

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

VOLUME 60

NOVEMBER 2023

NUMBER 10

PRESIDENT'S REPORT

By

CALVIN D. BROOKINS

Update to Article 10 Charges:

As reported from NALC Headquarters:

This is an update to the August 31 notification concerning charges received by the NALC Executive Council proffered against President Brian L. Renfroe by another member of the Council.

Pursuant to Article 10 of the *NALC Constitution*, the appointment of the panel of three disinterested members has been made. They are as follows:

- Brian Hellman, retired member of Branch 36, New York, NY
- Myra Warren, retired member of Branch 132, Dallas, TX
- Barry Weiner, retired member of Branch 9, Minneapolis, MN

In accordance with Article 10, the panel shall conduct an evidentiary hearing and make a report with recommendations to the Executive Council, which shall be served on the accused officer and charging member, who may, within 15 days, file with the Executive Council objections or comments thereon.

NALC Disaster Relief Foundation:

With all the natural disasters that have taken place over the last few years, (Hurricanes, Tornadoes, Earthquakes, Wildfires, etc.) we are reminded that our brothers and sisters' Letter Carriers will need a helping hand from time to time. As members of the NALC, we have a Foundation that is designed to help our members when disaster strikes.

The recent wildfire in Hawaii is a reminder that we need to remind our members of the need for the NALC

Disaster Relief Foundation and how we can help support this Foundation and our brothers and sisters Letter Carriers in their time of need.

At the 2018, NALC Convention in Detroit, our Union established the NALC Disaster Relief Foundation to help alleviate some of the suffering of our members affected by natural disasters.

The NALC Disaster Relief Foundation was created to fill a need that many branches and their members faced when these disasters happen. Such as, the wildfires that burned areas in northern and southern California, and now Hawaii, as well as hurricanes that went through south Texas, Puerto Rico, the U.S. Virgin Islands, and parts of Florida.

The Foundation helps branches to know where they can send desperately needed supplies and money to a central location. This Foundation makes it easier for us to help other members of our Union that are in need quickly and efficiently. The Foundation has been set up to function in two ways by providing hands-on relief and by receiving donations to offer financial grants.

NALC has created response teams throughout the country. Those folks on the teams receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA).

The NALC Disaster Relief Foundation also provides financial support through grants. Any NALC member who has faced hardship because of a natural disaster will be able to apply for assistance. The foundation's board of directors will consider the hardship applications and will issue grants on an objective basis to eligible individuals as funds are available. Job performance or history of donations to the foundation will not be considered as part of the selection process.

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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.

VICE PRESIDENT REPORT

by

Jemmayen Macaraeg

"UNDERTIME"

Have you ever wondered where management gets the idea that you have undertime no matter what your mail volume is?

It's from a Web program called **City Delivery Pivoting Opportunity Model (CDPOM)** that accesses a database and graphically displays the information. It's a tool that helps management to determine that your route has undertime. CDPOM uses historical productivity assumptions from the **Delivery Operations Information System (DOIS)**. These assumptions include:

1) credit for cased letters and flats; 2) current DPS performance; 3) based fixed office time; 4) base street efficiency index; and 5) credit for new deliveries. Each route in DOIS uses those assumptions to calculate the projected work hours based on the current day's volume.

In short, they are basing your undertime base off **Delivery Operations Information System (DOIS) or Performance Engagement Tool (PET)**. You have the right to ask management where they are getting their information that determines you have undertime. If they tell you from DOIS or PET please reach out to your shop steward.

What is **Delivery Operations Information System (DOIS)**? The Delivery Operations Information System (DOIS) replaces the Decision Support Information System, the Route Examination System, and the Projected Office and Street Time System. DOIS was designed to provide actionable data to the delivery unit supervisors, assisting them in managing the office activities, planning of street activities and managing the route inspection and adjustment activities. Used properly, the data provided by DOIS will assist the delivery unit supervisor in making sound business decisions related to carrier operations.

What is **Performance Engagement Tool (PET)**? Performance Engagement Tool (PET) is the most recent computerized data generating program, in a long list of previous programs, designed by the Postal Service for use by its supervisors to project the daily workload of letter carriers. The way PET works is it attempts to compare a letter carrier's past street time performance and mail volumes with the current daily situation and then uses that information to determine how long the program thinks it should take a letter carrier to perform his or her duties on that day.

Remember, you are the one who determines if your route has undertime or not.

The Letter Carriers reporting requirement has not changed. Handbook M-39, Handbook M-41 and several national-level settlements have defined a process that both letter carriers and managers are required to follow when a letter carrier cannot complete his or her daily assignment within their normally scheduled time frame.

