

THE MAIL CALL

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11



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PRESIDENT'S REPORT By CALVIN BROOKINS

While we do not have a new contract yet, I would like to congratulate our brothers and sisters at the APWU the Union that represents clerks, mail processors, maintenance technicians, mechanics, drivers and custodians of the United States Postal Service on the settlement of their binding arbitration concerning their contract. Despite a furious assault by representatives of the USPS to eliminate Cost of Living Adjustment (COLA's), freeze wages, increase the percentage of employee-paid health care premiums, and eliminate the no lay-off clause, the Arbitrator has ruled in favor of the APWU.

The COLA provisions of their contract will remain the same for the life of their new three-year contract. Basic wage increases are as follows, 1.2% retroactive to November 18, 2000, 1.8% retroactive to November 17, 2001, and 1.4% on November 16, 2002. Other victories includes the Employee Health Benefits Plan contribution percentage remaining the same as before, a continuation of Sick Leave for Dependent Care, the leave sharing memorandum, and a new addition to Article 15 which requires payment of a grievance settlement or award within 60 days or a salary advance will be immediately issued for 70% of the grievance settlement.

This victory in the arbitration arena bodes well for the NALC. We are prepared to arbitrate our own expired National Agreement if the USPS does not negotiate a contract in good faith. While some may express concerns about the basic wage increases in the APWU contract, the fact that they were able to maintain wage protection, COLA's, health care premiums, and no lay off protection in an organization that is losing billions of dollars each year means a great deal.

I sure hope the Postal Service sees the writing on the wall in contract talks with the NALC, and agrees to a fair and reasonable National Agreement in early 2002.

Delivering Mail on a Segway

The U.S. Postal Service will begin testing a two-wheeled individual vehicle on January 14, at Postal Service Headquarters in Washington, D.C., and in Concord, N.H., Tampa, Fla. The Postal Service is testing whether the vehicle is suitable for mail carriers. The vehicle developed by inventor and physicist Dean Kamen, is called the human transporter. It is made by Manchester N.H.-based Segway LLC, which Kamen heads. The vehicle is self-balancing, can

reach speeds of 17 mph and travel 12 hours before recharging. Industrial versions could cost \$8,000 each.

Considering the USPS is losing money or at least that is what we have been told through stand-ups by station managers. We are being told that the USPS may have to borrow money to meet payroll commitments. I wonder where the money is going to come from to pay for these scooter type vehicles that they want us to use to deliver the mail.

Maybe they can take it out of all of that bonus money that they all received.

Dignity and Respect

The Joint Statement on Violence and Behavior in the Workplace states in part...that every employee at every level of the Postal Service should be treated at all times with dignity, respect and fairness...

The M-39 Handbook, Section 115.4 (Maintain Mutual Respect Atmosphere) The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management attempt to maintain an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities.

All of the above language is part of our National Agreement via Article 19.

We have some station managers and some supervisors who continue to not treat letter carriers with dignity and respect, continue to talk to them in an unprofessional and condescending way. In one of our offices it has become a real concern with a management personnel talking to carriers in a condescending way.

Here are some tips on how all letter carriers can help the Union combat this problem. First you must document every event where a manager or a supervisor talks to you in an inappropriate manner, whether it be in a condescending way, yelling or raising their voice at you, or making inappropriate comments to or toward you. Some managers and supervisors think that if they take you into the office then they do not have to follow the above provisions, that is simply not true, whether you are behind closed doors or on the workroom floor management still have to treat you with dignity and respect.

(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										
ENCINO	6										
CIVIC CENTER	1										
PANORAMA CITY	1										
SHERMAN OAKS	6										
SUN VALLEY	1										
TARZANA	1										
RETIREE'S	4										
TOTAL	25										

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

NEXT MEETING
6:30 PM

FEBRUARY
5th
"2002"

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

February 5, 2002

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 3 will be January 26, February 23, & March 23, 2002 (4th Saturday) So, 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 urge the carriers in all station to keep a small note pad with you and write down your interactions with your manager or supervisor from each day, you can do this at lunch or your break, or at the end of the day after you have gone home. You should try to make these notes while they are fresh in your mind, so I urge you not to wait several days to write these incidents down. When you are documenting an issue it must be specific as to what happened it must also have a time and date as to when it happened.

