

## PRESIDENT'S REPORT

By Calvin Brookins

First let me wish everyone a Happy New Year, and I hope you all had a very Merry Christmas. I would also like thank everyone who kept me in their prayers and thoughts in regard to my mother passing away.

We had a very busy year in 2006, while grievances were down in numbers we had a high number of grievances that went to arbitration, however we were able to present or settle almost all of our arbitration cases for this branch this past year. We did settle most of our grievances at the first two steps of the grievance/arbitration procedure.

While we faced and dealt with the challenges of 2006, we have a number of issues facing us in 2007. The most important issue is achieving a new contract with the Postal Service.

### Negotiations

As most of you know by now we still do not have a contract and it appears that we are headed for Interest Arbitration. For three months our National representatives attempted to negotiate a new National Agreement, however those attempts have failed. Unfortunately, the Postal Service has refused to agree to a contract that meets the needs of city letter carriers. The Postal Service has forced us to seek a contract through interest arbitration and the NALC will do that with all of the resources at its disposal.

Over the last five years the NALC and the Postal Service have shown a cooperated effort that have dramatically improved labor relations and city delivery operations. During the bargaining process the NALC sought to build on that progress by attempting to fashion the most far reaching and revolutionary proposals in the history of postal collective bargaining. The NALC were prepared to restructure city carrier work to secure the long term future of the Postal Service while sharing billions of dollars in savings. The NALC were also willing to deal with the problem of increasing health care costs through an innovative approach to the issue.

For this all the NALC wanted was a decent and fair economic agreement and a commitment by the USPS to set aside any attempt to contract out existing city carrier work. The Postal Service was not willing to commit to that. The Postal Service seems to be willing to go the way of Wal-Martization and contracting out. The Postal Service expects the NALC to cooperate with them to build a positive future for

the USPS, while at the same time telling us they want to get rid of our jobs.

On December 4, 2006, the Postal Service submitted its final offer in bargaining: no wage hike the first year and a one percent increase in each of the second and third years; all cost-of-living adjustments to be lump sum and not included in the wage rate; COLA's eliminated at end of contract; and increase costs to carriers for health insurance and pensions. It appears that the Postal Service has made the wrong choice. The NALC has vowed to fight every step of the way. This will all start on January 28, 2007, when we meet with our National officers in a National Rap Session to focus on the Upcoming Contract Arbitration.

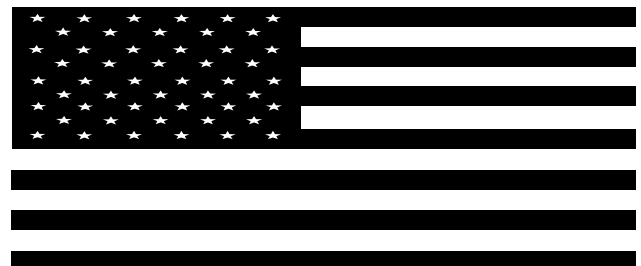
### Postal Reform

The Postal Reform Bill was signed into Law and our National President Bill Young was in attendance for the White House ceremony. The Postal Reform Bill was signed into Law on December, 2006, by President Bush. Although the NALC did object to one of the provisions, requiring injured postal employees to wait three days before beginning Continuation of Pay benefits. This part of the Postal Reform Bill only applies to postal employees. The union did embrace, and in fact helped develop many of the more important provisions that will have a major influence on the survival of the Postal Service.

### PTF's Converted

Congratulations to the following PTF carriers who was converted to full-time in December:

Dorothy Perez, Richard Abrigo, Michael Starkey, Danny Pham, Michael Herdliska, Razmik Yaghoobian, Adrian Gachuzo, Ha Do, Clarence Riley Jr., Brian Montapert, and Henry Bio.



"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	1										
ENCINO	5										
CIVIC CENTER	0										
PANORAMA CITY	1										
SHERMAN OAKS	3										
SUN VALLEY	1										
TARZANA	1										
RETIREE'S	4										
<b>TOTAL</b>	<b>16</b>										

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

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

**FEBRUARY**  
**6th**  
**"2007"**

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

**February 6, 2007**

BRANCH OFFICE.....818-786-8505  
O P C PERSONNEL OFFICE....818-374-5600  
E-Mail.....NALCBRANCH2462@sbcglobal.net

### "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 February 24 & March 24, 2006 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank  
You

Frank Busch

## Art Bocek

"Holidays to Everyone and a Happy New Year to All"

### Weingarten Rights

In 1975 the U.S. Supreme Court made the decision in (NRLB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689) ruling that employees have the right to union representation during an investigatory interview.

