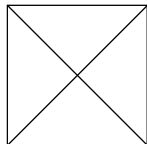


# THE MAIL CALL



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Van Nuys, CA

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2004

NUMBER 10

## PRESIDENT'S REPORT

By Calvin Brookins

### Limited Duty Job Offers

In the recent past there have been several concerns about limited duty job offers, or rehabilitation job offers. An offer of limited duty or a permanent modified job offer must be writing and must include a description of the duties to be performed; the specific physical requirements of the position and any special demands of the workload or unusual working conditions; the organizational and geographical location of the job; the date on which the job will first be available; and the date by which a response to the job offer is required. There should also be information included regarding the pay rate of the position.

Any carrier who has been injured on the job and receives a job offer and has concerns as to whether or not he/she can perform the duties of the job within his/her medical limitations to take the job offer to his/her treating physicians for review. Once an injured carrier has received a job offer in writing, OWCP should also be provided a copy of that same job offer in order to rule on its suitability. OWCP will then issue a suitability finding unless the employee has accepted the job offer. Therefore, an injured carrier should never accept a limited duty or rehab job offer without asking for advice from their shop steward or contacting the union office. If OWCP finds the job offer to be suitable, they will send the injured employee a letter notifying them that they have 30 days to either accept the job offer or provide a written explanation as to the reason for refusing the job offer.

The OWCP claims examiners look at whether or not the job offer is within the medical restrictions of the injured employee. It is important that when you take the job offer to your treating physician that you make them aware of the physical requirements needed to perform the duties of the position. For example if part of the job offer is to scan parcels but in order to scan the parcels the injured employee has to bend over a parcel tub and lift parcels the doctor would need to know that.

When management makes an injured employee a job offer they must follow the provisions of the Employee Labor and Relations Manual, Section 546.14, if you as an injured letter carrier receive a limited duty or rehab job offer you must request to see your shop steward or call the union office to give us the opportunity to investigate and make sure that management is in compliance with the National Agreement and the Handbooks and Manuals.

### MEMORANDUM ON METHODS TO BE USED FOR INSPECTION & ADJUSTMENT OF ROUTES

The NALC and the USPS at the national level on August 4th reached an agreement on a Memorandum of Understanding the blocks continued use of traditional inspection and evaluation methods for route adjustments, instead encouraging local union and management officials to agree on their own method and the local data used. The agreement is an outgrowth of the Memorandum last April that froze route inspections while a National Task Force continues to examine the issue, this also allows the NALC to continue pursuing a new system for route adjustments.

President Young has specifically stated "that working together jointly at the local level gives us the best opportunity to arrive at fair adjustment of routes until the national parties can develop and test a process to replace the current outmoded system." Under this new memo the local parties may jointly evaluate and adjust routes utilizing locally available data and any agreed upon method. No routes are to be evaluated and adjusted using the traditional route inspection process in the M-39 as long as the August 4 memo remains in effect. The only exceptions are special route inspection requests pursuant to Section 271 of the M-39 handbook.

### COLA

The fourth of eight regular cost-of-living adjustments under the 2001-2006 National Agreement will be \$624.00 annually based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for July. The \$624.00 annual accumulation equals 30 cents per hour or \$24.00 per pay period. This was effective Sept. 4, for payday Sept. 24.

## DON'T FORGET

**BRANCH 2462 RETIREE LUNCHEON  
SUNDAY OCTOBER 17, 2004 AT  
ENCINO GLEN RESTAURANT  
16821 BURBANK BLVD, ENCINO  
DOORS OPEN AT 1:00 P.M.**

**PRICE IS \$ 5.00 PER PERSON  
RETIRED AND ACTIVE MEMBERS ARE  
WELCOME**

"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.

