VOLUME 44 JUNE 2007 NUMBER 5

PRESIDENT'S REPORT
By Calvin Brookins

Impasse

We are now headed for Interest Arbitration to resolve the contract. Negotiations for a new National Agreement have ended in impasse. The top leadership of the USPS has rejected the NALC's offer of a strategic partnership to protect the future of the Postal Service. They have refused to work jointly, and we now have no choice but to pursue our bargaining goals through interest arbitration. The NALC will spare no expense and no effort to win substantial pay increases in the arbitration to reward letter carriers for their contributions to the success of the Postal Service.

The NALC has formally withdrawn its innovative proposals to restructure the city carrier workforce to provide Monday through Friday jobs for all regular letter carriers while eliminating casuals and creating a unionized Saturday work force. These proposals which would have produced billions in savings for the parties to share were contingent on an agreement to prevent the outsourcing of city carrier work.

Neutral Arbitrator

The NALC and the USPS have agreed on renowned arbitrator Richard Bloch as the neutral arbitrator in the interest arbitration hearing on our National Agreement. Bloch and the two other panel members have set four weeks for testimony. The weeks are Sept. 10-14, Sept. 24-28, Oct. 29-Nov. 2, and Nov. 5-9. Looking at this schedule it is anticipated that a decision on the contract might be rendered sometime around mid November. The two other arbitrators on the panel will be NALC General Counsel Bruce Simon of the New York law firm of Cohen, Weiss & Simon as the NALC's appointed arbitrator, and Robert Dufek of the Washington, DC law firm of Morgan Lewis as the Postal Service's appointee. If Arbitrator Richard Bloch name sound familiar to you sport fans, well that may be because he served as the arbitrator in the publicized dispute between NFL player Terrell Owens and the Philadelphia Eagles over a four weeks disciplinary suspension.

Young Testifies

On April 17, President Young and other union and management officials testified at a House Oversight Hearing against the growing practice by the Postal Service of contracting out mail delivery in urban and suburban areas. President Young urged Congress to block the Postal Service from contracting out mail delivery to private enterprises whose workers receive low pay and no benefits. He called the USPS decision to expand this policy a very serious threat to the quality and sustainability of the Postal Service.

USPS Contracting Out

If you do not believe that management is serious about contracting out letter carrier work, then I got news for you. Management right here in the district you all work in have already started to send out letter to formal letter carriers and others inviting them to request a solicitation package to be considered for performing contract delivery services. This letter dated April 23, 2007, reads in part.

"The U.S. Postal Service is identifying candidate areas for carrier delivery services using Contract Delivery Service (CDS) routes in the Sierra Coastal District. We are creating a list of potential bidders for these routes in areas to include the following counties: Los Angeles, Ventura, Santa Barbara, San Luis Obispo, Kern and Tulare/Kings"...

The USPS is seeking to expand the practice of contracting out delivery services across the country. NALC believes that the growth of so called Contract Delivery Services not only threatens the jobs and incomes of America's 325,000 city and rural letter carriers, but also the long term viability of the Postal Service. It believes that Congress should closely scrutinize this practice in the course of fulfilling its oversight function. NALC stands ready to assist both the House and the Senate as it undertakes this work.

The USPS is the second largest employer in the country. It provides excellent and highly affordable universal postal services. Today it delivers twice as much mail to tens of millions of more households and businesses than it did when it was created 35 years ago, but with significantly fewer employees. Efficiency gains from automation and new business processes have eliminated nearly 100,000 jobs over the past decade alone. Thanks to the hard work of more than 700.000 workers, the USPS is the most efficient postal service in the world.

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ATTENDANCE CHART
BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	1	1	1	1	1						
ENCINO	5	6	5	5	5						
CIVIC CENTER	0	1	1	1	1						
PANORAMA CITY	1	10	6	3	10						
SHERMAN OAKS	3	9	5	3	6						
SUN VALLEY	1	1	1	1	1						
TARZANA	1	2	3	2	2						
RETIREE'S	4	5	4	4	2						
TOTAL	16	35	26	20	28						

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

NEXT MEETING
6:30 PM

JUNE
5th
"2007"

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

June 5, 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 June 30th, and July 28, 2007 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank You

VICE PRESIDENTS REPORT
Art Bocek

Anti Pregancy Discrimination

Under Title VII of the "Civil Rights Act of 1964," prohibits the discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination. Regulations contained within Title VII which covers employers with 15 or more employees, including state and local governments and also applies to employment agencies and to labor organizations, as well as to the federal government. 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.

Under Title VII's regulations, there are pregnancy-related protections, whereby, the USPS 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. Title VII's also prohibits the singling out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, since the USPS requires its employees to submit doctor's documentation concerning an employee's inability to work before granting leave or paying sick benefits, the USPS may require employees affected by pregnancy-related conditions to submit medical documentation.