Employees have "**Weingarten Rights**" only during an investigatory interview. An investigatory interview is when a supervisor questions an employee in order to obtain information which could be used as a basis for discipline, or ask an employee to defend his or her conduct.

When an employee has "**reasonable belief**" that discipline or any other adverse consequences may result from what he or she says, the **employee has the right** to request union representation. Management is under **no obligation** to inform you of his or her "**Weingarten Rights**," it is the **employees responsibility to know and request union representation** as covered under the "**Weingarten Rights**."

Management has only three (3) options when an employee makes a request for union representation, they are as follows:

1. Management can stop the investigatory interview until union representation arrives,
2. Management can call off the investigatory interview,
3. Management can inform the employee that the investigatory interview will be called off unless the employee voluntarily gives up his or her rights to union representation.

The Supreme Court clearly acknowledges unions representatives rights to assist and counsel the employee during the questioning and not to just be an observer to the questioning interview. The Supreme Court has also ruled that during a questioning interview the following:

1. Management must inform the union of the subject of the in investigatory interview,
2. Management also allow the union representative to privately speak with the employee prior to the investigatory interview,
3. Management must allow during the investigatory interview the union representative to interrupt to clarify a question or to object to confusing or intimidating tactics,

During the investigatory interview, the union representative can not tell the employee what to say, but can advise the employee on how to answer a question by having a side bar private conversation or meeting outside the questioning interview.

My advise is to you is when ever being interviewed by a supervisor, manager, Postal Inspector (PI), or by the Office of Inspector General (OIG), you need to remember only one thing and one thing only about your job and career as a letter carrier and that is the following:

## PROPOSED BY-LAW CHANGES

These changes will be voted on at the March Regular Meeting  
(UNDERLINED DENOTES CHANGES MADE)

#1 Proposed to amend Article II, Section 4, which now reads,

**Section 4.** Each new member will receive a copy of the local Memorandum of Understanding for their office, and, when essential, any other information issued to members.

Proposed to amend to read:

**Section 4.** Upon request, any member will receive a copy of the local Memorandum of Understanding for their office, and, when essential, any other information issued to members

Signed by—Janette Dolabson, Robert Johnson, Bob Enz,  
Larry Dolabson, Jeff Jackson, Jim Tukesbrey

#2 Proposed to amend Article VII, Section 1, which now reads,

**Section 1.** The elective officers of this Branch shall be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, MBA Representative, Health Benefit Representative and a Board of Trustees composing of three (3) members.

Proposed to amend to read:

**Section 1.** The elective officers of this Branch shall be a President, Vice President, Recording Secretary, Financial Secretary, Sergeant-at-Arms, MBA Representative, Health Benefit Representative and a Board of Trustees composing of three (3) members.

Signed by— Janette Dolabson, Robert Johnson, Bob Enz, Larry Dolabson, Jeff Jackson.

#3 Proposed to amend Article XII, Section 3, which now reads,

**Section 3.** No money shall be paid out by the Treasurer except on a warrant ordered by the Branch and signed by the President and the Recording Secretary, except as provided in Section 6 of Article XII.

Proposed to amend to read:

**Section 3.** No money shall be paid out by the Financial Secretary except on a warrant ordered by the Branch and signed by the President and the Recording Secretary, except as provided in Section 6 of Article XII.

Signed by— Janette Dolabson, Robert Johnson, Bob Enz, Larry Dolabson, Jeff Jackson.

#4 Proposed to amend ArticleX, Section4(A),which now reads,

**Section 4.** (A) A committee to be known as the Budget Committee, and comprised of the Financial Secretary, Treasurer, and three (3) Trustees, shall allot the financial obligations for each calendar year. They shall make a report to be published in the February issue of The Mail Call and acted on at the February Meeting of all obligations

for the current calendar year. The fixed expenses shall include:

Proposed to amend to read:

**Section 4.** (A) A committee to be known as the Budget Committee, and comprised of the Financial Secretary, and three (3) Trustees, shall allot the financial obligations for each calendar year. They shall make a report to be published in the February issue of The Mail Call and acted on at the February Meeting of all obligations for the current calendar year. The fixed expenses shall include:

Signed by— Janette Dolabson, Robert Johnson, Bob Enz, Larry Dolabson, Jeff Jackson.

