

**Representing the Stations of
Encino – Panorama City – Sherman Oaks – Sun Valley – Tarzana – Van Nuys Main**

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NUMBER 5

PRESIDENT'S REPORT

By JANETTE DOLABSON

Food Drive

By the time this article is printed our 26th Annual Food Drive will be in the books. Thank you all for your hard work and dedication. I should have the totals by the July Mail Call.

Political

The Letter Carrier Political Fund is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service. Each year, NALC fights to fend off attacks in Congress that threaten letter carriers' collective-bargaining rights, retirement benefits and livelihood. We've been successful so far, and we want to continue helping to elect House and Senate candidates who will protect us, promote our issues and deliver our message to Washington. Since union dues can't be used to support candidates for political office, NALC relies 100 percent on member contributions to the LCPF, which in turn helps us support those on Capitol Hill who defend the issues that matter most to us. Our PAC brings together in Washington strong letter carrier advocates—from all political parties—who are dedicated to helping to defend a strong USPS that provides universal, innovative and affordable service. Please sign up and donate to your Letter Carrier Political Fund. See your shop steward off the clock and find out how. It is very easy. Any contribution will help keep us strong.

Understanding the Grievance procedure

While talking to some new employees I am concerned that they don't clearly understand how our grievance procedure works. Here is a great way to explain this process from the Postal Record. "The new National Agreement gives CCAs significantly more contractual rights and job security than TEs previously had," NALC President Fredric Rolando said. "To best enforce these rights, all letter carriers,

including CCAs, should understand the grievance procedure and how it works." Article 15 of the contract lays out the grievance-arbitration procedure that is used to resolve disputes. Though the process includes several steps, it is designed to resolve disputes and grievances at the lowest possible step. Understanding the grievance process will put you in a much better position to help yourself, your shop steward and your fellow carriers if management violates the contract. It starts with your shop steward. Shop stewards are the foot soldiers in the NALC's efforts to enforce the National Agreement. Stewards are letter carriers with special training and knowledge of the contract. Whenever management fails to provide a letter carrier with what he or she is entitled to under the National Agreement, the steward is the first to handle the problem. "The shop steward is the person to start with. Talk to your steward if you have an issue, no matter how large or small the issue may be," Rolando said. Sometimes problems are resolved without the letter carriers involved even knowing about it. "When a steward goes to a manager and fixes a problem, or a potential problem, just by informing the manager of the situation or reminding the manager of what the contract requires, sometimes that's enough," said Rolando. "The issue gets nipped in the bud, and letter carriers down the line may never have to deal with the problem in the first place." All letter carriers, including CCAs, have rights under the National Agreement, and all letter carriers should ask a steward to enforce those rights if they have been violated or denied. If other attempts to resolve a dispute or correct a contract violation fail, the steward may decide a grievance is necessary. A grievance is a dispute, difference, disagreement or complaint between the parties related to wages, hours and conditions of letter carriers. The process gives each and every letter carrier an opportunity to have his or her voice heard when management violates letter carrier rights under the National Agreement. The National Agreement requires grievances be filed within 14 days of when the contract violation took place, so be sure to talk to your steward as soon as possible after you become aware of a problem. In each grievance, the union asks for a remedy. The remedy request should accomplish a few goals. It should require management to stop violating the contract. It sometimes requires a monetary award to compensate the letter carrier if he or she suffered a loss in pay or some other loss as a result of the

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ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	5	6	4	6	5						
ENCINO	5	4	4	4	4						
PANORAMA CITY	2	3	3	4	2						
SHERMAN OAKS	1	4	2	4	5						
SUN VALLEY	1	1	0	1	1						
TARZANA	1	2	0	1	1						
RETIREE'S	4	4	5	5	4						
TOTAL	19	24	19	25	22						

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

**NEXT MEETING
6:30 PM**

**JUNE
5th
"2018"**

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

June 8, 2018

**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 & DeCesis). It will begin at 09:00 AM. The next 2 dates will be June 23rd & July 28, 2018 (4th Saturday) So, please mark your calendar.....We hope to see you there.
Thank You

Bob Johnson

Vice President's Report

**By
John Burton**

Former TE step advancement

In accordance with the Memorandum of Understanding Re: Step Credit for Former Transitional Employees included in the 2016 National Agreement, any CCA who was employed as Transitional Employee (TE) after September 29, 2007 and has been, or will be, converted to a career position may be eligible for a one-time advancement to a higher step on the career pay scale. The step advancement and eligibility are to be determined as follows:

Length of creditable TE Service

2 years but less than 3 years 1 step increase
3 years but less than 4 years 2 step increases
4 years but less than 5 years 3 step increases
5 or more years 4 step increases

The step advancements will take place on May 26, 2018 for those eligible employees whose conversion to career is on, or was prior to, May 26, 2018.

For eligible employees converted after May 26, 2018 the advancement will take place upon conversion. City carriers placed in a higher step will retain their time in step credit and move to their next step as scheduled. This advancement will shorten the length of time to reach step O by 46 weeks for each step gained.

