

## PRESIDENT'S REPORT

### By Calvin Brookins

Well I hope everyone had a Merry Christmas and a Happy New Year, as we get back into the so call rat race and dealing with the issues that face us, we have a long year ahead, just as we have just finished a long year. One of the issues that we will be dealing with is how to deliver the coverage's and whether or not we case, collate or carry them as a third bundle.

I have already heard from shop stewards where this is starting to be an issue. Let me explain to you all how it was explained to all of us at the training in Las Vegas. If your advo or penny savers have the code of **ECRWSS** on it then it meet the criteria to be carried as a third bundle.

If the advo or penny savers have the code of **ECRWSH** on it then you should be allowed to case or collate that particular coverage. Of course management is not going to want you to case or collate it, therefore we may have to deal with this in the grievance procedure and if that is what it takes then so be it. I will make sure I got clarification from the National Business Agent prior to getting into the grievance procedure with this issue.

There is language in our new National Agreement regarding this issue which states;

In accordance with the recognitions cited in the above paragraph, effective with the signing of this agreement the parties agree that city letter carriers on park and loop or foot deliveries who currently carry three bundles will continue to carry as a third bundle, within weight restrictions, Enhanced Carrier Route (**ECR**) and Periodicals walk sequence letter or flat mailings (**WSS**) that have either 90% or more coverage of the total active residential addresses, or 75% or more coverage of the total number of active deliveries on a route.

The key here is the code that is on that advo or penny saver coverage, notice that this language does not include mailing with the code **ECRWSH** on it. It only states that city letter carriers will continue to carry as a third bundle **ECRWSS** mailing. Like I said earlier this will be an issue that we may have to enter into the grievance procedure to deal with.

### COLCPE

With the additional allotment for payroll deductions agreed to in the new contract this gives everyone a third allotment.

## NOTICE OF NOMINATIONS

OF

## BRANCH OFFICERS

&

## SHOP STEWARDS

This is official notice to members of Branch 2462 that nominations for the following offices well be held at the regular Branch meeting April 1, 2008 at 6:30 p.m. at the Branch Union Hall 6910 Hayvenhurst Ave # 101, Van Nuys California. The Offices are President, Vice-President, Recording Secretary, Financial Secretary/Treasurer, Sgt-at-Arms, Three (3) Trustee's, Health Benefits Representative, and Mutual Benefits Representative. No one may be nominated for more than one (1) office. Candidates must accept nomination at the time made or, if absent, in writing to be received by the Branch Secretary no later than April 3, 2008. The terms of Office shall be for a three year period. Candidates elected shall be delegates to the National and State Conventions as stated in the Branch By-Laws.

The third allotment should make it easier for carriers to make payroll contributions to COLCPE and boost the NALC's "Gimme 5" campaign.

There is also a contest for COLCPE for all members who give to COLCPE through automatic deduction. The drawing will be held at this year state convention for all members who are currently enrolled, or enroll by February 1, 2008. Members who sign up at the convention will also be included in the drawing. There will be two prizes awarded at the state convention for this drawing. First prize is \$1,000 cash, Second prize will be two Southwest Airlines R/T tickets.

COLCPE Coordinators or Branch member who sign up the most members and meet at least the minimum sign up number for their category during this contest period will win \$100.00. Those individual names will also be put in a drawing for 2 R/T Southwest Airlines tickets.

Each COLCPE coordinator or branch member would have to sign up at least 18 members for auto-deduction to COLCPE to be entered into the drawings.

(Continued on Page 6)

"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.

by  
**Janette Dolabson HBR/Congressional District  
 Liaison CA-25**

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	3										
ENCINO	4										
CIVIC CENTER	1										
PANORAMA CITY	3										
SHERMAN OAKS	4										
SUN VALLEY	1										
TARZANA	1										
RETIREE'S	6										
<b>TOTAL</b>	<b>23</b>										

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

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

**FEBRUARY**  
**5th**  
**"2008"**

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

**February 5, 2008**

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 23 & March 22, 2008 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank  
 You

Frank D. D. L.

As federal Employees, Congress has the ultimate say in virtually everything about your working lives, from whether new deliveries go to private contractors or career letter carriers to preserving the right to collectively bargain. Legislation and politics goes hand in hand with the vitality of this union. Developing NALC's political and legislative power in the halls of Congress is critically important for the future of both letter carriers and the United States Postal Service. In fact, even in the past two years, NALC's diligent efforts on Capital Hill have borne tremendous results.

After 13 years as NALC's top legislative priority the 109th congress passed Postal Reform, helping to secure the future viability of the USPS, and securing collective bargaining rights for the Postal employees.

