

PRESIDENT'S REPORT

By Calvin Brookins

Excessing

Now that FSS is here we have some challenges ahead with the adjustment of routes which will no doubt be done under the COR process, which we are likely to lose routes and after that possible excessing of letter carriers to withheld positions in other offices. By now some of you may have started to hear about excessing either from your co-workers or from someone in management. Before excessing start management will have to identify junior level full-time carriers and notify them in writing, that in accordance with Article 12, Section 5.C.5 of the National Agreement that they will be excessed from their installation.

Article 12 was written into our Collective Bargaining Agreement along time ago when we were still negotiating jointly with the clerks union. The provisions have not changed over the years; while these provisions are rarely used it does have a purpose. Its purpose is to provide career employees with another postal assignment in lieu of being laid off. Article 12, Section 5.B.2 requires management to withhold full and part-time residual vacancies. This provisions is not merely a management right, it is an obligation in order to keep dislocation and inconvenience to full-time and part-time employees to the minimum consistent with the needs of the service.

When an installation has more full-time employees than they have positions, Article 12 requires the service to excess the extra employees to other positions. Article 12 also requires management to reduce the hours of PTF's and TE's to the maximum extent possible. However, as an example if there is a 3 hour auxiliary route in one zone and a 2 hour auxiliary route in another zone, which is only 5 hours of work and would not show enough work for a full 8 hour day, 40 hours per week assignment. In that case the PTF would stay and the junior regular would be excessed.

Once management has determined that a junior full-time regular carrier must be excessed, that carrier will first be excessed into another craft within the installation. If there is not an 8 hour per day, 40 hour a week position in another craft, they will be excessed outside of the installation into an available carrier position, if there is no available carrier position exist, then they will be excessed into another craft in the outside installation. The National Agreement states that you

can be excessed up to a 100 radius unless the parties agree to go farther. We currently have several positions withheld in the Sierra Coastal District, once those are filled the radius considered for excessing will then be expanded if there are more employees that need to be excessed.

Employees notified in advance

Article 12.5.B.5 establishes two separate rights:

- Full-time and part-time flexible employees involuntarily *detailed or reassigned* from one installation to another shall be given not less than sixty days advance notice, "if possible." Note that this provision applies not only to those employees who are involuntarily "reassigned" or excessed from one installation to another, but also to *employees, including part-time flexibles, who are temporarily detailed* on an involuntary basis.
- Eligible excessed employees receive moving, mileage, per diem and reimbursement for movement of household goods in accordance with the regulations contained in the applicable Handbook. Currently the regulations are in the *Handbook F-12, Relocation for Bargaining Employees and F-15, Travel and Relocation*.

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IN MEMORY OF

PHILIP ANTELO
RETIREE—BRANCH 2462

CESAR SILVA
RETIREE BRANCH 2462
SHERMAN OAKS STATION

"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.

Vice President's Report

By

Janette Dolabson

5 Day is the Wrong Way to Go

The NALC has launched a nationwide campaign to stop the USPS from making "a big mistake." You can do your part by submitting comments to the Postal Regulatory Commission's website <http://www.prc.gov> then click on contact in the upper right corner. "Please use the following "talking points" to guide your statement—don't just copy and paste them—and encourage your friends and family to do the same. Together, we can save Saturday delivery and the future of the Postal Service. "Talking points"-Saturday delivery is crucial for the Postal Service's long-term survival. Without it, the USPS will be less competitive, mail demand will decline further and it will lead to a downward spiral.

Ending Saturday delivery does little to reduce costs. It saves just 4 percent of costs while cutting out 17 percent of daily deliveries. -Many people depend on Saturday delivery—seniors who need their mail-order prescription drugs, small businesses on Main Street trying to meet payroll, and major businesses like eBay whose business models depend on Saturday delivery.

Eliminating Saturday delivery should be a last, not first, resort. More time should be spent determining if mail volume declines will slow—if not reverse—as the recession ends. Additionally, please remind the PRC that: The Postal Service's deficit was caused by the unfair requirement to pre-fund future retiree health benefits, and the Service has been overcharged \$75 billion for its pension fund obligations. Fixing the \$75 billion pension overpayment and using that money to pre-fund retiree health benefits would make the USPS profitable. The USPS budget can be stabilized without having to resort to sacrificing service."

Stamp Out Hunger

According to the U.S. Department of Agriculture's annual study measuring food security in the US, nearly 50 million Americans are living in food-insecure homes. Remember to donate to this year's Stamp Out Hunger food drive on May 14th and get your family and friends to volunteer and donate too. Get ready now. Order your T-shirts in your stations. Tell your customers on the route that it's coming up soon. This year it won't be the day before Mothers Day it will be the week after it so more people will be home this year to donate. We will be having another media event on May 10th if you are interested in participating and are off that day it will be at 10:00 am at the MEND food bank in Pacoima.