In that one office where it has become a concern that I mentioned earlier in this article, (you know who you are) you need to make sure all of the carriers receiving this type of treatment or being talked to in a condescending way document each incident individually. You must also be ready and alert because you may be needed as a witness for your fellow carrier being talked to or treated in this manner. Remember you may be the very person through your witnessing something like this, who can help to resolve this problem. We must stick together and trust each other; we also have to watch out for each other. Your supervisors including 204B's will do exactly what their bosses tell them to do, because if they don't they themselves will not move up the ladder, be careful about who you trust.

In Unionism

Branch Meeting Minutes

(Continued from Page 4)

OLD BUSINESS--Bylaw changes passed in July have been approved by the National Committee of Laws.

EXECUTIVE BOARD MINUTES READ

ACTIONS TAKEN BY BOARD--MARIA GARCIA has been given the contract for janitorial services at the Union Office. The Certificate of Deposit was renewed at the Postal Credit Union for 6 months, amount was \$ 15000. The Board did not receive any response regarding the election appeal within the time required. The results of the election are declared official

NEW BUSINESS

MOTION--Branch purchase Retirement CD-Rom
Cost to the Branch \$ 28.90 M/S/C

MOTION--Branch allow LEE FENSTERMACHER to sign the attendance book for the November meeting M/S

MOTION TO TABLE M/S/F

QUESTION CALLED MOTION FAILS

MOTION--Notation to be made in attendance book that LEE FENSTERMACHER attended the November meeting, but failed to sign in M/S/C

MOTION--Branch send a card & flowers to the family of JACK WINKEL in memory of his daughter M/S/C

COLCPE DRAWING

\$ 5 ART BOCEK--ENCINO & SHERMAN OAKS

\$ 5 KEVIN DONOHUE--ENCINO

\$ 5 CALVIN BROOKINS--CIVIC CENTER

MEETING ADJOURNED 8:48 PM

VICE-PRESIDENT'S REPORT

By Art Bocek

Hostile Work Environment

According to rules and regulations, supervisors and or station managers "must make every effort to correct a situation before resorting to disciplinary measures"? Is your front line supervisor or station manager at your station controlling in "maintaining an atmosphere between employer and employee which assures mutual respect for each other's rights and responsibilities"? Why would management go and perform 2 street observations on the last 2 days prior to the retirement of an employee of over 30 years of service? Why was it necessary for a petition to be circulated by a majority of employees at particular station? Are these employees getting only lip service from management in hopes of the petition will just go away? Can this be only because of the lack of either good character or honest concern by management? More to come later.

The only reasonable and rationale answer to this question is that management feels that they have the "God Given Right" as supervisors to manage you by "Intimidation and Confrontation" in order to make their budget, therefore, causing and creating a "Hostile Work Environment".

Until management is held responsible and accountable for their action or inaction's, we as letter carriers need to learn as many rules and regulations in order to best protect our rights from management's inappropriate and unacceptable behavior of "Management by Intimidation and Confrontation".

"Learn Your Rights, Come to the next Union Meeting"

Blood Donations, 519.25 ELM

All postal employees are urged to cooperate fully with the public programs for the health and security of their community. The time necessary includes the time required for travel and the time required by the medical facility to process the blood donation.

Postal employees may be excused for that period of time deemed reasonably necessary to cover any absences from regular tours of duty to cover any absences from regular tours of duty to make voluntary blood donation, without remuneration to the Red Cross, or community, or nonprofit blood banks. This regulation does not apply to those employees who participate in this program on their own time, off duty.

In the case of employees in occupations for which the blood bank recommends additional time off following the blood donation, the time necessary included the additional time recommend by the blood bank. Every effort should be made to have blood donations for such employees scheduled near to the end of their tour of duty.

The time allowed may in no instance exceed 8 hours. A full day's administrative may be granted only when there are unusual circumstances, such as in rural areas where considerable travel may be involved. It is not intended that a full day's administrative leave be granted any employee fore donating blood when the blood bank or facility is nearby.

