

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

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MAY 2021

NUMBER 5

PRESIDENT'S REPORT

By JANETTE DOLABSON

I would like to announce that with the Stepping down of our Vice President, John Burton, I am appointing Jemmayen Macaraeg as interim Vice President. That change left a Trustee position open. I have appointed John Burton into that position.

I want to thank John Burton for his many years of service as Vice President and Shop Steward. He will continue to be an asset to the branch in a different capacity and will also continue as one of our Letter Carrier Political Liaisons.

Thank you to Jemmayen for stepping up to the challenge. She will be a great advocate and representative for Letter Carriers in our Branch. She has a vast knowledge and care for Letter Carriers rights under the National Contract and is our Branch leader in handling OWCP cases. She will be a Formal A designee for all our branch Offices and assigned currently to Panorama City and to Main Office.

Updated Items in memorandums of understanding:

RE: City Carrier Assistants – Conversion to Career Status, the new automatic conversion of CCAs to career status when they reach 24 months of relative standing, have been agreed upon as NALC and USPS work to implement the terms of the recently ratified 2019 National Agreement.

RE: Implementation of CCA Conversions to Career Status (M-01946) is an agreement which recognizes that an anomaly exists with the timelines for city carrier assistant conversions to career status pursuant to the MOU RE: City Carrier Assistants – Conversion to Career Status. To protect principles of seniority, the parties agree to a conversion date of May 8, 2021, for CCAs with 24 months of relative standing on March 8, 2021 and those that reach 24 months of relative standing after March 8, 2021, but on or before April 9, 2021. Additionally, a lump sum payment will be made to CCAs that reach 24 months relative standing between the dates of March 9, 2021, and March 26, 2021. Any issue or dispute regarding implementation of this agreement will be resolved through an alternate dispute resolution process.

Re: Reassignment Opportunities (M-01947) is an agreement which recognizes that opportunities for career employees to apply, and be considered, for reassignment from one installation to another may be limited due to the increase in the number of part-time flexible

city letter carriers who are converted from non-career to career status in accordance with the terms of the

Re: City Carrier Assistants – Conversion to Career Status. The agreement modifies certain terms of the MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft in order to continue providing such opportunities for career employees to reassign.

U. S. Postal Service released its long-term strategic business plan, which many in Congress have been demanding for years

There are many positive elements in the USPS Delivering for America Plan, including: its adoption of a credible growth strategy (worth \$24 billion in revenues over 10 years) focused on helping millions of small- and medium-sized companies reach all Americans, particularly those in rural and under-served communities with direct mail and e-commerce services; its commitment to maintaining 6- and 7-day delivery; its plans to invest \$40 billion in new vehicles, improved post offices, technology improvements, and infrastructure upgrades; its openness to expanding services provided by the Postal Service's unmatched retail network; its embrace of the electrification of its delivery vehicle fleet; and its recognition that improving the work experience of postal employees and reducing turnover are essential to improving the quality of service.

We have obvious concerns with certain operational elements of the plan, but we look forward to engaging the Postal Service in productive discussions regarding any changes to ensure that our members' contractual rights and career interests are protected and that we achieve timely and reliable service to the American people. We will also engage in the Postal Regulatory Commission's (PRC) legally mandated review process for any proposed service changes.

The business plan provides a good starting point for discussion going forward and should satisfy those who wanted to see such a plan before moving forward with legislation. We believe that we can work with the USPS and PRC to further strengthen this plan to better serve the American people and look forward to the additional perspectives that will be provided by three recently nominated Governors.

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"The MailCall" is published monthly by "Heart of the Valley Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite 104, 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.

