



THE NALC
100 YEARS
OF DELIVERING FOR
AMERICA

THE MAIL CALL

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Van Nuys, CA



11



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PRESIDENT'S REPORT By Calvin Brookins

Dispute Resolution Process:

Our dispute resolution process has been in place now for several months, they have resolved some grievances out of our branch and impassed one. I have talked to branch officers from some other branches within the Van Nuys District. Although they raised some concerns over one or two decisions that have come back, overall they seem to be relatively happy with the process. As for my own views regarding the process, I like the short amount of time it takes the DRT to make a decision, I also like the fact that they write a thorough report explaining why and how they reached that decision. For the most part the decisions are contractually sound and adhering to the JCAM. They have made two decisions that I did not quite understand, however I will live with and accept those decisions just as I do when I get an Arbitrators decision back that I do not agree with or understand.

There have been some individuals who have attempted to use the DRT to resolve on the spot disputes between managers and stewards. This is an attempt by one or the other party to get the DRT to tell the manager or steward what they can or can not do. I would remind all of you that the role of the DRT is to make decisions on the grievances that are appealed to them at their level of the grievance procedure. The only time that a manager or a steward should have to call the DRT is to get clarification on the Dispute Resolution Process or questions regarding the form 8190. They do not have the role of addressing labor/management problems that arise on the workroom floor unless those problems come before them in the form of grievances.

Overall I am happy with the Dispute Resolution Team and the job that they have done, believe me I know they have a tough job and they are not going to please everyone. Whatever decision they make someone is not going to like it. It may be in our best interest to try and resolve as many grievances at the lowest level possible.

Contract Negotiations:

By the time you receive this publication negotiations for our new contract will be well under way. As you may already know our current contract ends on November 20,

(Continued on Page 3)



BRANCH 2462 "RETIREE NITE" SUNDAY AFTERNOON OCTOBER 21, 2001 ENCINO GLEN RESTAURANT

16821 Burbank Blvd. Encino, California

Doors Open 1:30 PM

Price is \$ 5.00

**Retiree's and Active Carriers are Welcome
For Further Information Contact
FRANK BRASH
or the Union Office**

SPECIAL NOTICE

In accordance with Article V of the NALC Constitution and Article V of the By-Laws of Branch 2462, NALC, notice is hereby given for the Nomination and Election of Delegates to the State and National Convention, Nominations will be held Tuesday October 2, 2001, at 6:30 pm at the Regular Meeting at 6910 Hayvenhurst Ave # 101. Election will be held on Tuesday, Wednesday, Thursday, Friday, November 6th., 7th., 8th., & 9th as provided in Article IV of the By-Laws of Branch 2462 NALC. All members, in good standing, are eligible to be nominated. Any member, not in good standing or who has not attended at least Eighteen (18) regular meetings during the twenty-four (24) months prior to their nomination as a Delegate shall not receive any expenses from the Branch. Any member who has less than one (1) year membership in this Branch who shall have attended at least three fourths (3/4) of those regular meetings, from his/her acceptance into membership, prior to their nomination as a Delegate or Alternate may receive expenses. All members of the Executive Board, by virtue of their office, shall be Delegates to all National and State Conventions. This Branch shall elect a Full Delegation to all National and State Conventions.

"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	5	7	5	7	5	6	8	5	5		
ENCINO	5	10	7	8	7	7	8	9	5		
CIVIC CENTER	1	2	0	1	2	2	1	1	2		
PANORAMA CITY	2	3	3	6	2	3	3	3	2		
SHERMAN OAKS	5	5	6	6	5	3	6	5	6		
SUN VALLEY	0	1	2	2	2	2	1	0	1		
TARZANA	1	1	1	1	1	1	1	2	1		
RETIREE'S	4	6	6	4	7	5	5	6	6		
TOTAL	23	35	30	35	31	29	33	31	28		

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

**NEXT MEETING
6:30 PM**

**OCTOBER
2nd
"2001"**

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

October 2, 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 September 22, 2001 and October 27, 2001 (4th Saturday) Please mark your calendar.....We hope to see you there.