As a pregnant letter carrier and temporarily unable to perform your job due to pregnancy, the USPS **must treat** you 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 the pregnant letter carriers who is temporarily disabled due to pregnancy to do the same.

Pregnant letter carriers **must** be permitted to work as long as they are able to perform their jobs. If you have been absent from work as a result of a pregnancy-related condition and recover, the USPS may not require you to remain on leave until the baby's birth. The USPS also **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.

"Rules and Regulations Are Like Muscles, Use Them Or Loose Them."

MEMORIAL DAY 2007
Remember Those Who Gave the Greatest Sacrifice of All

PRESIDENT'S REPORT

(Continued from Page 1)

And thanks to their unions, these workers earn solid, middle class wages and have decent pension and health benefits. In contrast to the nation's largest employer, Wal-Mart the USPS is an exemplary employer.

Unfortunately, postal management is placing this success and the future of the Postal Service at risk by turning to outsourcing as a key business strategy for its core function. Contracting out the delivery of mail is increasingly being promoted not just in the most rural areas where Highway Contract Routes (HCR) have long been an option, but also in urban and suburban areas. In recent years, postal management has initiated a major effort to promote contract delivery, and in 2006, the USPS renamed the HCR program Contract Delivery Service (CDS). Delivery managers have been instructed to favor CDS using contract employees over delivery by career city and rural letter carriers for all new deliveries. The growth in CDS has been dramatic in many parts of the country. In the Southeast Area, for example, the number of homes and businesses served by contractors has exploded in recent years, rising by 34% since 2002. Over that same period, the number of city and rural delivery points grew just 6%.

By using contract delivery workers, the USPS has bypassed the normal recruitment and hiring processes that ensure that only qualified and trustworthy people are entrusted to handle America's mail. In doing so, it is also undermining the federal policy of granting preference to veterans of the Armed Services for postal jobs. Using contractors undermined the accountability of the Postal Service. CDS contractors often sub-contract their delivery work to unknown individuals. Neither customers nor the USPS can know who is responsible for service problems or delivery concerns. The CDS contracting process lacks transparency; wage levels are reportedly less than 50% of those earned by career letter carriers, but other payments and fees paid to contractors for vehicle expenses and overhead costs eat up whatever labor cost savings might exist. The details of CDS contracts are subject to little or no scrutiny. Outsourcing delivery is harmful to the broad public interest

Recruited with minimum screening, CDS contractors and their unscreened sub-contractors open the possibility that convicted felons, identity thieves and other undesirable workers will gain excess to Americas' mail and their mail boxes. The danger of bio-terrorism through the mails was demonstrated with the anthrax attacks of 2001. Granting excess to the mail stream to an unaccountable, low paid work force foolishly risks the security of the mail. Outsourcing mail delivery to contract workers weakens the ability of the Postal Inspection Service to prevent, investigate and prosecute mail theft, mail fraud and other illegal uses of the mail for example child pornography. Basically, CDS delivery threatens the sanctity and security of the mail.

Successful businesses do not out-source their core functions. Professional letter carriers are the public face of the Postal Service. The public trust in letter carriers is an essential business asset of the USPS. The success of programs like Customer Connect, which uses city letter carriers as sales agents for postal products, and technological strategies such as Intelligent Mail require highly skilled and strongly motivated letter carriers. Low paid unskilled, here today gone tomorrow contract workers would doom such programs and strategies to failure. Outsourcing the last mile would undermine the basic trust mailers and patrons have in the postal service and backfire; volume and revenue would fall, offsetting any short term cost savings. Outsourcing delivery is a foolish business strategy.

Letter carriers bring tremendous goodwill to the Postal Service through the intangible contributions they make to their communities. Programs such as Carrier Alert, whereby letter carriers look out for the well being of elderly and disabled Americans, and the NALC National Food Drive would diminish with the spread of Contract Delivery Services. Contract workers would not and could not be counted on to go the extra mile for the public interest. How many CDS workers would fulfill the commitment made by the NALC, the USPS and the Department of Homeland Security to distribute vaccines and medicines in the face of a national emergency? The fulfillment of that commitment, made in the Cities Readiness Initiative, will depend on having the most dedicated and professional letter carriers possible. This outsourcing would greatly undermine the public service orientation of the USPS.

I hope this information will help each of you to have a better understanding of Contract Delivery Services and just how serious it is to the job and benefits of members and non-members alike, invite a non member to join the union and help us to fight to keep their jobs as well.

