

## PRESIDENT'S REPORT

By JANETTE DOLABSON

On July 21st our branch held a CCA meeting. I am pleased to say we had about 40 CCA's who attended this meeting. Every office was represented except Sun Valley at this meeting. Thank you to all the CCA's who took the time to come and get some needed information and to share with us their experiences and frustrations. The communication with us was invaluable and our intent is to continue this dialogue with you all. If you missed the meeting let me share some of the information you missed. Here are some high lights from M-01870 CCA questions and answers:

#21. Is there a limit on the number of hours CCA's may be scheduled on a workday?

Yes, CCA's are covered by Section 432.32 of the Employee and Labor Manual, which states: Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters, Postal Inspectors, and exempt employees are excluded from these provisions.

#23 Do CCAs have a work hour guarantee?

Yes, CCAs employed in post offices and facilities with 200 or more work years of employment have a 4 hour guarantee and CCAs employed in all other post offices have a 2 hour work guarantee.

# 24 Are there rules covering work hour guarantees for a CCA who has a gap between 2 periods of work?

Yes. If a CCA is notified prior to clocking out that he/she should return within 2 hours, it is considered a split shift and no new work hour guarantee applies. However, if a CCA is notified prior to clocking out that he/she is to return after 2 hours, the CCA must be given another work hour guarantee pursuant to Article 8.8 (2 or 4 hours depending on office size.)

#25 Can CCA's be required to remain on "stand by" or remain at home for a call-in-on days they are not scheduled to work?

NO!

#27 May CCAs be permanently reassigned from one post office (installation) to another during their appointment?

Yes, provided the employee's current appointment is being voluntarily terminated. To avoid a break in service a permanent reassignment to a different installation must be effected on the first day of a pay period.

# 36 Does a CCA who receives a career appointment go through a 90 day calendar day probationary period as a career city letter carrier?

Yes, except in the following circumstances:

The employee has successfully completed 2 successive 360 day appointments as a CCA, provided the career appointment directly follows a CCA appointment. The employee was a city carrier transitional employee placed into a CCA position following a one- day break in service. When, during the term of the Memorandum of Understanding, RE: Sunday delivery - City Carrier Assistant Staffing, the employee is converted to full-time career status and successfully served a cumulative 360 days as a city carrier assistant directly before conversion to full-time status.

(Continued on Page 3)

## IN MEMORY OF

CHUCK LARGE  
RETIREE BRANCH 2562

MICHAEL NIETING  
RETIREE BRANCH 2462

"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  
Tracy Mullinax

### ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	5	4	4	3	3	3	3	6			
ENCINO	3	4	4	4	4	2	3	5			
PANORAMA CITY	4	6	4	4	3	1	2	5			
SHERMAN OAKS	3	3	3	4	3	3	4	12			
SUN VALLEY	2	3	2	2	3	1	2	1			
TARZANA	2	4	3	7	3	5	5	5			
RETIREE'S	4	7	6	7	7	6	6	6			
TOTAL	23	31	26	31	26	21	25	40			

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

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

SEPTEMBER  
6th  
"2016"

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

Sept 9, 2016

WEB PAGE.... WWW.NALCBRANCH2462.ORG  
BRANCH OFFICE.....818-786-8505  
O P C PERSONNEL OFFICE.....818-374-5600  
E-Mail.....Branch2462nalc@gmail.com

### "RETIREE CORNER" ATTENTION: !!!!

Our next 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 August 27<sup>th</sup> & September 24, 2016, (4th Saturday) So, please mark your calendar.....We hope to see you there. Thank You

**Bob**

**Johnson**

### APPOINTED STEWARDS: WHAT THIS MEANS FOR THE BRANCH GOING FORWARD

First of all, I would like to thank the members who attended the August 2nd union meeting and exercised their right to vote on this historic by-law change. The arguments for and against were constructive and forthright. Starting at the end of the shop stewards term of office in the middle of 2017, electing shop stewards at our respective offices will be replaced by the president at that time appointing them based on their ability to do the job. Historically, shop stewards have been elected by the membership in each office; many times popularity contests which have turned out to be a disaster for the branch and the members they represent. In the past, when a shop steward was elected, it was a gamble that he/she would be trained to enforce the contract and represent letter carriers. If they did not do those things, then the branch would be on the hook for paying these stewards \$100 per month for 36 months and be unable to remove them if they did not resign their position. You become a shop steward, not for the money, but for the right to battle management through enforcement of the contract and to defend letter carriers against the injustices management places upon them.