ATTENDANCE CHART BRANCH MEETINGS

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

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

NEXT MEETING
6:30 PM

APRIL
5th
"2011"

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

April 5, 2011

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 April 23rd & May 28, 2011 (4th Saturday) So, please mark your calendar....We hope to see you there.

Thank
You

Frank Busch



PRESIDENT'S REPORT

(Continued from Page 1)

When you are excessed to another craft within the installation for which you work you will start a new period of seniority. However, you must be sent back to your own craft as soon as a residual vacancy comes available in your original craft. These are called retreat rights and they are automatic. If you are excessed outside of your installation, you must exercise your retreat rights in writing prior to being excessed. The city of Van Nuys is considered one installation for excessing purposes, which includes Van Nuys Main Office, Sherman Oaks, Encino, and Panorama City. That means that before any carrier can be excessed from the Van Nuys installation to another installation there must not be any full-time positions in any of the stations within the 4 above mentioned stations. If there are withheld assignments in any of the Van Nuys stations then any excess employees with no assignments would be reassigned to those positions or as they would be called residual vacancies.

Once all residual vacancies are filled, and if there are still carriers with no assignment, then excessing outside of Van Nuys can happen. In Tarzana and Sun Valley it is different; each of those offices is its own installation. It is more likely you can be excessed outside of your installation due to the fact that fewer opportunities exist for available full-time positions. Excessing is done by juniority, this simply means that even though you have a full-time assignment, you could be excessed if you are junior, your assignment will then be put up bid and those carriers remaining in the installation can bid on it. Excessing is also done by Grade, this means, if the Postal Service is excessing Grade 1 letter carriers only (regular carriers who is not a T-6) then only Grade 1 letter carriers will receive letters notifying them that they are on the list to be excessed.

Grade 2 letter carriers (T-6's) would not be affected and a carrier junior to you who is holding a T-6 position may not be excessed from the installation while you as a regular letter carrier are excessed. The same would apply if management is only excessing Grade 2 letter carriers (T-6's). Once you have been identified as a junior employee that will be excessed a letter will be sent to you telling you that you will be excessed. You may also receive a notice giving you a list of offices with withheld positions. This is called a preference sheet, and it may be sent with the first notification letter or sent after the initial notification has been sent. You will be asked to choose the offices by preference that you would want to be excessed to. Those positions will be awarded to the excessed carriers by seniority. If you do not get the office you selected, or if you do not choose, you will then be assigned by management to one of the positions not chosen. When you are excessed you will maintain your seniority and take it with you to the gaining installation.

Article 12 also requires management to give you an option to remain at your current installation. To do this you will have to agree to convert to a PTF. This is a personal choice that only you can make, I would advise that prior to making such a choice you discuss it with you family members. You will need to take into consideration how far you will be excessed, family matters such as child care, children still in school, whether your spouse works or not and what shift your spouse may work etc. One thing you must remember is even though you converted to a PTF and this may prevent you from currently being excessed, there is no guarantee that you won't

be excessed at a later date. Before making such a decision I advise that you consider all possible scenarios.

Carriers that are senior to those being excessed can request to be excessed in lieu of a junior carrier. If that occurs the senior carrier will take the seniority of the junior carrier that he/she is replacing. It does not matter whether you are a regular carrier or a T-6 in this particular situation. However, in this situation you will not have any retreat rights because you are voluntarily being excessed.

Sixty days after management has excessed employees, the local union will ask the National Business Agent to request a comparative work hour report. The report will show all hours worked at the installation 30 days prior to excessing and 30 after excessing. If the report shows that the installation can support a 40 hour a week position the union will then request that a full-time position be created and the most senior carrier that was involuntarily excessed be returned to the installation if the particular carrier have requested retreat rights. If management fails to comply with this request, the union can and will pursue this matter through the grievance/arbitration procedure.

Superseniority & Excessing

The following is language from the JCAM that applies to a shop steward.

Superseniority.

The excessing provisions of Article 12.4 & 12.5 must be read in conjunction with the "superseniority" provisions of Article 17.3, which provide in pertinent part:

While serving as a steward or chief steward, an employee may not be involuntarily transferred to another tour, to another station or branch of the particular post office or to another independent post office or installation unless there is no job for which the employee is qualified on such tour, or in such station or branch, or post office.

