

THE MAIL CALL



Published by
Branch 2462, NALC
Van Nuys, CA

VOLUME 44

OCTOBER

2007

NUMBER

9

PRESIDENT'S REPORT **By Calvin Brookins**

Ratification Ballots

As I write this article the ballot committee is preparing to start the process of counting all ballots that has been returned to the NALC office in Washington DC. I hope that each and every member of Branch 2462 took the necessary time to review the tentative agreement and exercise your right to vote on what could otherwise be the provisions that you will be working under for the next five years.

A new September 6, 2007, deadline has been set for all ratification ballots, the official tally is set to begin September 7, 2007, this is aimed at ensuring all votes are included and counted. As soon as we have information regarding the final tally we will relay that message to all stations.

(Continued on Page 3)



BRANCH 2462 **RETIREE "NITE"**

SUNDAY AFTERNOON

OCTOBER 14, 2007

ENCINO GLEN
RESTAURANT

16821 Burbank Blvd. Encino, California

Doors Open 1:00 PM

SPECIAL NOTICE

In accordance with Article V of the NALC Constitution and Article V of the By-Laws of Branch 2462, NALC, notice is hereby given for the Nomination and Election of Delegates to the State and National Convention, Nominations will be held at the October Meeting on October 2, 2007. Election if needed, will be held in December 2007 and will be conducted by mail., as provided in Article IV of the By-Laws of Branch 2462 NALC. All members, in good standing, are eligible to be nominated. Any member, not in good standing or who has not attended at least eighteen (18) regular meetings during the twenty-four (24) months prior to their nomination as a Delegate shall not receive any expenses from *the Branch*. Any member who has less than one (1) year membership in this Branch who shall have attended at least three fourths (3/4) of those regular meetings, from his/her acceptance into membership, prior to their nomination as a Delegate or Alternate may receive expenses. All members of the Executive Board, by virtue of their office, shall be Delegates to all National and State Conventions. This Branch shall elect a Full Delegation to all National and State Conventions.

2007 **PICNIC EXTRAVAGANZA**

SUNDAY, October 21st
SANTA ANITA RACE TRACK
DOOR PRIZES FOR UNION MEMBERS ONLY
MEMBER MUST BE PRESENT TO WIN
"Come and Enjoy the Day"

"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.

Art Bocek

Santa Anita "Day at the Races" Picnic

Well, by now you already have heard that this year's picnic will be on Sunday, October 21, 2007 at "Santa Anita Race Track. There will be carnival games, Ferris wheel, and a train ride for all and everyone to enjoy in the general infield area. In Branch 2462's private area there will be a moon bounce, candy, bingo, and door (member's only) prizes for all who are in attendance. There will be plenty of bingo games for those who are less fortunate with the feeding of the "ponies." The reason for the charging of a fee for those who will be in attendance is because both Branch 2462 and Santa Anita Race Track need to have an actual and accurate count of how many people will be in attendance in order for Santa Anita race Track to plan the picnic event. Remember, all you need to do is sign up and " **Pony up for your tickets.**"

Discussions

For minor offenses by an employee, management has a responsibility to discuss such matters with the employee. Discussions of this type shall be held in private between the employee and the supervisor. Such discussions are not considered discipline and are not grievable. Following such discussions, there is no prohibition against the supervisor and/or the employee making a personal notation of the date and subject matter for their own personal record(s). However, no notation or other information pertaining to such discussion shall be included in the employee's personnel folder. While such discussions may not be cited as an element of prior adverse record in any subsequent disciplinary action against an employee, they may be, where relevant and timely, relied upon to establish that employees have been made aware of their obligations and responsibilities. Both the supervisor and the employee may keep a record of the discussion for *personal* use, however these are not to be considered official Postal Service records. They may not be included in the employee's personnel folder, nor may they be passed to another supervisor. Discussions cannot be cited as elements of an employee's past record in any future disciplinary action. Discussions may be used (when they are relevant and timely) only to establish, that an employee has been made aware of some particular obligation or responsibility.

Destruction of Discussion Notes

The proper length of time for supervisors to retain personal notes concerning employees as defined in 314.52c of the Employee and Labor Relations Manual are to be destroyed when the supervisor/employee relationship ceases.