Thank You
Frank Rimkus

WHAT YOU DON'T KNOW CAN HURT YOU:

Management has been concentrating on attendance as a forum to issue discipline and what you may not be aware of can cause you detriment; here are some informational items to help you out:

- 1) You are entitled under Article 16 to view and address all the evidence against you prior to management issuing any action against you; this means you have the right to see all your 3971's, your 3972's, and all third party information used to make any decision as to whether you are going to be issued some kind of action concerning attendance;
- 2) The F-21 which is a part of the National Agreement under Article 19 defines the 5 minute leeway rule which basically states that an employee is allowed a variance of 8 clicks (5 minutes) total on clock rings throughout the tour; if you clock in at 5 clicks after the hour and have no other variances in your clock rings for the day, you're well within the confines of the Contract and management is acting outside their authority to cite such a deviation;
- 3) Under The Family Medical Leave Act provisions management is required to give you specific notice within TWO business days of their decision as to whether your absence was FML leave and thereby protected from managerial action and management under Postal directives is to do this via a copy of your 3971 after it has been completed;
- 4) Under The Family Medical Leave Act it is defined that it is supervision's responsibility to determine if an absence is FML and thereby protected and to this end management must seek out sufficient information to make a qualified determination even if the employee has not indicated such;
- 5) You have the right to challenge management's decision as to FML status within two business days of being officially notified of supervision's FML decision (required in two business days) on a leave request;
- 6) A "serious medical condition" does not have to be a chronic condition or be a long-term condition as asserted by some uniformed managers;
- 7) Dependent Care can also be Family Medical Leave if it qualifies and supervision frequently does NOT assign FML status to Dependent Care;
- 8) "regular attendance" or "acceptable attendance" has no standard at which a minimum number of absences constitutes "irregular" or "unacceptable" and in fact if management uses these terms in your investigative interview (actually accusation) it shows an already defined conclusion of "unacceptable" or "irregular" and the interview is therefore merely a farce to cover management's faulty investigation (due process) and foregone (preconceived) conclusion;

Another area management seems to think it can unilaterally issue discipline is the so called "Failure to Follow Instructions / Working in an Unsafe Manner" without any evidence of the alleged violation(s):

- 1) Article 16 requires management to act correctively first and then proceed to discipline in a progressive manner and as a precursor to this management has the requirement to specifically make the employee aware of the specific instruction and the consequences if that instruction is not followed; this is known as an "official discussion" where the employee is made individually and definitively aware of a specific instruction and the consequences of a failure to follow that instruction (this DOES NOT include blanket generalizations such as "you are required to act safely" as this does not confer specific knowledge to the employee);

(Continued on Page 3)

PRESIDENT'S REPORT

(Continued from Page 1)

2001. It will be interesting to see if we can get a negotiated contract or will we have to go to binding Arbitration again. National President Sombrotto has stated that they are seeking an "appropriate reward". I do not know what that means but I do have the up-most confidence in our National leaders, I will be attending the next (COP) Committee of Presidents meeting in Buffalo, New York and I am sure President Sombrotto will explain what an appropriate award is.

There is a web site that the NALC has put out that all letter carriers can go to and get an update on what is going on with the negotiations. That web site is listed on one of the last two NALC bulletins, which should be posted on the Union bulletin board at all stations, if not contact the Union office for the information on the web site.

Some of the Postal Services arguments during these negotiations will no doubt be the deficit. The USPS was \$166 million in the red for the third quarter of its fiscal year and could finish almost \$2 billion in losses. The reasons for this is the income from the stamp increase in January fell below expectations, the sudden increase in fuel costs will add an additional \$1 billion to the deficit and the slow economy has hindered mail growth.

It will be interesting to see how management will explain why they are able to give out all of those bonuses totaling over \$280 million dollars last year, while they have over a \$2 billion deficit. You can bet your last salary (not bonus) dollar that management here in the Van Nuys District will give out bonuses regardless of what they try to call it, and they will no doubt have to go to Palm Springs and rent Hotel space in order to give out these bonuses.

Speaking of Bonuses:

In the House of Representatives, on May 17, 2001, Mr. Jones of North Carolina submitted a resolution to the Committee on Government Reform. This resolution dealt with the postal managerial bonuses that cost the USPS \$280 million dollars last year.

Representative Jones asked the postal service not to award bonuses to managers in any year in which the postal service anticipates it would operate at a deficit or a year when there is a postal rate request or increase.

