

**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**

Off the job injuries and illness

It has been a concerning trend to me that management in some offices are not accepting medical documentation for carriers out on sick leave that has been correctly provided to them. If you are out three days or more your medical documentation must have the following: Nature of the illness or injury treated for and the dates that you are out along with the doctor's information and name of the doctor's office and physician that treated you. It is not appropriate to send letters to the carrier saying their documentation is insufficient when these requirements have been provided. It is further inappropriate to call the carrier and instruct them to come to work to do anything. If your doctor has put you out from work, no manager has the right to instruct you to do otherwise. They are not a doctor. You are not on restrictions. Your doctor has put you off work. If this is happening to you, call your shop steward or me and we will file a grievance. If your medical documentation does not provide the correct information required, then you need to follow these requirements and provide proper documentation.

If your absence is covered under FLMA and you qualify for FMLA, I urge you to submit the FMLA paperwork to cover your absence or further need to cover future issues regarding this injury or illness or care for family member. Below are FLMA requirements and ELM language.

ELM

513.361 Three Days or Less For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested.

513.362 Over Three Days For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work or of need to care for a family member and, if requested, substantiation of the family relationship.

513.363 Extended Periods Employees who are on sick leave for extended periods are required to submit at appropriate intervals, but not more frequently than once every 30 days, satisfactory evidence of continued incapacity for work or need to care for a family member unless some responsible supervisor has knowledge of the employee's continuing situation.

513.364 Medical Documentation or Other Acceptable Evidence When employees are required to submit medical documentation, such documentation should be furnished by the employee's attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties. Supervisors may accept substantiation other than medical documentation if they believe it supports approval of the sick leave request.

513.365 Failure to Furnish Required Documentation If acceptable substantiation of incapacitation is not furnished, the absence may be charged to annual leave, LWOP, or

AWOL

513.37 Return to Duty An employee returning from an FMLA-covered absence because of his or her own incapacitation must provide documentation from his or her health care provider that he or she is able to perform the functions of the position with or without limitation. Limitations described are accommodated when practical. Bargaining unit employees must also comply with requirements in 865.

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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	3	4	7									5
ENCINO	3	4	4									4
PANORAMA CITY	4	4	4									4
SHERMAN OAKS	2	4	3									5
SUN VALLEY	0	0	0									0
TARZANA	0	0	0									0
RETIREE'S	9	7	7									6
TOTAL	21	23	25									24

NEXT MEETING TUESDAY AUGUST 2nd 2022

6:30 p.m.

**It Will Be Held At the
UNION OFFICE
6910 Hayvenhurst Ave
#104**

Between Van Owen & Sherman Way

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

Aug 5, 2022

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

Message from the Secretary Steve Seyfried

Filing FECA Claims for COVID-19

There was some confusion in last months MailCall Minute's regarding the rules and procedures for filing claims for Covid-19 under FECA. The information printed in the Vice Presidents Report was not correctly reported. My apologies to the Vice President for this error. To help correct the error the Vice President has submitted the correct procedures for filing a claim and these are printed on page 3 of this edition of the MailCall. Thank you.

Vice President's Report

By

Jemmayen Macaraeg

Please take time to read my Covid filing report on page 3 as it has very good information. As summer continues we are experiencing scorching hot weather. What better way to cool off than with a cold and refreshing Jamba Juice, and at the same time you can help in our Branch's continuing support of the Muscular Dystrophy Association. Remember to stay hydrated and always work in a safe and professional manner.

JAMBA JUICE BOGO FREE X 6



**ALL PROCEEDS GO TO
MUSCULAR DYSTROPHY**

**SUMMER'S HERE !! WOULD'T YOU LOVE
A GREAT TASTING—COOL DRINK FOR
YOURSELF OR A FRIEND !!!
CALL : (818)786-8505 OR (818)
205-6749 TO ORDER!!!**

Did you hear it's Easier to File a FECA Claim for COVID-19 now?