## NALC Health Plan Update

by  
**Janette Dolabson HBR**

Union Brothers and Sisters,

This month I would like to take the opportunity to tell you about one aspect of the NALC Health Plan, the Prescription Drug Program. The NALC Health Benefit Plan provides its members with one of the most comprehensive, affordable and convenient program available anywhere. Members can get their prescriptions from either the short-term or long-term plan provided and administered by our benefit partner- Caremark. Prescription drugs represent a increasingly large portion of the NALC HBP's overall healthcare spending. A well managed program like this one has a far reaching benefit to our members. It positively impacts all the other aspects of our health-care program and improves the productivity and quality of life for its members. Short - Term Prescriptions: NALC Careselect Retail Program. Over 99% of NALC members have a pharmacy in this program withing 5 miles of their home. It is designed to provide maximum geographic coverage. Almost every major chain pharmacy participates in the NALC network. In order to participate in our network, a retail pharmacy must complete a rigorous Pharmacy Credentialing Application and associated checks by Caremark. The pharmacy owner or other contraction party must also sign a Pharmacy Services Agreement. Long - Term Prescriptions: NALC Mail Service Program. For members who take medicine on an ongoing basis, we offer the convenience of a mail order service benefit. Members can receive up to a 90-day supply of their medications via the mail. The mail service option has become one of the most popular benefit offering, and it is designed to be your best value for containing and reducing member costs. Our members' prescriptions are filled from Caremark's Mt. Prospect, Illinois mail service pharmacy. This facility is governed by comprehensive quality assurance standards and total quality management practices, the pharmacy screens each member order to identify possible drug interactions or allergies and to ensure clinical drug safety and appropriate drug use. The mail service benefit offers NALC members a significant savings and greater convenience in obtaining their medications. Members enjoy reduced out-of-pocket expenses, timely delivery and credit available through the use of American Express, MasterCard, Visa and Discover Card. Obtaining your mail service refill is easy. Caremark will provide you with a refill sticker on any medication you receive through our mail order program, that includes refills authorized by your doctor. To order a refill, simply attach the refill sticker to the order form, thus elimination the need to fill out a new form. All you do is attach the sticker to the order form and mail it to Caremark. You may also get refills by the Phone. Caremark's interactive voice response application, offers information anytime, 24 hours a day, 7 days a week. NALC HBP members can also get refills via the internet. They can go to Caremark's web site [www.caremark.com](http://www.caremark.com) in order to quickly order their refills. There is no better Health Plan offered by the Postal Service then the NALC Health Benefit Plan. Just check out the members ratings when the new books come out this open season and check for yourself.

Thanks for you time,

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	4	4	3	5	4	2	2	4	2		
ENCINO	8	7	5	6	5	5	6	5	4		
CIVIC CENTER	1	1	1	1	1	2	2	2	2		
PANORAMA CITY	4	4	2	6	4	3	5	5	5		
SHERMAN OAKS	5	2	4	9	4	4	5	4	6		
SUN VALLEY	0	2	2	2	2	2	1	2	2		
TARZANA	2	2	2	2	1	1	2	2	2		
RETIREE'S	5	6	4	5	5	6	6	5	4		
TOTAL	29	28	23	36	26	25	29	29	27		

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

**NEXT MEETING  
6:30 PM**

**OCTOBER  
5th  
"2004"**

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

**October 5, 2004**

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

### "RETIREE CORNER"

Our Breakfast Meeting will be held at Cocos Restaurant , 16835 Sherman Way (Corner of Sherman Way and Balboa). It will begin at 09:00 AM. The date for the next 2 will be September 25th and October 23,2004 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank You

**Frank Brash**

# VICE PRESIDENTS REPORT

## ART BOCEK

### #3 Failing to Provide a Receipt for a Submitted CA-1 or CA-2

Employees are required to submit Forms CA-1 and CA-2 to their supervisors when they have suffered traumatic or occupational injuries. The USPS then forwards the CA-1 or CA-2 to OWCP. Whenever a supervisor receives a CA-1 or CA-2 from an employee, he or she is required to sign the receipt portion of the form, and give it to the employee. This receipt is important to the injured employee because it proves beyond any doubt the date the claim was submitted.