In a year in which the postal service received a 4.6% increase in rates with an additional rate requested and granted only six months later, and after a year in which the bonuses awarded was more than the USPS made.
(GO FIGURE)

I mention earlier in this article that I would be attending the COP meeting in Buffalo, NY on Sunday September 23, 2001 through Monday September 24, 2001. The agenda items are listed below:

Managed Service Points
Alternate Dispute Resolutions
Part-time Flex Employing Office & Article 8

Legislation
Contract
Shortage of Help
Four Row Shelves (One Bundle)
Locality Pay
DPS Saturday Withholding
NALC Health Benefits
Questions and Answers (President Sombrotto)
Rap Session
Election of Host City
The (POST) (PCRS) (DOIS) Settlement---Signed 7-30-01

In Unionism

WHAT YOU DON'T KNOW CAN HURT YOU: (Continued from Page 2)

- 2) In the absence of an eye witness, management is only assuming that some kind of unsafe action actually occurred;
- 3) If management asks you to explain what happened or asks you to write a statement, this is a form of investigative interview and you should decline in the absence of a Shop Steward to advise and direct you;
- 4) The U.S. Court of Appeals has defined that a Shop Steward has the obligation and right to participate in an investigative interview--to advise, to clarify, and to ask questions;
- 5) management has the requirement under Article 16 and due process thereof and under Article 19 referencing the M-39 section 115 to get ALL the facts; Find out Who, What, When, Where, and why; to act in the employee's behalf if their position has merit; and to act correctively and progressively in discipline;
- 6) In issuing discipline, management has the requirement to identify the infraction in detail to afford the employee a reasonable knowledge of and defense to the specific charge (the specific instruction allegedly not followed and the nexus (connection) between that failed instruction, and the unsafe act and any incident related to that unsafe act such as an accident or injury);

A NEW ELECTION IS COMING:

The Branch is redoing the election this October. Keep in mind that you are voting for the person / people that you would choose to represent you personally. Who would you trust to control the spending of your dues money? Who would you prefer to represent you if you were being removed from the Postal Service? Who do you think would bring your concerns to the State and National Conventions? We ask that you vote to put in your choice---sometimes your representative is determined by just one or two votes and that makes your vote very valuable. For your information while voting: if the ballot asks you to vote for three, this means you can vote for zero, one, two, or three candidates---if you like steward A and steward D, but don't care for steward B and Steward C on the ballot you can only vote for two, stewards A and D.

Know your rights--ask questions,
Exercise your rights--use them, vote.

Terry Hall
Shop Steward, VNMO
MBA Representative, Branch 2462

TERRY HALL FOR MBA REPRESENTATIVE

I'm currently your MBA Representative and a Shop Steward at Van Nuys Main Office. I have served you as Convention Delegate for three National Conventions, served as the Editor of the Mail Call, and fought for you as a Shop Steward since 1993. As MBA Representative I act as the liaison between you and the Union Mutual Benefit Association, but more importantly if I'm your MBA Rep then I am also a voice on the Executive Board for you. A Voice that can speak for you just as I do as Shop Steward. As MBA Rep I will also be an automatic voice for you as a Convention Delegate as is all Executive Board positions.

I'm College educated and hold a Bachelor of Arts Degree. I've worked as a stock clerk and all the way up to a manager in Retail, so I've seen it from the bottom up and from the top down. I'm a Shop Steward which means I see it from the middle (sometimes caught there). Keep me as MBA and you keep my persistence at representing you. Vote me down and I believe you'll lose a valuable asset on the Executive Board, at Conventions, and on the Workroom Floor. The Union is a collection of many to promote the common good; the Executive Board is the collection you choose to speak for you at the Local level. Make a vote for yourself elect Terry Hall MBA Representative.

MICHELLE HALL FOR TRUSTEE

I've served this Union faithfully for many years and now I wish to extend that participation to include a seat on the Executive Board as Trustee. I hold a College Degree in Business Administration / Finance. A Trustee functions to oversee the operations and use of your money in the everyday business of the Union Local and my education uniquely suits me for this type of position to work for you.

I regularly attend the Union meetings, have been a Delegate to the last three National Conventions, and currently hold the Alternate Steward position at Van Nuys Main Office. I also frequently observe the Executive Board meetings and have a good understanding of its functionality.

Trustees are the Watchdogs that protect the assets from misuse and abuse; this is part of the checks and balances built into the system to prevent any one from misappropriating your Union funds. This Local has good assets and they are there to finance your representation and I will continue this tradition of reserving your monies to promote and protect you, the backbone of this Union. The Backbone of the Postal Service. A vote for me is a vote for you---Michelle Hall for Trustee.