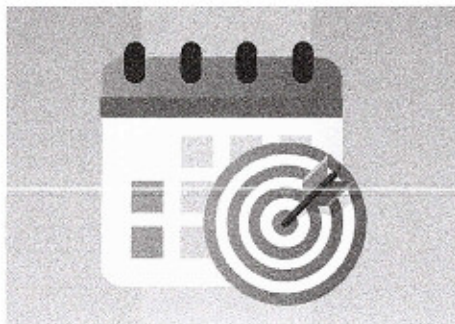
The American Rescue Plan Act of 2021 that President Biden signed on March 11, 2021, makes it **much easier** for federal workers diagnosed with COVID-19 to establish coverage under the Federal Employees' Compensation Act. To establish a COVID-19 claim, you simply need to establish that you are a "covered employee," meaning that:

1. **You were diagnosed with COVID-19.** Specifically, you were diagnosed with COVID-19 while employed in the Federal service at any time during the period of January 27, 2020 to January 27, 2023; and,
2. **Your duties include any risk of exposure.** Specifically, within 21 days of your diagnosis of COVID-19, you carried out duties that—
 - a. required contact with patients, members of the public, or co-workers; or
 - b. included a risk of exposure to the novel coronavirus.



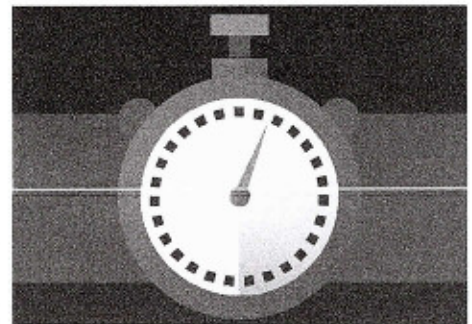
What Does the Change in the Law Mean?

1. **You are only required to establish that your duties included a risk of exposure to COVID-19.** You do not have to prove you were engaged in high-risk employment; that you were actually exposed to the virus; or that you were exposed to someone who had the virus while performing your duties.
2. **If you establish that you are a "covered employee," any diagnosed COVID-19 will be deemed to have been proximately caused by your Federal employment.** You no longer have to establish a causal link between your employment and your COVID-19 diagnosis.



What to Do:

You can quickly and easily file a CA-1 Claim for COVID-19 through the Employees' Compensation Operations and Management Portal (ECOMP). You can access ECOMP at ecomp.dol.gov. If you have never used ECOMP, you can [view this instructional video](#) to learn how to register for an ECOMP account, [and this video](#) to learn how to file a COVID-19 claim. If you don't have access to a computer, contact your supervisor.



Why File Now? What if I Think I Am OK?

If you were previously diagnosed with COVID-19 or even if you believe you just have a mild case of COVID-19, you should consider filing a COVID-19 FECA claim **now** even if you have fully recovered and/or had an asymptomatic infection.

- In the event you develop a consequential injury, impairment or illness later as a result of your COVID-19 diagnosis, timely filing your claim **now** will facilitate the processing of any future claim for any such consequential condition or impairment.
- If you wait until you experience a consequential injury or illness to file your COVID-19 claim, your claim may be subject to time limitation and you will have to establish **both** the initial COVID-19 claim and the consequential condition claim before benefits can begin.



PRESIDENT'S REPORT

(Continued from Page 1)

Leave Under the Family and Medical Leave Act

This document is a summary overview of the Family and Medical Leave Act of 1993 (FMLA). Nothing in this summary is intended to conflict with or modify the FMLA, or Postal Service regulations. In the event of a conflict, the Act and/or Postal Service regulations will govern. The FMLA applies to Postal Service employees. Postal Service regulations implementing the Act are found in Employee and Labor Relations Manual (ELM) Section 515. The law entitles eligible employees to take up to 12 workweeks of job-protected absences during a 12-month period as defined by the employer (the Postal Service has selected the postal leave year which begins with the first full pay period that begins in a calendar year and ends with the start of the next year) for one or more of the following reasons:

- The birth of an employee's child and the care of that child during the first year after birth. Circumstances may require that leave covered by FMLA (herein referred to as "FMLA leave") begins before the actual date of birth of a child, i.e. for prenatal care or if the mother's condition prevents her from performing the functions of her position.
- The placement of a child with the employee for adoption or foster care. The employee may be entitled to FMLA leave before the actual placement or adoption of a child when, for example, the employee is required to attend counseling sessions, appear in court, or consult with attorneys or doctors representing the birth parent prior to placement. FMLA coverage expires one year after the date of the placement.
- A serious health condition that makes the employee unable to perform the functions of the employee's job. An employee is "unable to perform the functions of the position" when his/her health care provider finds that the employee is unable to work at all or is unable to perform any one of the essential functions of the employee's position within the meaning of the Americans with Disabilities Act (ADA).