Most importantly the NALC and the USPS were at an impasse in negotiations for the national agreement over the issue of contracting out. NALC pursued a legislative solution to this public policy problem central to the financial future of letter carriers across the country by endorsing 2 pieces of legislation-H. Res 282 and S.1457. Seeing the broad support in congress for ensuring new deliveries go to career letter carriers, the USPS returned to the bargaining table, and currently there is a moratorium on the practice of contracting out.

As you can see the benefits of developing relationships with federal legislators and how vitally important it is to build and maintain these relationships. It is also very important that you all realize how important it is for you to be involved in the political process. You need to be an E-Activist and you need to donate to COLCPE thru your payroll deductions.

If you could protect your job, benefits and retirement just by receiving an e-mail wouldn't you want to get that e-mail? Ask your shop steward how to get on board. It's easy and important.

Now let me tell you about COLCPE, (Committee on Letter Carrier Political Education). This is the NALC's political action Committee (PAC). Through contributions from active and retired NALC members, NALC contributes to candidates and/or organizations that support the union's agenda, both legislatively and politically. COLCPE contributions also allow NALC to fund the release of staff as part of the AFL-CIO's labor to labor campaign. Contributing to COLCPE is easy. The most effective means of giving is automatic deduction through various options, Postal Service paycheck, PS annuity (if retired), checking account, NALC paycheck or annuity if you are a branch officer or shop steward. Our National President is asking that we all donate 5 dollars a pay period. This is a small fraction of anyone's paycheck and is a small price to pay for job security and it is easily made up nearly every time a COLA is implemented. Your dues protect you in the workplace and COLCPE protects your job and benefits. You are not able to have a third allotment taken out of your checks just perfect for this donation and I urge you to use it for that. Please understand how important this is. If you have any questions on how to do this call me at 661 373-2224.

In unionism

# VICE PRESIDENT'S REPORT

## ART BOCEK

### Rumor Control

Yes, the rumor is true, after 38 years and 1 month on 1-01-08, I will be officially retired from the USPS. Now, I have heard through my snitches that the "Conga Line" of management is long and winding. Well, when management finally comes to their senses and takes the time to turn around and look, a shinning familiar face will appear, for I will be retired but **NOT** from the NALC.

### Discussions, Article 16.2 of the National Agreement

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.

### Supervisor Discussion Notes

Under Article 16 of the National Agreement a supervisor's discussion with an employee is not considered discipline and is not grievable and "no notation or other information pertaining to such discussion shall be included in an employee's personnel folder. The Postal Service acknowledges that the spirit and intent of Article 16 is to provide a mechanism for a supervisor to discuss perceived work deficiencies with an employee without such discussion taking on the formality or significance of disciplinary action. Accordingly, although Article 16 permits a supervisor to make a personal notation of the date and subject matter of such discussions for his own personal record(s), those notations are not to be made part of a central record system nor should they be passed from one supervisor to another.

The Postal Service acknowledges that a supervisor making personal notations of discussions which he has had with employees within the meaning of Article 16 must do so in a manner reasonably calculated to maintain the privacy of such discussions and he is not to leave such notations where they can be seen by other employees to include other supervisors.

### Destruction of Discussion Notes

The proper length of time for supervisors to retain discussion notes concerning an employee as defined in Section 314.52c of the Employee and Labor Relations Manual (ELM), discussion notes are to be destroyed when the supervisor / employee relationship ceases. This means when either you or your supervisor move to another zone or station, management must comply with the provisions as set forth in the ELM and have the discussion note.

### Employee Discipline Records, Article 16, Section 10 of the National Agreement

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. If you have any questions, or if management ignores your written request, see your steward .

"RULES AND REGULATIONS ARE LIKE MUSCLES,  
USE THEM OR LOSE THEM"

### Above

**2007 Christmas Party guests take advantage of a Special Visit from Santa to make last minute wish list requests. Also pictured with the children and Santa is Branch 2462's own TRACY MULLINAX who did a fine job as "Chief Elf"**

PURPOSE THE BUDGET FOR THE CALENDAR YEAR 2007.

THOSE COMMITTEE MEMBERS IN ATTENDANCE WERE:	ROBERT JOHNSON	FINANCIAL SECRETARY/TREASURER
	TRACY MULLINAX	TRUSTEE
	LARRY DOLABSON	TRUSTEE
	JEFF JACKSON	TRUSTEE

ALSO IN ATTENDANCE WAS:	CALVIN BROOKINS	PRESIDENT
	ROGER ASKEW	SGT-AT-ARMS

### ESTIMATE      JANUARY 2008 THRU DECEMBER 2008

#### ESTIMATED INCOME:

Regular Members	<b>390 at \$ 594.10</b>	(\$ 22.85 - ppp)	\$	231,699.00
Retiree's	<b>105 at \$ 18.00</b>		\$	1,890.00
NALC. Health Benefit Reimbursement			\$	125.00
Interest			\$	500.00
Other Income (i.e. - MBA.)			\$	<u>200.00</u>
	<b>Total Income</b>		\$	234,414.00

