

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

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NUMBER 8

PRESIDENT'S REPORT

By JANETTE DOLABSON

National Convention

Thank you to all our Delegates who were sent to the NALC 71'st Biennial Convention in July. You all were professional, on-time to all sessions and most participated in the trainings offered at the convention.

Convention Day 1

President Rolando gave his Keynote address to the delegates from every State and US Territory. He reiterated how elections have consequences and how this last election has had devastating results to working class families, unions and the future of our jobs. He talked about the attack on federal employees' jobs, pay and benefits and about the potential cuts and the President's intent on trying to Privatize the Postal Service. But he assured us that the NALC will be at the center of the fight to preserve and strengthen the Postal Service with working against privatization and deregulation and will fight to preserve universal service, the security of the mail and the right to collective bargaining. He stressed that the fight is the responsibility of us all. We all need to be aware and involved in all elections and need to contact our representatives and support legislation that will secure out jobs, wages and benefits. We cannot sit back and wait and see what happens. He urged all delegates and members to download the NALC app. This app all will keep everyone informed on issues we need to be aware of and how we can actively participate in making sure our interests are protected. Our greatest strengths are unity and diversity and the "Solidarity of Human Brotherhood". He challenged us to "embrace this power" in Detroit and the next two years to improve the lives of our members, their families and our fellow workers in America and around the world.

Convention Day 2

Delegates heard from union leaders who pledged their support in the struggles ahead of us. One of them was Sara Nelson , president of the Association of Flight Attendants-

CWA. Sara gave a passionate and rousing speech stressing the importance of unions and to not let the "powers that be divide us." She assured us that we are not alone in this fight.

We also heard from the President of the APWU Mark Dimondstein. He pledged his support and stated that "Those in power mean business and want their hands on the \$70 billion of public revenue for their private profit."

We heard proposed resolutions that were not printed in our books. Two of them that were approved were: A resolution that would provide the option of darker blue uniforms and cargo pants with large pockets and a resolution to negotiate the placement of the blind spot negating front area view Pot lid mirror in all ProMaster vehicles.

All Veterans were honored for their Service. They all wore red Veterans shirts and it was amazing to see a sea of red shirts throughout the convention center!

Our Branch also held its Delegate dinner at the Whitney House in Detroit. We were pleasantly surprised that our National President Fred Rolando and our National Secretary-Treasurer Nicole Rhine stopped by to say hello and address us at our dinner. We want to thank them and our honored guests who came to have dinner and fellowship with our branch. Those in attendance along with all of our Delegates were National Director of Safety and Health, Manny Peralta, National Director of City Delivery, Chris Jackson, RAA Calvin Brookins and his wife Linda, RAA James Henry and his wife Janice and son Jabari, RAA Allen Rios and his girlfriend Celia, Branch 1427 President Carly Hook, Branch 2086 President Debbie Kelly, Retired Community and Membership Outreach director Pam Donato and NALC Video guru Ann Sutherland and her son Stephen. Thank you all for taking the time to join us!

(Continued on Page 4)

"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
John Burton

Recently the house of representatives introduced h res 993 which states Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. This resolution is extremely important because president trump ha come out and stated he wants to privatize the postal service. If the resolution gets a majority of congress to co-sponsor this resolution privatization of the postal service will probably not happen so call your congressperson and ask them to co-sponsor h res 993. So far 80 members of congress have co-sponsored it which is a good start we need 218 members to co-sponsor to get a majority.

There have been 5 national level grievances settled with the postal service all are about ccas. the first is a settlement regarding the cca cap. The settlement is that any cca with 30 months relative standing as of September 1st 2018 will be either converted to regular in the large offices (van Nuys) or ptf in smaller offices (sun valley and Tarzana) this conversion must take place before sept. 27. in the van nuys installation it looks like 13 ccas will be converted to regular.

The next settlement involves cca back pay for holidays. if you were a cca for xmas 2016, new years 2017, Memorial Day 2017, and 4th of July 2017 and you are still a cca or have been converted to regular you will receive the holiday back pay. There has been no time set as to when the back pay will be processed but the postal service has said it will be done as soon as possible. My guess is that it will be done after the cca conversions are done.