- To care for the employee's spouse, son, daughter, or parent who has a serious health condition. This requires medical certification that an employee is needed to care for a family member and encompasses physical care and psychological comfort and reassurance when the family member is receiving inpatient or home care. For the purpose of the FMLA the following definitions apply: A parent is defined as a biological, adoptive, step or foster parent or an in loco parentis. An in loco parentis is a person who acts as a parent toward a son or daughter, or a person who had such responsibility for the employee when the employee was a child. FMLA regulations do not require an employee who intends to assume the responsibilities of a - 2- M-01866 parent to establish that he or she provides both day-to-day care and financial support in order to be found to stand in loco parentis to a child. For example, where an employee provides day-to-day care for his or her unmarried partner's child (with whom there is no legal or biological relationship) but does not financially support the child, the employee could be considered to stand in loco parentis to the child and therefore be entitled to FMLA leave to care for the child if the child had a serious health condition. Similarly, an employee who will share

equally in the raising of an adopted child with a same sex partner, but who does not have a legal relationship with the child, would be entitled to leave to bond with the child following placement, or to care for the child if the child had a serious health condition, because the employee stands in loco parentis to the child. A Spouse, as defined in the statute, means a husband or wife. For purposes of this definition, husband or wife refers to the other person with whom an individual entered into marriage as defined or recognized under state law for purposes of marriage in the State in which the marriage was entered into or, in the case of a marriage entered into outside of any State, if the marriage is valid in the place where entered into and could have been entered into in at least one State. This definition includes an individual in a same-sex or common law marriage that either: (1) Was entered into in a State that recognizes such marriages; or (2) If entered into outside of any State, is valid in the place where entered into and could have been entered into in at least one State. A son or daughter is defined as biological, adopted, foster, in loco parentis (defined above under definition of parent), legal ward or stepchild under the age of 18; or a child 18 or over who has a disability as defined under the ADA or Rehabilitation Act and the disability makes the person incapable of self-care. Disability under the ADA or the Rehabilitation Act, as amended, is defined as an impairment which substantially limits a major life activity. Major life activities include, but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. "Major life activity" also includes the operation of a major bodily function, including but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions. "Substantially limits" means a restriction as compared to most people in the general population. An impairment that substantially limits one major life activity need not limit other major life activities in order to be considered a disability. An impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active. "Incapable of self-care" is the need for assistance or supervision to provide daily care in three or more "activities of daily living": grooming, bathing, eating, hygiene, cooking, cleaning, paying bills, using a phone or the post office, shopping. - 3- M-01866 There is no "laundry list" of serious health conditions. Other than incapacity due to pregnancy or for prenatal care, the circumstances, not the diagnosis, determine whether a condition is serious. Therefore, every request for FMLA leave must be considered on a case-by-case basis. The definitions of a "serious health condition," as defined by the statute and regulations, must be considered alongside the information provided by the employee and the employee's healthcare provider. Management is within its rights to ask employees about the circumstances of their condition in order to determine whether absences may be protected under the FMLA and/or to assess whether the absences may require return-to-work clearance per ELM 865. Military family leave. The National Defense Authorization Acts

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(NDAA) of 2008 created two new categories of military family leave covered under the FMLA: qualifying exigency leave and military caregiver leave. The NDAA of 2010 expanded both categories of military family leave.

Qualifying exigency leave.

The Postal Service must grant an eligible employee up to 12 workweeks of FMLA leave during the 12-month FMLA leave period for qualifying exigencies that arise out of the fact that the employee's spouse, son, daughter or parent, who is a member of the Regular Armed Forces, National Guard, Reserves, or a retired member of the Regular Armed Forces or Reserves, is under a call or order to covered active duty (or notification of an impending call or order to covered active duty) during the deployment of the member with the Armed Forces to a foreign country. For those military members in the National Guard or Reserves, the call to active duty must also be in support of a contingency operation. For purposes of qualifying exigency leave, the 12-month period is the postal leave year that the Postal Service has established for the other categories of FMLA leave. Qualifying exigencies that may arise out of the covered military member's covered active duty or call to covered active duty include:

- Short Notice Deployment
- Post-deployment activities
- Military event or related activity
- Counseling
- Childcare and school activity
- Rest and recuperation
- Financial or legal arrangements
- Parental care
- Additional activities arising from the call to duty (Provided the employer and employee agree that the leave qualifies as an exigency and agree on the timing and duration of the leave.)

