

## **PRESIDENT'S REPORT**

**By Calvin Brookins**

### **New Contract Through Interest Arbitration:**

Our new 2011-2016 contract was awarded by a three member panel of interest arbitrators chaired by Arbitrator Shyam Das. Although a negotiated agreement is always better than an arbitrated one, the interest arbitration process included in the Postal Reorganization Act once again proved its value by producing a contract that both parties can point to as fair and reasonable even though neither side got all that it wanted. The same can always be said about a negotiated contract as well.

The system worked even in the most difficult economic circumstances ever faced by the Postal Service and that in and of itself is even more remarkable. Although we may not be happy with all of the contractual provisions that came from our first interest arbitration ever conducted in the midst of an economic crisis for the Postal Service, we should be satisfied that the NALC achieved all of its major strategic goals for this crucial round of bargaining.

The main goals in this round of bargaining were to reward all letter carriers for their unique contributions to the survival of the Postal Service over the past five very trying years and to reconcile the union's key bargaining objectives with the Postal Service's need to adapt to changing financial and business conditions. Chief among these were job security for our members with a continued ban on sub-contracting, the preservation of wage and benefit standards that we have achieved over four decades of collective bargaining, and the creation of a path for transitional employees to secure career letter carrier jobs with the Postal Service. These goals and objectives have been met in our new contract.

The Das board rejected the Postal Service's proposals to freeze pay, eliminate cost of living adjustments (COLA's) and implement a two tier wage schedule for career city letter carriers.

The new contract covers the period November 21, 2011, to May 20, 2016. It will provide for three wage increases and seven COLAs between now and May 2016. However, two of the COLAs will be deferred for a year. The new contract will provide the cash-strapped Postal Service with labor cost savings, both current classifications of transitional employees

(Article 7 and FSS TE's) will be replaced by a new non-career classification called city carrier assistants (CCA).

In addition, new career city carriers will be hired at a lower entry wage and will be paid according to a new wage progression that will end at the same top step pay earned by current career employees and therefore will avoid creating a two-tier carrier workforce.

In view of these savings, the arbitrators agreed with the NALC's insistence that virtually all existing career employees be converted to full-time status and that the existing ban on subcontracting and the existing no-layoff clause be continued in the new contract.

Among the hardest-fought issues in the arbitration were the fate of existing transitional employees and the rights of the new CCA's. Although our brothers and sisters who are TE's earn the same pay as Step A PTF's, they have no guarantees of re-appointment and no pathway to a career job in the Postal Service. That is going to change in this contract.

According to the Das award, all TE's are to be given the opportunity to accept new CCA jobs as well as a clear path to career positions. While CCA wages will be lower than current TE wages, the service time of current TEs will count toward this hiring preference. Meanwhile, the new CCA's will continue to be bargaining-unit employees with significant rights and a pathway to career employment. We didn't get everything we wanted for TE's and CCA's, but the award secured hope for a better working life for them all.

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<p><b>IN MEMORY OF</b></p> <p><b>VIC MASI</b></p> <p><b>RETIREE BRANCH 2462</b></p> <p><b>VINCENT R. SOMBROTTO</b></p> <p><b>PAST NATIONAL PRESIDENT</b></p>
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## Health Benefit Cost Shift Pattern

The pattern set by the most recent contracts reached with the clerks and the rural carriers' calls for the continued shift of health insurance premium costs from the USPS to postal employees, as occurred in the NALC's 2006 contract.

The Das award applies the pattern to city carriers in the new contract, calling for a reduction in the Postal Service's share of weighted average health premiums in the Federal Employees Health Benefits Program (FEHBP) from 80 percent in 2012 to 78 percent in 2014 (with no change in 2013), and then to 77 percent in 2015 and 76 percent in 2016 for all current career employees.

For carriers appointed to career jobs on or after January 12, 2013, the USPS share will be set at 77 percent between 2013 and 2015 and will decrease to 76 percent in 2016. NALC resisted this continued cost shift and sought an alternative approach. In fact, the NALC and the Postal Service conducted intensive and productive negotiations over the possible creation of a separate USPS set of health plans for city carriers.

The talks faltered on a number of difficult issues that could not be resolved by the arbitration deadline, including whether the USPS plans would be offered through FEHBP or outside of FEHBP. Nevertheless, both parties believe that further work on this issue is worth the effort, and the Das award includes an MOU on the Resolution of Health Benefit Issues that calls for forming a task force to resume discussions in this area. Should the task force reach agreement, the cost shift called for by Article 21 might be reversed or revised.

**NALC President Rolando responds to Donahue • PMG to Congress: Out of the way, I'm ending Saturday delivery • NALC to PMG: Not without a fight!**

**Feb. 7, 2013** -- Postmaster General Pat Donahoe's unilateral and brazen plan to end Saturday mail delivery in August led many reporters at a press conference yesterday to question its legality, given Congress' 30-year legislated policy to mandate six-day delivery. Donahoe was vague and evasive in responding. The PMG also made a number of claims about employee support for his plan. National Association of Letter Carriers President Fredric Rolando issued the following statement in response:

The PMG didn't equivocate when he talked to me before unleashing a sneak attack on the nation's postal customers, letter carriers and mailers who rely on Saturday delivery. **He told me he plans to go ahead with his service- and job-killing plan, even if Congress extends next month the continuing resolution that mandates Saturday delivery.** He's essentially telling Congress to "Drop dead!" He is presuming the right to override the will of America's elected representatives.