### JANUARY 2008 THRU DECEMBER 2008

#### BALANCE SHEET

<b>INCOME</b>	\$	234,414.00
<b>EXPENDITURES</b>	\$	233,653.10
<b>BALANCE</b>	\$	+ 760.90

### JANUARY 2008 THRU DECEMBER 2008

<b>ESTIMATE EXPENDITURES:</b>	<b>BUDGET 07</b>	<b>SPENT 07</b>	<b>BUDGET 2008</b>
NALC. Per Capita Tax:			
Regular Members			
<b>390 at \$ 179.92</b>	\$ 73,273.20	\$	\$ 70,168.80
Retiree's:			
<b>105 at \$ 7.00</b>	\$ 770.00	\$	\$ 770.00
State Per Capita Tax:			
Regular Members			
<b>390 at \$ 9.62</b>	\$ 3931.20	\$	\$ 3751.80
Retiree's:			
<b>105 at \$ .50</b>	\$ 55.00	\$	\$ 52.50
1) Contingency Fund	\$ 21840.00	\$	\$ 20280.00
<b>(390 @ 2.00 x 26 pay periods )</b>			
2) Contingency Fund Retiree's	\$ 1430.00	\$	\$ 1365.00
<b>( 105 @ .50 x 26 pay periods )</b>			

<b>ESTIMATE EXPENDITURES:</b>	<b>BUDGET 07</b>	<b>SPENT 07</b>	<b>BUDGET 2008</b>
3) Branch Officer's Salary	\$ 30,000.00	\$ 30000.00	\$ 27,000.00
4) The Mail-Call	\$ 4,000.00	\$ 4042.61	\$ 4200.00
5) Mail-Permit ( includes postage)	\$ 1500.00	\$ 1260.00	\$ 1500.00
6) Postage Expense	\$ 500.00	\$ 524.67	\$ 600.00
9) Harry Brenneman Award	\$ xxx.xx	\$ 227.00	\$ 250.00
10) Office Expense	\$ xxx.xx	\$ 796.40	\$ 800.00
12) Retiree's Night	\$ 2000.00	\$ 1646.02	\$ 2000.00
13) Installation of Officers	\$ xxx	\$ xxx	\$ 1000.00
14) Branch Telephones	\$ 1700.00	\$ 1632.51	\$ 1700.00
15) Bond for Officer's	\$ 350.00	\$ 240.00	\$ 275.00
16) Office Supplies	\$ 2000.00	\$ 1522.61	\$ 1700.00
17) Labor-Management Meetings	\$ 1000.00	\$ 425.88	\$ 300.00
18) Refreshments	\$ 1000.00	\$ 981.04	\$ 1000.00
19) Donations	\$ 1000.00	\$ 1295.00	\$ 1300.00
20) Equipment Repairs	\$ 500.00	\$ 411.63	\$ 500.00
21) Equipment Purchase	\$ 4000.00	\$	\$ 2000.00
22) Election Expense	\$ xxx	\$ xxx	\$ 3000.00
23) Miscellaneous Expense	\$ 150.00	\$	\$ 200.00
24) Public Relations	\$ 750.00	\$ 35.21	\$ 500.00
25) Station Expense	\$ 1600.00	\$ 1600.00	\$ 1600.00
26) Educational & Training	\$ 12000.00	\$ 7715.02	\$ 10000.00
27) Publications	\$ 100.00	\$ 20.00	\$ 50.00
28) Local Negotiations	\$ 3000.00	\$ 1069.46	\$ xxx.xx
29) Branch Picnic Fund	\$ 10500.00	\$ 10119.29	\$ 11500.00
30) Lost Time Account	\$ 19000.00	\$	\$ 20000.00
31) Insurance Cost	\$ 1100.00	\$ 950.00	\$ 1100.00
32) Office Rental	\$ 24000.00	\$ 23712.78	\$ 25000.00
33) Gas Utility	\$ 250.00	\$ 247.13	\$ 275.00
34) Food Drive	\$ 700.00	\$ 1136.19	\$ 1000.00
35) Ray Kreyer Award	\$ 550.00	\$ 521.60	\$ 550.00
36) C.O.A. (mail-call)	\$ 100.00	\$ 19.25	\$ 50.00
37) Death Benefit	\$ xxx	\$ 400.00	\$ xxx
38) Mileage (.40 PER MILE)	\$ 2000.00	\$ 1984.80	\$ 2000.00
39) MBA Dues Reimbursement	\$ 580.00	\$ 575.88	\$ 600.00
40) Electric Utility	\$ 1100.00	\$ 934.92	\$ 1100.00
41) Dues & Membership Expense	\$ 850.00	\$ 508.00	\$ 850.00
42) Janitorial	\$ 900.00	\$ 900.00	\$ 900.00
43) Photo's & Xeroxing	\$ 50.00	\$ xxx	\$ 50.00
45) Bass Calendars - 2008	\$ 1550.00	\$ 1487.50	\$ 1550.00
46) Christmas Open House	\$ 2500.00	\$	\$ 3000.00
48) Organizing	\$ 300.00	\$	\$ 300.00
49) Cellular Phone	\$ 1200.00	\$ 1193.68	\$ 1500.00
50) Greeting Cards	\$ 25.00	\$ xxx	\$ 25.00
51) On-Line Service	\$ 600.00	\$ 592.88	\$ 600.00
52) Time Reimbursement	\$ 1000.00	\$	\$ 1000.00
53) NALC Store Expense	\$ 500.00	\$ 80.00	\$ 500.00
55) General Taxes	\$ 125.00	\$ 109.05	\$ 125.00
57) Retiree Breakfast Expense	\$ xxx	\$ 439.44	\$ 900.00
99) Non-Numbered Items	\$ xxx	\$ 439.44	\$ xxx
<b>TOTALS</b>	<b>\$ 237,929.40</b>	<b>\$</b>	<b>\$ 233,653.10</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 8, 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 **HYMAN ROLL**, Retiree