Military caregiver leave

The Postal Service must grant an eligible employee who is a spouse, son, daughter, parent, or next of kin of a covered service member or covered - 4- M-01866 veteran with a serious injury or illness up to a total of 26 workweeks of leave during a single 12-month period to care for the covered service member or covered veteran. While the 12-month period for every other category of FMLA leave coincides with the postal leave year, the 12-month period for military caregiver leave begins on the date that the eligible employee first takes military caregiver leave. A "covered service member" is a current member of the Armed Forces, including a member of the National Guard or Reserves, who is receiving medical treatment, recuperation, or therapy, or is in outpatient status, or is on the temporary disability retired list for a serious injury or illness. A "serious injury or illness" is one incurred by a service member in the line of duty while on active duty that may cause the service member to be medically unfit to perform the duties of his or her office, grade, rank, or rating. A serious injury or illness also includes injuries or illnesses that existed before the service member's active duty that were aggravated by service in the line of duty on active duty. A "covered veteran" is a veteran who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness and:

- served in the Armed Forces (including a member

- of the National Guard or Reserves);
- was discharged or released under conditions other than dishonorable;
- was discharged within the five-year period before the eligible employee first takes FMLA military caregiver leave to care for him or her. For covered veterans, a "serious injury or illness" is an injury or illness that was incurred by the covered veteran in the line of duty on active duty in the Armed Forces or one that existed before the veteran's active duty and was aggravated by service in the line of duty on active duty, and that is: 1. a continuation of a serious injury or illness that was incurred or aggravated when the veteran was a member of the Armed Forces and rendered the service member unable to perform the duties of the service member's office, grade, rank, or rating; or 2. a physical or mental condition for which the veteran has received a U.S. Department of Veterans Affairs Service-Related Disability Rating (VASRD) of 50 percent or greater, and the rating is based at least in part on the condition for which caregiver leave is needed; or 3. a physical or mental condition that substantially impairs the veteran's ability to work due to the condition, or would do so absent treatment; or 4. an injury that is the basis for the veteran's enrollment in the Department of Veterans Affairs Program of Comprehensive Assistance for Family Caregivers. - 5 - M-01866

Any one of these definitions meets the FMLA's definition of a serious injury or illness for a covered veteran regardless of whether the injury or illness manifested before or after the individual became a veteran. The FMLA has created several separate definitions of family members for both categories of military family leave. Son or daughter, for the purposes of qualifying exigency leave, means the employee's biological, adopted, foster child, stepchild, legal ward, or a child for whom the employee stood in loco parentis, who is on covered active duty or call to covered active-duty status, and who is of any age. Son or daughter of a covered service member, for purposes of military caregiver leave, is the service member's biological, adopted or foster child, stepchild, legal ward, or a child for whom the service member stood in loco parentis, and who is of any age.

' Parent of a covered service member, for purposes of military caregiver is a covered service member's biological, adoptive, step or foster parent, or any other individual who stood in loco parentis to the covered service member. Next of kin of a covered service member, for purposes of military caregiver leave is the nearest blood relative, other than the covered service member's spouse, parent, son, or daughter, in the following order of priority: Blood relatives who have been granted legal custody of the covered service member by court decree or statutory provisions, brothers and sisters, grandparents, aunts and uncles, and first cousins, unless the covered service member has specifically designated in writing another blood relative as his/her nearest blood relative for purposes of military caregiver leave under FMLA. Eligibility Requirements: Any career or non-career employees who meet the eligibility requirements may take FMLA leave if they meet the eligibility requirements at the time the leave starts; that is, they have been employed by the Postal Service for at least 12 months (this time does not have to be consecutive, but generally must have been worked within the past seven years) and they have completed at least 1250 workhours during the 12-month period immediately preceding the date the leave starts.

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The 1250 workhours includes overtime, but excludes any paid or unpaid absence, except for absences due to military service. Leave Without Pay (L WOP), including union L WOP, does not count toward the 1250 workhour eligibility requirement. Military Service: The Postal Service will credit any period of military service as follows: • Each month served performing military service counts as a month actively employed by the employer for the purpose of determining the 12 months of employment requirement. - 6- M-01866 • The hours that would have been worked for the employer, based on the employee's work schedule prior to the military service, are added to any hours actually worked during the previous 12-month period to determine if the employee meets the 1250 workhour requirement. The hours the employee would have worked will be calculated in the same manner as back pay calculations, found in Section 436 of the ELM. Calculating the 1250 Per Condition, Per Leave Year. The 1250 workhour eligibility test is applied only once, at the beginning of a series of intermittent absences, if all absences are for the same FMLA-qualifying reason during the same 12-month leave year. The employee remains eligible throughout that leave year even if subsequent absences bring the employee below the 1250 workhour requirement. If an employee has a different FMLA-qualifying reason for leave during the leave year, the employee must meet the 1250 workhour eligibility test at the commencement of the leave for the second qualifying reason.

