAS THE UNION DONE FOR ME!

I'm often asked this question by both union members and those who have chosen to take the free ride. In researching the matter I ask you to take notice of the following items:

<b>Prior to 1970</b>	<b>As of 2001</b>
Level 5 pay for all carriers No COLA	Level 6 (NALC grade 1) Semi-Annual Cost of Liv
No OWCP rules	OWCP representation
21 years to reach top level pay	12 years to reach top level pay
Probationary period of 1 year	Probationary period of 90
No overtime pay or breaks	Overtime @ 1.5 times and

<b>Prior to 1970</b>	<b>As of 2001</b>
No Wash Up time	Guaranteed Wash up time
Seven paid holidays	Ten paid holidays
You paid a portion of your life insurance	Life Insurance paid in full

You paid a large portion of health insurance	The employer pays almost 85%
Schedule could be changed week to week	Out-of-schedule pay given if changed
Hours of work rounded off	Pay for fractions of an
No procedure for filing grievances	Article 15 grievance
No protection for bidding rights	Article 41 and protections
No National agreement	Collecting Bargaining
No Shop Stewards	Shop Stewards elected
No job security	No lay off or reduction in

### LAST STUFF

This will be my last article as your branch President. I have had a lot of nice awards in my life, but one of the highest is having the privilege of representing 600 letter carriers in our branch. In my End of the Term Report I have thanked a lot of members and those in the business agent office for their support, so I will not repeat myself. It is my intention to stay involved and help Calvin Brookins with the changes he will be making. I do wish that some of the petty attacks on the executive board and other branch members can stop and we can all work together for a better union and a better postal service to work for. The future will be challenging, but if we stay focused on who the real enemy is we will all be better off as we attempt to secure a future for ourselves and our families. One last word of thanks can not go unmentioned. A special thanks to my wife Tisa of all the support over these years. One of the greatest lines I have heard over the last eight years comes from a member at the Encino Station, who says, " If you need help from Roger, ask Tisa, it cuts out the middle person"!!! **Thank you all very much for the honor of being your president.**

The English language is such a puzzle to me. Why is it that nose's run and feet smell, it seems to me that a more logical approach would be for the noses to smell and feet to run!!!

Please remember to act in a safe and professional manner. A successful day is to return to your home and family at night and not be hurt or involved in any type of accident.

ing Adjustments  
from branch & National Business Agents office

days

2 breaks per day

# **SPECIAL REPORT**

by

**Roger Askew President - Branch 2462**

Pursuant to Article 6 of the Constitution for the Government of Subordinate and Federal Branches the following report is submitted to the membership for review. The report covers the term ending July 2001.

## **GRIEVANCE ACTIVITY**

Since July of 1999 the branch has processed 1084 grievances against management for violations of the National Agreement. There are 12 cases pending at the Step 3 level along with 13 grievances that have been certified for arbitration by the National Business Agent. There are 53 grievances being held in abeyance waiting an outcome of an arbitration decision. All of the grievance activity since 1993 has been logged on the office computer and each shop steward is supplied updated reports when ever they are requested. We now have the capability to track grievances by office and by any individual.

## **FIDUCIARY RESPONSIBILITY**

The end of June shows a balance of \$ 85,890.53. Four times during the last two years the Trustees have conducted regular audits of the branch books and all was found to be in order. The branch has maintained the practice of informing every member by publishing monthly reports that are available at the regular monthly meetings. The Financial Secretary has seen to it that all of the required reports have been filed with the Department of Labor and the Internal Revenue Service.

## **EDUCATION & TRAINING**

The process of Education & Training is an ongoing one. During the annual budget meetings held in February of each year the membership has chosen to budget approximately 10% of the yearly income of the branch to see that training is received. The branch has continued to send members to the Health Benefits Seminar when they were held. Four training sessions were held for shop stewards. We have held two training sessions at the branch office that have been conducted by the national business agent office. In addition, we continue to encourage attendance at all training sessions held in conjunction with the state and national conventions. The national business agents office always conducts training sessions prior to the state convention and each day of a national convention training sessions are held prior to the daily business sessions. I can report that all of the shop stewards who were delegates, were in attendance at the Contact Administration Units training session that was conducted by Executive Vice President Bill Young along with the other resident officers in Chicago, Illinois.

## **CONVENTIONS & SPECIAL MEETINGS**

In August of 2000 the branch sent 27 delegates to the national convention held in Chicago, Illinois. The state convention was held in Monterey in May of 2000. Over the three days of business at the state convention there were 11 delegates that were in attendance. The branch authorized the Branch President to attend one C.O.P. (Committee of President's) meeting that was held in Chicago, Illinois. The Treasurer also attended a legislative session in Washington, D.C.