### ROLL CALL OF OFFICERS

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

**ABSENT**—ENZ

**MINUTES ACCEPTED AS PRINTED IN MAIL CALL**

### CORRESPONDENCE READ

### APPLICATION FOR MEMBERSHIP

OLIVER THOMPSON, BLANCA ZOMETA, RAJBIR SINGH, SANDRA CORTEZ, SANDRA HERNANDEZ, CESAR CORTEZ, ARTHUR BAYARDO, SHERI ALONZO, JACK THIRAVONG, RAVUTH PHENG, IDA KORNELIAS, RAYMOND GUYALA, KARAMOKO SAKO

ESTHER VALDEZ

**BILLS READ—MOTION TO PAY**

M/S/C

### COMMITTEE REPORTS

**TRUSTEES** Budget meeting will be January 9<sup>th</sup>., audit will be on January 15<sup>th</sup>, both will be at the Union hall.

**SAFETY & HEALTH** Be careful crossing streets, do not Jay walk. Always report any accidents immediately.

**RETIREES** 6 retiree's present tonight. Congratulations to our newest retiree, ART BOCEK.

**MBA--ENZ** No Report

**HBR--J DOLABSON** Anyone having problems with the NALC health plan, contact Janette.

**COLCPE** All funds have been sent to Washington, D.C.

**FINANCIAL/TREASURERS REPORT—JOHNSON**

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

**VICE-PRESIDENT BOCEK** Has retired from the USPS, but will continue to help out in the Union Office.

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

### OLD BUSINESS

The following actions were taken by the Executive Board during the period from November 7, 2007 through January 8, 2008 as authorized by Branch.

Donated \$ 300.00 to the Schatz, Black and Morales(NALC members who lost their homes in the wild fires) Fire Fund  
Purchase 1 computer Bag and cordless mouse for Vice President Laptop  
Upgrade Cell phone service and purchase wireless card for laptop computer.

### EXECUTIVE BOARD MINUTES READ

### NEW BUSINESS

**MOTION**—Branch purchase a ¼ page ad in the State Convention Booklet. Cost is \$ 100.00 M/S/C

UNDERLINED = UNANOMOUS VOTE

### GOOD OF THE ASSOCIATION

A special video presentation was made in honor Active and Retired Members of the Branch

### MDA DRAWING

\$ 5 JACK WINKEL—PANORAMA CITY  
\$ 5 SANDRA GALEANA—PANORAMA CITY  
\$ 5 JANETTE DOLABSON--TARZANA  
\$ 12 STEVE SEYFRIED—SHERMAN OAKS

MEETING ADJOURNED 7:40 PM

## PRESIDENT'S REPORT

(Continued from Page 1)

### COLA

The projected accumulation for the second regular cost-of-living adjustment (COLA) under the 2006-2011 National Agreement increased to \$333.00 following the release of the December 14 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for November.

The \$333.00 annual accumulation equals 16 cents per hour or \$12.80 per pay period.

The COLA in 2008 for retirees under the Civil Service Retirement System (CSRS) will be 2.3 percent and retirees under the Federal Employees Retirement System (FERS) will receive a 2.0 percent increase.

## IN MEMORY OF

HYMAN ROLL  
RETIREE