ATTENDANCE CHART BRANCH MEETINGS

MONTH J F M A M J J A S O N D

MAIN OFFICE	C	6	6	6							
ENCINO	A	3	5	2							
PANORAMA CITY	N	5	6	6							
SHERMAN OAKS	C	1	2	2							
SUN VALLEY	E	0	0	0							
TARZANA	L	0	0	0							
RETIREE'S	E	11	9	9							
TOTAL	D	26	28	25							

**MEETING PLACE OF BRANCH 2462, NALC
6910 HAYVENHURST AVE., SUITE 104
VAN NUYS, CALIFORNIA**

**NEXT MEETING
TUESDAY
MAY
4th**

Will be at Union Hall

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

May 9, 2021

**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: !!!

All Breakfasts have been cancelled until further notice. To all our Retiree's and Regular Members we hope that you are staying safe in your homes during this crisis.

Bob Johnson

PRESIDENT'S REPORT

(Continued from Page 1)

We urge Congress to work together in a bi-partisan manner to expeditiously adopt postal reform legislation based on the recent discussion draft developed by Rep. Carolyn Maloney, chairwoman of the House Committee on Oversight and Reform. Key provisions of this legislation include Medicare integration on a prospective basis and a repeal of the onerous retiree health care pre-funding mandate, both of which are a part of the Postal Service's plan. We hope these essential elements will attract bipartisan support and we urge the Committee and the entire Congress to act in that spirit.

At the same time, we look forward to working with the Biden Administration and will urge it to take administrative actions to strengthen the Postal Service, one of America's greatest national treasures, for decades to come.

In separate news, the Postal Service also announced that it will be joining NALC and the other postal unions in a Joint Task Force to investigate and address the deplorable service, mail delays, and non-delivery of routes in certain locations around the country. NALC will prioritize this joint effort to make the changes necessary to restore timely service to our customers in these areas."

White House Releases The American Jobs Plan:

As it relates to the Postal Service, the plan restates the administration's priority of embracing electric vehicles and calls for "using the vast tools of federal procurement to electrify the federal fleet, including the United States Postal Service." The plan also includes a target of 500,000 new electric charging stations by 2030. The Postal Service recently announced a contract with OshKosh Defense that would partially satisfy this electrification goal.

With respect to investing in Postal Service facilities and equipment, the plan is silent; however, President Biden emphasized the need to invest in retrofitting federal buildings. NALC has advocated for federal investment in core Postal Service infrastructure including facilities, equipment and vehicles. That investment would enable the Postal Service to better serve the needs of the public while creating good union jobs for building trades and other industries.

NALC's priority remains working with Congress and the administration on efforts to bring financial stability to the Postal Service. As such, NALC encourages Congress to include funding to make much-needed investments in the Postal Service's vast infrastructure network. NALC looks forward to working with Congress on these efforts.

Article 8 Letter Carrier Paragraph Explained:

Carriers are being mandated on their non-scheduled days on a regular basis. Management continues to violate Article 8 in offices by continuing to mandate and not maxing out auxiliary assistance available. They are also intimidating carriers by handing them rules and regulations regarding following instructions when they mandate carriers.

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PRESIDENT'S REPORT

(Continued from Page 2)

If you have been given this letter of rules of conduct when mandated, file a grievance. Carriers have been told to try and make their appointments on their non-scheduled day off. Then they are continuously being mandated to work on those days. When management is given notice that the carrier has a scheduled appointment, they should be unavailable that day, not told to cancel it or change it because you have to work. Yes, you must follow instructions and report to work. If you need to schedule an appointment, don't wait to schedule it on your non-scheduled day off. Schedule it when you can and put in a 3971 requesting leave for that day for your appointment.

The "Letter Carrier Paragraph."

For many years Article 8.5.C.2.d also gave management the right to require a letter carrier working on his/her own route on a regularly scheduled day to work mandatory overtime rather than assigning the overtime to a carrier from the Overtime Desired List. However, in the Overtime Memorandum first negotiated as part of the 1984 National Agreement, the Postal Service and the NALC added the following qualification, known as the "letter carrier paragraph." In the Letter Carrier Craft, where management determines that overtime or auxiliary assistance is needed on an employee's route on one of the employee's regularly scheduled days and the employee is not on the overtime desired list, the employer will seek to utilize auxiliary assistance, when available, rather than requiring the employee to work mandatory overtime.

