



# THE MAIL CALL

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11



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## PRESIDENT'S REPORT

By Calvin Brookins

### President's Commission on the U.S. Postal Service

There was a report put out by the sub-committee of the President's Commission and that committee listed several recommendations, which is as follows:

- Let the Postal Service raise stamp prices on its own.
- Replace the Postal Rate Commission with a Postal Regulatory Board, which would review rate changes and limit increases.
- Replace the Board of Governors with a board of directors, including the postmaster general, three directors appointed by the president and eight directors chosen by the board.
- Appoint a commission to recommend facility closings.
- Replace some small post offices with windows and kiosks in banks, grocery stores and other locations.
- Clarify and occasionally review the postal service's monopoly.
- Include pensions and post-retirement health care in collective bargaining.
- Tie bonuses for all employees to specific performance standards.
- Pay officers and employees salaries comparable to similar jobs in the private sector.
- Pass off funding of military retirement benefits to the Treasury Department.
- Standardize mail processing.
- Study mail that could be traced to the sender to improve security.

Those recommendations were all approved unanimously, but on July 23, 2003, Norman Seabrook, the commission sole union representative, offered three dissenting votes against work-force changes. Seabrook is president of the New York Correction Officers Benevolent Association Inc. He states that "offering performance bonuses for workers would create a "good ol' boy" system where management's favorites are rewarded and good workers who stay quiet are ignored.

### THE "TERRIBLE THREE"

The commission's three worst recommendations.

- Give a new Postal Regulatory Board power to determine total compensation for all postal

employees based on comparability with private sector workers and then impose it as a cap for new employees.

I can't think of any job in the private sector that compares to the job of a letter carrier, for our compensation to be based on and compared with private sector workers is ridiculous.

Make pension and post-retirement health care plans subject to collective bargaining, thereby allowing flexibility to sever postal retirees from existing federal pension and retiree health care plans.

Retiree's health care and pensions are determined by the Federal Employees Health Benefits Program, the Civil Service Retirement System and the Federal Employees Retirement System. All of which is administered by the Office of Personnel.

Urge the Postal Service to carefully study a pay-for-performance compensation program for both management and bargaining unit employees.

It is hard for me to see any program that would allow postal employees to receive different levels of pay for the same work. What this would do is allow management to give performance bonuses to the runners, and the carriers who actually do the job the way it is suppose to be done will go Un-noticed.

### COLA

The projected accumulation for the second of eight regular cost-of-living adjustments under the 2001-2006 National Agreement stands at \$306.80 following the release July 16, of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). That is equivalent to 14 cents per hour or \$11.80 per pay period.

### EARLY OUTS

There will be no early outs at this time for letter carriers; the NALC has received several inquiries from members about the possibility of early outs for letter carriers. The future for letter carriers is brighter than those employees in other crafts. There is no need to downsize the carrier craft. However, Mail Handler craft may get an early out plan. In June the postal service ask OPM for approval of early outs for Mail Handlers.

(Continued on Page 3)

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	3			
ENCINO	6	7	6	6	5	4	6	5			
CIVIC CENTER	1	2	1	1	1	1	3	2			
PANORAMA CITY	3	4	4	4	5	6	5	5			
SHERMAN OAKS	8	6	4	5	5	6	4	6			
SUN VALLEY	2	1	2	2	2	1	1	2			
TARZANA	2	2	2	2	2	2	1	2			
RETIREE'S	3	5	5	4	6	5	4	6			
<b>TOTAL</b>	<b>27</b>	<b>47</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>27</b>	<b>27</b>	<b>31</b>			

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

### NEXT MEETING

**6:30 PM**

**SEPTEMBER**

**2 nd**

**"2003"**

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

**September 2, 2003**

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

### "RETIREE CORNER"

Our Breakfast Meeting will be held at Coco's (Located at 16835 Sherman Way, Corner of Sherman Way & Balboa ). Please note that this is a new meeting place ! It will begin at 09:00 AM. The date for the next Breakfast will be September 27, 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

