

THE MAIL CALL



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PRESIDENT'S REPORT **By Calvin Brookins**

Bad decision by a supervisor

In Van Nuys main office there are several supervisors; sometimes one of those supervisors makes a dumb decision more often than not. Well the supervisor in the 91411 zone recently made a decision that I thought was the most inefficient, senseless decision that could be made by a supervisor. But hold that thought I am sure that sometime in the near future another decision will be made that makes even less sense than this decision. The future bad/dumb decision will probably be made by this same supervisor.

Well let me tell you what this dumb decision was, this supervisor had instructed the carriers in the 91411 zone to cut the plastic and wraps off all of their flats and collate them all together as one bundle. These flats consist of People magazines, Time magazines, Food and Wine, Family Circle, New Yorker, and other magazines that people subscribe too. None of these magazines come to every address on a route, so this supervisor could not use the excuse that they are coverage's. So for those of you who have been around for a number of years you will remember this just like routing flats. That is basically what she was having them do.

Like I said that is a very dumb decision, this supervisor claims that she was instructed to do it this way, however the individuals that she claimed gave her the instruction stated that their instruction was not as she put it. In my opinion this supervisor mis-interpreted the instruction given to her, but that is not unusual considering who the supervisor is. This supervisor seems to always mis-interpret instructions, rules, and the CBA/Handbooks and manuals.

Based on this story I am going to give all letter carriers some sound advice. When management gives you an instruction you should follow that instruction unless it is unsafe to do so or that instruction is illegal. You should follow the instruction even if it is a stupid instruction. For the letter carriers in the 91411 zone to follow this instruction it would have cost management an astronomical amount of time in the office as well as on the street.

So when a supervisor gives you an instruction that doesn't make any sense follow that instruction because chances are that instruction will be inefficient and it will take a lot more time than it would have taken if they allow you to do it the more efficient way. Obviously the instruction given by this supervisor was not the most efficient way to perform the duties

at hand but they do have a right to mis-management. So follow those instructions literally. We do have several concerns in regards to this supervisor and her actions toward carriers as well as her confusing and less than complete instructions that she gives. We will continue to monitor the supervisor's behavior.

To all letter carriers in the 91411 zone I am asking you to keep written notes with dates and times of everything that this supervisor say or do to you that believe to be a violation of your rights in any way shape or form. I do not have to use her name you know who she is.

Route Inspections

We have gone through route inspections at Civic Center station and now the time consuming job starts, which is reviewing all of the data and preparing to file the necessary grievances. Tarzana route inspections were canceled at the last minute during the writing of this article I received a phone call from the Manager of Operation Programs, he stated to me that the reason for the cancellation was due to cases that had not been changed under AMSOP, which is taking away some of the casing equipment and cutting each route down to two pieces of equipment. He also expressed some operational concerns on how mail is being handled at that office. He stated that he did not want to do a route inspection under those conditions and turn around and make changes after adjusting routes. Tarzana will more likely be inspected sometime between January and May of 2006.

(Continued on Page 3)

IN MEMORY OF
MIKE BRASH
HARRY HURST
S. L. KNUTSON
RETIREE'S
BRANCH 2462

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VICE PRESIDENTS REPORT

Art Bocek

Carrier Technicians Assignment, Article 8, Sect. 4 (LMOU)

A carrier technician assignments are considered permanent assignments. In the event a regular assigned carrier is requested to work on his/her non-scheduled work day at his or her unit, he/she shall be assigned to work his/her own route, provided the T-7 carrier is not required to work outside his/her assigned string without his/her permission. A T-7 called in on his/her non work-day will perform work on other routes if no work is available on his/her string. It is expected that except for the above, Carrier Technician (T-7) shall carry routes assigned each day.

Representation and Official Time

Under Title 29, Section 1614.603 of the Code of Federal Regulations (CFR's) stipulate at **any stage** in the processing of a complaint, including the counseling stage Sec. 1614.105, the complainant **shall** have the right to be accompanied, represented, and advised by a representative of complainant's choice.

If the complainant is an employee of the agency, he or she shall have a reasonable amount of official time, if otherwise on duty, to prepare the complaint and to respond to agency and EEOC requests for information. If the complainant is an employee of the agency and he designates another employee of the agency as his or her representative, the representative shall have a reasonable amount of official time, if otherwise **on duty**, to prepare the complaint and respond to agency and EEOC requests for information. The complainant and representative, if employed by the agency and otherwise **in a pay status**, shall be on official time, regardless of their tour of duty, when their presence is authorized or required by the agency or the Commission during the investigation, informal adjustment, or hearing on the complaint.

"The more rules & rights you learn, the less you will bleed in battle with management."

WHEN WILL IT END?

The Carriers at the Encino station were given a standup this week regarding the importance of driving safely. Under most situations this would be a great way to give out information and make a positive impression on the employees. At Encino however, this is not the case. The Supervisor in this case took the opportunity to threaten the Carriers with losing their jobs. In fact it was suggested that the Carriers should be "afraid" when they are on the street. What seems to be lacking in the supervision at the Encino Station is the basic ability to communicate with their employees. We all learned at an early age that threatening and bullying will get you nothing. If you truly want people to change you work with them, maybe even try leading by example. People who try to push, only show that they lack the skills to truly motivate people. What a shame, that even though we are into the 21st century, the Postal Service still lives in the 18th century. We can only hope that sometime in the near future they will figure out that they are dealing with intelligent adults. Time will tell.

