

# THE MAIL CALL



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## **PRESIDENT'S REPORT** **By Calvin Brookins**

### **Late Delivery**

Now I know most of you remember a very short time ago, when most carriers were out on the street until well after dark delivering mail. I'm talking 7, 8, 9 and in some cases 10:00 o'clock at night. Then the public started to get frustrated with having their mail delivered as they were either eating dinner or preparing to go to bed for the night. This wasn't just happening in Van Nuys city but it was happening all over the Van Nuys district.

Even though union officials voiced their concern and constantly complained to upper management about it, seems as if nothing was being done about it. Then it got to the point where the customers started to launch their own complaints to the Postal Service. Still the late delivery of mail continued, until the customers started to complain to the media and soon after to their political representatives. That is when upper management finally opens their blind eyes to the disaster they had created.

You see this is what happens when management impose these ridiculous standards and goals upon themselves. You see this all started when management decided that they needed cut cost at any expense necessary even to the point of under staffing every station in order to make a budget. Basically what happens is management will look at a station, that is somewhat making the outrageous goals that have been set for it, and decide to go in and do office wide route count and inspection. They do this because they have every intention when starting these route inspections that they are going to eliminate a route or two.

While at the same time they have an office that is running double digit overtime everyday of the week and on some days during each week they are using penalty overtime. So the question is why not do a route inspection on the station that is using a high number of overtime and penalty overtime? Well because if they were to inspect the office that is using a lot of overtime then they may have to add a route or two and that would be like doing the right thing as opposed to cutting their nose off in spite of their face.

So here is how the process works in reality, first the plant is not held accountable for doing their jobs, they can't get the mail to us at a decent time, management comes in to a station and do a route count and inspection eliminate a route. The territory from that route has to go on to the other existing routes making those routes longer. Now in order for management to accommodate the plant inefficiency of getting the mail to us later, cutting back on clerk staffing, taking

vehicles from carrier stations eliminating the possibility of providing auxiliary assistance on the street, they then decide that the carriers have to start at a later begin tour. When you put all of these factors together that adds up to late delivery in some cases very late delivery.

When the politicians and the media got involved with this late delivery issue management all of a sudden decide they need to do something to fix this problem. So they move management people around, change district managers, move the current district manager to the plant as the plant management and things starts to look better. At least carrier is getting off the street earlier now. Guess what, now your manager/supervisor can actually work OTDL carriers on their non scheduled day. Prior to this upper management change at the district level your station manager had to beg borrow steal and kiss all kinds of butts in order to be able to provide auxiliary assistance in the form of using OTDL carriers.

It doesn't stop there, after all of these changes have been made and it seems as if carrier is getting back off the street earlier, a supervisor with the wisdom of tying a necktie, takes the cake. Now most of you will remember I recently wrote an article in this very news letter about a supervisor in main office who made a stupid decision on how she wanted carriers to handle a certain type of mail.

Well we now have another supervisor out of that same office that may have topped that, this supervisor has the dubious distinction of being the one supervisor who left a carrier out on the street until after 1:00 am. On January 26, 2006, there was a PTF carrier who was out on the street delivering mail until 1:00 am. The supervisor was told by the registry cage clerk that the vehicle and keys for route 631 was still out. Making this supervisor aware that either a carrier is still on the street or there is a vehicle with keys missing. Yet this supervisor went home at or about 9:30 pm and left the carrier on the street.

The carrier states that he called the station earlier on that day on two different occasions; on the second time he called he was told to don't waste time calling back just keep going. Now in my opinion it is unsafe for anyone to deliver mail that late at night. Not so much because of the darkness, but because of the type of criminal elements out at that time of the night. This carrier could have been robbed, beaten, or even killed while just trying to keep going and not waste any time by calling back again. We as the union have taken the necessary action on this issue, but we will wait and see what management plans to do about the supervisor who totally failed in his job and responsibilities.

(Continued on Page 2)

"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 NIGHT 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 to 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	1									
ENCINO	6	5									
CIVIC CENTER	2	1									
PANORAMA CITY	1	4									
SHERMAN OAKS	2	3									
SUN VALLEY	0	1									
TARZANA	1	0									
RETIREE'S	5	6									
TOTAL	19 21										

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

**NEXT MEETING  
\*\*\*6:30 PM\*\*\***

**MARCH  
7th  
"2006"**

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

**March 7, 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 2 dates will be March 25th & April 22, 2006 (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)

You would think that if there is a carrier out on the street that late the supervisor would have at least went out on the street to check on the carrier. But no, this supervisor went home instead.

