

PRESIDENT'S REPORT By Calvin Brookins

Route Inspections and Adjustments

As I write this article Panorama City is about to go through the adjustment phase of the recent route inspections. This time management used the Carrier Optimal Routing (COR) process to adjust the routes; we are currently going through all of the documents to make sure the proper amount of time has been accounted for. This is a time consuming process not to mention tedious, if we find some irregularities with the adjustments or evaluations we will try to get them fixed through discussions with management if we can't then we will use the only other recourse available to us.

While Panorama City has gone through a traditional six day count and route inspection, we are about to embark upon a new route adjustment process. The parties at the national level has reached an agreement on an **Interim Alternate Route Adjustment Process**, this process is a quick, simple and less contentious process. This is also a data driven process and a joint administered process.

The following is a reprint of the agreement between the Postal Service and the NALC;

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS**

Re: Interim Alternate Route Adjustment Process

In according with the Memorandum of Understanding
Re: Alternate Route Evaluation Process, the parties agree to the following:

The National Association of Letter Carriers, AFL-CIO (NALC) and United States Postal Service (USPS) recognize the importance of maintaining routes in proper adjustment throughout the year. The parties agree that in a stable and consistent mail volume environment, a historical review of data over a longer period would be preferred and the parties will continue to pursue a permanent process which encompasses the regular carrier's office and street time.

The parties further agree that certain conditions may require that the review period be of a shorter and more recent duration for the evaluation to be representative of the current mail volume environment.

The current environment has resulted in a significant and continued decline in mail volume over the recent months. Therefore, the parties agree to the following Interim Alternate Route Adjustment Process with the understanding that routes evaluated under this process will be reevaluated and adjusted utilizing the Interim Alternate Route Adjustment Process in the event that the total average daily cased mail volume on a route for May and September 2009 increases by 13% or more compared to May and September 2008 combined.

If mail volume continues to decline during the life of the current National Agreement, the parties agree to evaluate and adjust city delivery routes through a new jointly developed expedited evaluation and adjustment process, unless the parties mutually agree to use the Interim Alternate Route Adjustment Process outlined in this Memorandum of Understanding. Additionally, if annual mail volume increases during the remaining term of the National Agreement, city delivery routes will be evaluated and adjusted in accordance with the expedited process agreed to pursuant to this paragraph.

Interim Alternate Route Adjustment Process

The parties will appoint a joint NALC/USPS route evaluation team in each District who will be detailed to implement the methodology outlined below (with the NALC team member compensated on a no loss,

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SPECIAL NOTICE—NO BRANCH MEETING IN DECEMBER

**BRANCH 2462 HOLIDAY OPEN HOUSE
FRIDAY EVENING
DECEMBER 12, 2008**

**AT
KNIGHTS OF COLUMBUS HALL
(CORNER OF VALERIO & VAN NUYS)
DOORS OPEN 5:30 PM - DINNER 6:00 PM
FREE FOOD-FREE DRINK
DOOR PRIZES FOR MEMBERS**

"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

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	3	0	1	2	1	3	5	7	3	1	2
ENCINO	4	5	5	5	2	5	5	5	4	4	5
CIVIC CENTER	1	1	1	2	2	1	2	0	1	1	1
PANORAMA CITY	3	3	3	2	3	2	3	3	3	4	5
SHERMAN OAKS	4	3	9	4	6	4	6	2	6	5	6
SUN VALLEY	1	1	1	1	1	1	1	3	1	1	0
TARZANA	1	1	1	2	1	2	2	2	2	2	2
RETIREE'S	6	6	5	5	5	5	5	4	4	5	5
TOTAL	23	20	26	23	21	23	29	26	24	23	25

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

NEXT MEETING
6:30 PM

JANUARY
6th
"2009"

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

Jan 6, 2009

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 Denny's Restaurant, (Corner of Sherman Way & DeCielis). It will begin at 09:00 AM. The next 2 dates will be Nov 22nd & December 27, 2008 (4th Saturday) So, please mark your calendar.....We hope to see you there.

Thank
You

Frank D...L

I would like to take this opportunity to relay some of the information I received from the Leadership Conference. Our area Region 1 is currently number 2 in money raised for COLCPE. We are on pace to be number 1 by next year. Right now the leader is Florida. With our members 5 dollar a pay period donation to COLCPE we are getting close to being able to completely fund people to work on getting our candidates elected. Look how far we have come so far. It isn't just a fluke that nearly all the candidates that labor has back this election won their seats. It was hard work campaigning and precinct walking, phone banking, and more, much of it done by the hard working members of labor unions including letter carriers. Democrats and Republicans were on that list of candidates we threw our support to because they were there for us on legislation that directly impact the lives of letter carriers.