Employee Discipline Records

The records of a disciplinary action against an employee shall not be considered in any subsequent disciplinary action if there has been no disciplinary action initiated against the employee for a period of 2 years. Upon the employee's written request, any disciplinary notice or decision letter will be removed from the employee's official personnel file (OPF) after 2 years if there has been no disciplinary action initiated against the employee in that 2 year period.

ATTENDANCE CHART BRANCH MEETINGS

| MONTH | J | F | M | A | M | J | J | A | S | O | N |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|---|---|
| MAIN OFFICE | 1 | 1 | 1 | 1 | 1 | 0 | 1 | 2 | 1 | | |
| ENCINO | 5 | 6 | 5 | 5 | 5 | 6 | 4 | 5 | 6 | | |
| CIVIC CENTER | 0 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | | |
| PANORAMA CITY | 1 | 10 | 6 | 3 | 10 | 3 | 3 | 7 | 3 | | |
| SHERMAN OAKS | 3 | 9 | 5 | 3 | 6 | 4 | 5 | 6 | 5 | | |
| SUN VALLEY | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | |
| TARZANA | 1 | 2 | 3 | 2 | 2 | 2 | 1 | 4 | 1 | | |
| RETIREE'S | 4 | 5 | 4 | 4 | 2 | 5 | 7 | 6 | 6 | | |
| TOTAL | 16 | 35 | 26 | 20 | 28 | 22 | 23 | 33 | 24 | | |

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

NEXT MEETING

*****6:30 PM*****

**OCTOBER
2nd
"2007"**

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

Oct 2, 2007

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

"RETIREE CORNER"

Our Free Breakfast Meeting will be held at Denny's Restaurant, Corner of De Celis and Sherman Way. It will begin at 09:00 AM. The next 2 dates will be Oct 27, 2007 & November 24th (4th Saturday)

We hope to see you there.

Thank
You

Frank Brach

PRESIDENT'S REPORT

(Continued from Page 1)

Requesting Light Duty

Lately we have had a lot of carriers requesting light duty, and we have had difficulties with carriers being provided light duty under Article 13 of the National Agreement and under our Local Memorandum of Understanding.

We also have a light duty committee, which consist of two management employees and two NALC craft employees. That committee simply has the responsibility to look at the medical restrictions and determine if there is work available within those restrictions, that committee should not be making any attempt to interpret what the restrictions mean. Once they determine whether or not there is work available within the restrictions, the installation head should make the decision as to whether or not light duty work will be provided.

If light duty work is not provided management must notify the carrier in writing and must also notify the union of the denial of light duty at the time of the initial denial this is as per the LMOU. If the light duty work is denied that could be the subject of the grievance procedure.

The following is a requirement of the employee and the installation head as printed in the Joint Contract Administration Manual when light duty has been requested.

13.2. A Section 2.

Employee's Request for Reassignment

A. Temporary Reassignment

Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

The following requirements apply to an employee seeking temporary reassignment to light duty work.

- Any full-time regular or part-time flexible employee may request temporary light duty, regardless of length of service.
- The request must be submitted in writing.
- The request must be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor.
- The employee bears any cost connected with the statement required under this section.
- The employee must agree to submit to a further examination by a physician designated by the installation head, if requested.
- The Postal Service will be responsible for any costs when it requests a second medical examination.
- The employee may specifically seek light duty or may seek "other assignment" within his/her medical limitations

13.2. C

Installation heads shall show the greatest consideration for fulltime regular or part-time flexible employees requiring light duty or other assignments, giving each request careful attention, and reassign such employees to the extent possible in the employee's office. When a request is refused, the installation head shall notify the concerned employee in writing, stating the reasons for the inability to reassign the employee.

Article 13.2.C requires that installation heads make a bona fide effort to identify light duty work. It further requires management to give the matter "the greatest consideration" and "careful attention". If management does not provide the requested light duty work, it has an obligation to explain in writing why light duty work is unavailable. Disputes concerning the failure to provide light duty work may be addressed through the grievance arbitration procedure.