When some supervisors do not complete the receipt and give it to the employee, or they incorrectly complete the receipt and omit the injured employee's name, the employee's claim can quickly become complicated when this happens. Disputes about when a claim is filed can be detrimental to a claim. If an injured employee tells OWCP that his or her claim was submitted on a certain date, but USPS reports a different submission date to OWCP, OWCP will expect the employee to produce a receipt to settle the matter. If the employee cannot, OWCP probably will determine the employer as correct. The employee will be perceived by OWCP as not being knowledgeable about his own claim or worse.

**20 CFR 10.110(a)** (Code of Federal Regulations) requires the USPS to complete the Receipt of Notice and give it to the employee. Instructions on Forms CA-1 and CA-2 require the supervisor to complete the receipt and give it to the employee at the time the form is received.

**ELM 544.11c** (Employee Labor Manual) requires the supervisor to complete the receipt and give it to the employee

**EL 505, Section 3.6** requires the supervisor to complete the receipt attached to the CA-1 and give it to the employee, upon receipt of the CA-1 from the employee.

**EL 505, Section 3.7** requires the supervisor to complete the receipt attached to the CA-2 and give it to the employee, upon receipt of the CA-1 from the employee.

**EL 505, Exhibit 3.13** (Injury Action Check List) requires the supervisor, upon submission by the employee, to complete the receipt portion of the CA-1 and return the receipt to the employee.

As you have just read the rules and laws mandating management's absolute responsibility in providing a signed receipt upon receiving either a CA-1 or CA-2 Form, it is hard to imagine circumstances where failure to provide a receipt would be justified. You as letter carriers need to know and exercise your rights, so when your rights are violated, both a grievance and EEO Complaint need to be filed in order for the "Management Dinosaur" to feel pain in the pocketbook. Hopefully, the management dinosaur will learn in time to stop violating your rights, therefore, the pain in the pocket book will subside.

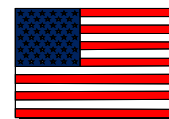
**NATIONAL CONVENTION**  
**TIDBITS**  
by

## Tracy Mullinax, Trustee

- (1) USPS saved 3.6 billion dollars in overfunding of CSRS retirement. Expect 2-3 billion each year going forward. Six billion in savings is expected in 2003-2004. Total overfunding will eventually equal 100 billion dollars.
- (2) In 2007, the postal monopoly in 15 European countries is scheduled to be fully privatized.
- (3) As of the end of July, 100,000 e-activists have signed up. Our goal as a union is to have 150,000 by the end of 2004. SIGN UP TODAY !!!
- (4) Postal Reform will not be passed this year; commitment is towards 2005.
- (5) DPS flat update: They do not have a machine at this time to DPS our flats.
- (6) GPS or the Global Positioning System has been found to be to cumbersome and expensive at this time to be implemented.
- (7) SCANNER update: Three different scanners are being tested at test sites throughout the country with one of them getting to us by the end of this year.
- (8) The number of MSP scanpoints on our routes will be going up also later this year.
- (9) No Republican has ever won the white house without having won the state of OHIO, a key battleground state.
- (10) There are more registered voters in the NALC than any other member union in the AFL-CIO.
- (11) LETTER KERRYER !!!  
REGISTER AND VOTE ON NOVEMBER 2nd.
- (12) Today, the NALC is 92,6% organized!!! Get a non-member to join today!!!
- (13) The USPS has 700,000 active employees and 500,000 retirees.

I would like to thank the branch members for sending me as a delegate to the national convention in Hawaii! It was an educational and rewarding experience for me!

In Unionism



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

NONPROFIT ORG.  
U.S. POSTAGE  
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PERMIT No. 314

**Address Service Requested**

has selected the RAY KREYER AWARD winner for this year.

**Branch Meeting Minutes**  
**September 7, 2004**

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 6:45 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ASKEW  
MOMENT OF SILENCE--In memory of all members who have passed away this year and all the Military men and women who have sacrificed their lives in the Service of our Country.