The superseniority rights of stewards supersede the provisions of Article 12. Thus, stewards are the last to be excessed from a section, the craft or an installation regardless of their seniority or their full or part-time status. Our National Business Agent Chris Jackson has already been notified by management at the area level that they intend to utilize the provisions of Article 12, Section 5.C.5 of the National Agreement to excess up to 33 full-time carriers, 18 full-time carriers, 33 full-time carriers and 2 full-time carriers from the craft and/or installation in the Sacramento, San Francisco, San Diego and Honolulu districts respectfully. This is all based on the deployment of the FSS and/or JARAP adjustments in those areas.

If you have any questions at all about excessing please contact me at the union office or asked to speak to your shop steward regarding this issue. If your shop steward does not have the answer they will call me to get an answer. Management has informed me that they will be having stand-ups at the station regarding excessing and they have invited me to attend and I do plan on being there.

This a difficult and challenging situation for letter carriers, however, we will get through it and we will persevere and we have to make sure that management not only do the right thing but that they do it in accordance with the provisions of Article 12 of the National Agreement.

"THE MAIL CALL" BRANCH 2462, NALC

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Branch Meeting Minutes

March 1, 2011

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 PHILIP ANTELO & CESAR SILVA Retired members of Branch 2462.

ROLL CALL OF OFFICERS

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

ABSENT—L. DOLABSON

MINUTES ACCEPTED AS PRINTED IN MAIL CALL
CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP—NONE

BILLS READ—NONE

COMMITTEE REPORTS

HEALTH & SAFETY

No Report.

TRUSTEES

No Report

RETIREES

4 retiree's present tonight.

10 were present for the Saturday breakfast on Jan 22nd.

MDA FUND-ASKEW

Currently \$1539.00 in the fund.

LEGISLATION UPDATE-ASKEW Bill currently in the US Senate (S 353) is being worked on. We have some problems with the bill and will continue to try and work for adjustments. Getting ready for DC lobby trip with VP DOLABSON

HBR—L. DOLABSON

No Report

MDA—ANGER

We are selling shamrocks

& St Patty's day Pins for MDA at the Stations, you can get them from your Shop Steward, donate quickly, you do not want to be left out. Still working on arranging another Bowl-a-thon in April, Watch for further updates.

MBA—ENZ

Contact Bob Enz for

information or any questions.

FINANCIAL/TREASURERS REPORT—JOHNSON

MOTION—Accept Financial reports as read

M/S/C

VICE-PRESIDENT J. DOLABSON Food Drive T-shirts are being ordered, they will be RED this year and may be purchased at your Station from your Shop Steward. Ralph's market will be providing plastic food bags for this years drive. FSS is at full speed ahead we will continue to monitor the implementation.

PRESIDENT BROOKIN

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

MDA DRAWING

\$ 5 RICHARD REIMER—SHERMAN OAKS
\$ 5 CALVIN BROOKINS—CIVIC CENTER/MAIN OFFICE
\$ 11 STEVE SEYFRIED—SHERMAN OAKS

Meeting Adjourned 8:51 PM

ATTENTION ALL MEMBERS !!!!

What do all these members have in Common ???

KAREN AGUILAR

SANDY

ANGER

ROGER ASKEW

ARTHUR BOCEK

ELAINE BOYD

FRANK BRASH

CALVIN BROOKINS

DEBBIE BURRUEL

JOHN BURTON JR.

EDWARD CARLIN

JANETTE DOLABSON

LARRY DOLABSON

RAUL DOZAL

ROBERT ENZ

ANALIA GARCIA

JOHN GARY

GLENFORD HAYLOCK

JEFFERY JACKSON

JOSE JIMENEZ

ROBERT JOHNSON

JO LOBENBERG

BETTY LOW

GUILLERMO MARISCAL

VELMA McCLINTON

JANET McKEIVER

RAMON MOLA

TRACY MULLINAX

KHANH NGUYEN

SANDRA PADILLA-ARTERO

RAFAEL PEREZ

DANIEL RATHBONE

JULIUS RIBAS

IRWIN SCHNYDER

STEVE SEYFRIED

JAMES TUKESBREY

GREG WEEKS

TIA WILSON

JACK WINKEL

CRAIG WOOD

They all have taken the step to automatically donate to COLCPE with each Pay Check. It easy and you won't even miss the money, but it will go a long way to making sure that you continue to receive a paycheck. It only takes 3 minutes and we will help you. What are you waiting for ??? Isn't it worth a few minutes and a few dollars a month to help keep the Union strong and the Postal Service viable ??? Invest in your future

**SIGN UP FOR AUTOMATIC
DEDUCTIONS TODAY**

EXECUTIVE BOARD MINUTES READ

OLD BUSINESS—NONE

NEW BUSINESS—NONE