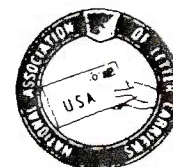


# THE MAIL CALL

Published by  
Branch 2462, NALC  
Van Nuys, CA



11



VOLUME 38

NOVEMBER 2001

NUMBER 11

## PRESIDENT'S REPORT By Calvin Brookins

### Discussions

In past issues of the MailCall I have written articles about what to do when you are called into the office for an official discussion. I am going to write about this again because I have noticed that most carriers are not doing what I am suggesting even though it is for your own good.

Remember discussions are between the supervisor and the employee there should not be anyone else present and it should be done in private. If the supervisor or manager does not tell you this is an official discussion do not be afraid to ask, I would highly suggest that you ask, so there is no confusion about whether it is an official discussion or not.

You should always make a note about what the discussion was about with the date and time written on it, and what supervisor had the discussion with you. This will help you remember when you were given a discussion and what was said during this discussion. Article 16 section 2 of the national agreement states that after the discussion there is no prohibition against the supervisor and/or the employee making a personal notation of the date and subject matter for their own personal records. It is up to you to protect yourself as far as a discussion is concerned.

### Weingarten Rights

Past decisions of the National Labor Relations board and the United States Court of Appeals for the Ninth Circuit established that:

(1) When an employee being interviewed by an employer is confronted by a reasonable risk that discipline would be imposed, the employee has a right to the assistance of - not mere presence - of a union representative.

(2) That an employer violates the Act when it refuses to permit the representative to speak, and relegates him to the role of a passive observer.

The parties have agreed that under the Weingarten rule, the employer must provide a union representative to the employee during the course of its investigatory meeting where the employee requests such representation and the employee has a reasonable belief that discussions during the meeting might lead to discipline (against the employee himself).

Keep in mind that during an official discussion you are not entitled to union representation, but at the same time there should not be questions asked during an official discussion. During an official discussion management is supposed to make you aware of what you are doing wrong and give you the opportunity to correct what you are doing wrong.

If management starts to ask you questions about what you have allegedly done wrong then you should ask one question, (can my answering of these questions lead to discipline)?

If management answers yes, maybe, or I don't know then you should request union representation.

If you have any questions regarding discussions or Weingarten rights ask to see your shop steward or call the union office.

### Safety:

Safety should be a concern of everybody; it is certainly a concern of mine especially the vehicle accidents. Although all accidents are serious vehicle accidents rise to a different level, because with these type of accidents there is a greater potential for a very serious injury or loss of life either the letter carrier or a customer.

I just want to remind all letter carriers that it won't cost you a thing to drive safely. You will go home to your family in one piece, without injuries and without injuring anyone else.

Please be attentive while driving your postal vehicle as well as your private vehicle, be aware of the other drivers out there, use turn signals when pulling away from curbs, come to complete stops at all stop signs and red lights. Always drive at the posted speed limit and maintain a safe following distance. Never get out of your vehicle and leave the engine running for any reason, and remember to curb your tires. Do not let management cut the time you need to complete your assignment, which will force you to have to hurry and lead to an accident.

Be aware of children when driving, after school they are out and playing happily and carelessly. Drive slowly through residential neighborhoods. Remember if you drive safely each and everyday you will not suffer the repercussions of the physical, emotional and financial concerns that come with serious injuries.

(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	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		
<b>TOTAL</b>	<b>23</b>	<b>35</b>	<b>30</b>	<b>35</b>	<b>31</b>	<b>29</b>	<b>33</b>	<b>31</b>	<b>28</b>		

**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 October 27, 2001 and November 17, 2001 (4th Saturday). Please mark your calendar....We hope to see you there.

Thank You  
**Frank Brash**

## PRESIDENT'S REPORT

**By Calvin Brookins**

(Continued from Page 1)

I would like to close this article by expressing on behalf of all of the members of NALC branch 2462, our deepest sympathy for the families who lost love ones in the recent tragedies in New York, Washington DC and the airplane that went down in Pennsylvania on September 11, 2001.

Our country has done praying since that time and I believe we should continue to pray especially for the families who lost their love ones, but we should also pray for our country and the leaders of our country. They will have a lot of difficult and major decisions to make that can affect all of our lives.

There have been several disaster funds set up for people who want to donate money to help out. There were a lot of union brothers and sisters lost in these tragedies such as Police Officers, Firemen, Pilots, Airline Attendants, Restaurant Workers, and other Laborers. I encourage all letter carriers of Branch 2462 to show support for the families of those union brothers and sisters who lost their lives as well as the United States of America and what it stands for.