The next settlement concerns revisions to the promotion pay rules for city letter carriers contained in Employee and Labor Relations Manual (ELM) Section 422.2 and the "Hold in Place" rule that was applied to Rate Schedule Code Q7 (Table 2) city letter carriers who were promoted prior to the revisions. After reviewing this matter, we mutually agree to the following:

1. The "Hold in Place" rule will be rescinded. City letter carriers affected by this action will receive their step increases as scheduled prior to being held in place and have their pay calculated retroactive to the time they should have received their step increase(s).
2. As of November 24, 2018, there will be no promotions within the city letter carrier craft. Instead, carrier technicians will be paid additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for all paid hours. The ELM will be modified to reflect this understanding.

(Continued on Page 6)

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	5	6	4	6	5	6	5	5			
ENCINO	5	4	4	4	4	3	5	5			
PANORAMA CITY	2	3	3	4	2	3	3	3			
SHERMAN OAKS	1	4	2	4	5	3	4	7			
SUN VALLEY	1	1	0	11	1	1	1				
TARZANA	1	2	0	1	1	2	1	1			
RETIREE'S	4	4	5	5	4	3	4	2			
TOTAL	19	24	19	25	22	21	23	24			

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

**NEXT MEETING
6:30 PM**

**SEPTEMBER
4th
"2018"**

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

Sept 7, 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 & DeCelis). It will begin at 09:00 AM. The next 2 dates will be Sept 22nd & October 27, 2018 (4th Saturday) So, please mark your calendar.....We hope to see you there.
Thank You

Bob Johnson

IS THIS THE END OF THE POSTAL SERVICE ?

I am writing to all of you today because of a threat to all of our futures. On June 21st, President Donald Trump revealed his plans for "fixing" and then privatizing the United States Postal Service. This plan has nothing to do with fixing the Postal Service, but instead, everything to do with finding ways to fund his recent tax cuts that benefit billionaires at the expense of millions of working people. For years, special interests have had their eyes on taking over the Postal Service. Now this President has clearly communicated his intention of handing our United States Postal Service to some of his "friends".

Brothers and Sisters, we have enclosed a May 4th letter from Office of Personnel Management Director Jeff Pon, addressed to House Speaker Paul Ryan R-Wis. I ask each of you to read this letter. It's one thing to hear about this administration's plans on the news, but when you actually read all of these plans, in black and white, I think, like me, you will feel in your gut the injustice being put forward by these people.

The implications of this administration's plan have serious consequences for all of us. Each and every one of us could stand to lose hundreds of thousands of dollars over the course of our lifetime. The elimination of the COLA for retirees alone could cost, even if inflation remained at a low 2% per year, over a 30 year retirement, \$269,000. If inflation grows to 8% per year, we could each potentially lose a million dollars or more. In addition, under this plan Letter Carriers would no longer be able to retire at 56 or 57. We would not be eligible for a full retirement until we reach Social Security retirement age.

We cannot afford to stand by and do nothing while this administration transfers our retirement into the pockets of wealthy donors. We have to make sure we do everything we can to ensure that we elect representatives in the Senate and Congress who have our interest in mind. The coming November elections have huge consequences for each and every one of us. No matter what party, we have to ensure, nationwide, that our representatives hear our voices. The best tool that we have to make this happen is the Letter Carrier Political Fund.

The Letter Carrier Political Fund, formerly known as COLCPE, is the manner in which we can communicate our concerns to our Senators and Congress. Remember, our union dues cannot be used in any political activity. As federal employees, in order to reach out to those representatives, we must have a separate fund that we can use to support these efforts. I am writing to let you know that we will be following this letter up with a phone call. You may remember the slogan "give me five for COLCPE". We will be asking you to commit \$5 per pay period for the Letter Carrier Political Fund. Think of it as an investment in your future. If you think you can't afford it, I beg to differ. You can't afford not to.

THE LETTER

Dear Mr. Speaker: May 4, 2018 I have enclosed legislative proposals for consideration of the Congress.

- Elimination of Federal Employees' Retirement System Annuity Supplements This proposal would eliminate the Federal Employees' Retirement System (FERS) annuity supplement for new retirees and the supplementary annuity for survivor annuitants.

- Increase of CSRS and FERS Average Pay Period to Five Years

- Increased Contributions to Federal Employees Retirement System.