Because of e-activists and carrier Corp programs we would not have been successful in having the ability to negotiate the last contract. We are able to mobilize 10 times faster than other labor unions because of e-activists. All it takes from you is an e-mail address on the e-activist form and you are connected and plugged into the latest of what's going on with your union and your jobs.

Letter Carriers through leads for Customer Connect, raised over \$538,000.000. It's more important now than ever to generate as much money for the Postal Service. Our jobs depend on the viability of the Postal Service and right now it is in jeopardy. The Postal Service is projecting that it delivered nearly 9 billion fewer pieces of mail in 2008. In 2006 a law was passed that required the Postal Service to pay 10% of every dollar it earned towards funding the retiree health benefits. The Postal Service must fund not only the 2.3 billion employer share of benefits but must pay about 5.4 billion into a fund for future retiree's. That's an obligation of 7.7 billion dollars. Add that to the declining mail volume and tumbling economy and it makes for some very interesting challenges for us all in the coming year. We are looking at losing 1300 jobs due to the reduction in the mail volume. We are also about to be moving into the Flat Sorting technology which will further reduce route office times. We can not dismiss the drop in volume and the inevitability of flat sorting technology. Jobs must be held open for excessing when it becomes necessary. We should not suffer layoffs because of attrition and TE's who will no longer be needed after the implementation of FSS. At least that is what we have been told both by the NALC and the Postal Service. Let's hope they are right. What ever comes to pass none of us will be untouched by the changes in some way. Be professional and do the best you can and keep an open mind. Change is inevitable how we deal with it is what determines our success.



PRESIDENT'S REPORT

(Continued from Page 1)

no gain basis). The evaluation team will be responsible for data analysis, route evaluation and oversight of jointly conducted carrier consultations and adjustments. The NALC representative on the evaluation team will be appointed by the National NALC President while the USPS representative will be selected by the District Manager.

1. The parties agree that the months of May and September 2008 will be used for the review period, unless the evaluation team mutually agrees to select a different review period.
2. Adjustment packages may be implemented before November 15, 2008, if completed. Adjustment packages not implemented before November 15 must be finalized no later than January 16, 2009, and implemented beginning January 5, 2009. The Interim Alternate Route Adjustment Process will be used to evaluate all routes in delivery units selected that have not been adjusted pursuant to a joint local alternative adjustment method on or after April 1, 2008. Any routes evaluated and adjusted under a joint local alternative adjustment method on or after April 1, 2008 will be reviewed by the district evaluation team after completion of Interim Alternate Route Adjustment Process to ensure that the routes are properly adjusted.

Data Integrity

Data integrity issues will be addressed prior to any analysis and adjustments. Such issues include, but are not limited to, amended clock rings, work hour transfers, and designation of work hour codes. Unresolved disputes over data integrity will be forwarded to the District evaluation team.

Volume for the Selected Period by Route

- Cased Letters
- Cased Flats

Office Evaluation

The lesser of the Estimated Standard using average volumes for the data analysis period (18/8/70 + fixed office time 33/43 minutes), or the actual average office time from the data analysis period (regular carrier's office time including any auxiliary assistance provided).

Additional fixed office time may be included in the Estimated Standard should the team agree to the need on a case by case basis.

Street Evaluation

The average actual street time from the data analysis period (regular carrier's street time including any auxiliary assistance provided) shall be used. However, if either route evaluation team member believes that actual street time is not representative by comparison to other relevant data (e.g. base street time, current PS Form 3999, carrier consultation); a PS Form 3999 from an average volume day will be completed jointly to determine the most representative street evaluation.

Replacement Carriers

All actual office and street time data used will be based on the performance of the regular carrier as described above. On vacant routes or routes where the data for the regular carrier is not available for the analysis period, the parties may use the data from a mutually agreed-to replacement carrier.

Consultations

Joint consultations will be conducted with each carrier to obtain his or her input regarding the evaluation and proposed adjustments. No adjustment will be finalized until after the carrier consultations have taken place.

Adjustments

A current 3999 will be used to determine the street value of territory transferred.

The associated office time for the territory transferred will be jointly determined using either of the following methods:

- M-39 243.316.b (one of five methods); or
- M-39 141.19 (office factor based on office time per delivery FOT subtracted)

Miscellaneous

Carrier Optimal Routing (COR) can be jointly utilized for adjustment by the team providing that the parties agree that the timelines set forth in this agreement can be maintained. The District Team should monitor the parties at the local level to ensure that all adjustments implemented under this agreement are jointly revisited pursuant to M-39 243.6.

This agreement is without prejudice to the position of either party in this or any other matter. The procedures described in this agreement will be utilized solely for the purpose of implementing the Interim Alternate Route Adjustment Process, and may be cited only for purposes of enforcing the terms of the agreement. Termination of this agreement pursuant to the paragraph below shall not affect completion of the Interim Alternate Route Adjustment Process in 2008/2009 or invalidate any adjustments made as a result of that process.

