

THE MAIL CALL



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PRESIDENT'S REPORT

By Calvin Brookins

DISCUSSION

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 types 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, they are out of school and playing happily and carelessly. Drive slowly through residential neighborhoods. Remember if you drive safely each and every day you will not suffer the repercussions of the physical, emotional and financial concerns that come with serious injuries.

"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	2	20	4	5	4	2	2				
ENCINO	6	7	6	6	5	4	6				
CIVIC CENTER	1	2	1	1	1	1	3				
PANORAMA CITY	3	4	4	4	5	6	5				
SHERMAN OAKS	8	6	4	5	5	6	4				
SUN VALLEY	2	1	2	2	2	1	1				
TARZANA	2	2	2	2	2	2	1				
RETIREE'S	3	5	5	4	6	5	4				
TOTAL	27	47	28	29	30	27	27				

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

**NEXT MEETING
6:30 PM**

**AUGUST
5 th
"2003"**

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

August 5, 2003

BRANCH OFFICE.....818-786-8505

"RETIREE CORNER"

Our Breakfast Meeting will be held at Woodley Lakes Restaurant , (Located at the Woodley Lakes Golf Course). It will begin at 09:00 AM. The date for the next Breakfast will be August 23,2003 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank You

Frank Brash

VICE-PRESIDENT'S REPORT

By Art Bocek

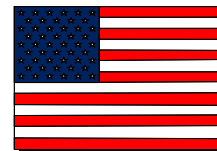
Safety verses Click Click

Safety is everyone's business. By not working in a safe manner you can not only cause a financial loss to the Postal Service but also unnecessary pain, suffering, and loss of pay. Because of the many financial burdens because of accidents, management has instituted many new programs in order to help eliminate accidents. Two of these programs are "Repeater Program" and "In line of Sight". Management states that these programs identify "repeaters" so they can be followed and observed in order to have problems identified and corrected. It is true, according to the rules and regulations, carriers can be observed at anytime.

But is this really happening or is there a darker side to this story? With these new programs is management really trying to correct problems or just setting up employee's for more and more discipline and eventually removal by constantly going out and finding even the most slightest violations? There is a theory used by the police called "Black and White Syndrome". This is whereby, if a police officer follows you far enough or long enough he or she will see 1.5 citable violations per hour. Is management currently in the same mode and using this theory under the cover of "Safety" but have a real different dark side?

Now here is the other side to this story. We all get paid to work in a safe manner, right? So why are we putting ourselves in a position of being given discipline by not working in a safe manner? Again let me reiterate, you can expect to be observed at anytime according to the rules and regulations. We all know it takes time to deliver the mail so why not work in a safe manner as professionals. "Click Click, Click Click".

Currently, a letter carrier at the top level is paid \$ 21.28 per hour. This equates to 35 cents per minute or 3.5 cents per click. So why in the "Wild and Wacky World of Sports" are you out there taking chances of either having an accident or being observed and having a negative 4584 issued? "Click Click" You know it takes time to deliver the mail and you are paid for your time. "Click Click". If it takes more time to deliver the mail in a safe manner, "Click Click" then why aren't you? "Click Click" Are you the office runner taking chances or are you not asking for enough time in order to deliver in a safe manner? "Click Click" If management is now going to use the "Black and White Theory," and observe carriers excessively, then you need to take the time "Click Click" necessary to deliver the mail in a safe manner and not take any chances by making bad choices in you work habits. "Click Click" Be a letter carrier professional, don't fall into management's "Speed Trap" work in safest manner possible and take your "Click Click Click Clicks" to the **BANK.**



The U.S. Postal Service EAP: Helping Employees and Improving the Work Environment

The U.S. Postal Service and National Unions understand that the problems people face in their personal lives can adversely impact their job performance.

If you or a family member is facing a personal problem, consider calling the EAP. The EAP is voluntary, confidential, and free to all postal employees and their family members. It helps a broad range of employees with information and assistance nationwide, 24-hours a day, 7 days a week through a toll-free phone line--**1-800-EAP-4-YOU** (1-800-327-4968).

Licensed professionals who have master's degrees in counseling, psychology, or social work staff the EAP. Employees and their family members can receive free counseling sessions for these and other problems:

- marriage or family stress
- alcohol and other drug abuse problems
- legal and financial concerns
- job-related stress
- problems with children
- general problems of daily living

When employees attend a session with the EAP, they are asked a number of questions about their problem and how it's affecting them. The EAP Counselor can help by providing information, short-term counseling, and/or a referral to a local professional.

For information and help from the EAP, contact the **EAP Service Center** by calling **1-800-EAP-4-YOU** (1-800-327-4968).

PERSONAL·PRIVATE·PROFESSIONAL

APPRECIATION

I would like to express my gratitude for your support during the recent Branch elections for the position of Sergeant at Arms. Since 1975 I have served on the Executive Board of Branch 2462 and your support will allow me to do this for at least two more years. Thank You.

The next few years will be a time of challenge for all letter carriers. With the upcoming report due in July from the Postal Commission we all need to be aware of what's going on in the legislative arena in Washington D.C. In 1970 the Postal Reorganization Act provided collective bargaining rights for all craft employees within the Postal Service. Without this right we would all be in serious trouble. Stay aware of what's going on and when asked to do a small task for the union, please join in and help out.