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ATTENDANCE CHART BRANCH MEETINGS

| MONTH | J | F | M | A | M | J | J | A | S | O | N |
|---------------|----|----|----|----|----|----|----|----|----|----|---|
| MAIN OFFICE | 4 | 3 | 4 | 6 | 0 | 4 | 6 | 3 | 2 | 4 | |
| ENCINO | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | |
| PANORAMA CITY | 1 | 5 | 4 | 4 | 3 | 6 | 8 | 10 | 6 | 7 | |
| SHERMAN OAKS | 1 | 5 | 5 | 5 | 5 | 8 | 5 | 5 | 6 | 7 | |
| SUN VALLEY | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| TARZANA | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| RETIREE'S | 7 | 5 | 7 | 8 | 6 | 10 | 5 | 7 | 5 | 6 | |
| TOTAL | 16 | 22 | 23 | 26 | 20 | 32 | 26 | 29 | 23 | 28 | |

NEXT MEETING TUESDAY NOVEMBER

7th

2023

6:30 p.m.

BRANCH OFFICE

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

Nov 11, 2023

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

"RETIREE CORNER"

ATTENTION: !!!!

We have concluded our Saturday Retiree Breakfasts for the year. Thanks to all those who attended and for the Branch for sponsoring our event. We look forward to resuming again after the first of the year. We wish all happy holidays. Thank You

PRESIDENT'S REPORT

(Continued from Page 1)

The NALC Disaster Relief Foundation is a 501(c)(3), therefore your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is strongly recommended you seek further advice from your tax advisor regarding that type of tax deduction.

Anyone who would like to donate may send a check or money order to the address below.

NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC. 20001-2144

You can also make donations through credit cards and electronic funds transfer (EFT) online. More information on getting assistance or making donations is available on the NALC website, under the Community Service tab. I am encouraging all members to consider donating to the NALC Disaster Relief Foundation. This foundation belongs to the members, and we need to help to make sure it is there for any of our members who may need it in the future. The next disaster could directly affect you.

Wildfire in Lahaina on the Island of Maui I Hawaii:

The wildfire in Lahaina, Hawaii on Aug. 8 killed hundreds of people and destroyed much of the town of Lahaina. According to the Postal Service, no postal employees lost their lives, but seven employees lost their homes, including three Letter Carriers.

The Downtown Post Office in Lahaina was destroyed. According to Branch 5306 President Josh Doher the Letter Carriers of Lahaina are recovering with the help of the NALC Disaster Relief Foundation and their fellow NALC members from around the country.

Donations are Appreciated!

Aloha USPS family, our Brothers and Sisters on the Island of Maui need our help.

If you have gently used Clerk/Carrier uniforms/shoes that you can donate, please give them to your Manager/Postmaster

Managers/Postmasters
You can send uniforms directly to:

Wailuku Post Office
Attn: Marlene Nagata
250 Imi Kala Street
Wailuku, HI 96793-9998
Or

Hawaii District Office
Attn: Gaye Miwa
3600 Aolele Street, #211
Honolulu, HI 96820

Thank you for your continued support!

Hours of Work as per Articles 8, 7 of the National Agreement:

8.1 Section 1. Work Week

The work week for full-time regulars shall be forty (40) hours per week, eight (8) hours per day within ten (10) consecutive hours, provided, however, that in all offices with more than 100 full-time employees in the bargaining units the normal work week for full-time regular employees will be forty hours per week, eight hours per day within nine (9) consecutive hours. Shorter work weeks will, however, exist as needed for part-time regulars.

7.1.A Section 1. Definition and Use

A. Regular Work Force. The regular workforce shall be comprised of two categories of employees which are as follows:

1. Full-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week.

2. Part-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules of less than forty (40) hours in a service week or shall be available to work flexible hours as assigned by the Employer during the course of a service week.

The JCAM on page 7-1 also states the following in part:

Job Classifications. Article 7.1.A defines the three basic classifications of career letter carriers: (1) full-time with a guaranteed weekly schedule consisting of five eight-hour days in a service week...

I write this in my article this month because there seems to be some confusion about the guaranteed 8-hour days or the waiving of that guarantee. According to the language above full-time employees are guaranteed 8 hours of work per day or pay in lieu of.

In accordance with the language as stated in the JCAM on page 8-25, a guarantee could be waived. The language as stated below:

Waiving guarantees.

The Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides that "Management may not solicit employees to work less than their call-in guarantee, nor may employees be scheduled to work if they are not available to work the entire guarantee. However, an employee may waive a guarantee in case of illness or personal emergency." This procedure is addressed in the ELM Section 432.63.

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PRESIDENT'S REPORT

(Continued from Page 3)

The waiving of this guarantee does not come unfettered, in most cases you will have to show documentation to prove the legitimacy of such an illness or personal emergency.

Similar language is stated in ELM 432.63, which strictly deals with compensation for the hours of the guaranteed period and states as follows:

432.63 Pay Computation

As a general principle, when employees are told to *clock out* by management prior to the end of the guaranteed period, the employees are compensated for the hours of the guaranteed period at the rate of pay they would have received had they actually worked the hours. There are, however, conditions under which employees are not compensated for the remaining hours of the guaranteed period. Generally, this occurs when an employee requests to leave the postal premises because of an illness or for personal reasons or leaves without proper authorization.