In Unionism

## Branch Minutes

(Continued from Page 4)

Motion--Branch purchase 2 Federal Employees Almanac. Cost not to exceed \$ 35 M/S/C

MOTION--Branch send President or designee to the Chicago Rap Session, Oct 21st. Cost not to exceed \$ 1200 M/S/C

MOTION--Branch cancel the December Regular meeting and hold a Open House instead M/S/C

**UNDERLINED DENOTES UNANIMOUS VOTE**

### COLCPE DRAWING

\$ 4 MICKEY MARTIN--RETIREE  
 \$ 4 VELMA McCLINTON--MAIN OFFICE  
 \$ 4 KEITH MOWER--RETIREE  
 \$ 4 JEANETTE DOLABSON-TARZANA--DONATED

**MEETING ADJOURNED 9:00 PM**



**PROUD---STRONG--FREE**

## Mutual Benefits Report

### Mutual Benefit Association Insurance Plans:

Foundation 2	is a whole life insurance plan that lets you choose from 10, 15, 25, or 50 thousand dollars in coverage in which the cash value earns interest.
Single-Payment Plan	is a whole life plan that has a once-in-a-lifetime premium payment that you or your eligible family member can have 5, 10, 15 thousand dollars in coverage or more up to the MBA face value limit.
Prime Protection	is a 5-year renewable and convertible term life insurance plan that can have 10, 15, 25, or 50 thousand dollar coverage.
Premium Choice	is a whole life universal insurance plan with coverage of 10, 15, 25, or 50 thousand dollars which earns interest, you can contribute funds, and modify your premiums.
Start	is a limited-payment life plan for those who wish to insure their young children over a 20- year period with coverage of 10, 15, 25, or 50 thousand dollars.
Maturity Income	is a retirement income plan designed to supplement your pension with contributions per pay period of as little as 15 dollars.
Hospital Plus	is a hospitalization plan with payment options of 30, 50, or 75 dollars per day up to 365 days with coverage also available for your spouse and children.
Disability Income	is no longer available but provides those who have the plan a monthly benefit if disabled from work. The terms of particular policies vary as to waiting periods, benefit amounts, and length of coverage per incidence. Also, MBA will waive your premiums while your disabled if you notify them until you return to work and can make up those premiums.

More information can be obtained on the NALC web site under the MBA hyper link at [www.NALC.org](http://www.NALC.org); also on the site is a multitude of valuable references and other hyper links to related materials / sites such as OSHA, DOL, NLRB, others.

Terry Hall  
MBA Representative, Branch 2462

### **WHAT YOU SHOULD KNOW IF MANAGEMENT ATTEMPTS DISCIPLINE FOR FAILURE TO FOLLOW INSTRUCTIONS / ACTING IN AN UNSAFE MANNER:**

- 1) You have the right to corrective action concerning the particular action prior to discipline being issued; this should include an official discussion on the particular subject as management has the requirement to make you specifically and definitively aware of the instruction, the unsafe action, and the consequences if the instruction is not followed.
- 2) Management must have evidence supporting the actual unsafe act not just an accusation based on the observation of an unsafe condition as that is not conclusive as to who or what caused the unsafe condition.
- 3) You have the right to review ALL evidence used by management prior to management taking any action against you.
- 4) You have the right to have a steward present any time you perceive that the situation may lead to negative action, BUT you must request the steward.
- 5) Decline to provide management any information verbally, in writing, or by any other means if you perceive it may be used against you or another employee--request to have your steward present at this "investigative interview" to advise, direct, and assist you.
- 6) NEVER admit guilt as you may not be aware of all the circumstances involved and may incriminate yourself unknowingly and unjustly.
- 7) You have a right to receive the SAME treatment as any of your fellow employees in similar circumstances, therefore if any other employee received less or no action you should inform your steward and use this as a comparative as disparate or discriminatory action by management.
- 8) In the investigative interview and in the letter of charges, management must identify the specific instruction that was not followed (not a general statement like "you've been instructed to work in a safe manner"), must show you knew and understood the specific instruction, AND provide bonifide evidence that you not only didn't follow that specifically conferred instruction but that you knowingly disregarded that instruction.
- 9) Management must identify specifically what was unsafe about the action and define the actual detriment caused by the unsafe action otherwise it's merely an opinion that that action was in fact unsafe, less safe, or safe. Example: Is it unsafe to not set the hand brake on a vehicle if no negative effect occurred?; Is it unsafe to walk outside to deliver your route when you could be struck by a meteor, run over by a car, shot by a lunatic, or harassed by your supervisor?

**AS YOU CAN SEE MANAGEMENT IS ONCE AGAIN CLAIMING WHAT THEY CAN'T PROVE...TYPICAL HOSTILE ENVIRONMENT, ABUSIVE MANAGEMENT, AND WASTEFUL OF POSTAL TIME, MONEY, AND PRODUCTIVITY...FUNNY ISN'T THAT WHAT THEY CLAIM WE'RE DOING?**

I'll leave you with a bit of managerial wisdom: A Manager told me "you should have been a lawyer so that you could get the criminals off". My response for the record is "I never have and never will defend that faction of management".