#5 Proposed to amend Article XII, Section 7, which now reads,

**Section 7.** The salaries shall be as follows

President.....	\$350.00	per month
Shop Steward (each) .....	75.00	per month
Vice President .....	150.00	per month
Sgt-at-Arms .....	50.00	per month
Recording Secretary ....	150.00	per month
Health Benefit Rep .....	50.00	per month
Financial Secretary .....	150.00	per month
Editor .....	55.00	per month
Treasurer .....	150.00	per month
Trustees (3) (each).....	50.00	per month

Proposed to amend to read:

**Section 7.** The salaries shall be as follows

President.....	\$350.00	per month
Shop Steward (each) .....	75.00	per month
Vice President.. .....	150.00	per month
Sgt-at-Arms.. .....	50.00	per month
Recording Secretary ....	150.00	per month
Health Benefit Rep .....	50.00	per month
Financial Secretary .....	150.00	per month
Editor.. .....	55.00	per month
Trustees (3) (each).....	50.00	per month

Signed by— Janette Dolabson, Robert Johnson, Bob Enz, Larry Dolabson, Jeff Jackson.

#6 Proposed to amend Article XII, Section 4, which now reads,

**Section 4.** The following money's shall be paid out by the Treasurer immediately on receipt on a warrant ordered and signed by the President and the Recording Secretary.

Proposed to amend to read:

**Section 4.** The following money's shall be paid out by the Financial Secretary immediately on receipt on a warrant ordered and signed by the President and the Recording Secretary.

Signed by— Janette Dolabson, Robert Johnson, Bob  
Enz, Larry Dolabson, Jeff Jackson.

PURPOSE THE BUDGET FOR THE CALENDAR YEAR 2007.

THOSE COMMITTEE MEMBERS IN ATTENDANCE WERE:

ROBERT JOHNSON  
TRACY MULLINAX  
LARRY DOLABSON  
JEFF JACKSON

FINANCIAL SECRETARY  
TRUSTEE  
TRUSTEE  
TRUSTEE

ALSO IN ATTENDANCE WAS:

ROGER ASKEW

SGT-AT-ARMS

## **BUDGET ESTIMATE      JANUARY 2007 THRU DECEMBER 2007**

### **ESTIMATED INCOME:**

Regular Members	<b>420 at \$ 575.90</b>	(\$ 22.15 - ppp)	\$	241,878.00
Retiree's	<b>110 at \$ 18.00</b>		\$	1,980.00
NALC. Health Benefit Reimbursement			\$	200.00
Interest			\$	500.00
Other Income (i.e. - MBA.)			\$	<u>200.00</u>
	<b>Total Income</b>		\$	244,758.00

## **JANUARY 2007 THRU DECEMBER 2007**

### **BALANCE SHEET**

<b>INCOME</b>	\$	244,758.00
<b>EXPENDITURES</b>	\$	237,929.40
<b>BALANCE</b>	\$	+ 6828.60

## **JANUARY 2007 THRU DECEMBER 2007**

<b>ESTIMATE EXPENDITURES:</b>	<b>BUDGET 06</b>	<b>SPENT 06</b>	<b>BUDGET 2007</b>
NALC. Per Capita Tax:			
Regular Members			
<b>420 at \$ 174.46</b>	\$ 70,350.80	\$	\$ 73,273.20
Retiree's:			
<b>110 at \$ 7.00</b>	\$ 770.00	\$	\$ 770.00
State Per Capita Tax:			
Regular Members			
<b>420 at \$ 9.36</b>	\$ 3776.50	\$	\$ 3931.20
Retiree's:			
<b>110 at \$ .50</b>	\$ 55.00	\$	\$ 55.00
1) Contingency Fund	\$ 21580.00	\$	\$ 21840.00
<b>(420 @ 2.00 x 26 pay periods )</b>			
2) Contingency Fund Retiree's	\$ 1430.00	\$	\$ 1430.00
<b>( 110 @ .50 x 26 pay periods )</b>			