Julius Ribas
Shop Steward, Encino

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	1	2	1	3	3	2	2	1	2	1	
ENCINO	3	7	6	6	6	4	6	5	6	6	
CIVIC CENTER	4	5	3	3	2	3	3	2	3	2	
PANORAMA CITY	1	3	2	3	2	2	1	3	3	3	
SHERMAN OAKS	4	5	6	8	4	3	4	3	5	3	
SUN VALLEY	1	1	2	1	1	2	3	1	1	1	
TARZANA	1	2	1	1	1	2	2	1	1	1	
RETIREE'S	4	5	4	6	4	4	4	4	5	6	
TOTAL	19	30	25	31	23	22	25	20	26	23	

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

**NEXT MEETING
 6:30 PM**

**NOVEMBER
 1st**

"2005"

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

November 1, 2005

**BRANCH OFFICE.....818-786-8505
 O P C PERSONNEL OFFICE....818-374-5600
 RETIREMENT PERSONNEL....661-775-7030**

"RETIREE CORNER"

Our Breakfast Meeting will be held at Hart's Restaurant, (Corner of Saticoy and Balboa). It will begin at 09:00 AM. The next date will be November 26, 2005 (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)

Hurricane Katrina

The postal service has agreed with the union to allow letter carriers displaced by hurricane Katrina to temporarily work in the city where they now reside. A formal MOU is currently being developed.

COLA

The seventh of eight regular cost-of-living adjustments under the 2001-2006 National Agreement stood at \$197.60 based on the Consumer Price Index (CPI-W) released Sept. 16, for August. That equals 9 1/2 cents per hour or \$7.60 per pay period.

Calendars

Calendars have arrived and we will get them in the hands of all members who want them by the end of October. Retirees who would like to have a calendar please contact the union office.

Donations

Some of the carriers at some of the stations have expressed an interest in taking donations at their respective stations and donating the proceeds to the American Red Cross, Sherman Oaks and Civic Center have collected about a \$1,000.00 each and Encino have collected over \$400.00. This will go toward helping the victims of Hurricane Katrina.

In Unionism

2005 NALC Region One Campaign School

By
Velma J. McClinton

On Saturday August 13, 2005 48 Letter Carriers attended from California, Hawaii, and Nevada. Introductions were done with opening remarks from NBA Dale Hart. Our Ice Breaker was "Human Bingo" the recipient was David Hyman out of Branch 2902 whom donated it to be auctioned off for COLCPE which raised seven times what it originally cost. We were divided into four groups for the rest of the weekend, indicated by the color star you had on your binder.

My 1st segment was "Data Management and Targeting (including scanning response and mapping)". Matthew Taylor, a retired AFL-CIO person, taught this class now with Sacramento Central Labor Council with Harold Kelso assisting. This data should be used to 1. Understand needs. 2. Make sure the same message is given to every one. 3. Deal with issues only – educate carriers with this program design by Matthew. It is the best I have worked with in the political arena, and so versatile it can be used on a variety of projects (social, home, etc.). 4. Track progress in work. 5. Mapping by placing all addresses of members and it can give you a visual of where your particular membership lives. After seeing this presentation I made a phone call back to Los Angeles and look for an upcoming class demonstrating this effective communication tool.

2nd segment covered "Coordinating phone banks and precinct walks (including crafting and tailoring message to be delivered)". Important tools and supplies are at least 15 phones, a sample prepared script, voter list, food and drinks, sign in sheet, pre and recap meeting. Face to face is best and that is met through precinct walks.

3rd segment went over "Food/Refreshment preparation, coordination and budget for all volunteer events (Including phone banks and all precinct walking events)". We went over a nine-page breakdown on food planning and field organizers. Important factors are 1. Nature of event (phone bank, precinct walks, other)? 2. Budget? 3. Food possibilities (rotate choices)? 4. One time or and ongoing event that day? "There was never a volunteer that came just for the food and drink. There may, however, be volunteers who decided not to show up because of the lack of amenities".

4th segment made provisions for "Volunteer Recruitment/Working with various affiliates to increase capacity". First develop core groups within your union. Expect/Plan to set a goal including 1% of your membership. Look at implementing using stewards and BRANCH 2462 officers. Follow up three times. A Field Plan Time Line consist of:

Four weeks out; hold leadership meetings to vote and
Three weeks out; follow up with individual leader
Two weeks out; start gathering names – new and data
from previous campaigns

One week out; again follow up three times to confirm details
Include contingency groups you may be affiliated within your community.