On Monday, April 24, the Congressional Joint Committee on Taxation released a report on the 2017 tax bill and its effect on U.S. taxpayers. The press stories focused on the winners and losers from the tax cuts – most notably, that 87 percent of the tax cuts go to corporations and the wealthy, and that millionaires stand to reap \$17 billion from the legislation in 2018 alone. But the bigger news for letter carriers came from another source on Capitol Hill last week. On April 17, the Congressional Budget Office issued its latest budget outlook. It found that the federal budget deficit is exploding, thanks mostly to the 2017 tax cut, but also due to the 2018 spending bill adopted earlier this year. The CBO says that the deficit will rise to more than \$1 trillion in 2020 and by an additional 50 percent by 2028. This means that budget-cut proposals aimed at our retirement and health benefits are much more likely to be pushed so now is the time that we make sure we elect labor friendly candidates to congress this election cycle.

In the 25th congressional district which includes the antelope, Santa Clarita, and parts of Simi and the san Fernando valleys our union has endorsed Bryan Caforio for congress. Bryan is a true friend to labor and will make a great labor friendly member of congress



PRESIDENT'S REPORT

(Continued from Page 1)

contract violation. It is important to give your shop steward all the information about the issue so that he or she can request the appropriate remedy. The grievance process starts with Informal Step A, which involves the steward discussing the issue with the supervisor. This initial step gives supervisors a chance to fix the problem immediately by talking to the steward without much paperwork. If the grievance is not resolved at Informal Step A, the union may appeal it to Formal Step A within seven days of the Informal Step A discussion. At Formal Step A, the NALC branch president and the postmaster (or their designees) are responsible for fully developing the facts of the grievance, exchanging relevant documents and meeting to attempt to resolve the grievance. If the grievance is not resolved at Formal Step A, the union may appeal the grievance to Step B of the process. The union and management Formal Step A representatives each write their facts and contentions about the issue and send them, along with all relevant documentation, to one of the 58 full-time dispute resolution teams (DRTs). Each DRT is composed of a letter carrier and a manager who consider the evidence, consult the National Agreement and try to resolve the grievance. DRT members are jointly trained on the contract and how to apply its terms to resolve disputes. If the DRT can't agree and instead reaches an impasse, the national business agent for the region may appeal the grievance to arbitration. An arbitration hearing is held where the union and management present evidence and testimony to a neutral arbitrator. The neutral arbitrator then issues a final and binding written decision on the grievance. "The list of contract violations we have reversed, or prevented, through the grievance process could fill libraries," Rolando said. "Shop stewards stand up for letter carriers day in and day out by enforcing the contract on the workroom floor. Their work turns a contract written on paper into a living document that protects our rights and makes our jobs better and safer." A successful process To make the job of applying the National Agreement even easier, the USPS and NALC publish a Joint Contract Administration Manual (JCAM) that clarifies, section by section, the meaning of the contract as agreed upon by both the union and management—often based on the outcome of previous grievances. With the JCAM in hand, stewards and managers can settle many disputes quickly. The JCAM is available in most post offices and branch offices and on the web at nalc.org/depart/cau. The NALC process has proven to be one of the best dispute resolution processes among postal unions, or even unions in other industries, Rolando said. "Our grievances are settled relatively quickly and fairly because everything is disclosed up front," he said. "The process is designed to use the facts to find out what happened, and to use the contract to determine if a violation has taken place and what is needed to remedy the violation. It encourages confronting the problem head-on and preventing it from happening again in the future." Rolando pointed to the number of cases in arbitration as evidence. Even though NALC is the largest postal union, only a small percentage of grievances from postal employees that go all the way to arbitration involve letter carriers. Full disclosure of the facts at the beginning of

the grievance process generally makes for speedy and fair outcomes—but it also makes a letter carrier responsible for supplying facts, and possibly evidence such as a written statement, up front. "Your best chance for a successful grievance is to give your steward all the information you have and whatever else he or she needs to build a solid case," Rolando said. "Don't hold anything back for any reason. Help your steward make the best case for you." Many shop stewards became stewards after seeing the success of the grievance process and wanting to help their fellow letter carriers. "Increased knowledge and understanding of the grievance process among all letter carriers will only make the process more successful going forward and get more letter carriers interested in serving as shop stewards in the future," Rolando said. If you have further questions about the grievance process, contact your shop steward.

A TRIBUTE TO ROGER ASKEW

JANETTE DOLABSON

I knew Roger nearly 30 years. He was the person who urged me to become a shop steward. I say urged but, really, he said in his Roger way, "Stop Bitching and do something about it" when I would complain about things that were going on in my office. So, I did just that. Over the years, my friendship with "The Dodge" (as I called him), grew and my admiration along with it. He was always there when I needed his help for anything. He would pick up my husband and drive him to Branch meetings, so we wouldn't have 2 cars, of course he made Larry buy him coffee for it.