If the employee does so, he/she is eligible for FMLA protection of absences for both qualifying reasons for the remainder of the leave year, or until the 12-week entitlement has been exhausted (or 26-week entitlement in the case of military caregiver leave). However, if the employee is unable to meet the 1250 workhour requirement for the second qualifying reason in the leave year, the employee is NOT entitled to FMLA protection for the second qualifying reason, but remains entitled to FMLA protection for the first qualifying reason for the remainder of the leave year or until the 12-week entitlement has been exhausted (or 26-week entitlement in the case of military caregiver leave). Therefore, it is possible for this employee to be eligible for FMLA protection for one qualifying reason, but not for the second and different reason. The 1250 workhour eligibility requirement must be recalculated at the commencement of each subsequent and separate condition for which the employee needs leave in order to determine eligibility for each condition in each leave year. The 1250 workhour eligibility requirement is recalculated upon the first absence in the new leave year related to the FMLA certified condition. Where the employee's need for leave due to the employee's own serious health condition, or the serious health condition of the employee's covered family member, lasts beyond a single leave year, the employer may require the employee to provide a new medical certification in each subsequent leave year. "When an employee is awarded back pay, the hours an employee would have worked, if not for the action which resulted in the back pay period, are counted as work hours for the 1250 work hour eligibility requirement under the Family Medical Leave Act (FMLA). If an employee substitutes annual or sick leave for any part of the back pay

period that they were not ready, willing and able to perform their postal job, the leave is not counted as work hours for the 1250 work hour eligibility requirement under the FMLA. If a remedy modifies an action, resulting in a period of suspension or leave without pay, that time is - 7- M-01866 not counted as work hours for the 1250 hours eligibility requirement under the FMLA." (Step 4, B94N-4B-C 98056900, April3, 2001, M-01436). Employee Rights: For postal employees, with the exception of military caregiver leave, the leave year begins with the first full pay period that begins in a calendar year and ends with the start of the next year. Up to 12 workweeks of annual leave, sick leave, continuation of pay, LWOP, or a combination of these, depending on the situation, may be used for FMLA-covered conditions. LWOP must be approved for a covered absence when requested by an eligible employee. The leave may be taken in a single block of time, in separate blocks, or intermittently depending on the condition and the medical necessity for the leave. The FMLA requires employees to make a reasonable effort to schedule intermittent or reduced leave for treatment in a way that will not unduly disrupt workplace operations. Employees are ordinarily expected to consult with their employers prior to the scheduling of treatment in order to work out a treatment schedule which best suits the needs of both the employer and the employee. In the case of military caregiver leave, the single 12-month period runs independently of the 12-month leave year that the Postal Service has established for all other types of FMLA leave. It begins on the first day the employee takes leave to care for a covered service member and ends 12 months later. The rules allow an eligible employee to take a combined total of 26 workweeks of military caregiver leave and leave for any other FMLA-qualifying reason during the single 12-month period as long as the employee does not take more than 12 workweeks of leave for the other FMLA-qualifying reasons during this period. The right to take leave under FMLA applies equally to male and female employees. For example, a father, as well as a mother, may take FMLA for the placement for adoption or foster care, or to care for a child during the 12 months following the date of birth or placement. On return from an FMLA-covered absence, an employee is entitled to return to the same position the employee held when the leave commenced, or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

Employer Responsibilities

The employer is prohibited from interfering with, restraining, or denying the exercise of any rights provided by FMLA. Nor can the employer retaliate against an employee for exercising or attempting to exercise FMLA rights. Employers cannot use the taking of FMLA leave as a negative factor in employment actions, such as hiring, promotions, or disciplinary actions. Likewise, FMLA-covered absences may not be used towards any disciplinary actions. Employees cannot waive, nor may employers induce, employees to waive their prospective rights under FMLA. Employers must post and keep posted a notice containing the information in Wage and Hour Division Publication 1420, Employee Rights and Responsibilities Under the Family and Medical Leave Act.