TEENAMARIE GALLEGOS FOR SGT-AT-ARMS

Hi Everybody, it's Teena! Once again elections are here and you need to do your Union duty to elect representatives that are willing to support you, fight for you, and be a thorn in the side(s) of those who choose to neglect that responsibility. I've served you as Convention Delegate, Trustee, and currently hold the position of Sargent-at-Arms. You know I'm not afraid to speak up on your behalf. As Sargent-at-Arms I oversee the Union meeting attendance and the COLCPE donations. This is important for two reasons: the attendance record determines who will receive funds to represent you at conventions, the forum that dictates what the National ultimately will work toward as far as your contract is concerned; and, COLCPE are those funds donated by carriers to support political education and advancement to keep carriers in a bargaining position as to negotiate a Contract.

Sargent-at-Arms is "The Gatekeeper", the overseer that allows the productive to pass and keeps the riff-raff from wasting your time, money, and resources. I will protect your representation from those who would rather hit the clubs, the course, or meander off rather than putting in a full effort to promote your position, your welfare, and your livelihood.

Teenamarie for Sargent-at-Arms--A vote for self-preservation, a vote against the self-serving.

BOB ENZ FOR MBA REPRESENTATIVE

A little history: I have been a member of M.B.A. since it was first offered and have used it. What a help when your off work and need the extra money. I have been a delegate to the last 6 State and National Conventions, a Steward for 12 years, Safety Representative, Step 2 Designee, on the last 3 Local Negotiation teams, a member of the Contract Administration team and the appointed SGT-AT-ARMS when Russ Delfino resigned due to health problems.

I promise to make available all M.B.A. plans offered at each station, Help explain all plans, Help file claims, and help solve any problems a member is having with their individual plan. It is time for a change. Elect me, Bob Enz, for M.B.A. Representative for our Branch

In Unionism

ROGER ASKEW FOR SGT-AT-ARMS

TO MEMBERS OF BRANCH 2462

I was nominated for the office of Sergeant At Arms. I am asking for your support for this position. I am the best qualified candidate for this office. Below are just a few of my qualifications:

Union member since July of 1969
President of Branch 2462 for 8 years
Treasurer of Branch 2462 for 18 years
Member of the Budget Committee for 18 years
Shop Steward at the Encino Station
Local Negotiations team member 5 of the last 6 local memorandums
Delegate to 14 consecutive National & State Conventions
Chairman of the Election Committee 1986 through 1992
Executive Board Member 26 years
Member of the Picnic Committee
Branch representative at numerous National & State Functions, route inspection schools, contract administrative schools, OWCP & EEO seminars.

As the future unfolds for letter carriers, we must be prepared. The recent letter sent from the Board of Governors to President Bush ought to bring this need to the very front. This letter would have the Postal Board of Governors recommend that the binding arbitration section of Article 15 of our National Agreement be changed. This should make every letter carrier in Branch 2462 contact their Congressmen immediately and express their outrage at such a recommendation from the highest making policy makers in the Postal Service. Without binding arbitration, our employer would have no need to negotiate a fair contract with the carrier craft. We need to have experienced officer's who are ready to meet the challenges of the future.

We need officers that have knowledge of the National and Local Agreements. I will meet these challenges.

As you vote for officers you should vote for Commitment, Experience, Leadership and Dedication to the membership of Branch 2462. Vote Roger Askew for the position of Sergeant At Arms.

GLORIA HENRY FOR TRUSTEE

COMMITTED TO SERVING BRANCH 2462

* TRUSTWORTHY

* DEDICATED

* LOYAL

* DEVOTION TO LABOR

I Promise to provide the best service to the membership in the position of Trustee. Please when you cast your vote for Trustee, Cast your vote for GLORIA HENRY.

In Unionism

RICHARD REIMER FOR TRUSTEE

I wish to express my appreciation for the job Frank Brash has done for being the rock of our union Branch 2462, as a Trustee for so many years. Job well done Frank. I have been nominated by a long time friend Irwin Schnyder to run for the office of Trustee.

I will oversee the allocation of our Union funds. I have been one of your Delegates over the years to the National Convention. I have been in the Postal Service 30 years, working at the Sherman Oaks Post Office.