<b>ESTIMATE EXPENDITURES:</b>	<b>BUDGET 06</b>	<b>SPENT 06</b>	<b>BUDGET 2007</b>
3) Branch Officer's Salary	\$ 30,000.00	\$ 30000.00	\$ 30,000.00
4) The Mail-Call	\$ 4,400.00	\$ 3379.46	\$ 4000.00
5) Mail-Permit ( includes postage)	\$ 1750.00	\$ 1000.00	\$ 1500.00
6) Postage Expense	\$ 600.00	\$ 337.07	\$ 500.00
12) Retiree's Night	\$ 2000.00	\$ 1384.70	\$ 2000.00
13) Installation of Officers	\$ xxx	\$ xxx	\$ xxx
14) Branch Telephones	\$ 1500.00	\$ 1672.68	\$ 1700.00
15) Bond for Officer's	\$ 350.00	\$ 240.00	\$ 350.00
16) Office Supplies	\$ 1500.00	\$ 1889.18	\$ 2000.00
17) Labor-Management Meetings	\$ 1000.00	\$ xxx	\$ 1000.00
18) Refreshments	\$ 1000.00	\$ 493.66	\$ 1000.00
19) Donations	\$ 1500.00	\$ 600.00	\$ 1000.00
20) Equipment Repairs	\$ 500.00	\$ xxx	\$ 500.00
21) Equipment Purchase	\$ 4000.00	\$ 4611.84	\$ 4000.00
22) Election Expense	\$ xxx	\$ xxx	\$ xxx
23) Miscellaneous Expense	\$ 100.00	\$ 115.88	\$ 150.00
24) Public Relations	\$ 750.00	\$ 466.07	\$ 750.00
25) Station Expense	\$ 1600.00	\$ 1600.00	\$ 1600.00
26) Educational & Training	\$ 15000.00	\$ 7715.02	\$ 12000.00
27) Publications	\$ 150.00	\$ 39.35	\$ 100.00
28) Local Negotiations	\$ xxx	\$ xxx	\$ 3000.00
29) Branch Picnic Fund	\$ 10000.00	\$ 11039.55	\$ 10500.00
30) Lost Time Account	\$ 19000.00	\$ 10174.00	\$ 19000.00
31) Insurance Cost	\$ 1100.00	\$ 925.00	\$ 1100.00
32) Office Rental	\$ 22800.00	\$ 22986.30	\$ 24000.00
33) Gas Utility	\$ 250.00	\$ 206.97	\$ 250.00
34) Food Drive	\$ 700.00	\$ 643.00	\$ 700.00
35) Ray Kreyer Award	\$ 550.00	\$ 527.01	\$ 550.00
36) C.O.A. (mail-call)	\$ 50.00	\$ 82.00	\$ 100.00
37) Death Benefit	\$ xxx	\$ 875.00	\$ xxx
38) Mileage (.40 PER MILE)	\$ 2000.00	\$ 1616.56	\$ 2000.00
39) MBA Dues Reimbursement	\$ 560.00	\$ 559.56	\$ 580.00
40) Electric Utility	\$ 1100.00	\$ 842.00	\$ 1100.00
41) Dues & Membership Expense	\$ 850.00	\$ 726.00	\$ 850.00
42) Janitorial	\$ 900.00	\$ 900.00	\$ 900.00
43) Photo's & Xeroxing	\$ 50.00	\$ xxx	\$ 50.00
44) Membership Drawing	\$ xxx	\$ xxx	\$ xxx
45) Bass Calendars - 2008	\$ 1550.00	\$ 1543.75	\$ 1550.00
46) Christmas Open House	\$ 2300.00	\$ 628.00	\$ 2500.00
47) Independent Medical Exam	\$ xxx	\$ xxx	\$ xxx
48) Organizing	\$ 300.00	\$ xxx	\$ 300.00
49) Cellular Phone	\$ 1200.00	\$ 1172.94	\$ 1200.00
50) Greeting Cards	\$ 25.00	\$ xxx	\$ 25.00
51) On-Line Service	\$ 350.00	\$ 478.43	\$ 600.00
52) Time Reimbursement	\$ 1000.00	\$ 854.00	\$ 1000.00
53) NALC Store Expense	\$ 500.00	\$ xxx	\$ 500.00
54) Deaf/Inter-Sign Language	\$ 500.00	\$ xxx	\$ xxx
55) General Taxes	\$ 125.00	\$ 106.92	\$ 125.00
99) Non-Numbered Items	\$ xxx	\$ 23.89	\$ xxx
<b>TOTALS</b>	<b>\$ 234,922.30</b>	<b>\$</b>	<b>\$ 237,929.40</b>

# "THE MAIL CALL"

## BRANCH 2462, NALC

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

NONPROFIT ORG.  
U.S. POSTAGE  
PAID  
VAN NUYS, CA  
PERMIT No. 314

Address Service Requested

### Branch Meeting Minutes January 2, 2007

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 VICE-PRESIDENT ART BOCEK at 6:37 p.m. The Pledge of Allegiance was led by MBA ROBERT ENZ