### DOIS

The NALC has raised issues with management at the National level in regards supervisors going into DOIS and changing base times after doing a one day count on a letter carrier. In a recent meeting with NALC officials at USPS Headquarters, management told the union that they had restricted the ability of local supervisors to access the Delivery Operations Information System (DOIS) and alter base times that had been originally entered.

Management claims that only DOIS administrators now have the capability of making such changes and the NALC have received repeated assurances that no changes of base times will be made unless a new PS Form 1840 from a new route count and inspection is being used.

If what management is saying is true this could resolve one significant problem with DOIS. However the NALC still have other issues with DOIS that are yet to be resolved.

### COLCPE Raffle

The CSALC have sent us 25 books of COLCPE raffle tickets, each book contains 6 tickets. The tickets are \$25.00 a book or \$5.00 for each tickets. The CSALC is encouraging as many members as possible to purchase tickets by check, however they are still accepting cash but the person buying the tickets needs to know they will not be credited in the Postal Record, (they will just be in the raffle).

The drawing will be held on Saturday May 20, 2006 at the State convention.

Anyone wishing to purchase COLCPE raffle tickets can get them by calling the union hall.

### COLA

The seventh of eight regular cost-of-living adjustments under the 2001-2006 National Agreement stands at \$250.00 based on the Consumer Price Index (CPI-W) released January 2006.

That equals 12 cents per hour or \$9.60 per pay period.

The accumulation toward the 2007 Retiree COLA dropped to a minus (-) 0.1 percent following release of the December CPI-W. The 2007 retiree COLA will be based on the increase in the average CPI-W between the third quarter of 2005 and the third quarter of 2006.

The 2006 COLA for Federal Employees Compensation Act (FECA) participants was finalized, based on the December report, at 3.5 percent. The 2006 FECA COLA reflects the increase in the CPI-W between December 2004 and December 2005. It is applicable only in cases where death or disability occurred more than one year prior to the adjustment's effective date, and is effective March 1.

# VICE PRESIDENTS REPORT

## Art Bocek

### Pregnancy Discrimination, Title VII

Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations. Title VII also applies to employment agencies and to labor organizations, as well as to all federal agencies. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

### Hiring

The Postal Service under Title VII cannot refuse to hire a pregnant woman because of her pregnancy, because of a pregnancy-related condition or because of the prejudices of co-workers, clients, or customers.

### Pregnancy and Maternity Leave

The USPS under Title VII, may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, since the USPS requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, the USPS may require employees affected by pregnancy-related conditions to submit such statements.

Under Title VII, if an employee is temporarily unable to perform her job due to pregnancy, the USPS must treat her the same as any other temporarily disabled employee. Since the USPS allows temporarily disabled employees to modify tasks, perform alternative assignments or take disability leave or leave without pay, the USPS also must allow an employee who is temporarily disabled due to pregnancy to do the same.

Pregnant employees under Title VII, must be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy-related condition and recovers, the USPS may not require her to remain on leave until the baby's birth. Under Title VII, the USPS may not have a rule that prohibits an employee from returning to work for a predetermined length of time after childbirth. The USPS must hold open a job for a pregnancy-related absence the same length of time jobs are held open for employees on sick or disability leave.

### Health Insurance

Any health insurance provided by the USPS must cover expenses for pregnancy-related conditions on the same basis as costs for other medical conditions. Health insurance for expenses arising from abortion is not required, except where the life of the mother is endangered. Pregnancy-related expenses should be reimbursed exactly as those incurred for other medical conditions, whether payment is on a fixed basis or a percentage of reasonable-and-customary-charge basis. The amounts payable by the insurance provider can be limited only to the same extent as amounts payable for other conditions. No additional, increased, or larger deductible can be imposed. Under Title VII, the USPS must provide the same level

of health benefits for spouses of male employees as they do for spouses of female employees.

### Fringe Benefits

Pregnancy-related benefits cannot be limited to married employees. In an all-female workforce or job classification, benefits must be provided for pregnancy-related conditions if benefits are provided for other medical conditions. Since USPS provides benefits to workers on leave, the USPS must provide the same benefits for those on leave for pregnancy-related conditions. Employees with pregnancy-related disabilities must be treated the same as other temporarily disabled employees for accrual and crediting of seniority, vacation calculation, pay increases, and temporary disability benefits. Under Title VII, it is unlawful for the USPS to retaliate against an individual for opposing employment practices that discriminate based on pregnancy or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII.