## **RECOGNITION**

Over the last two years two of our members continue to be legislative liaisons for the 24th and 26th Congressional districts in California. Velma McClinton had the position in the 26th district (Howard Berman's) and Robert Johnson holds the title in the 24th district (Brad Sherman's). In June of 2001 California State Association of Letter Carriers John Beaumont asked me to take Bob Johnson place in the 24th Congressional District and I have agreed. Calvin Brookins continues to be the D.P.S. Co-ordinator for the southern section of the Van Nuys District. His knowledge can only help the membership as he is now also working as a local business agent for the National Business Agent office and doing arbitration cases for letter carriers. Angela Chang continues to receive the William Doherty Scholarship. Only 15 of these national awards are given out each year and this is a tremendous honor for Angela. Connie Chang, also the daughter of letter carrier Young Chang from Encino received the Carl Saxsenmeier Scholarship Award from the California State Association of Letter Carriers last year and the branch has received recent news that Shayla Parker ( daughter of Dave Parker from the Sherman Oaks Station ) will receive the Carl Saxsenmeier Scholarship Award in the amount of \$ 1250.00 this year. Congratulations to both of these students.

The branch presented two Gold Cards to members who have been in the National Association of Letter Carriers for over fifty years. In October, I presented a card to Marvin Goldstein and we have just received another Gold Card for Herman Goldstein that we will present to him as soon as possible.

## **SPECIAL THANKS**

For the branch to operate it takes a large amount of people and time. I would like to thank the following people for their continued contribution to the membership of Branch 2462. Dale Hart, Manny Peralta, Joan Hurst, Ed White, Jim Hurst, Jim Stankowich and all those who work at the business agent office. Calvin Brookins for his efforts in resolving grievances at the Step 2 level. Art Bocek for his work in the area of O.W.C.P. and E.E.O.'s. Calvin Brookins for his work as chairman of the picnic committee. Robert Johnson, Velma McClinton, Frank Brash, Art Bocek and Dan Rathbone for seeing to it that the finances are always in order. Frank Rimkus and Lee Fenstermacher for the work they do on committees. A special word of thanks to Steve Seyfried and Tim McLaughlin for the phone calls I make to them concerning the office computer. To Steve Seyfried for the job he is doing on the mail call and for his friendship I will always be grateful. Thanks to Janette Dolabson, Robert Enz, Dave Goldoff, Jeff Auslander, Richard Bettess, Calvin Brookins, David Ochoa, Jess Pasillas, Terry Hall, Harold Flannigan, Jeff Jackson and Mickey Martin for the every day effort of representing letter carriers as Shop Stewards for this branch. Of all those listed above, the work could not be done without some very special people. To: Tisa Askew, Linda Brookins, Mary Seyfried and Barbara Johnson you have my appreciation and thanks for allowing us to do something we enjoy.

# "THE MAIL CALL" BRANCH 2462, NALC

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

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## Branch Meeting Minutes July 10, 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 6:35 p.m. The Pledge of Allegiance was led by Sgt-at-Arms TEENAMARIE GALLEGOS ROLL CALL OF OFFICERS

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

**ABSENT**--BRASH

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

NONE

BILLS READ MOTION TO PAY

M/S/C

COMMITTEE REPORTS

AUDIT--TRUSTEES

Audit will be conducted on

July 11, 2001 at 6 pm. All trustees and newly elected trustees should plan on attending.

RETIREES

6 Present at tonight's

meeting

MBA--T. HALL

No Report

HBR--TUKESBREY

Thanks for all the support

the members have given over the last 16 years of service as

HBR representative. I am sure that the new rep KEVIN

DONOHUE will do a fine job.

FINANCIAL SECRETARY REPORT---JOHNSON

TREASURERS REPORT--McCLINTON

COLCPE

\$ 235 currently in the fund

VICE-PRESIDENT BROOKINS

Picnic is ready to go.

Hope that all will attend and have a good time.

SPECIAL GUESTS

LA COUNTY FEDERATION OF LABOR representatives

EARL BRENLINGER of the Laborers Union, SIMMI GANHDI

of the SEIU and LEANNA NOBEL of the United Electrical

Workers gave out information on the harmful aspects of the

new NAFTA EXPANSION & FAST TRACK BILL that will be

going to Congress shortly. All members should contact their

respective Congressional and Senate representatives to urge

them to NOT PASS this legislation.

BROTHER DAVE PARKER escorted his daughter SHAYLA to

recieve her \$ 1250 Saximeir Scholarship for the year 2001.

She will be attending Stanford in the fall. We wish Shayla all

the best in her educational endeavors.

PRESIDENT ASKEW's REPORT Audit of the books will be on Thursday July 12, 2001. Newly elected Trustee's should plan to attend. Installation of Officers will take place in conjunction with Branch Picnic on July 15th. Moneys budgeted for installation will be combined with the Picnic fund. Selection of the RAY KREYER AWARD will take place at the Executive Board meeting to be held in September. Suggestions should be submitted prior to 9/27/01. Retirees Dinner will be held on Sunday October 21, 2001. Signature waiver--the employee must sign for these packages at delivery. AFL-CIO presented VELMA McCLINTON with their Woman of the Year Award.

Congratulations to Velma !

OLD BUSINESS--No word on Bylaw's

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch purchase a new telephone

for the Presidents office. Cost not to exceed \$ 200

M/S/C

MOTION--Branch hold new Shop Steward and

Branch elections. Cost not to exceed \$1500

Funds to be taken from the General Fund.

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

COLCPE DRAWING

\$ 5

GLORIA HENRY--SHERMAN OAKS

\$ 5

ANN SCARBOROUGH--ENCINO

\$ 5

TIA WILSON--SUN VALLEY

MEETING ADJOURNED 8:49 PM