Congress cannot let him get away with this arrogant power grab—not only because it will drive more business away and do irreparable harm to the Postal Service, but also because it will set the stage for a move to four-day and three-day delivery in the years ahead.

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## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	2	3									
ENCINO	2	2									
CIVIC CENTER	3	1									
PANORAMA CITY	1	2									
SHERMAN OAKS	3	4									
SUN VALLEY	1	1									
TARZANA	2	2									
RETIREE'S	6	3									
<b>TOTAL</b>	<b>20</b>	<b>18</b>									

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

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

**MARCH  
5th  
"2013"**

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

**Mar 5, 2013  
"RETIREE CORNER"**

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

Our Breakfast Meeting will be held at Denny's Restaurant, (Corner of Sherman Way & DeCelis). It will begin at 09:00 AM. The next 2 breakfasts will be on Mar 23<sup>rd</sup> & April 27, 2013 (4th Saturday) So, please mark your calendar....We hope to see you there.

Thank  
You  
**Frank Brash**

# **PRESIDENT'S REPORT**

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Donahoe told reporters that he talked to me before yesterday's announcement and suggested that letter carriers and other postal employees are "fully supportive" of his plan.

**This is completely false.  
Let me respond to both points.**

He did talk to me 18 hours before going public, but I made it absolutely clear that letter carriers totally oppose this destructive plan. I told him directly that we consider this an attack on letter carriers, the Postal Service's customers and the American public, not to mention an affront to Congress. I informed him that I would direct our lawyers to take the most aggressive action possible to thwart his reckless plan.

Donahoe's claim that postal employees support his self-destructive downsizing plan is plainly untrue—every union has announced its opposition. If he is truly willing to be guided by the views of the nation's letter carriers, NALC would gladly agree to jointly commission a carrier poll on this matter, so long as the PMG is willing to be bound by the results. Otherwise, he should not arrogantly presume to speak for America's letter carriers.

More than 90 percent of letter carriers voluntarily belong to the NALC; we are confident that they know what's best for the Postal Service and its customers. They know what Donahoe seems not to understand: Slowing mail service and slashing service is not a winning business strategy.

Letter carriers, the core workforce of the United States Postal Service, have lost confidence in Postmaster General Donahoe. It is time for him to go.

On February 9, 2013, we attended a Rap Session regarding the new contract and of course the bold announcement of the Postmaster General on eliminating Saturday delivery. President Fred Rolando opened the Rap Session with a moment of silence and a tribute to President Emeritus Vincent R. Sombrotto.

Then President Rolando went on to talk about the PMG and Saturday deliver. President Rolando stated that the PMG called him the night before and told him about his plans to make the announcement; President Rolando asked the PMG what he was basing his decision on? The PMG stated that he doesn't believe the appropriation bill will be continued by Congress. At that point President Rolando told the PMG you do what you have to and we will do what we have to.

## **Going to War on Saturday Delivery**

President Fred Rolando has instructed our legal team to pursue every legal action within our power and the NALC will pursue every contractual action that is available to us. President Rolando also stated that the PMG said to him that he had talked to letter carriers and they think his plan is a good idea. President Rolando told the PMG that he would be willing to do a joint survey with all letter carriers on the issue of Saturday delivery, but only if the PMG was willing to live and

comply with the result of such survey. No response from the PMG.

President Rolando is currently drafting a letter to all members to explain how this could lead to not just 5 day delivery, but also can lead to 4 or 3 day delivery, or at some point no delivery if the USPS continues to lose money. The PMG action is being challenged by Congress from both sides of the aisle.

We have 23,000 T-6 jobs across the country and no Saturday delivery could drastically affect those jobs as well as all other carrier positions who is held by letter carriers who has seniority junior to those who currently holds T-6 positions.

President Rolando stated that we will work to destroy the PMG plan and to strengthen the appropriation bill. The appropriation bill and continuing resolutions are coming up at the end of March. The NALC plans to have a major mobilization of letter carriers prior to the end of March at major media Post Offices to get the message out.

## **State of the Business re: USPS**

There is a sign of recovery, job growth is increasing, foreclosures are down and construction is rising. Home sales and values are improving, e-commerce has improved and there is an increase in parcel delivery. Advertising volume was boosted by the elections. The NALC has done its part in collective bargaining to reduce labor cost. Now the new Congress must act on the pre-funding issue. The Postal Service must work hard to get more of the parcel business, right now we only have 13 percent of the market and that is not enough.