Administrative leave for blood donation may be granted during a regular tour of the employee's basic workweek, but only on the date of the blood donation. It is not granted to employees on suspension or in any nonpay status.

"Give a gift of Life"

Voting, Section 519.24 ELM

Employees are encouraged to exercise their right to voting. So far as practicable, without seriously interfering with Postal Service employees in the Postal Service, excluding casuals and temporary employees who desire to vote or register in any election or register in any election or in any referendum on a civic matter in their community are excused for a reasonable time for that purpose on a day they are scheduled to work. Casual and temporary workers are encouraged to vote but are not eligible for "administrative leave" for this purpose.

Postal officials in charge of installations obtain necessary information concerning the hours during which the polls are open in the political subdivisions in which their employees reside. They then make an administrative determination regarding the amount of excused absences necessary (and limits accordance with 519.243). Employees are notified of this determination and of the procedures to be followed in obtaining advance approval for the absence.

As a general rule, if the polls do not open at least 3 hours either before or after an employee's schedule hours of work, the employee may be excused for the length of time that permits them to report 3 hours after the polls open or leave work 3 hours before polls close, whichever requires the lesser amount of time off.

Under certain circumstances, if the general rule in 519.24a does not permit sufficient time, an employee may be excused the additional time needed to vote. However, time off must not exceed a full day.

If an employee's voting place is beyond normal commuting distance and voting by absentee ballot is not permitted, employees may be granted sufficient time off to be able to make the trip to the voting place to cast their ballot. When more than one day is required to make the trip to the voting place, postal officials observe a liberal policy in granting necessary time off for this purpose. Time off in excess of 1 day is charged to annual leave or if annual leave is exhausted or the employee so request, it is charged to LWOP.

If the employee votes in a jurisdiction that requires registration in person, time off to register is granted on substantially the same basis as voting, except that no time is granted if registration can be accomplished on a non workday and the place of registration is within a (reasonable) 1 day, round trip travel distance of the employee's place of residence.

An employee is not allowed administrative leave for voting or registering during a period of absence on sick leave, annual leave., or LWOP pay.

"Voting is your a Right".

PROPOSED BUDGET 2002

THE COMMITTEE MEETING WAS HELD ON WEDNESDAY JANUARY 9, 2002, TO PURPOSE THE BUDGET FOR THE CALENDAR YEAR 2002. THOSE COMMITTEE MEMBERS IN ATTENDANCE WERE:

ROBERT JOHNSON	FINANCIAL SECRETARY
VELMA McCLINTON	TREASURER
GLORIA HENRY	TRUSTEE
MICHELLE HALL	TRUSTEE
DAN RATHBONE	TRUSTEE
CALVIN BROOKINS	PRESIDENT

ALSO IN ATTENDANCE WERE:

The following report will be submitted to, and voted on by the General Membership of Branch 2462 at the regular branch meeting to be held in the month of February 2002.

BUDGET-ESTIMATE JANUARY 2002 THRU DECEMBER 2002

ESTIMATED INCOME:

Regular Members 430 at \$ 450.32	\$	193637.60
Retiree's 115 at \$ 18.00	\$	2070.00
NALC. Health Benefit Reimbursement	\$	100.00
Interest	\$	1500.00
Other Income (i.e. - MBA.)	\$	100.00
TOTAL INCOME	\$	197407.60

BALANCE SHEET

INCOME	\$	197407.60
EXPENDITURES	\$	201264.70
BALANCE	\$	- 3857.10

ESTIMATE EXPENDITURES:

	BUDGET 01	SPENT 01	BUDGET 2002
NALC. Per Capita Tax:			
Regular Members 430 at \$ 150.50	\$ 65093.60	\$	\$ 64732.20
Retiree's: 115 at \$ 7.00	\$ 805.00	\$	\$ 805.00
State Per Capita Tax:			
Regular Members 430 at \$ 6.00	\$ 2640.00	\$	\$ 2580.00
Retiree's: 115 at \$.50	\$ 57.50	\$	\$ 57.50
.) Contingency Fund (430 @ 2.00 x 26 pay periods)	\$ 22880.00	\$ 22626.00	\$ 22360.00
2) Contingency Fund Retiree's (115 @ .50 x 26 pay periods)	\$ 1495.00	\$ 1452.00	\$ 1495.00