The president now will not only have the ability to monitor the stewards and the job they are doing but to have the ability to remove that steward for not doing their job and replacing them with someone who will with no long term financial ramifications to the branch. A good shop steward is one who monitors the annual leave board daily and does fact findings and initiates informal 'a' grievances when discipline is issued. They know who is on what otdl and does quarterly tracking of overtime as well as daily art. 8 violations. They study schedules each week for opting and work hours. Most importantly, they should be making sure that each carrier is being treated with dignity and respect and each carrier can come to work without fear of intimidation or bullying regardless of age or ethnicity.

In summary, the by-law change will ensure that the branch is fiscally responsible, stewards will be held accountable for doing their jobs and the membership will be represented by the best trained and most qualified people the branch has. This change does not preclude any branch member in good standing from wanting to become a shop steward nor does it eliminate any current shop steward from keeping their current position if they show the ability to do their job. Prospective stewards will be trained and if they show the ability to learn, implement, enforce and protect; the president would like to hear from you and you just might have the ability to become the next appointed shop steward.

In Unionism

## PRESIDENT'S REPORT

(Continued from Page 1)

- #37 Will CCAs have access to the grievance procedure if disciplined or removed?

A CCA who has completed 90 work or 120 calendar days of employment within the immediate preceding 6 months has access to the grievance procedure if disciplined or removed. A CCA who has previously satisfied the 90/120 day requirement either as a CCA or TE will have access to the grievance procedure without regard to length of service as a CCA.

- #46 To qualify for the Federal Employees Health Benefits Program must a CCA serve the entire 360- day initial appointment before a second 360- day appointment?

To qualify for the Federal Employee Health Benefits Program, CCAs must first have completed one full year (365 days) of current continuous employment, including breaks of 5 days or less, regardless of when the five-day break occurs.

- #50 When does a CCA become eligible for a uniform allowance?

Upon completion of 90 work days or 120 calendar days of employment as a CCA, whichever comes first.

- #53 How is a uniform allowance provided to a CCA?

When a CCA becomes eligible for a uniform allowance, funds must be approved through an eBuy submission by local management. After approval, a letter of Authorization form must be completed and provided to the employee within 14 days of the eligibility date. The CCA takes the completed form to a USPS authorized vendor to purchase uniform items. The letter of authorization can be located on the Uniform Program website on the Blue Page under Labor Relations.

There are 83 total questions and answers under this MOU if you would like a copy of it just call the union office and we will get to you all the information that was provided to the CCAs in attendance at that meeting

I would like to thank RAA Calvin Brookins from the National Business Agents office for teaching this class. I would also like to thank those stewards and officers who were in attendance. Tracy Mullinax, John Burton, Raul Dozal, Paul Jeffrey, Mayen Macaraeg, Sandra Delgado and Jose Jimenez.

It has come to my attention that there is a manager in one of our offices that has been giving improper instructions to new carriers to sign for Certified mail including the return receipt rather than attempt them and get the customers signature. I can't urge you strongly enough not to follow that instruction. If you have been given this instruction or receive it

in the future, please contact your steward or call the union office. If the customer files a complaint that they did not sign for a piece of accountable mail, including a Certified you will be the person held accountable for the failure and disciplined not the manager. They will claim they never gave you that instruction. If they say there is a letter authorizing their carrier to sign for them, make sure that letter states any carrier can sign. If it does not say any carrier, then that letter only authorizes the regular carrier on that route to sign for them.

If you are a regular carrier on a route never, ever sign a customer's name to anything requiring their signature. If you are authorized to sign for accountable mail, with a letter on file only, you must sign your name as the authorized agent. If you only have a verbal request from a customer to sign for mail for them, do not do it unless they provide you a letter and have it on file in your route book at your case. We have had carriers being disciplined, including issued removals for signing for accountable mail without authorization from the customer. Saving a few moments of time is not worth putting your job at risk!!

## ATTENTION RETIREE'S !!!

You may be familiar with the saying "There is no such thing as a Free Lunch" While this may be true, it does not pertain to Breakfast. The Branch holds a Retiree Breakfast meeting every 4<sup>th</sup> Saturday of the Month. No Voting, just a friendly get together to talk and eat. The best thing is

IT IS FREE !!!