- Reduction or Elimination of Retirement Cost-of-Living Adjustments

In summary, the employee retirement landscape continues to evolve as private companies are providing less compensation in the form of retirement benefits. The shift away from defined benefit programs and cost-of-living adjustments for annuitants is part of that evolution. By comparison, the Federal Government continues to offer a generous package of retirement benefits. Consistent with the goal of bringing Federal retirement benefits more in line with the private sector, adjustments to reduce the long-term costs associated with these benefits are included in these proposals. OPM estimates that the interactive savings of enacting these proposals together to be \$143,509,000,000 over ten years. I urge the Congress to give prompt and favorable consideration to these legislative proposals. The Office of Management and Budget (OMB) has advised there is no objection to the transmittal of these legislative proposals to the Congress and that their enactment would be in accord with the program of the President. OMB further advises that it is willing to work with the Congress to ensure deficit savings are realized from the proposal to increase the contributions of Federal employees and reduce the agency share of such costs by enacting legislation to reduce the non-defense discretionary caps starting in Fiscal Year 2019, as outlined in the President's Fiscal Year 2018 Budget. D

Jeff Pon
Director
Office of Personnel Management

Note: This is an abbreviated copy of Director Pon's outline to gut the retirement of Postal Service employees and retirees. To read the letter in full, please go to

<https://www.afge.org/globalassets/documents/generalreports/2018/opm-legislative-proposal-csrs-and-fers-updates.pdf>

This is no joke or something that cannot happen, these are the very proposals that are being considered by the Republican controlled House and Senate, and if passed will certainly be signed into law by President Trump. If you do not mind having your pension and retirement cut in half, then do nothing. But if you want to live your retired life in some degree of self-respect and financial security, act now.

In Solidarity and Brotherhood,

Paul Jeffrey
Shop Steward - Encino
Branch 2462 Trustee
Lead Carrier Academy Instructor, Sierra Coastal District

PRESIDENT'S REPORT

(Continued from Page 1)

Convention Day 3

Resolutions approved by the delegation were emergency suspensions being given priority consideration by the Dispute Resolution Teams, GPS data not being used for discipline, adding dry-fit and UV-protected fabric as well as cold wear gear clothing to the uniform program, and providing that street communications between letter carriers and supervisors be conducted via the Mobile Delivery Device (MDD).

There were nominations for National Officers. Our branch urges our members to support the following candidates: Pres. Fred Rolando, EVP Brian Renfroe, VP Lew Drass, SEC-Treas Nicole Rhine, Assistant Sec. Treas. Paul Barner, Dir. Of City Del Chris Jackson, Dir. Of Safety and Health Manny Peralta, Dir. Of Life Insurance James Yates, Dir. Of Health Insurance Stephanie Stewart, Dir. Of Retired Members Daniel Toth, Trustees Larry Brown, Mike Gill, and Mack Julion.

Speakers we heard from were Dr. Mona Hanna-Attisha a pediatrician from Flint Michigan. She is a daughter of union workers and she spoke of the health crisis involving bad drinking water in Flint and the negative health issues it has had on its residents. She compared the Flint crisis to letter carriers' current struggle with privatization of the post office and their fight to preserve their public spaces and their public resources and the struggle in Flint for affordable and safe public water.

We also heard from UNI Global Union General Secretary Christy Hoffman. They are fighting with many of the same issues we are here. She urged us to stand in solidarity with workers worldwide and promised to join our struggles in the US.

Canadian Union of Postal Workers also spoke about his country's postal system, Canada Post. They are struggling with proposals to severely cuts in service. They fought hard at every level against the attacks on working people in public service. Working together their voters overturned a conservative majority in Parliament, and the new government suspended the postal cuts.

Conventions Day 4

The best speaker for me was on this day. We were honored to hear from Ady Barkan of the Center for Popular Democracy. Ady suffers from ALS and needs Medicaid to help pay for his care. He is an advocate on Capitol Hill for progressive change. He began his speech by saying that the country's values of justice and equity are under attack from a president who cares only about profits, not people. He stressed that our duty to use our power against hatred, greed and xenophobia. He said he is losing his ability to speak and asked us to be his voice. He is losing his ability to walk and

asked us to march for him and to vote to replace these Republicans in Congress with people who listen to families like ours. I don't think there were many dry eyes in the house after his speech. I know I was crying like a baby.