Terry Hall  
Shop Steward--Van Nuys Main Office



**"THE MAIL CALL"**  
**BRANCH 2462, NALC**  
**Steve Seyfried, Editor**  
**6910 Hayvenhurst Ave., # 101**  
**Van Nuys, CA 91406**

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**Branch Meeting**  
**Minutes**

**October 2, 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 VICTIMS & FAMILIES OF THE NEW YORK-WASHINGTON TRAGEDY**  
**ROLL CALL OF OFFICERS**

**PRESENT---**BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, RATHBONE, M. HALL, ASKEW, DONOHUE, T. HALL

**ABSENT--**HENRY

**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--BRASH

7 Present at tonight's

meeting. We are sorry to report that the following Retiree's past away, MARVIN GOLDSTEIN (6/6) & ARTHUR FREY (9/19) The annual RETIREE'S DINNER will be held on Sunday, October 21, 2001 at Encino Glen at 1:30 pm

MBA--T. HALL

Article in MailCall.

HBR--DONOHUE

Open Season will be from

Nov 12--Dec 10th. NALC Health Plan is reducing their rates down \$ 5.17 for self, down 15.19 for family. No reduction in benefits

**FINANCIAL SECRETARY REPORT---**JOHNSON

**TREASURERS REPORT--**McCLINTON

COLCPE

\$ 290 currently in the fund

SPECIAL GUEST

Candidate for California

Assembly in the San Fernando Valley LLOYD LEVINE spoke for a short time and asked for the Branch's support

VICE-PRESIDENT BOCEK

Working on Sherman

Oaks grievances. I am very busy !!!!

PRESIDENT BROOKINS

Selection of the RAY

KREYER AWARD took place at the Executive Board meeting winner will be announced at the Retiree Dinner on October 21st. Did not go to Committee of Presidents meeting due to the East coast attack. I will be asking the Branch to go to the Chicago Rap Session instead. 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. Have new cell phone for the Branch the number is the same as the old one. Saxsenmeier Scholarships are being accepted see insert in November Mailcall. LINDA BROOKINS has notified the Branch that she will be unable to continue to clean the Office. We are accepting bids. If you would be interested contact the Office. Calendars have arrived, Retiree's should contact the Branch, Regular Carriers will receive them at their stations.

**OLD BUSINESS--**No word on Bylaw's, Reports given on Route Inspections at Main Office & Petition at Sherman Oaks

**EXECUTIVE BOARD MINUTES READ**

**NEW BUSINESS**

**MOTION--**Branch Shop Stewards will be nominated by members working at their station or by themselves  
M/S/C

**NOMINATIONS FOR SHOP STEWARD**

ENCINO--DAVID GOLDOFF--BOB ENZ--ANN SCARBOUGH

PANORAMA CITY--JEFF JACKSON--DAVE INMAN

SHERMAN OAKS--IRWIN SCHNYDER

MAIN OFFICE--MICHELLE HALL--TERRY HALL--TINAMARIE

GALLEGOS--SERGIO CHAPPARO--HAROLD FLANIGAN--BOB

JOHNSON

CIVIC CENTER--JEFF THOMAS

TARZANA--JEANETTE DOLABSON--ACCLAMATION

SUN VALLEY--TIA WILSON--WITHDRAWN

**NOMINATIONS FOR CONVENTION DELEGATES**

CALVIN BROOKINS

\*\*

RICHARD REIMER

ART BOCEK

\*\*

TRACY MULLINAX

STEVE SEYFRIED

\*\*

BOB ENZ

VELMA McCLINTON

\*\*

FRANK BRASH

ROBERT JOHNSON

\*\*

LEE FENSTERMACHER

DAN RATHBONE

\*\*

TINAMARIE GALLEGOS

MICHELLE HALL

\*\*

JEFF JACKSON

GLORIA HENRY

\*\*

IRWYN SCHNYDER

ROGER ASKEW

\*\*

KAREN AGUILAR

KEVIN DONOHUE

\*\*

ANN SCARBOUGH

TERRY HALL

\*\*

JEFF AUSLANDER

JIM TUKESBREY

DAVE GOLDOFF

ED CARLIN

HARRY BRENNEMAN

LARRY DOLABSON

JASON COLLELO

JEANETTE DOLABSON

TIA WILSON

\*\* AUTOMATIC DELEGATE

**MOTION--**Regular Branch meeting for Nov-Jan-

Feb begin at 6:30 pm.

M/S/C

**MOTION--**Branch purchase 5 NALC mens watches

Cost \$ 70 each, Total cost \$ 350.00

M/S/C

**MOTION--**Branch spend \$ 150 plus supplies to redo the men's bathroom in the Branch office

M/S/C

**MOTION--**Branch donate \$ 3000 to the NYC Central Labor Council Disaster Fund

M/S/C

(Continued on Page 2)