**ROLL CALL OF OFFICERS**

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

**ABSENT**--HALL

MINUTES ACCEPTED AS PRINTED IN MAILCALL

**CORRESPONDENCE READ**

**APPLICATION FOR MEMBERSHIP**

RAUL DOZAL

**BILLS READ**

**MOTION TO PAY** M/S/C

**COMMITTEE REPORTS**

**AUDIT--TRUSTEES**

All is well

**SAFETY & HEALTH**

Last meeting was postponed. Continue to work and drive in a safe manner.

**RETIREES**

4 present tonight. On the

Sick List is ED CARLIN, we wish him a speedy recovery.

**MBA--T. HALL**

No Report

**HBR--DOLABSON**

Look for Article in Mailcall

**COLCPE**

\$ 451 currently in the fund

**DISTRICT--McCLINTON**

L A FED has endorsed

John Kerry for President. Charter schools in LA have tested worse than regular schools in recent reports. Workers with health insurance has dropped to 64.5 %. Lowest in the last 20 years.

**FINANCIAL SECRETARY REPORT---JOHNSON**

**TREASURERS REPORT--McCLINTON**

**VICE-PRESIDENT BOCEK**

Two people have

been reinstated in the Postal Service through the efforts of our Branch and the EEO process. Pleased to report that both of these people are now members in our Branch.

**PRESIDENT BROOKIN's**

Gave a brief report on the

new Memorandum on Methods for Route inspection. Also reported the latest figures on Customer Connect with Sherman Oaks generating over \$ 12,000.00 and Tarzana over \$ 17,000.00 in new sales. **PRESIDENT BROOKINS** and **VELMA McCLINTON** will be attending the L A Federation of Labor Convention on September 30th. The Executive Board

The honoree will be presented with a plaque and a check for \$ 500.00 at the Retiree Luncheon on Sunday October, 17th. Received formal word from National President Young that charges that were filed against a member of the Board were not proper, since the person who filed is no longer a member. We are still in need of a sign language interpreter. OLD BUSINESS--By-Law changes were sent to National for approval, we are waiting to hear from them.

**EXECUTIVE BOARD MINUTES READ**

**NEW BUSINESS**

**MOTION**--Branch send 2 members to the 2005 Western States Lobby trip in Washington, DC.

Cost not to exceed \$ 3500.00. Members to be

chosen by the Branch President

M/S/C

**MOTION**--Branch pay the annual fee for the L A County Federation of Labor, for the next 12 months

Cost to the Branch \$ 448.44

M/S/C

**MOTION**--Branch send the Financial Secretary & the Treasurer to the Secretary-Treasurer seminar in Hollywood, CA on Nov 7-8, 2004. Cost not to

exceed \$ 725.00

M/S/C

**MOTION**--Branch purchase a gift certificate and plaque for R. A. JOAN HURST. Cost not to

exceed \$ 300.00

M/S/C

**MOTION**--Branch contact the California State Association & express our interest in co-hosting the

2008 State Convention

M/S/C

**MOTION**--Branch President have installed an "Emergency Fire Exit" area (with signs) in an area 16 x 4 feet, inside the front of the west door of the Branch Meeting Hall. Cost less than

\$ 10.00 with labor to be donated. M/S/C

**UNDERLINED DENOTES UNANIMOUS VOTE**

**MEMBERSHIP DRAWING-- \$ 100**

**ANGELITO MAGCALAS**

Brother MAGCALAS was not present at the meeting therefore the money will be rolled over to the October meeting. October's membership drawing will be for \$ 125.00. All members are eligible to win, but you must be present at the meeting to win.

**COLCPE DRAWING**

\$ 5 JOANNE LOWENBERG--PANORAMA CITY

\$ 10 BOB JOHNSON--MAIN OFFICE

\$ 10 KAREN AGUILAR--PANORAMA CITY--DONATED

MEETING ADJOURNED 8:33 P.M.