United Steelworkers Union President Fred Redmond spoke about the labor movements central role in promoting social and economic justice and opposing racism, sexism and other forms of discrimination.

UFCW President Marc Perrone talked about their involvement in the food drive with their donation of cards and bags saying, "bag by bag, door by door, millions of pounds of food have been donated by our union and your union. We have changed the lives of countless families all across this country."

The delegates that day raised \$15,369 for carriers suffering personal setbacks.

National Food Drive Total winners were announced. Congratulations to all of them for a job well done, especially to NALC Branch 24 Los Angeles who won for largest branch with the most pounds of food collected that was well over 2 million pounds.

Convention Day 5

Speakers of the day. Republican Representative Don Donovan from New York. Donovan is the lone COP member of NY congressional delegation and praised letter carriers for their reliable service and for the many ways they look out for their neighborhoods and their service to their communities. He is against privatization for the Postal Service. We also heard from Republican Rodney Davis Representative from Illinois. Davis co-sponsored H. Res 993 a bipartisan House resolution against privatization of the Postal Service.

Minority Leader Nancy Pelosi from California addressed the delegation. She stated that her party in Congress support letter carriers and a public Postal Service. They will work to restore financial stability to the USPS and called on Congress to end the mandate that the USPS pre-fund retiree health care and to return the billions of dollars already set aside for pre-funding to the agency.

AFL-CIO President Richard Trumka called on letter carriers to get mobilized in the efforts to protect workers' rights. He spoke about the death of Peggy Frank from Branch 2902 in California saying that "We're not going to let Peggy die in vain. It's time to fight like hell to end the injustice that's plaguing us, to end the indignity that we face, to end the egregious idea that exploitation is the cost of doing business."

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White House issues executive orders on federal employees:

On May 25, the president signed three executive orders that rolled back long-held civil service protections for federal employees: putting restrictions on official time, cracking down on unions in contract negotiations, and moving aggressively to fire employees with records of misconduct or poor performance. While the administration has argued that these changes could save taxpayers millions of dollars, unions representing federal employees have said that they would hurt federal employees and infringe on legal protections. The American Federation of Government Employees (AFGE) filed a lawsuit at the end of May to block the official time executive order. NALC requested a legal analysis from its outside attorneys. That analysis concluded that the three executive orders do not apply to the Postal Service or its unions, a conclusion that was confirmed in writing by officials of OPM. NALC President Fredric Rolando issued the following statement on the executive orders: "These executive orders are an outrageous attack on America's civil servants, the everyday heroes who make sure that our airlines and foods are safe, our Social Security checks are distributed, and the air, water and environment we depend on is clean. As my friend and fellow union brother J. David Cox Sr., the president of the American Federation of Government Employees, said: 'This is more than union busting—it is democracy busting. These executive orders are a direct assault on the legal rights and protections that Congress has specifically guaranteed to the 2 million public-sector employees across the country who work for the federal government.' I totally agree. The NALC stands in solidarity with AFGE and all the federal unions and will work with them to reverse these executive orders."

OSHA

Our Campaign

Our Heat Illness Prevention campaign, launched in 2011, educates employers and workers on the dangers of working in the heat. Through training sessions, outreach events, informational sessions, publications, social media messaging and media appearances, millions of workers and employers have learned how to protect workers from heat. Our safety message comes down to three key words: Water. Rest. Shade.

Dangers of Working in the Heat

Every year, dozens of workers die and thousands more become ill while working in extreme heat or humid conditions. More than 40 percent of heat-related worker deaths occur in the construction industry, but workers in every field are susceptible. There are a range of heat illnesses and they can affect anyone, regardless of age or physical condition.

Employer Responsibility to Protect Workers

Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer

with workers exposed to high temperatures should establish a complete heat illness prevention program.

Provide workers with water, rest and shade.

Allow new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize or build a tolerance for working in the heat.

Plan for emergencies and train workers on prevention.

Monitor workers for signs of illness.

Postal Service Heat Illness Prevention Program

On April 27, 2018, the Postal Service's Heat Illness Prevention Program ("HIPP"), aimed to protect our employees against heat-related illnesses, became effective. A copy of the HIPP will be posted in every Postal Service facility and will be available for review by all employees.