### MSP Scans

Management states the reason for MSP Scans is in order to give the postal patron consistent delivery. The real truth we know is that scanning is a way for management to do what they do best, and that is to sit on their "backsides," keeping track of where you are at a certain point in time. Now at first glance the program of scanning does not sound half bad. Unfortunately, some supervisors have raised the bar, therefore, lowering themselves by mandating zero tolerance for any missed scans. Management is now attempting to enforce by either Letter of Warning or 7 Day "NTO" Suspension their mandate of "zero tolerance," for missed scan points. This being done inspite of the fact that is an allowable tolerance level for missed scans. "Go Figure." I guess this is being done by management in order to prove the need for or reason for their existence. Rumor has it since the closer of Bakersfield and Long Beach Districts that there are hundreds of supervisor and managers scrambling for jobs and any supervisors now in a position are worried about holding onto their positions. Oh well, as I have said many times before, "Bottle necks always happen at the top of the bottle, never at the bottom." So, if management gives you a directive to do whatever it might be, do it provided it neither illegal immoral or unsafe. The bottom line seems to be "Time is Money and Money is Time," so as to put more appropriately as one of Woody Allen's movie titles, "Take the Money and Run."

### Street Duties "Flats on Arm"

According to Part 915, M-41 and Part 234.224, M-39, it is not a requirement for a letter carrier on a foot route to carry 4 inches on his arm while delivering mail. Carriers may opt to carry flats on their arm, unless instructed not to, as part of their daily routine, provided there is no loss in carrier efficiency. However, management may reasonably expect the carrier to perform his or her duties and travel his route during inspections in the same manner as he or she does throughout the year.

### Acceptance "Under Protest"

By accepting a limited duty assignment, an employee does not waive the opportunity to contest the "Propriety" of that assignment through the grievance procedures, whether the assignment is within or out of his craft. An employee whose craft designation is changed as result of accepting a limited duty assignment and who protest the "Propriety" of the assignment through the grievance procedure shall represented during the processing of the grievance, including in arbitration, if necessary, by the union that represents his or her original craft.

### Picnic Report

I want to thank everyone at this time who help in the preparation for and services rendered at the picnic. Hope everyone enjoyed the picnic, I believe everyone had a good time. Next year I hope to expand both the entertainment and salsa contest next year. So be watching in future Mail Call issues for the next picnic meeting.



## PRESIDENT'S REPORT

(Continued from Page 1)

### COLCPE

There is a new plan to implement automatic payroll deductions for COLCPE, the Committee on Letter Carrier Political Education. The system is currently being tested; the new process which uses Postal EASE to make designations is expected to be available later this month.

### YOUR JOB, YOUR FUTURE, YOUR FIGHT

Every letter carrier will be receiving a video that challenges letter carriers to fight for their future. The title of this video is Your Job, Your Future, Your Fight. The video is part of the largest grassroots campaign ever undertaken by the NALC; it talks about the plight of the postal service as it reaches a critical crossroad. This video will be delivered to letter carriers after September 7, 2003.

You will also be asked to join the Legislative Activist Network put together by the NALC. There is a form in this issue of the MailCall that the NALC is asking you to fill out so you can be included in the NALC's Activist Database.

## NALC Can Count On Me!

Please fill out this form to be included in the NALC's  
Activist Database

Name: \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Home # \_\_\_\_\_ Cell # \_\_\_\_\_

Email \_\_\_\_\_

Congressional District \_\_\_\_\_ Branch \_\_\_\_\_

This form builds the Legislative and Political Department's activist database. It is not used for any other purpose. The database is comprised of letter carriers the NALC can count on to take action on legislative and political alerts. Communication is often via email. Regular mail is used when it is necessary to send pertinent materials and phone calls are made when time is of the essence. Therefore, all information is necessary to lay the foundation for a strong grassroots operation.