Implementing Memo on "Letter Carrier Paragraph"

A memorandum of understanding signed December 20, 1988 (M-00884) further explained the requirement to seek to use auxiliary assistance before requiring letter carriers not on the ODL or Work Assignment List to work overtime on their own route on a regularly scheduled day. Management must seek to use all of the following to provide auxiliary assistance: • part-time flexibles at the straight-time or regular overtime rate • city carrier assistant employees at the straight-time or regular overtime rate • available full-time regular employees such as unassigned or reserve regulars at the straight-time rate • full-time carriers from the Overtime Desired List at the regular overtime rate. However, the memo states that management does not have to use ODL carriers to provide auxiliary assistance if such an assignment would mean that the ODL carriers would be working penalty overtime. In that limited situation—if no auxiliary assistance is available without going into penalty overtime—management can require full-time regular carriers not on the Overtime Desired List to work overtime on their own routes on a regularly scheduled day. Remember that this limited exception applies only when a full-time non-ODL letter carrier is required to work overtime on his/her own assignment on a regularly scheduled day. Before requiring a non-ODL carrier to work overtime on a non-scheduled day or off his/her own assignment, management must seek to use a carrier from the ODL, even if the ODL carrier would be working penalty overtime (Article 8.5.D). The memo goes on to state that "the determination of whether management must use a carrier from the ODL to provide auxiliary assistance must be made on the basis of the rule of reason." For

example, management is not required to use a carrier from the ODL when the travel time would be excessive for the amount of assistance being given. The full text of the memorandum is reprinted at the end of this article. A Carrier Technician's "own route" for the purpose of applying Article 8.5.C.2.d and the "Letter Carrier Paragraph" is the specific route to which properly assigned on a given day. Overtime on any other route on the string is not considered to be on the Carrier Technician's "own route" and may only be required under the provisions of Article 8.5.D.

HEALTH BENEFITS UPDATE

By

LARRY DOLABSON, HBR

2021 High Option Wellness Incentives

You can earn valuable health savings rewards to use towards eligible medical expenses. We will send each eligible member, 18 years of age and older, a debit card to access his or her account. Please keep your card for future use even if you use all your health account dollars; you may be eligible for wellness incentives in subsequent benefit years. We do not send new cards to continuing participants until the card expires. If you leave the NALC Health Benefit Plan, any money remaining in your account will be forfeited. Below is a list of programs, screenings, and preventive services that are eligible for a health savings reward. See criteria to receive the reward in the section indicated.

You can earn \$50 in health savings rewards once you achieve a fitness, diet, or health goal with the assistance of a trained health coach. Only one incentive can be earned per calendar year. You may call 877-220-NALC (6252) to speak to a health advocate. Call 877-220-6252 to enroll in the Healthy Pregnancies, Healthy Babies® program as soon as you know you are pregnant.

Enroll in your 1st or 2nd trimester and stay engaged with a pregnancy specialist during your pregnancy to complete at least 3 calls, one of which includes the post-partum call for closure, in order to be eligible for \$50 in health savings rewards.

You can earn \$50 in health savings rewards for participation in this program.

A voluntary tobacco cessation program offered by the Plan which includes: Counseling sessions, Online tools, Over-the-counter nicotine replacement therapy.

Eligibility will be determined by your Quit for Life Coach and you must have at least 5 telephonic counseling sessions. Visit www.quitnow.net/nalc or call 866-QUIT-4-LIFE (866-784-8454). You can receive \$50 in health savings rewards for having an annual biometric screening.

The Health Assessment is an online program that analyzes your health related responses and gives you a personalized plan to achieve specific health goals. Your Health Assessment profile provides information to put you on a path to good physical and mental health. Any eligible member or dependent 18 years or older can earn \$30 in health savings rewards for completing the online Health Assessment.