The HIPP is triggered when any employee in any facility is exposed, or reasonably anticipated to be exposed, to heat index temperatures exceeding 80 degrees Fahrenheit for extended periods of time, six hours or more, over the course of a work day or work shift.

To assist in recognizing the signs and symptoms of heat-related illness, all employees will be provided the below visual aids illustrating the various symptoms of, and proper first aid responses to, heat-related illness. These visual aids may be used to assist in identifying common signs of heat-related illness and provide appropriate actions to help guide decisions to seek medical attention.

Employees should report any signs or symptoms of heat-related illness to their supervisor, who should then call 911 immediately if it is determined that medical attention is necessary. However, if it is determined by the employee that medical attention may be necessary prior to calling the supervisor, the employee should not hesitate to call 911 first.

Shop Stewards Please Make sure that all Heat Related illness's are documented and that the Initial Heat Injury Report Form is filled out and submitted to the branch, the NBA office and the NALC director of Safety and Health at NALC Headquarters or to peralta@nalc.org.



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



**Branch Meeting Minutes
August 7, 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 DOLABSON at 6:51 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS DOZAL

MOMENT OF SILENCE-In memory of all members of Branch 2462 who have passed this year

ROLL CALL OF OFFICERS

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

ABSENT—ENZ

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP—JUAN ESTRADA, JAVIER FLORES, MICHAEL MUNOZ

BILLS READ---MOTION TO PAY M/S/C

COMMITTEE REPORTS

TRUSTEES Audit was held and the books were found to be in good order.

SAFETY & HEALTH Safety Committee meeting canceled by management AGAIN !!!

RETIREES 2 Present tonight
HBR--L DOLABSON Attended classes at

Convention. Always complete meds when prescribed
COLCPE \$ 2296 currently in fund

FINANCIAL SECRETARY REPORT---MULLINAX

TREASURERS REPORT--JOHNSON

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

VICE PRESIDENT—BURTON Report will be in MailCall

PRESIDENT DOLABSON Report will be in MailCall

EXECUTIVE BOARD MINUTES READ

NEW BUSINESS

MOTION—Branch pay the Workman's Compensation insurance bill for the year. Cost to Branch \$ 1734.00 M/S/C

MOTION---Branch pay the Liability insurance for 2018-2019. Cost to the Branch \$ 962.00
M/S/C

MOTION—Branch send 2 members, to be chosen by the President, to the Quicken Books training class on Sept 20 & 21st. Cost to the Branch \$ 2300.00 M/S/C

UNDERLINED DENOTES UNANIMOUS VOTE

COLCPE DRAWING

\$ 2 MIGUEL MALDENALDO—MAIN OFFICE--
DONATED

\$ 4 RAFAEL PEREZ—PAN CITY—DONATED

\$ 8 WILLIAM McCLINTON—SHERMAN OAKS--
DONATED

ADJOURNED 8:33 PM

Vice President's Report

(Continued from Page 2)

3. This agreement does not modify the promotional increase of carrier technicians who were promoted prior to October 14, 2017.

4. After November 24, 2018, all carrier technicians will continue to be considered to be in a higher grade for the purpose of applying the provisions of ELM Section 422.225.

Next is a settlement for those cca's who did not receive their contact back pay. The agreement is that in addition to the back pay there will be an additional payment from 50 to 150 dollars depending on the date of conversion to regular.

Finally, the postal service has agreed to recalculate the time in service for former TE's from 365 days a year to 360 days and if it is determined that you are owed any additional step increases you will receive them with back pay

DELEGATE REPORT

I would like to thank the membership for the opportunity to go to my 12th National Convention in Detroit, Michigan! I attended 8 classes ranging from Branch Finances, City Delivery, Contract Administration, Retirement, CCA Rights and Benefits when converted to Career and Work Hour Fraud! While there were many things we engaged in over the week, there was nothing more important than the Privatization threat, we will be facing over the next couple of years and the threat we all face of a major reduction in the benefits we receive and having to pay more for them. It is pertinent we elect labor friendly candidates to Congress this fall in the mid-term elections or risk the reduction and possible loss of many of the benefits this great union has negotiated for us during Collective Bargaining! What can each of us do? Talk to your Steward, become involved, contribute to our Letter Carrier Political Action Fund and Make a difference!

In Unionism,

Tracy Mullinax