I believe I can provide excellent service as a Union member in good standing. I will do my best to serve you. Vote for Richard Reimer for Trustee.

In Unionism

NOTICE OF BRANCH 2462 ELECTION

The election of Officers (3 Trustees, Sgt-At-Arms & MBA) 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.

"THE MAIL CALL"

BRANCH 2462, NALC

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

Address Service Requested

NONPROFIT ORG.
U.S. POSTAGE
PAID
VAN NUYS, CA
PERMIT No. 314

Branch Meeting Minutes September 4, 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 CALVIN BROOKINS at 6:35 p.m. The Pledge of Allegiance was led by ROBERT ENZ

MOMENT OF SILENCE FOR DEPARTED FRIENDS

ROLL CALL OF OFFICERS

PRESENT--BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, HENRY, M. HALL, DONOHUE, T. HALL

ABSENT--RATHBONE, ASKEW

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ MOTION TO PAY

M/S/C

COMMITTEE REPORTS

TRUSTEES REPORT

No Report

RETIREEES--RIMKUS

6 Present at tonight's

meeting. This is FRANK RIMKUS's last meeting. He is moving to Palm Desert. The annual RETIREE'S DINNER will be held on Sunday, October 21, 2001 at Encino Glen at 1:30 pm

MBA--T. HALL

Watch for article in

MailCall. Info can be obtained on the web at www.nalc.org,

mba section. If you want to get a copy of your policy, contact MBA in Washington and they can send you a copy

HBR--DONOHUE

No Report

FINANCIAL SECRETARY REPORT--JOHNSON

TREASURERS REPORT--McCLINTON

COLCPE

\$ 277 currently in the fund

LEGISLATIVE--McCLINTON

Labor Day parade was a

success. AFL-CIO President SWEENEY attended. Received a thank you for the Branch's donation. Last day to register to vote in the Calif primary is 2/19/02 and for the general Election it is 10/21/02.

VICE-PRESIDENT BOCEK

Sherman Oaks grievances

are now being handled by the Vice-President and President Brookins. They are very busy !!!!

PRESIDENT BROOKINS

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 9/7/01. Retirees Dinner will be held on

Sunday October 21, 2001. Committee of Presidents meeting will be held in Buffalo NY. on September 23 & 24th. I will be attending. Negotiations on the new contract began on

8/21/01. President Sombrotto is calling for an "APPROPRIATE

REWARD". Information can be obtained on the web at www.nalc.org. CSALC & Delta Dental has open enrollment season going on now. There will be info at all the offices regarding these plans. A grievance has been filed at all 5 Van Nuys stations regarding the use of Scanners. We are currently working on updating the Branch cell phone.

OLD BUSINESS--No word on Bylaw's

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch renew yearly County Federation of Labor membership. Total cost \$ 448.44

M/S/C

MOTION--Branch purchase a business card advertisement for Kids Glove Boxing Foundation
Cost to the Branch is \$ 150.00

M/S/C

MOTION--Branch spend \$ 400.00 and support the decision of President Brookins, by purchasing a gift for Retiring President Askew

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

SPECIAL AWARD was given to JIM TUKESBREY from HBR Director TOM YOUNG for his many years of service to the Health Benefits Program.

SPECIAL AWARD of a Plaque and NALC Watch, was given to FRANK BRASH from the Branch for his many years of Service and Dedication to Branch 2462

COLCPE DRAWING

\$ 3 BOB JOHNSON--MAIN OFFICE

\$ 3 KEVIN DONOHUE--ENCINO

\$ 4 JIM TUKESBREY--RETIREE--DONATED

MEETING ADJOURNED 8:47 PM

BRANCH 2462 2001 ELECTION COMMITTEE

The following members of Branch 2462 will serve on the Election Committee for the the Branch Officer's election.

STEVE SEYFRIED.....	CO-CHAIRMAN
CALVIN BROOKINS.....	CO-CHAIRMAN
JANETTE DOLABSON.....	TARZANA
VIRGINIA VALDEZ.....	PANORAMA CITY
MICKEY MARTIN.....	SUN VALLEY
VELMA McCLINTON.....	MAIN OFFICE
CALVIN BROOKINS.....	CIVIC CENTER
LARRY DOLABSON.....	ENCINO
IRWIN SCHNYDER.....	SHERMAN OAKS