Up coming in September the Field will be coordinated and the campaign will begin. November 8th, 2005 is elections, which will include the following:

Proposition 72 – employer needs over 15 employees to have
Proposition 74 – changes permanent status of teacher's five
Proposition 75 – pay check protection/cut off legs of unions
Proposition 76 - limits state revenues/gives governor unlimited powers

Proposition 77 – changes the way boundaries of districts for
FIGHT BACK IN 2005- Look at all the propositions carefully

What Californians Governor has vetoed thus far: Minimum wage – Limiting Offshore – Reduced Pharmacy Cost
The 70 million that will be used for this election could have been better spent

- Home care for 4,600 seniors/disabled
- 2000 teachers
- prescription drugs four 76,000 seniors
- 1,500 new fire fighters
- 3.7 million text books for students

Let's see a domino effect like Proposition 226; WE CAN DO IT AGAIN

Additional Instructors were J. Beaumont, V. Craven, T. Gerbe, R. Griffin, K. Groves, and J. Walzenbach.

All e-activist, if your e-mail changes you have to re-register. We have drop 2,000 records because of this occurrence.

"THE MAIL CALL" BRANCH 2462, NALC

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

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NOMINATIONS FOR DELEGATES

The following members were nominated to be Delegates to the State and National Conventions. *=Automatic Delegate
CALVIN BROOKINS * ART BOCEK *

Branch Meeting Minutes

October 4, 2005

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 6:41 p.m. The Pledge of Allegiance was led by SGT. AT ARMS ASKEW
MOMENT OF SILENCE--MIKE BRASH--HARRY HURST
S.L. KNUTSON

ROLL CALL OF OFFICERS

PRESENT--BROOKINS, BOCEK, SEYFRIED, McCLINTON, MULLINAX, JACKSON, L. DOLABSON, ASKEW, J. DOLABSON, ENZ

ABSENT---JOHNSON

MINUTES ACCEPTED AS PRINTED IN MAILCALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

SHARON STEWART--MICHAEL HERDLISKA

BILLS READ--MOTION TO PAY M/S/C

COMMITTEE REPORTS

TRUSTEES Audit date will be posted

SAFETY & HEALTH Safety is still # 1 priority.

Blitzes will begin again soon so watch out.

RETIREES 6 present tonight. Had it not been for the Retirees the meeting would not have started.

MBA--ENZ Waiting on new forms and pamphlets National has promised them within the week.

HBR--DOLABSON Attending HBR seminar.

COLCPE \$ 563.00 in the fund

SPECIAL GUEST--STEVE NEAL of the LA County Fed gave a brief update on the Special election and Propositions involved.

FINANCIAL SECRETARY REPORT---NONE GIVEN

TREASURERS REPORT--McCLINTON

VICE-PRESIDENT BOCEK No Report

PRESIDENT BROOKIN's Calendars have arrived they will be passed out soon. Ray Kreyer award winner has been picked. The 2 nominees were TRACY MULLINAX & TIA WILSON the winner will be announced at the Retiree Luncheon. Members STEVE SEYFRIED, LARRY DOLABSON, TED DeMAIRE & LEE FENSTERMACHER were honored for perfect attendance at Branch meetings over the last 24 months.

OLD BUSINESS--NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MEMBERSHIP PINS were given to members KAREN AGUILAR(25), STEVE SEYFRIED(25), ART BOCEK(30), BOB ENZ(35), GINO DEGLINNOCENTI(45), JIM TUKESBREY(45)

STEVE SEYFRIED *
VELMA McCLINTON *
JEFF JACKSON *
ROGER ASKEW *
BOB ENZ *
LEE FENSTERMACHER
MARTA MIHICH
RAOUL DOZAL
JACK WINKLE
JULIUS RIBAS
FRANK BRASH
TED DeMAIRE
ELAINE BOYD

BOB JOHNSON *
TRACY MULLINAX *
LARRY DOLABSON *
JANETTE DOLABSON *
JAMES TUKESBREY
JOHN BURTON
RICHARD REIMER
KATHY CRAWFORD
KAREN AGUILAR
TIA WILSON
RICHARD MORENO
HARRY BRENNEMAN

MOTION--Branch renew the lease on the Branch Office

M/S/C

MOTION--Branch purchase the Arbitration DVD
Cost to the Branch \$ 30.00

M/S/C

MOTION--Branch purchase 2 copies of the 2006 Federal Employees Almanac. Cost not to exceed \$ 35

M/S/C

MOTION--Branch renew the membership in the LA County Fed. Cost to the Branch \$ 606.00

M/S/C

MOTION--Branch cancel the December Branch meeting & hold an Open House place and date to be announced

M/S/C

MOTION--Branch donate \$ 70.00 to the Saxemeyer Scholarship Fund in memory of MIKE BRASH & HARRY HURST

M/S/C

MOTION--Branch make 20 copies of the Working Together manual. Cost to the Branch not to exceed \$ 400.00

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

COLCPE DRAWING

\$ 5 JULIUS RIBAS--ENCINO
\$ 5 JULIUS RIBAS--ENCINO
\$ 10 RICHARD REIMER--SHERMAN OAKS

MEETING ADJOURNED 8:21 P.M.

SPECIAL NOTE

There will be SUB SANDWICHES served at the next Branch Meeting.

Why not plan on attending ???????