



THE MAIL CALL

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11



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VICE PRESIDENT'S REPORT By Calvin Brookins

Pivoting

Management is allowed to pivot carriers off of their own assignment by assigning them to other carrier duties on any day when the carrier's own assignment actually has under time, or less than a full days work. However, that carrier does not necessarily have under time just because management says so. Reference volume, POST, DOIS, or whatever they decide to call it are merely tools which management may use in conjunction with other criteria as a guide in assessing a carrier's workload. It is the carrier's own performance, giving a fair days work, which ultimately dictates whether or not a carrier has under time.

Often management's assessment that under time exists is not accurate and this becomes a source of friction between the carrier and the supervisor. If a supervisor insist in the morning that you have under time and you disagree, you should let the supervisor know that you believe your own assignment has a full day's work. If your supervisor continues to insist and assigns you extra work (a pivot), you should request a form 3996 (management can not and should not deny you this form). If the time you request on the form 3996 you should ask for specific instructions about what you should do if, after your best effort you find yourself unable to complete your own assignment and the pivot within eight hours. Sometimes the supervisor will instruct you to call from the street, but if they refuse to give you any instructions, you should request to see a shop steward.

Any time supervisors assign work outside your own assignment, which will result in overtime; they must utilize the overtime-desired list. If you call in from the street to let the supervisor know that you are unable to complete the pivot within eight hours, you may not be required to work beyond eight hours unless you are on the regular OTDL or are in line to be mandated within the provisions of Article 8, Section 5.D., of the National Agreement.

Which states as follows:

- 8.5.D 8.5.D If the voluntary "Overtime Desired" list does not provide sufficient qualified people, qualified full-time regular employees not on the list may be required to work overtime on a rotating basis with the first opportunity assigned to the junior employee.

When management mandate carriers under the above listed provision, they must first utilize all available OTDL carriers up to 12 hours.

All too often, managers attempt to pressure and/or intimidate letter carriers that are unable to meet the expectations generated by computer programs. When this occurs, a shop steward should be requested and the carrier should keep in mind that the Joint Statement on Violence and Behavior provides protection against bullying, harassment, intimidation, or failure to treat them with dignity and respect.

Management do not have the right to create under time on your assignment by utilizing other employees to perform your work and then (pivot) you off your assignment. Doing so would violate Article 41, Section 1.C.4. of the National Agreement, which states in part, "...The successful bidder shall work the duty assignment as posted..." If this happens you should request to see your shop steward immediately or call the union office.

(Continued on Page 2)

BRANCH 2462 PICNIC

**WHERE: BIG ROCK PARK
TOPANGA CANYON**
WHEN: SEPTEMBER 8, 2002
TIME: 11 AM to 4 PM

FOOD SERVED FROM 12:00 - 2:00

The sign up sheets for the Branch Picnic to be held at BIG ROCK PARK on Sunday September 8, 2002, are at the Stations now !!! If you are planning to go you need to make plans now.. Prices are Members--FREE, Guests over 13--\$ 10.00, Guests (4-12)--\$ 5.00. Anyone under 3 is Free. If you have any questions speak with your Shop Steward or call the Union office. Retiree's should contact either Frank Brash or call the Union Office to make their reservations.

"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 AT THE CONCLUSION OF 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	6	5	4	6	3	4	3			
ENCINO	6	6	6	5	3	5	5	5			
CIVIC CENTER	1	2	1	1	1	1	1	1			
PANORAMA CITY	1	1	3	2	3	4	2	1			
SHERMAN OAKS	6	6	5	5	5	6	14	9			
SUN VALLEY	1	0	0	1	0	1	1	1			
TARZANA	1	1	0	2	2	1	2	1			
RETIREE'S	4	4	7	5	4	6	4	5			
TOTAL	25	27	27	25	24	27	33	26			

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

**NEXT MEETING
6:30 PM**

**SEPTEMBER
3rd**

"2002"

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

September 3, 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 2 will be Sept 28, & October 26, 2002 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank You
Frank Brash

PRESIDENT'S REPORT

(Continued from Page 1)

Wage Increase;

Wage increase will be on the August 30, 2002 paychecks, Pay period 18 (August 10th through 23rd) will be the first pay period that the 1.8 percent wage increase will be effective. It is expected that the retroactive payment of the 1.8 percent wage increase back to November 17, 2001 will be included in the paychecks received on October 11, 2002. The next regular wage increase under the National Agreement will be 1.5 percent, effective November 16, 2002.