2008 Retiree COLA: declined slightly to 2.3%

The accumulation toward the 2008 retiree cost of living adjustment (COLA) declined slightly to 2.3 percent following the release by the U.S. Bureau of Labor Statistics on August 15 of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for July. 2008 FECA COLA: stands at 3.4%

Ray Kreyer award - any recommendations see your steward or union officer in your station or contact the union office with the name of the individual that you want to recommend and a short bio on that person. We must have that info no later than Sept 26th. The Executive board will select a winner at the Executive board meeting on Sept 27th.

I would like to congratulate Janette Dolabson shop steward and HBR representative from Tarzana station on her appointment as the new Congressional District Liaison for Congressional District 25. With her interest and enthusiasm for politics and her willingness to learn the legislative program of the California State Association of Letter Carriers I know she will do a great job and she will be a valuable asset to all of the members of this branch.

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



Address Service Requested

**Branch Meeting Minutes
September 4, 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 6:31 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS ROGER ASKEW

MOMENT OF SILENCE—In Memory of all members who have passed this year.

ROLL CALL OF OFFICERS

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

ABSENT—NONE

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP—NONE

BILLS READ—MOTION TO PAY M/S/C

COMMITTEE REPORTS

TRUSTEES No Report
SAFETY & HEALTH When using hampers, you have the right (Step 4 Decision) to have a false bottom in it.

RETIREES 6 retiree's present tonight. Date annual Retiree Luncheon will be on October 14, 2007. It will be held at Encino Glen Restaurant. No host bar at 1:00 pm followed by lunch at 2 pm. Cost to attend will again be \$ 5.00. Contact Frank Brash for tickets and further info.

MBA--ENZ Currently updating info
HBR--J DOLABSON Article will be in MailCall
COLCPE \$ 596 currently in the fund

FINANCIAL REPORT—JOHNSON

TREASURERS REPORT—JOHNSON

MOTION—Accept Financial reports as read M/S/C

VICE-PRESIDENT BOCEK Picnic ready to go sign-up sheets will be in all offices. Retirees wishing to attend should call the Branch office.

PRESIDENT BROOKIN Gave his report on latest important items which he will cover in his article in the MailCall.

OLD BUSINESS

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION—Branch purchase 5 printers and 3 Zip drives. Cost not to exceed \$ 500.00 M/S/C

MOTION—Branch purchase 425 color coded Calendars. Cost not to exceed \$ 1500.00 M/S/C

MOTION—Branch renew our dues in the LA County Federation of Labor for 6 months, for 101 members.
Total cost to the Branch \$ 303.00
M/S/C

GOOD OF THE ASSOCIATION

Congratulations to JANETTE DOLABSON on her appointment as Legislative Liaison for District 25 (McKeon)

COLCPE DRAWING

\$ 5 RAY MOLA--ENCINO--DONATED
\$ 5 RICHARD MORENO—SHERMAN OAKS—DONATED
\$ 7 RAY MOLA—ENCINO--DONATED

MEETING ADJOURNED 7:45 PM

HEALTH BENEFIT NEWS !

by

HBR Janette Dolabson

Health Benefits Helpful Remedies

Headaches: A headache is one of the body's most powerful alarm signals. It's often a sign of physical or psychological overload. There are several types of headaches, and they often differ according to how and where the pain occurs. These include tension, cluster, simple and combination headaches and migraines- especially intense form that is often accompanied by nausea and impaired vision. A common cause of headache is tense muscles in the head or neck. Headaches may also be a symptom of stress, caffeine withdrawal, allergies, certain infectious diseases or the result of too much alcohol. Constricted or expanded blood vessels, as well as altered pressure in the head, can also produce headaches. Natural methods, including relaxation exercises, massage and homeopathic remedies, can often be as effective as standard medications in preventing or relieving the pain caused by the different forms of headache. A helpful headache remedy is to run yourself a warm bath to alleviate tension and relax blood vessels. Combine the following essential oils with an emulsifier like cream or honey: 3 drops of chamomile, 3 drops of lavender and 3 drops of rosemary. Add the mixture to the bath water.

Other remedies to help alleviate headaches are cold compresses, acupressure and relaxation techniques. You should minimize your exposure to external stimuli, exercise in fresh air and abstain from smoking and alcohol.

Thank you Jim Tukesbrey, for the information. It will come in handy.