"THE MAIL CALL"

BRANCH 2462, NALC

FRANCISCO VALENZUELA, Editor

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Van Nuys, CA 91406

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Branch Meeting Minutes

April 6, 2021

By

Steve Seyfried, Secretary

The Meeting was held VIRTUALLY on the ZOOM APP. It was called to order by PRESIDENT J. DOLABSON at 6:42 The Pledge of Allegiance was led by PRESIDENT DOLABSON
MOMENT OF SILENCE--In Memory of All Letter Carriers who have passed this year.

ROLL CALL OF OFFICERS

PRESENT--J. DOLABSON, BURTON, SEYFRIED, WILSON, MULLINAX, JEFFREY, MACARAEG, JOHNSON, DUENEZ, L. DOLABSON, , VALENZUELA
ABSENT---POWERS

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP

JEFFREY BEBERSTEIN, ERICK GALVEZ, TODD GRIFFIN, OSCAR JUAREZ, CESARE ORDAZ, MARGARITA VANEGAS, DOMANESHA BERNOUDY, ERIC TREYES, JOSE LARA, MICHAEL CAMPOS, JAQUELINE SANDOVAL, SHAHIA JAMSHIDI, WILLIAM TORRES, EDGAR VILLA, ANJELICA BROOKS, BRYAN BREMS, JOSE URIBE, CARRANZA RICARDO, RICKIE DAVIDSON, CHRISTINE RUSTICA

BILLS READ---NONE

COMMITTEE REPORTS

AUDIT & BUDGET---TRUSTEES No Report
SAFETY & HEALTH PRESIDENT DOLABSON will address concerns at next weeks meeting with management regarding the issuing of conflicting Safety instruction being given to Carriers at various Stations.
RETIREES 9 retiree's present
MDA FUND--POWERS Currently \$1387.00 in fund
HBR--L. DOLABSON Still waiting to here from National on how many new members, and new roster. Will have an article in next months MailCall, please read. Thanks
MDA--MACARAEG Congratulations and a well done to Sherman Oaks Shop Steward GUIERRMO MARISCAL on raising \$ 120.00 for Muscular Dystrophy last month.

MBA---DUENEZ No Report. Hope to have an article for the MailCall soon.
EDITOR---VALENZUELA MailCall fund is up to date.
ELECTION COMMITTEE No Report
OWCP---MACARAEG New Law passed by the Biden Administration, makes it now easier to file claims for OWCP for Letter Carriers and all workers in the nation.
FINANCE REPORT---MULLINAX All Pins have been completed and we are working on when and how to get them out to membership. Will be sending out letters to all new Gold Card recipients, and we hope to be able to make presentations to both 2020 and 2021 honoree's at this years FRANK BRASH RETIREE LUNCHEON. Will be contacting the venue to see what the situation is.
TREASURERS REPORT READ---WILSON
Motion---Accept financial report as read M/S/C
VICE-PRESIDENT BURTON Wish to Thank all members and Officers of the Branch for their help and support over the last year. I wish to especially Thank JANETTE and JEMMAYEN for their help and support. I plan to stay involved in the Branch and look forward to working with everyone in the future.
PRESIDENT J. DOLABSON Gave her report which will be published in the MailCall

OLD BUSINESS--NONE NEW BUSINESS

MOTION-- Move that the Branch hold a Shop Steward Training Class on June 13, 2021, from 10 AM to 2 PM. Each Steward attending will receive \$ 100.00 for all expenses.
Total cost to the Branch \$ 1,000.00 M/S/C

MOTION---Move that the Branch pay State Farm Insurance \$ 997.00 for the 2021 Property and Liability insurance plans. M/S/C

MOTION---Move that the Branch update the QuickBooks computer program for a cost not to Exceed \$ 750.00. M/S/C

MOTION---Move that the Branch send OWCP Rep, JEMMAYEN MACARAEG to the OWCP class on May 16,2021 for 4 hours 12 - 4 PM. She will receive \$ 100.00 for all expenses. M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

MDA DRAWING

NONE

Meeting Adjourned 8:26 PM