In Unionism;

VICE-PRESIDENT'S REPORT

By Art Bocek

Picnic Announcement

Branch 2462's picnic will be at Big Rock Ranch on September 8, 2002. The time will be from 11:00 a.m. to 4:00p.m. There will be plenty of food and drink for all. As posted at each of the stations, members are free, guest's over (13) will be \$10.00, Guest (4-12) \$5.00, guest under 3 will be free.

There are sign up sheets at all of the stations. The stewards will take down all sign up sheets on August 26, 2002. The sign up sheets need to be dropped off at the union office that same evening. Retiree's can either contact the union office or Frank Brash for tickets. I have made special arrangement with Big Rock Ranch for those retiree's that have special needs, so all you need to do is to call either Frank Brash or the union office and let us know how we can help. Hope to see you all at Big Rock Ranch!

Linear Measurement

Can linear measurement be utilized as the "sole" basis for determination of discipline? No. While linear measurement is a management tool, it will not constitute the sole basis for disciplinary action for failure to meet minimum casing standards by an individual letter carrier.

One Day Mail Count

One day count and inspections can not be used as the "sole" basis to establish a standard against which the letter carrier's performance may be measured for disciplinary action. This decision can be found in Step 4 (H1N-5B-C 29131).

Special Route Inspections

When a letter carrier requests a *special mail count and inspection* and the criteria as written in Part 271.g of the M-39 Handbook has been met, management must conduct in the same manner as the formal count and inspection and completed within 4 weeks of the request. Unless a written exception has been granted by the District Manager, per Section 211.3 of the M-39 Handbook, any necessary adjustments must be placed in effect within 52 calendar days of the completion of the mail count.

WHY IS IT?

Why is it that the Union demands that a carrier not work off the clock but when a steward doesn't get time on the clock the Union all of a sudden expects the carrier to work off the clock and file a grievance to get paid for essentially a violation by the Union of Article 41?

Why is it that the Union requests that you file Article 31 and 17 grievances and then never addresses that issue when it is included in a grievance claiming that representation was inhibited or blocked by said denial of Union time and information?

Why is it that management can walk all over the workroom floor in non-compliant footwear and then demand that employees wear a shoe that has to have a little green tag in total indifference to the fact that those shoes may in fact cause an industrial injury by not meeting the necessary requirements of fit and comfort?

Why is it that The Postmaster has to disrupt delivery to 90% of a city under the guise that it's to effect efficiency, when equal or better efficiency could have been accomplished with a 10% disruption of delivery service--to say nothing of the disruption of support functions to the same degree?

Why is it that some Union officers are paid "lost time" for functions that fall into their normal salaried position, but when a shop steward submits a bill for lost time to represent an employee off the clock because they are forced to the bills withheld from submission to the membership and never paid?

Why is it that the Union teaches stewards to follow the seven tests of just cause and then doesn't even address the disparities evidenced in those seven tests and agrees to some form of discipline?

Why is it that The Union constantly teaches timeliness in training and yet many grievances sit in limbo for unreasonably long times (step A) while the issues involved are being held over the head of the employee who waits in the dark for the next shoe to fall?

Why is it that grievances are remanded for lack of information and development and yet the remand notice frequently fails to provide the information and time that was the issue in the first place?

Why is it that management issues discipline in full knowledge it is unfounded and unreasonable and yet many "founded" incidences by favored employees go unaddressed?

Why is it that comparatives are defined by Arbitrators as some of the best arguments for the Union and yet those venues are rarely utilized by the Union in discipline defenses?

Why is it that Postmasters, Managers, and Supervisors are not treated equally under "employee" rules and regulations when they are in fact employees and bound under the same rules, regulations, and laws?

Why is it management claims an "unsafe" act without ever defining an action that is definitively unsafe?

Why is it management fails due process and yet the Union doesn't argue their failed due process against them

Why is it I asked so many "why is it" questions?
.....ANSWER: it makes you think of answers!

Think about it.