On a personal note, retirement life is worth every penny I put into the CSRS over the years. I highly recommend it.

Roger Askew



DEHYDRATION CAN BE LIFE THREATENING

Summertime is here and we are all planning to have fun. But during all those plans make sure to include plans for preventing dehydration. Before engaging in outside activities, that also includes carrying your route, drink plenty of fluids. You should do this before, during and after any outdoor activities, because if you do not, you could become dehydrated.

What is Dehydration ?

Dehydration is when your body becomes low in fluids, because you didn't drink enough fluids to replace what you have lost through sweating.

What are the warning signs of Dehydration ?

Thirst, headache, dizziness, weakness, irritability, fatigue and nausea.

The sun will be blazing hot this summer, so carry along your favorite drink and you can help prevent yourself from becoming dehydrated. Remember dehydration is preventable, drink at least 8 - 10 glasses of fluids (water and/or rehydration drinks) each day. Don't become another "Summer Statistic", drink plenty of fluids and have a fun, and safe Summer !

In Unionism

GLORIA HENRY
Sherman Oaks Station

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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Branch Meeting Minutes July 1, 2003

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 6:36 p.m. The Pledge of Allegiance was led by BOB ENZ
MOMENT OF SILENCE--In memory of all Past Members of Branch 2462.

ROLL CALL OF OFFICERS

PRESENT--BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, HENRY, JACKSON, MULLINAX, DONOHUE, ABSENT--ASKEW, DOLABSON, HALL

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--MARIO CABRERA
FERMIN MARTINEZ

COMMITTEE REPORTS

AUDIT--TRUSTEES There will be an audit on July 24, 2003 at 6 pm. All Trustee's and Financial Officers should plan to attend.

SAFETY & HEALTH Training class was given on identifying suspicious powders and materials and what to do in response to these and other potentially hazardous materials.

RETIREEES 4 present tonight. Retiree luncheon will be held on Sunday, October 19th. at Encino Glen beginning at 12:30 pm. Please note that the Retiree Breakfast, held on the 4th Saturday of each month, has been moved to the Woodley Lakes Golf Course. We apologize for the mix up at last months Breakfast due to the closing of CoCo's. On the Sick list we have RAY KELWIN.

MBA--T. HALL No Report
HBR--DOLABSON No Report, but President Brookins did thank KEVIN DONOHUE for his service this last term.

EDITOR--SEYFRIED Special thanks to DAVE INMAN for providing the pictures of the Dog Walk in last months MailCall.

ELECTION COMM-SEYFRIED Final report on the election given. 51 % of the ballots mailed out were returned to be counted. Of these returned ballots, 32 were not counted, due to failure of member to print name on return envelope. Therefore the candidates were elected by 45 % of the Branch. Participation by Active Members was 43 %, Retired Members 54 %. Total cost of the Election was \$ 2547.12, \$ 452.88 under budget. Thanks to all of the committee members for their hard work.

FINANCIAL SECRETARY REPORT---JOHNSON

TREASURERS REPORT--McCLINTON

COLCPE \$ 748 currently in the fund
DISTRICT 6--McCLINTON Meeting will be at our Branch on July 10th.

VICE-PRESIDENT BOCEK Picnic was big success, final report will be given at the August Branch Meeting

PRESIDENT BROOKIN's Senator Tom Carper (D-DE) has introduced legislation in the US Senate to modernize the Postal Service. President Bush's Commission on the PO is due to issue its report very soon after conducting hearings across the country. NALC PRESIDENT YOUNG applauded Senator Carper's effort and despite some concerns with the legislation is looking forward to working with the Senator on developing a final document that can be supported by the Union. Projected COLA now stands at a \$ 280.80, slightly down from last time due to a decline in inflation for the second consecutive month. 2004 Retiree COLA now stands at 1.6 %. Nominations for the RAY KREYER AWARD were accepted at the last Executive Board meeting. The nominees are JEFF JACKSON & GLORIA HENRY. The Board will vote at the August 28, 2003 board meeting to select a winner. Postal service is again asking for Letter Carriers to actively seek out customers on their routes who are using competitors services and refer them to the Postal Service for follow up contacts to try and get more business. OPM has approved a early out retirement for APWU members. Sorry no early out for the Carriers.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

MOTION--Branch pay TIM McLAUGHLIN \$ 100
for computer work as per his bill
M/S/C

MOTION--Branch purchase gift certificate for \$ 50 at a valley restaurant to be given to TIM McLAUGHLIN M/S/C

MOTION--Branch purchase a new HP Printer-copier scanner-fax machine. Cost not to exceed \$ 350 M/S/C

MOTION--Branch donate \$ 500 to the National COLCPE fund. Money to come from Branch COLCPE. Check to be presented by President BROOKINS at National Rap Session
M/S/C

UNDERLINE= UNANIMOUS

COLCPE DRAWING

\$ 4 FRANK BRASH--RETIREE
\$ 4 JEFF JACKSON--PANORAMA CITY
\$ 5 VELMA McCLINTON--MAIN OFFICE
\$ 5 FRANK BRASH--RETIREE

MEETING ADJOURNED 8:38 p.m.