Washington D.C. Lobby Trip
Janette Dolabson

I would like to thank you for allowing me to attend the lobby trip in Washington D.C. It was a great experience and I was very impressed with our Union and its leadership. There is no better organized and committed group of people. Roger Askew and I met with our Congressmen on Capital Hill in an attempt to attain their sponsorship and support HR 282. This House Resolution addresses the attempt of the Postal Service to outsource our City Letter Carrier jobs. After more then 10 years of trying, and finally achieving, Postal Reform they turn around and try to under handedly undermine it. I was very pleased with the outcome of our efforts. There were 189 lobbyists and we were able to get around 50 co-sponsors for HR 282 of Congressmen and Senators. Roger and I met with Congressmen Howard Berman, Brad Sherman, Buck McKeon, and Adam Schiff. Congressman Berman and Schiff instantly agreed to co-sponsor this Resolution. Brad Sherman supports

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"THE MAIL CALL"
BRANCH 2462, NALC
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Van Nuys, CA 91406

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Branch Meeting Minutes
May 1, 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 PRESIDENT BROOKINS at 6:35 p.m. The Pledge of Allegiance was led by TRUSTEE LARRY DOLABSON

ROLL CALL OF OFFICERS

PRESENT--- BROOKINS, BOCEK, JOHNSON, MULLINAX, L. DOLABSON, J. DOLABSON

ABSENT—SEYFRIED, JACKSON, ASKEW, ENZ

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP—NONE

BILLS READ—MOTION TO PAY M/S/C

COMMITTEE REPORTS

TRUSTEES	Audit will be July 17. 6 pm
SAFETY & HEALTH	Stressed the importance of driving defensively.
RETIREES	2 retiree's present tonight.
MBA--ENZ	No Report
HBR--J DOLABSON	No Report
FOOD DRIVE—J DOLABSON	All is ready
COLCPE	$ 468 currently in the fund
GIMME 5--JACKSON	No Report

FINANCIAL REPORTS---JOHNSON

VICE-PRESIDENT BOCEK	Picnic discussion
PRESIDENT BROOKIN	Gave report on latest info regarding contract and other important items which he will cover in his article in the MailCall.

OLD BUSINESS—MOTION—Remove the Picnic from the table M/S/C

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION—Branch have the 2007 Picnic at Santa Anita Racetrack M/S/F

CALL FOR DIVISION---YES—8, NO---16 CHAIR UPHELD

MOTION---Branch have the 2007 Picnic at 1000 Trails park M/S/C

COLCPE DRAWING

$ 7	RICHARD REIMER—SHERMAN OAKS
$ 7	BETTY SARKDAVISARAK—SHERMAN OAKS
$ 11	JAMES TUKESBREY—RETIRED--DONATED

MEETING ADJOURNED 8:37 PM

Special Thanks to JANETTE DOLABSON for taking minutes at the meeting.

Washington D.C. Lobby Trip
(Continued from Page 3)

our efforts and we are confident he will eventually be on board as a co-sponsor.

Congressman McKeon, on the other hand was a different story. He was a supporter of Postal Reform but being a Republican who does not traditionally support union issues it was a difficult sell. He chose not to meet with us in person and assigned the task to his aide Patty. Not only did he not show the respect to meet with us himself, we were not even allowed to meet with his aide in the office. She met with us in the corridor of the Rayburn building outside his office. We started our meeting by giving her all the information about what this issue had to deal with and why it's a really bad idea. Not only is it a safety concern with people's personal information but it's the outsourcing of the Postal Service's core function, which is delivery. We are the face of the Postal Service. We are who our customers depend on and trust. Our customers are not going to want someone they don't know delivering their mail. These contract carriers don't wear a uniform. They earn low wages with no benefits and do not have the proper training or proper background check. They don't know the regulations. There is nothing to keep contractors from sub- contracting out these jobs. It's potentially a security nightmare. There will be no way to control what they do.

We told Patty all these things. None of it seemed to matter. She didn't even take notes at first. It wasn't until Roger spoke about the Veterans preference the Postal Service gives to military personal that she finally perked up. He explained, quite eloquently, how this would affect those veterans returning from Iraq. They would not have the opportunity to have jobs in the Postal Service because those jobs would be going to contract carriers. She told us that this would interest Congressman Mckeon since he is very much a supporter of the military. Hopefully he will see that this action of the Postal Service is a bad idea and bad business.

I urge all of you to write to your Congressman and tell them to support this Resolution. You all should be e-activists so you can get regular updates on this issue. It is the future of your jobs and your security. We are in the middle of a contract negotiation. This is the core issue keeping us from getting a contract. Get involved. Don't let someone else do it for you. We all need to be involved in this process. I ask all of you to give to COLCEP. Without a strong voice in Washington D.C. we have no chance at succeeding in keeping what we have all worked so hard to keep.