Terry Hall
Shop Steward Van Nuys main Office

BRANCH 2462 **2002** **CONVENTION DELEGATES**

Karen Aguilar-Pan city	Roger Askew-Encino
Jeff Auslander S Oaks	Art Bocek Encino
Frank Brash Ret	Harry Brenneman-Ret
Calvin BrookinsCivic	Ed Carlin-S Oaks
Jason Colello-Encino	Janette Dolabson-Tarz
Larry Dolabson-Encino	Kevin Donohue-Encino
Robert Enz-Encino	Lee Fenstermacher-Ret
TeenaMarie Gallegos-Main	Michelle Hall-Main
Terry Hall-Main	Gloria Henry-S Oaks
Jeff Jackson-Pan City	Robert Johnson-Main
Velma McClinton-Main	Tracy Mullinax-Encino
Dan Rathbone-Ret	Rich Reimer-S Oaks
Willie Scarborough-Encino	Irwin Schnyder-S Oaks
Steve Seyfried-S Oaks	Jim Tukesbrey-Ret
Tia Wilson-Sun Valley	

DON'T LET TIME

RUN OUT !!!



SEND A CHECK TO

COLCPE



"THE MAIL CALL" BRANCH 2462, NALC

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

Address Service Requested

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U.S. POSTAGE
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Branch Meeting Minutes August 6, 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 6:39 p.m. The Pledge of Allegiance was led by Sgt.-at-Arms ASKEW

MOMENT OF SILENCE--MARVIN GOLDSTEIN

ROLL CALL OF OFFICERS

PRESENT--BROOKINS, BOCEK, SEYFRIED, JOHNSON, McCLINTON, RATHBONE, HENRY, ASKEW, DONOHUE

ABSENT--M. HALL, T. HALL

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

GERARDO DELA CRUZ, CARLOS ONTIVEROS, CALEB SERRANO

BILLS READ MOTION TO PAY

M/S/C

COMMITTEE REPORTS

AUDIT--TRUSTEES The audit was conducted and the books were found to be in balance and in good order.

RETIREEES--BRASH 5 present tonight. On the Sick List we have DICK MILFS, MIKE BRASH, RALEIGH JOHNSON & JOE KALMAN. We wish them a speedy recovery

MBA--T. HALL No Report

HBR--DONOHUE No Report

SAFETY & HEALTH--JOHNSON No Report

EDITOR--SEYFRIED No Report

FINANCIAL SECRETARY REPORT---JOHNSON

TREASURERS REPORT--McCLINTON

COLCPE \$ 605 currently in the fund
VICE-PRESIDENT BOCEK Still working hard on grievances at Sherman Oaks. Picnic is ready to go. Special arrangements have been made for Retirees. Reserved parking spots and a cart shuttle from the parking to the picnic grounds will be provided.

PRESIDENT BROOKIN's REPORT Steward's Update magazine is now available to all Shop Steward's, if you have not received yours contact the Office. Wage increase of 1.8 % will begin on the August 30th paycheck. The Retro pay is tentatively scheduled to be on the October 11th paycheck. The one time COLA will be on the September 27th. paycheck. Computer bidding is still in effect at the Main Office, Sherman Oaks and Encino. The exception is the Routes at the Main Office which are being handled by paper on a one time basis, due to the number of routes that went up for bid at the same

time. RAY KREYER AWARD winner will be selected at the next Executive Board meeting. If you have a nomination please submit it to a Board member for consideration. EEO Seminar will be attended by ART BOCEK & GLORIA HENRY. Local negotiations will begin in October.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION--Branch purchase 32 NALC, Branch 2462 T-Shirts. Cost not to exceed \$ 400. M/S/C

MOTION--Branch purchase 25 copies of the new National Agreement. Cost to the Branch \$ 75 M/S/C

MOTION--Branch donate \$ 100 to the Santa Clarita Y M C A M/S

AMMEND--Branch donate \$ 100 to the Van Nuys Y M C A M/S/C

MOTION--Move to reconsider and enter on the minutes that the discussion and voting for the proposed dues increase shall start at 7:30 pm at the Regular Branch meeting on September 3, 2002. Voting shall stop at the adjournment of the meeting M/S/C

Underlined means unanimous vote

COLCPE DRAWING

\$ 3 ED CARLIN--SHERMAN OAKS
\$ 4 RICHARD MORENO--SHERMAN OAKS
\$ 5 KEVIN DONOHUE--ENCINO
\$ 5 KEITH MOWER--RETIREE

MEETING ADJOURNED 8:25 PM

IN MEMORY
MARVIN GOLDSTEIN
RETIREE--BRANCH 2462