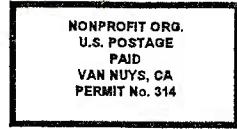
JANUARY 2002 THRU DECEMBER 2002

<u>ESTIMATE EXPENDITURES:</u>	BUDGET 01	SPENT 01	BUDGET 2002
3) Branch Officer's Salary	\$ 24000.00	\$ 22000.00	\$ 24000.00
4) The Mail-Call	\$ 4500.00	\$ 3707.91	\$ 4000.00
5) Mail-Permit (includes postage)	\$ 1800.00	\$ 1200.00	\$ 1500.00
6) Postage Expense	\$ 1000.00	\$ 825.51	\$ 1000.00
12) Retiree's Night	\$ 2000.00	\$ 1160.53	\$ 1500.00
13) Instaliation Dinner	\$ 2000.00	\$ 2000.00	\$ xx
14) Branch Telephones	\$ 1500.00	\$ 1510.19	\$ 1600.00
15) Bond for Officer's	\$ 150.00	\$ 155.00	\$ 200.00
16) Office Supplies	\$ 1300.00	\$ 576.72	\$ 1700.00
17) Labor-Management Meetings	\$ 600.00	\$ 302.55	\$ 600.00
18) Refreshments	\$ 500.00	\$ 472.72	\$ 600.00
19) Donations	\$ 600.00	\$ 775.00	\$ 900.00
20) Equipment Repairs	\$ 1500.00	\$ 233.37	\$ 1000.00
21) Equipment Purchase	\$ 1500.00	\$ 872.10	\$ 1000.00
22) Election Expense	\$ 1500.00	\$ 3539.51	\$ xx
23) Misceilaneous Expense	\$ 100.00	\$ 99.64	\$ 100.00
24) Public Relations	\$ 300.00	\$ 239.54	\$ 400.00
25) Station Expense	\$ 1800.00	\$ 1600.00	\$ 1600.00
26) Educational & Training	\$ 6000.00	\$ 6882.63	\$ 8500.00
27) Publications	\$ 100.00	\$ 68.00	\$ 350.00
28) Local Negotiations	\$ xx	\$ xx	\$ 2000.00
29) Branch Picnic Fund	\$ 12000.00	\$ 13000.00	\$ 12000.00
30) Lost Time Account	\$ 15000.00	\$ 12325.00	\$ 14000.00
31) Insurance Cost	\$ 800.00	\$ 750.00	\$ 800.00
32) Office Rental	\$ 20000.00	\$ 19239.00	\$ 20500.00
33) Gas Utility	\$ 500.00	\$ 158.00	\$ 400.00
34) Food Drive	\$ 700.00	\$ 649.46	\$ 700.00
35) Ray Kreyer Award	\$ 550.00	\$ 549.14	\$ 550.00
36) C.O.A. (mail-call)	\$ 25.00	\$ 14.07	\$ 25.00
37) Death Benefit	\$ xx	\$ 145.00	\$ xx
38) Mileage (.32 PER MILE)	\$ 300.00	\$ 171.00	\$ 250.00
39) MBA	\$ 450.00	\$ 442.56	\$ 460.00
40) Electric Utility	\$ 1300.00	\$ 1045.83	\$ 1300.00
41) Dues & Membership Expense	\$ 650.00	\$ 703.44	\$ 700.00
42) Janitorial	\$ 900.00	\$ 825.00	\$ 900.00
43) Photo's & Xeroxing	\$ 150.00	\$	\$ 100.00
44) Membership Drawing	\$ 100.00	\$	\$ 100.00
45) Bass Calendars - 1998	\$ 1500.00	\$ 1375.00	\$ 1500.00
46) Christmas Open House	\$ 1300.00	\$ 736.52	\$ 1000.00
47) Independent Medical Exam	\$ xx	\$ xx	\$ xx
48) Organizing	\$ 300.00	\$	\$ 300.00
49) Cellular Phone	\$ 800.00	\$ 681.42	\$ 750.00
50) Greeting Cards	\$ 100.00	\$ xx	\$ 50.00
51) On-Line Service	\$ 350.00	\$ 263.40	\$ 300.00
52) Time Reimbursement	\$ xx	\$ xx	\$ xx
99) Non-Numbered Items	\$ xx	\$ 4562.49	\$ xx
<u>TOTALS</u>	\$ 203496.10	\$	\$ 201264.70