One time on a lobby trip with The Dodge we missed our connecting flight coming home. I was very ill with the flu and this just really made me loose it. Thank the Lord Roger was so calm and collected and took care of all the arrangements while I sat miserable in the airport. There was another flight about an hour later but instead of it going to Burbank it was going to LA. We booked it rather than sit and wait for a Burbank flight. It was a Friday and traffic was its usual nightmare when our flight got to LA. Tisa, who was going to pick us up had to schlep to LA in the lovely traffic to get us. But since we missed our connecting flight and our luggage was on that plane, our bags were in Burbank. Roger took me home, in Castaic, since I was so sick then drove down to Burbank got our bags and drove mine back to my house. Just because that was the kind of guy he was.

I will never forget our time at the Vietnam Memorial in Washington DC. It was at night and it was quiet and Roger was emotional and silent as we walked all the way down the wall of names. We stopped, and he etched the name of a buddy he served with who had lost his life in the war. We said a prayer and he put it in his pocket, so he could later send it to his buddy's family.

I have hundreds of Roger stories and memories that I will cherish forever. I was blessed to have known him. He was a mentor, a confidant, friend and brother.

Love you Dodge!

"THE MAIL CALL"

BRANCH 2462, NALC

Steve Seyfried, Editor

**6910 Hayvenhurst Ave., # 101
Van Nuys, CA 91406**

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Branch Meeting Minutes

May 1, 2018

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 6:56 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS DOZAL

MOMENT OF SILENCE--In Memory of LEWIS HERNANDEZ and all NALC members who have passed this year.

ROLL CALL OF OFFICERS

PRESENT--J. DOLABSON, BURTON, SEYFRIED, MULLINAX, JOHNSON, DOZAL, JEFFREY, MACARAEG, WILSON, L. DOLABSON, ENZ

ABSENT—NONE

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

MANUEL BANUELOS JR., HENRY NGUYEN, CATHERINE ADOVER, EVELYN MELGAR, KHALIL SEMIEN, RICHARD TRACY

BILLS READ—NONE

COMMITTEE REPORTS

AUDIT COMMITTEE No Report
HEALTH & SAFETY--DOZAL There will be a safety committee meeting at 11 am, on May 11, 2018. All Safety Captains from all Van Nuys offices should be attending. If you have any problems getting away from your offices, contact the Union Office. Wear your seat belts at all times when inside of your vehicle and always be aware of your surroundings.

RETIREEES 4 retiree's present tonight.
17 were at the Breakfast. Tentative date for the Retiree Luncheon is October 28th at Encino Glen.

MDA FUND--DOZAL Currently \$1901.00 in fund
MDA REPORT--MACAMAEG We will be having another yard sale soon, and a Bingo Tournament at the Union office on May 20th.

HBR--L. DOLABSON We received our Health Plan reimbursement check from National. Medi-Care will be sending out new cards to all recipients, this will probably take at least a year to complete. The change is to provide better security, by removing your Social Security number from your card.

MBA--ENZ No Report
EDITOR/ELECTION--SEYFRIED No Report

FINANCIAL SEC REPORT--MULLINAX

TREASURERS REPORT--JOHNSON

Motion--accept financial report as read

M/S/C

VICE-PRESIDENT BURTON Attended Region 1 Training Class in San Francisco. I attended classes on Legislation, Grievance Handling and Food Drive. Main Office had another vehicle accident. Please always drive in a defensive manner and never assume that the other vehicle is going to do anything. Driving in a safe and professional manner is a requirement of your job, and just a very good idea. Be safe and return home to your family and loved ones after a hard day at work, Safety is number one priority for all.

PRESIDENT J. DOLABSON Gave her report which will be published in the MailCall

OLD BUSINESS—NONE

NEW BUSINESS

MOTION--Branch purchase on table at the Retiring Officers dinner at the National Convention. Cost to the Branch \$ 640.00

M/S/C

MOTION--Branch pay the unsecured Property Tax bill for July 2018 through June 2019. Cost to the Branch \$ 185.51

M/S/C

MOTION--Branch donate \$ 100.00 to the Wounded Warrior's Fund. in the names of ROGER ASKEW and LEWIS HERNANDEZ

M/S/C

MOTION--Branch purchase 10 NALC Union watches @ \$85.00 each. Cost to the Branch \$ 850.00

M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

GOOD OF ASSOCIATION

A video was played high lighting the life of our Past President ROGER ASKEW. We greatly appreciated his dedication and contributions to our Branch. We wish to again extend our condolences to his Wife and family, and we will truly miss his presence and guidance.

MDA DRAWING

\$ 4 ROD GODDARD--SHERMAN OAKS--DONATED
\$ 6 BOB ENZ--RETIREE--DONATED \$ 3.00
\$ 8 BOB JOHNSON--RETIREE--DONATED

Meeting Adjourned 8:01 PM



MEMORIAL DAY 2018
WE REMEMBER THOSE WHO SERVED