**MOMENT OF SILENCE-In memory of all members of Branch 2462 who have passed this year and our troops.**

#### ROLL CALL OF OFFICERS

**PRESENT---** BOCEK, SEYFRIED, JOHNSON, MULLINAX, JACKSON, L. DOLABSON, J. DOLABSON, ENZ

**ABSENT---BROOKINS**

#### MINUTES ACCEPTED AS PRINTED IN MAIL CALL

#### CORRESPONDENCE READ

**APPLICATION FOR MEMBERSHIP--ELIZABETH KANE, MARINA LOUKIANOVA, YADER HERNANDEZ, ANTHONY GUNDAYAO, BETTY LOW, JACQUELINE STENHOUSE, JACK LIU**

#### BILLS READ--MOTION TO PAY

M/S/C

#### COMMITTEE REPORTS

**TRUSTEES** Budget committee will meet Thursday, January 4<sup>th</sup> at 6:30 to prepare the budget, audit will take place on January 25<sup>th</sup>.

**SAFETY & HEALTH** Carriers will no longer be giving negative 4584's for not curbing your wheels on FLAT GROUND. You must have wheels curbed if on a hill or incline.

**RETIREEES** No Report

**MBA--ENZ** No Report

**HBR--J DOLABSON** No Report

**COLCPE** \$ 371 currently in the fund

**GIMME 5--JACKSON** No Report

**EDITOR SEYFRIED** No Report

#### FINANCIAL SECRETARY REPORT---JOHNSON

#### TREASURERS REPORT--JOHNSON

**VICE-PRESIDENT BOCEK** Gave brief summary of current items which will be addressed in the next MailCall.

**OLD BUSINESS---** Holiday party was a greet success, Thanks go out to JANETTE DOLABSON & STEVE SEYFRIED for all their hard work. Also thanks to ROGER ASKEW, TRACY MULLINAX, JEFF JACKSON, LARRY DOLABSON AND TED DeMAIRE for all their help also.

**BY-LAWS---** There were 6 bylaw changes submitted tonight, they will be published in the February MailCall and voted on at the March Regular meeting.

#### EXECUTIVE BOARD MINUTES READ

#### NEW BUSINESS

**MOTION---**That any Executive Board member, Shop

Steward, or Alternate Shop Steward that attends the Rap Session on Sunday, January 28, 2007.

Receive \$ 50.00 for all expenses.

M/S/C

**MOTION---**Branch donate \$ 100.00 to the American Cancer Society in memory of Calvin Brookins mother.

M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

#### COLCPE DRAWING

\$ 5 TIA WILSON--SUN VALLEY

\$ 6 KEVIN DONOHUE--ENCINO--DONATED

ADJOURNED 7:27 PM

#### Timely Notices to OWCP---by ART BOCEK

Once an employee completes a Form CA-1 or Form CA-2, & gives the completed form to a supervisor, management has the responsibility to submit the form to OWCP in a "timely manner." After receiving a completed form from an employee, under {20CFR 10.102(a)} the completed form is to be submitted within 10 working days to OWCP. When a CA-7 is received from an employee, under {20 CFR 10.106} the completed form is to be submitted to OWCP no later than 5 days from the date of receipt.

When you file Form CA-1 or CA-2, at the bottom of the form is an area whereby the receiving supervisor is to give back to the employee a signed and date portion of the form. From the date of receipt, management's time limits start. You MUST get the signed receipt from the supervisor. Also, you need to photocopy the claim form in order to protect oneself from either misplaced, lost, or noncompliance of submission of your claim to OWCP by management. If you do not receive a postcard receipt from OWCP indicating that they have received your claim for compensation within 30 days, you need to contact either your steward or the union office & ask for assistance in determining as to why you have not received a receipt of your claim by OWCP. Ten (10) days after submitting your claim to your supervisor, you should call the Injury Compensation Office & find out if your claim form was received from your supervisor & the date Injury Compensation Office sent your claim form to OWCP. If the Inj. Compensation Specialist indicates have not received your claim form, either call the union office or request to see your steward for assistance as soon as possible.

If management for any reason fails to submit your claim or any claim form in a "timely manner," you need to stand up for your rights and file a grievance. Also, you also need to consider & an EEO Complaint. Management may have violated regulation contain within Federal Employee Compensation Act (FECA).

**"Justice Delayed is Justice Denied."**