That's right, if you are a retired member in good standing of Branch 2462 your Breakfast is provided at no charge  
You Heard Right !

FREE !!!!

So what are you waiting for, meet with us this month.

When 4<sup>th</sup> Saturday of Every Month  
Where Denny's Restaurant,  
(Corner of Sherman Way & DeCelas).  
Time 9:00 AM

If you have trouble with transportation contact BOB JOHNSON and we will try and arrange for a ride. Come on out, you will have a great time, and the price is right !

Active Members are invited to attend also if it is your Day Off !!



# "THE MAIL CALL" BRANCH 2462, NALC

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

Address Service Requested

## Branch Meeting Minutes

August 2, 2016

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 J. DOLABSON at 6:46 p.m. The Pledge of Allegiance was led by Sgt-at-Arms RAUL DOZAL

MOMENT OF SILENCE-----CHUCK LARGE, Retired member of BRANCH 2462 out of the Encino Station.

ROLL CALL OF OFFICERS

PRESENT—J. DOLABSON, MULLINAX, SEYFRIED, JOHNSON, WILSON, BURTON, JEFFREY, DOZAL, ENZ

ABSENT—L. DOLABSON

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

NIKOLE RANDENBERG, PHYRUN RETH, MATTHEW GOLD, RONAL ALVARADO, KYLE DAVIS

BILLS READ—NONE

COMMITTEE REPORTS

EAP Available counselors are on staff to provide confidential counseling for all Carriers and their family members, for no charge.

AUDIT COMMITTEE The audit was held and the books were found to be balanced and in good order.

HEALTH & SAFTETY Seat belts MUST BE WORN when you are sitting in the vehicle. Management is removing Carriers who are not wearing seatbelts when operating postal vehicles. It is not only the Post Office rule, but required by law in the State of California. Save your life, BUCKLE UP !!!

TRUSTEES All is well in the Branch  
RETIREES 6 retiree's present tonight.  
There were 16 attending the Breakfast last Saturday. Please take note that the RETIREE LUNCHEON DATE HAS BEEN CHANGED TO SUNDAY OCTOBER 23, 2016.

MDA FUND--DOZAL Currently \$1798.00 in fund  
HBR—L. DOLABSON No Report

MDA--ANGER MDA Summer was a big success, thanks to all who came down and helped out. Working on a possible Wine & Painting party in the future, Watch for info

MBA—ENZ No Report

FINANCIAL/TREASURERS REPORT—JOHNSON

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

VICE-PRESIDENT MULLINAX 5 CCA's were converted this week, Congrats ! Sorry to see that CHUCK LARGE passed away this week. 28 years of service. September 1<sup>st</sup> through the 30<sup>th</sup> will be open season for the FEIGLI life insurance offered by the Postal Service. You may change/add/or withdraw from the plan during this time. Last time this was offered was 12 years ago, so check into it and see whether you need to update your Postal Insurance.

PRESIDENT DOLABSON Read her report which will be published in the MailCall

EXECUTIVE BOARD MINUTES READ

OLD BUSINESS--NONE

BYLAW dealing with Article VII, Section 1 was recommended for approval by the Committee.

Motion to Accept Recommendation M/S/C

BYLAW dealing with Article X, Section 4(A) was recommended for approval by the Committee.

Motion to Accept Recommendation M/S/C

BYLAW dealing with Article XII, Section 7 was recommended for approval by the Committee.

Motion to Accept Recommendation M/S/C

BYLAW dealing with Article XII, Section 3 was recommended for approval by the Committee.

Motion to Accept Recommendation M/S/C

BYLAW dealing with Article VI, Section 1 was recommended for approval by the Committee.

Motion to Accept Recommendation M/S/C

DIVISION CALLED YES—30,NO—13 MOTION PASSES

NEW BUSINESS

MOTION—Motion Branch renew the Business Owner Insurance for one year  
Cost to the Branch \$ 910.00  
M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

GOOD OF THE ASSOCIATION

There was a Convention Delegate Meeting following the Regular Branch meeting. All Delegates to the National Convention received their Convention funds, packets and instruction on available classes they might want to attend.

MDA DRAWING

\$ 3 BOB ENZ--RETIREE—DONATED  
\$ 5 JOSE JIMENEZ—SHERMAN OAKS  
\$ 10 JOHN BURTON—MAIN OFFICE—DONATED \$ 5.00

Meeting Adjourned 8:32 PM