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The employer, within five business days of learning of the - 8- M-01866 employee's need for leave, must notify the employee of the employee's eligibility for FMLA leave and of the employee's rights and responsibilities under the FMLA. The notice of rights and responsibilities must include, among other things, any requirements for the employee to furnish certification of a serious health condition, serious injury or illness sustained in the line of duty, or qualifying exigency arising out of active duty or call to active duty, and the consequences of failing to provide certification. The Postal Service uses Department of Labor (DOL) Form WH-381, Notice of Eligibility and Rights & Responsibilities (FMLA), to meet its requirement to notify the employee of his or her eligibility, rights, and responsibilities. Once the employer has sufficient information to determine whether an employee's leave is being taken for an FMLA-qualifying reason, the employer must notify the employee in writing within five business days that the leave will be designated as FMLA leave and the amount and type of leave that will be charged (annual, sick, L WOP). The Postal Service uses DOL Form WH-382, Designation Notice (FMLA), to meet its requirement to notify the employee of his or her FMLA designation. Under FMLA, the employee may request substitution of paid leave for the 12 workweeks (12 times the employee's normal scheduled hours per week) of unpaid absence per year in accordance with normal leave policies and bargaining unit agreements. However, under Postal Service policy an employee may use LWOP for an FMLA-covered absence. Employee Responsibilities. The following are the employee's responsibilities when a request for FMLA leave is submitted:

- When the need for leave is foreseeable (e.g., pregnancy) notify management of the need for leave and provide appropriate supporting documentation (i.e., PS Form 3971, Request for or Notification of Absence) at least 30 days before the absence is to begin. If 30 days' notice is not practicable, notice must be given as soon as practicable, i.e., the same day the employee learns of the need for leave or the next business day.
- When the need for leave is not foreseeable, an employee must comply with the employer's usual and customary notice and procedural requirements for requesting leave, absent unusual circumstances. Employees should notify management as soon as practicable, i.e., the same day, at least, before the start of one's tour. Leave requests should be submitted via PS Form 3971, Request for or Notification of Absence.
- Provide certification requested by the employer for FMLA-covered absences within 15 calendar days (unless not practicable under the particular circumstances despite the employee's diligent good faith efforts), and correct insufficient certification within seven days (unless not practicable under the particular circumstances despite the employee's diligent good faith efforts). The certification may be in any format, including the National Association of Letter Carriers (NALC) FMLA forms, as long as it provides the information required for -9- M-01866 certification by the implementing regulations of the FMLA.
- For medical emergencies, the employee or his spokesperson may give oral notice of the need for leave, or notice may be given by phone,

telegraph, fax, or other means. In answer to whether management can require "supporting documentation" for an absence of three days or less in order for an employee's absence to be protected under the FMLA, the parties agreed that: The Postal Service may require an employee's leave to be supported by an FMLA medical certification, unless waived by management, in order for the absence to be protected. When an employee uses leave due to a condition already supported by an FMLA certification, the employee is not required to provide another certification in order for the absence to be FMLA protected. We further agree that the documentation requirements for leave for an absence of three days or less are found in Section 513.361 of the Employee and Labor Relations Manual which states in pertinent part that: For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence.

NATIONAL CONVENTION 2022

The NALC will be holding its National Convention from August 8 – 12 2022, in Chicago Illinois. These conventions are held every 2 years, and bring together NALC members from all 50 states, District of Columbia, and the American Territories. These gatherings allow the membership to join together to speak out on matters that affect every Letter Carrier. Our Branch will be sending a delegation to the Chicago Convention, below are listed the names and stations of those who will be attending, so that the membership can express to them concerns or suggestions as to how we can make the NALC a better organization in the future. The NALC is different than most Unions, in that, every member has the opportunity to not only vote on representation, but on all aspects of the Union's business. Celebrate all the benefits that you receive as a result of the Union's bargaining, and help strengthen that power by being involved.