Either party may terminate this agreement if 1) the Postal Service implements a route adjustment process other than as provided by this agreement, pursuant to Section 271 of Handbook M-39, or by mutual agreement; 2) the Memorandum of Understanding Re: Assignment of City Delivery is terminated pursuant to the last paragraph of that MOU; 3) either parties fails in good faith to live up to its obligations under the Memorandum of Understanding Re: Assignment of City Delivery or 4) the Memorandum of Understanding Re: Assignment of City Delivery is invalidated, in whole or in part, by a decision of an arbitrator, a court, the National Labor Relation Board or by any other forum.

Please note, only two of the stations that we represent will be going through this adjustment process, Sherman oaks 91403 and 91423 and Civic Center 91401. All of the other stations that we represent have recently gone through an agreed upon local alternative adjustment method and will not go through this process at this time.

"THE MAIL CALL"

BRANCH 2462, NALC

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

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Branch Meeting Minutes

October 7, 2008

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 SGT-AT-ARMS ROGER ASKEW

MOMENT OF SILENCE—In Memory of **ROCKY MAGDALENO** former Carrier at Sherman Oaks

ROLL CALL OF OFFICERS

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

ABSENT— WILSON

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

MEMBERSHIP APPLICATION—VAAGN OVSEPYAN

BILLS READ—MOTION TO PAY M/S/C

COMMITTEE REPORTS

TRUSTEES No Report
SAFETY & HEALTH No Report
RETIREEES 5 retiree's present tonight.
Retiree Lucheon & Officer/Steward installation was success,
90 people attended. We came in \$ 246.76 under budget.

MBA--ENZ New forms are coming in,
HBR--L. DOLABSON Watch for article in Mailcall
MDA \$ 788 currently in the fund

FINANCIAL/TREASURERS REPORT—JOHNSON

MOTION—Accept Financial reports as read M/S/C
VICE PRESIDENT DOLABSON Annual Picnic was great
success. 98 members, and a total of 421 people attended.
We will be coming in under budget.

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

OLD BUSINESS—NONE

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION—Branch send 3 people to the
Washington, D.C. Lobby trip, March 8-12, 2009.
Cost not to exceed \$ 7500.00
M/S/C

MOTION—Branch donate \$ 50 to the Van Nuys
Salvation Army for Thanksgiving M/S/C
Branch donate \$ 50 to the Van Nuys
Salvation Army for Christmas
M/S/C

MOTION—Branch empower the Executive
Board to conduct any and all business of the
Branch from November 5, 2008 through
January 6, 2009
M/S/C

UNDERLINED = UNANOMOUS VOTE

MDA DRAWING

\$ 4 BETTY LOW—SHERMAN OAKS--DONATED
\$ 4 STEVE SEYFRIED—SHERMAN OAKS
\$ 11 KAREN AGUILAR—RETIREE--DONATED
MEETING ADJOURNED 8:08 PM

HEALTH BENEFIT UPDATE BY LARRY DOLABSON

It's Open Season Time. Nov. 10 – Dec. 8th 2008. Here are the new rates for the NALC Health Benefit Plan. Bi-weekly self only \$32.71, self and family rate is \$62.84. The sign up code is Option Code 321 for Self and 322 for Family.

There were some questions asked at the Health Benefit Seminar in Las Vegas that were answered and sent out to the Representatives and here are some of the questions and answers.

Will the NALC Health Benefit Plan cover a pre-existing condition? Yes. "We will not refuse to cover the treatment of a condition you had before you enrolled in this Plan solely because you had the condition before you enrolled. I can't join, I am getting ready to retire and I have to be in the same plan at least 5 years before I retire. No, that is not correct. If you have been continuously enrolled in any FEHB plan for the 5 years of service immediately before the date your annuity starts, or for the full period of service since your first opportunity to enroll if less the 5 years.

A Transitional Employee that has finished their first 365 day appointment and now has been re-appointed to a second 365 day term. How do they obtain health benefits? A Transitional Employee must contact the USPS Human Resources Shared Services Center. 1 877-477-3273 select option 5. TE's may not use the USPS Blue or lite blue pages to enroll.

What time frame does the employee have to join a plan? TE's must notify HRSSC within 60 days of their re-appointment to the second term. In the event a TE does not sign up within 60 days of they must wait until the next Open Season period.

What would they have to pay to belong to the NALC Health Benefit Plan? The Bi-weekly amount for 2008 for Self is \$203.84 and the rate for Self and Family is \$443.50. In 2009 it will be \$212.16 for self and \$465.50 for family. There is no Postal Service contribution for the premiums. TE carriers must pay 100% of the cost. They must also be a NALC Health Benefit Plan.

These are a few of the questions about the Health Plan. If you have any further questions please call me at 661 373-2223.