**"Rights Are Like Muscles, Use Them or Lose Them."**

**This is Your Vice-President, I Welcome Your Comments**

**DON'T LET TIME RUN OUT !!!**



**SEND A CHECK TO  
COLCPE TODAY !!**

INSERT PHOTO HERE

Pictured above is 2005 RAY KREYER AWARD WINNER

TIA WILSON (r) being presented with a plaque and a check for \$ 500 by 2462 President CALVIN BROOKINS

Photo Courtesy of ROGER ASKEW

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

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**Address Service Requested**

**Branch Meeting Minutes**  
**February 7, 2006**

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 7:00 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ASKEW  
MOMENT OF SILENCE-For the 7 Postal Workers killed in Goleta and for Coretta Scott King

**ROLL CALL OF OFFICERS**

**PRESENT**--BROOKINS, BOCEK, SEYFRIED, JOHNSON, MULLINAX, JACKSON, ASKEW, ENZ

**ABSENT**--McCLINTON, L. DOLABSON, J. DOLABSON

**MINUTES ACCEPTED AS PRINTED IN MAILCALL**

**CORRESPONDENCE READ**

**APPLICATION FOR MEMBERSHIP**--Branch now organized to over 95 %

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

**COMMITTEE REPORTS**

**AUDIT--TRUSTEES** The Audit meeting was held on Thursday, January 16th at 6:30 pm. The books balanced and were found to be in good order.

**SAFETY & HEALTH** Carriers still working into the late evening. Main office had a Carrier out past midnight.

**RETIREEES** 6 present tonight.

**MBA--ENZ** New materials have arrived.. Will be distributing out to the stations soon.

**HBR--J DOLABSON** No Report

**COLCPE** \$ 619 currently in the fund

**EDITOR SEYFRIED** No Report

**DISTRICT--McCLINTON** No Report

**FINANCIAL SECRETARY REPORT---JOHNSON**

**TREASURERS REPORT--JOHNSON**

**VICE-PRESIDENT BOCEK** Picnic Committee met last week only person that showed up was representative from Canoga Park Branch 4006.

**PRESIDENT BROOKIN's** Gave brief report on several items that will be addressed in his article in the March Mailcall.

**SPECIAL PRESENTATION** The Branch presented FRANK BRASH with a special plaque in recognition of his family's membership in Branch 2462. Frank and his two brothers, Louis and Mike have a combined total of over 150 years in membership. Congratulations Frank.

**OLD BUSINESS--NONE**

**EXECUTIVE BOARD MINUTES READ**

**NEW BUSINESS**

**MOTION--Branch hold a picnic at Rancho San Antonio**

Boys Town in Chatsworth. Date will be determined

M/S/C

later

**MOTION--Branch accept the 2006 Budget** as printed in Mailcall, except for Items

# 29 & 38.

M/S/C

**MOTION--Branch reduce Item # 29 to zero**

M/S/F

**DIVISION CALLED---FOR---5, AGAINST--14**

Chair is upheld, Motion Fails

**MOTION--Branch accept Items # 29 & 38 as**

printed in the Mailcall

M/S/C

**MOTION--Any Delegate who is entitled to receive** funds and attends the State Convention in

Sacramento, will receive \$ 675.00 for all expenses

M/S/C

**MOTION--The remaining funds in the Contingency**

Fund will be equally divided among all delegates

who are entitled to receive funds to attend the

National Convention in Las Vegas. No Delegate

to receive more than \$ 1700.00.

M/S/C

**MOTION--Any Executive Board member, Shop** Steward or Alternate Shop Steward who attends

the CSALC training on Thursday May 18th, will

be paid an amount of \$ 325.00 for all expenses.

M/S/C

**MOTION--Any Shop Steward or Alternate Shop** Steward who attends the training only on Thursday

May 18th, will receive an amount of \$ 425.00 for

all expenses.

M/S/C

**MOTION--Branch renew the Officers Bonds for**

\$ 35,000.00. Cost to the Branch \$ 240.00

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

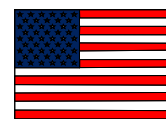
**COLCPE DRAWING**

\$ 5 CALVIN BROOKINS--CIVIC CENTER

\$ 5 KAREN AGUILAR--PANORAMA CITY--DONATED

\$ 7 KAREN AGUILAR--PANORAMA CITY--DONATED

GOOD OF THE



ASSOCIATION

MEETING  
P.M.

ADJOURNED 8:45