JANETTE DOLABSON	President/Retiree
JAYMMAYEN MACARAEG	Panorama City Station
STEVE SEYFRIED	Secretary/Retiree
TIA WILSON	Treasurer/Retiree
TRACY MULINAX	Encino Station
WILL POWERS	Encino Station
PAUL JEFFREY	Trustee/Retiree
JOHN BURTON	Main Office Station
LARRY DOLABSON	Encino Station
FRANCISCO VALENZUELA	Panorama City Station
ART BOCEK	Retiree
CALVIN BROOKINS	Retiree
RAUL DOZEL	Main Office Station
ROBERT ENZ	Retiree
ROD GODDARD	Sherman Oaks Station
GUILLERMO MARISCAL	Sherman Oaks Station
RAFAEL PEREZ	Panorama City Station



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Van Nuys, CA 91406

Address Service Requested

Branch Meeting Minutes
July 5, 2022

By
Steve Seyfried, Secretary

The Meeting was held at the Branch 2462 Union Hall 6910 Hayvenhurst Ave, #104 Van Nuys California. It was called to order by PRESIDENT J. DOLABSON at 6:53 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS POWERS

MOMENT OF SILENCE--In Memory of ALL LETTER CARRIERS that have passed in 2022.

ROLL CALL OF OFFICERS

PRESENT--J. DOLABSON, SEYFRIED, WILSON, MULLINAX, POWERS, JEFFREY, BURTON, L. DOLABSON, DUENEZ

ABSENT--MACARAEG, JOHNSON, VALENZUELA

MINUTES ACCEPTED AS PRINTED IN MAIL CALL

WITH CORRECTION: Vice Presidents report contained a mistake, please refer to Page 3 of the August 2022 MailCall for clarification.

CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

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

COMMITTEE REPORTS

AUDIT & BUDGET--TRUSTEES Audit will be held on July 14, 2022 at 6:30 pm at the Union Office

SAFETY & HEALTH Street observations are starting to be conducted by Supervisors, these observations can, and no doubt will lead to disciplinary actions. Previous observations were not subject to discipline as they were not being conducted by management. Unfortunately, Carriers continue with Open Doors--Illegal Parking Spots--Wearing Ear Buds and using Cell Phones while making deliveries. All of the above are not allowed by USPS. Save yourself the headache of losing a paycheck and work safely and professionally.

RETIREES 6 Retiree's present tonight. Retiree Luncheon has been scheduled for October 2022.

MDA FUND--POWERS Currently \$ 1704.00 in the fund

HBR--L. DOLABSON Letter Carriers have one of the highest incidence rates for SKIN CANCER due to their working conditions. There are many highly effective prevention methods available to help mitigate this situation. Hats and the application of SUN BLOCK CREAM are 2 of the most effective and the use of both at the same time only helps.

MDA--MACARAEG No Report.

MBA--DUENEZ No Report

POLITICAL--BURTON No Report

EDITOR--VALENZUELA All is Good

FINANCE REPORT--MULLINAX Letters have been sent out to all Retiree's letting them know of the Date of the FRANK BRASH RETIREMENT LUNCHEON in October. We have 3

years' worth of awards and acknowledgements so it will be a full and fun day. Active Carriers are welcome to attend as well, as we also have awards for many of them as well.

TREASURERS REPORT--WILSON Full Financial Reports for both May and June were presented and read.

MOTION TO ACCEPT REPORTS AS READ M/S/C

VICE-PRESIDENT MACARAEG No Report

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

OLD BUSINESS--NONE

NEW BUSINESS

MOTION--Move that the Branch donate \$ 100.00 to the JAIME RUBIO FAMILY to help with funeral costs M/S/C

MOTION--Move that the Branch pay the Workman's Compensation Insurance bill, with AmTRUST for \$ 1644.00, for the dates August 28, 2022 thru August 28, 2023 M/S/C

MOTION--Move that the Branch purchase a replacement power cable for the Vice President's laptop. Cost to the Branch not to exceed \$ 40.00 M/S/C

MOTION--Move the Branch send the President to the Committee of President's meeting, in Anchorage Alaska from September 24 --September 27, 2022 Cost not to exceed \$ 2400.00 M/S/C

MOTION--Move that the Branch purchase a FAX machine for the office. Cost to the Branch \$ 251.84 M/S/C

MOTION--Move that the Branch pay each Delegate that attends the Chicago National Convention August 7, 2022 --August 12, 2022. \$ 2250.00 for all expenses. M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

GOOD OF ASSOCIATION

We send our heartfelt condolences to ADRIANA GONZALEZ (Carrier Sherman Oaks Station) on the passing of her Daughter and Brother. Our deepest sympathy to you and your entire Family

MDA DRAWING

\$ 3 KEN BALDELOMAR--SHERMAN OAKS
\$ 3 RICHARD DUENEZ--PANORAMA CITY
\$ 5 WILBER ---SHERMAN OAKS

Meeting Adjourned 7:53 PM