## **2013 Strategy to Reform**

The NALC's key elements of reform is a new business model, the NALC wants to replace the Board of Governors with folks from the business side instead of appointees by the government. President Rolando also stated that we need a new governance model such as an executive team. He further stated that we must protect universal service and increase revenues and have pricing flexibility.

President Rolando also stated that we must overcome obstacles in order to get reform. He stated that we have leadership in the House that wants to destroy letter carriers jobs and the union. Then we have to also overcome a reckless Postmaster General, an anti union House of Representatives on the GOP side, a dysfunctional Senate and an unreliable White House. We also have a division with other postal unions at the national level and a budget and debt crisis in Washington.

In short the year of 2013 will be a difficult one, but if we stick together and use our resources contact our representatives in the House and Senate and follow the lead of our National officers at the NALC we can survive and prevent the USPS from self destruction.

## **In Unionism.**

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



**Address Service Requested**

**Branch Meeting Minutes**

**February 5, 2013**

**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 6:43 p.m. The Pledge of Allegiance was led by MBA ROBERT ENZ

**MOMENT OF SILENCE**—In Memory of **VIC MASI Retired member of Branch 2462 & VINCENT R. SOMBROTTO Past National President, NALC**

**ROLL CALL OF OFFICERS**

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

**ABSENT**—WILSON, ASKEW

**MINUTES ACCEPTED AS PRINTED IN MAIL CALL**

**CORRESPONDENCE READ**

**APPLICATION FOR MEMBERSHIP**

**WARREN HOWARD MAURAN II**

**BILLS READ—NONE**

**COMMITTEE REPORTS**

**TRUSTEES** Audit was held on Jan 17, at the Union office. The books balanced and were found to be in good order.

**RETIREES** 3 retiree's present tonight.

10 were present for the Saturday breakfast.

**MDA FUND-ASKEW** There is currently \$1651.00 in the fund.

**HBR—L. DOLABSON** 1392 added to the Health Plan last open season. The Postal Service's payment portion will be reduced as following for the new contract. 2013 will remain the same at 80%, in 2014 it will be 78%, 2015 77% and for the final year 2016 it will go to 76%. New task force has been formed to look into changing the Health plan coverage's. Watch for article in next Mailcall.

**MDA--ANGER** We will be selling lollipop shamrocks for MDA at the next Union meeting.. Looking for volunteers to work at MDA summer camp.

**FINANCIAL/TREASURERS REPORT—JOHNSON**

**MOTION**—Accept Financial reports as read **M/S/C**  
**VICE-PRESIDENT J. DOLABSON** House bill 30, same as last years HR137 introduced. Food drive has begun planning. Route inspections are proceeding at Sherman Oaks, we will see what happens next.

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

**EXECUTIVE BOARD MINUTES READ**

**OLD BUSINESS—NONE**

**NEW BUSINESS**

**MOTION**—Branch send Vice President to Washington, DC lobby trip April 21-25<sup>th</sup>. Cost to the Branch \$ 2300.00  
**M/S/C**

**MOTION**—Branch send President & Vice President to the NALC rap session in Las Vegas on Feb 8-9<sup>th</sup>. Cost not to exceed \$ 1700.00  
**M/S/C**

**MOTION**—Branch renew the Officer Bond for the line officers. Cost to the Branch \$ 210.00  
**M/S/C**

**MOTION**—Branch pay STEVE SEYFRIED \$ 100.00 for installing the new toilets in the Branch office **M/S/C**

**MOTION**—Accept the Budget as printed in the Mail Call, with the exception of Item 29  
**M/S/C**

**MOTION**—Accept Item 29 as printed in the MailCall **M/S/C**  
**UNDERLINED INDICATES UNANIMOUS VOTE**

**MDA DRAWING**

- \$ 3 BOB JOHNSON—MAIN OFFICE
  - \$ 4 JANETTE DOLABSON—TARZANA--DONATED
  - \$ 5 KEVIN DONOHUE--RETIREE
- Meeting Adjourned 8:31 PM

**Vice Presidents Report**

**Janette Dolabson**

Believe it or not we are working on this years food drive. It looks as if we will be getting food drive bags again. At least that is what was told to us today at a meeting at KTLA's. The Director of Sales Solutions at KTLA seemed very excited about partnering with us to promote the food drive. He is pitching some ideas to his bosses and hopefully we will be doing some great events with them the week prior to the food drive. Nick Cannon has agreed to be the Stamp Out Food Drive Spokesman again this year.

As most of you know some of our Branch's offices have gone through or are going to go through route inspections this year. We are seeing some disturbing things occurring during the week of inspections. Be prepared to be inspected 2 or more days both in the office and on the street. Management has taken the week of inspection as an opportunity to issue discipline for carriers not following instructions. Make sure you are aware of the proper way to handle mark up mail both in the office and on the street. Be very careful what hits your UBBM Tubs. They are going through them. Use form 1571 on any mail left at your case filled out stating what that mail is.

As you know by now the PMG has decided to unilaterally move to 5 Day delivery beginning in Aug. this year. He has done so without the permission of Congress. We need to ask our Members of Congress to support legislation such as HR 30 that will protect 6 Day delivery.