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

Address Service Requested



Branch Meeting
Minutes
January 8, 2002
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 6:30p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ROGER ASKEW

MOMENT OF SILENCE FOR VICTIMS & FAMILIES OF POSTAL WORKERS LOST IN 2001

ROLL CALL OF OFFICERS

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

ABSENT--NONE

MINUTES ACCEPTED AS PRINTED IN MAILCALL
CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ MOTION TO PAY

M/S/C

COMMITTEE REPORTS

TRUSTEES REPORT Budget committee will meet on January 9, 2002. Audit will be on January 16, 2002.

RETIREES 4 Present at tonight's meeting.

MBA--T. HALL No Report

HBR--DONOHUE No Report

Safety & Health No Report

EDITOR SEYFRIED Apologized for pictures in the Mailcall, it is a work in progress

FINANCIAL SECRETARY REPORT---JOHNSON

TREASURERS REPORT--McCLINTON

COLCPE \$ 469 currently in the fund

VICE-PRESIDENT BOCEK Busy at Sherman Oaks

PRESIDENT BROOKINS Bargaining on new contract has been extended, there has been some progress.

Anthrax threat is still with us, be alert. Powder found in Santa Clarita Plant was NOT Anthrax. We have received 4 applications for the Saxenmeir Scholarship. Responses to the next of kin notices printed in last months MailCall are coming in. Delegate meeting for State and National Convention will be held immediately after the meeting tonight.

ELECTION APPEAL--The re-balloting in the 2001 election was appealed by TEENAMARIE GALLEGOS the following is the response of the Election Committee:

Dear Sister Gallegos:

I have received your letter mailed on November 9, 2001. I am assuming that this is an appeal of the Election, however you did not mention in your letter that you were

appealing. Regardless of this omission I will accept your letter as an appeal.

You refer to Section 5.13 of the Election Procedure manual. In answer to your first question if a PTF was confused as to when to vote they only had to 1. Read the August, September, or October issues of the MailCall. The dates, times and methods of voting were spelled out. In fact the notices of the Election were properly and timely made and met the requirements of the Election manual. Therefore your appeal in this particular matter is denied.

Regarding # 2. The notice that you refer to in your letter is not even for the Election in question. This particular notice is for the nomination and election of National and State Delegates to the Conventions. Since this has nothing to do with the Branch Election your appeal in this particular matter is denied.

Regarding # 3. The exhibit that you have submitted does not say anything about voting will be on October 2nd. Granted this was a misprint in the Mailcall however, in the same issue of the Mailcall it clearly states what the dates of the election are and when members may vote. Therefore your appeal in this particular matter is denied.

Your contentions regarding the use of Bob Johnson to deliver absentee ballots and the issuing of absentee ballots does have some merit. This is in fact a technical violation of the procedure's, however upon examination of the election results, the counting of these four (4) ballots would not have any effect on the outcome of the election. The inclusion or exclusion of these ballots would not have changed the ultimate outcome of the election. Therefore you appeal on these matters is upheld. The election committee will take all available precautions in the future to insure that only Election committee members handle the dispersion of ballots, and that time restraints regarding absentee ballots will be followed.

Regarding your last contention all aspects of Sec. 10.21 were followed. Registers were kept at each station each retiree received a ballot for voting. As the comment section states. The purpose of this regulation is to ensure that no one votes twice and to avoid giving ballots to ineligible persons. The records show that no person voted more than once. Therefore your appeal on this particular matter is denied.

Regarding your question of the times of the election not being convenient for Main Office. This is a problem but not one that can easily be addressed. Each office has its own particular problems with the scheduling. The Election Committee tries to take all of these things into consideration. Obviously not every person can be accommodated however we feel that this Branch has made every effort to provide the fairest and encompassing election possible.

(Continued on Page 2)