**Please Mail to:**

**National Association of Letter Carriers  
Legislative and Political Department  
100 Indiana Ave. NW  
Washington, DC 20001-2144**

### NEWLY ELECTED BRANCH OFFICERS TAKE OATH OF OFFICE AT 2003 ANNUAL PICNIC





# "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 August 5, 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 6:30 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ROGER ASKEW

**MOMENT OF SILENCE--In memory of CLAYTON J. SMITH of Branch 84, Pittsburgh, PA, who was killed sorting his mail on his route. And also to all the servicemen and women serving overseas.**

#### ROLL CALL OF OFFICERS

**PRESENT--**BROOKINS, BOCEK, SEYFRIED, McCLINTON, JOHNSON, HENRY, JACKSON, ASKEW, DOLABSON

**ABSENT--**MULLINAX, HALL

**MINUTES ACCEPTED AS PRINTED IN MAILCALL**

#### CORRESPONDENCE READ

#### APPLICATION FOR MEMBERSHIP

**JAVIER RANGEL.....THANG DUONG**

**SPECIAL GUESTS--**GINA MIRABELLA and her husband JOE from MEND graciously provided Dinner at tonight's meeting as a token of Thanks for our Food Drive support.

#### COMMITTEE REPORTS

**AUDIT--TRUSTEES** There was an audit on July 25, 2003 and the books were found to be in good order and properly maintained. New inventory is being taken in the office and a new sign up sheet will be posted for Members who wish to borrow Branch equipment.

**SAFETY & HEALTH** Management is taking an aggressive stand on Safety with numerous street patrols on a daily basis. You need to take the time to be safe on your routes at all times and always make sure to lock your vehicles, curb your wheels and turn off your engines when exiting. Remember the Postal Service is giving you the time to be safe, TAKE IT !!!

**RETIREEES** 6 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 again, this time to Coco's on the corner of Sherman Way and Balboa. On the Sick list we have TROY YOUNG, MONTE MOORMAN and JAN ANDERSON.

**MBA--T. HALL** No Report  
**HBR--DOLABSON** Hoping to attend the HBR Seminar this Oct. in Las Vegas.

**COLCPE** \$ 266 currently in the fund  
**DISTRICT 6--McCLINTON** Attempt is being made to make California an open primary State.

#### FINANCIAL SECRETARY REPORT---JOHNSON

#### TREASURERS REPORT--McCLINTON

**VICE-PRESIDENT BOCEK** Picnic was big success, final total for expenses was 10,081.60 400 people attended  
**PRESIDENT BROOKIN's** Projected COLA now stands a \$ 306.80. 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. New plan to allow carriers to have COLCPE donations taken out through payroll withholding is being tested, it is expected to be available nationwide by next month. Looks as though the Mail Handlers may also get an early out offer. The OPM has already approved a early out retirement for APWU members. Sorry no early out for the Carriers, as we already know the Postal Service needs us.

#### OLD BUSINESS--NONE

#### EXECUTIVE BOARD MINUTES READ

**MOTION--**Branch transfer \$ 25,000.00 from the Contingency Fund to a 6 mo. C D at the Postal Credit Union

M/S/C

**MOTION--**Branch renew the liability insurance policy with State Farm insurance. Cost is \$ 911.88

M/S/C

**MOTION--**Branch purchase 6, 2 Drawer file cabinets. Cost not to exceed \$ 300.00

M/S/C

**MOTION--**Branch send HBR JANETTE DOLABSON to the HBR Training Classes in Las Vegas, in October Cost not to exceed \$ 1200.00

M/S/C

**MOTION--**Branch purchase BASS CALENDARS for each member. Cost not to exceed \$ 1500.00

M/S/C

**MOTION--**Branch hold the 2004 Picnic at Rancho San Antonio Boys Town in Chatsworth.

M/S/C

**MOTION--**Branch go on record and Thank JOE & GINA MIRABELLA, of MEND, for providing dinner at tonight's meeting.

M/S/C

UNDERLINE= UNANIMOUS

#### COLCPE DRAWING

\$ 4 CLIFF KELLEY--SUN VALLEY DONATED  
\$ 4 ROGER ASKEW--RETIREE--DONATED  
\$ 4 STEVE SEYFRIED--SHERMAN OAKS  
\$ 10 KAREN AGUILAR--PANORAMA CITY--DONATED

MEETING ADJOURNED 8:37 p.m.