Whether you are calling it a personal emergency or personal reasons, the union has the obligation to enforce the contract and handbooks and manuals. Our job is to police the contract. If we look at clock rings and see carriers going home before their guaranteed 8 hours, we are going to question management as to why and if they cannot show a legitimate documented reason for it, we will grieve it and request that the carrier be appropriately compensated for it.

For those out there that think I or the union should turn a blind eye to the contractual provisions, I will tell you now that I cannot and will not do that. Therefore, I would advise any of you who are continuing to improperly waive the workhour guarantee, you should stop doing that. I hope this message is clear, if not please contact me at the union office.

In Unionism.

IN MEMORY OF

JOHN WILSON

BRANCH 2462 NALC

WEBMASTER

&

OFFICIAL BRANCH SANTA

--SPECIAL-- NOTICE NO BRANCH MEETING IN DECEMBER

**BRANCH 2462 HOLIDAY OPEN
HOUSE**

**SATURDAY EVENING
DECEMBER 2, 2023**

AT

MASONIC LODGE

**14750 Sherman Way, Van Nuys, CA
DOORS OPEN 6:00 PM-DINNER 7:00 PM**

**ALL MEMBERS AND THEIR FAMILY
ARE INVITED TO ATTEND**

FREE FOOD - FREE DRINK - FREE FUN

DOOR PRIZES FOR MEMBERS

FOOD WILL BE CATERED BY

STONEFIRE GRILL



Vice President's Report

(Continued from Page 2)

Some basic advice on how letter carriers can best handle these situations is below:

1. Orally inform your manager: Sections 131.41 and 131.42 of Handbook M-41 require you to orally inform your manager when you believe you cannot carry all the mail distributed to your route in eight hours or within your normal schedule.

2. Request PS Form 3996: Section 122.33 of Handbook M-39 requires the manager to provide you with a PS Form 3996 when requested. When you request a 3996, no matter what your manager says to you, say, "I am requesting a 3996," and explain the reasons for your request. If you are denied the form, immediately request to see your shop steward.

3. Fill out the form completely: It is important that you fill out the form completely. In the "reason for request" box, write down why you believe you cannot complete your assignment in eight hours. Fully explain the reasons for your request. General comments such as "heavy volume" or "route overburdened" are not enough in this section. Sometimes managers will tell you that you don't need the requested overtime or auxiliary assistance because of what DOIS projects for your route. Multiple national-level settlements (e.g., M-01664 and M-01769) have held that these time projections are not the sole determinant of your daily workload. Nothing can replace the opinion of the professional letter carrier. Simply provide your best estimate and the reasons why and move on to the next step.

4. Keep your cool: While this process can be frustrating, you will do nothing to help yourself by becoming angry. If your manager denies your request for overtime or assistance, tell him or her that you will do your best. Politely ask what you should do if you are not able to deliver all of the mail and return to the office when he or she wants you back.

5. Don't argue: There is no reason to argue with your manager at this point. The best thing you can do is tell your manager that you will do your best and ask for a copy of your 3996. Finish your office work and go to the street. All you have to do is your best. Work professionally. Never compromise your safety or skip breaks or lunches to make it back to the office by a certain time.

6. Don't make decisions: Letter carriers get paid to deliver mail. Managers get paid to make decisions. If you realize that you will not be able to deliver all the mail and make it back to the office by the time the manager has approved, you should do everything you can to put any further decisions in the manager's hands. The best way to handle this situation is to call your supervisor, per local instructions. If you have no local instructions, try calling approximately two hours before the time you are scheduled (approved on PS Form 3996) to be back. Let your supervisor know where you are and how long you think it will take you to finish. Ask whether he or she wants you to bring the mail back or finish the route. Follow whatever instructions your supervisor or manager gives you.

Health Benefits Report

By

JANETTE DOLABSON, HBR

Suicide Awareness and Prevention:

Something to look out for when concerned that a person may be suicidal is a change in behavior or the presence of entirely new behaviors. This concern is the sharpest if the new or changed behavior is related to a painful event, loss, or change. Most people who take their lives exhibit one or more warning signs, either through what they say or what they do. Some of these are:

Talking, discussing, fixating on death. Giving away valuable or meaningful possessions. Having reckless and dangerous behavior. Increasing the use of alcohol and/or drugs. Sleep issues, too much or too little. Not taking basic care of self. Having a history of suicide attempts. Putting personal business in order. Neglecting doctor's orders. Increased anger and intensified mood swings. Withdrawing, isolating, and disconnecting from others.

Know what to do:

1. Offer hope. Reassure the person that help and resources are available. Let the person know that their life is important to you and there is light at the end of the tunnel.
2. Take action. Talk about steps you can take together to keep it a secret.
3. Get help. There are services designed to assist you with preventing suicide. Get immediate care for someone with suicidal thoughts or feelings.

Ensure the appropriate people are aware of the situation. Never try to take on the situation alone.

Seek additional support from trusted family, friends, neighbors, a coach, or religious leader. You can also reach out to the EAP (Employee Assistance Program) at 1 (800) 327-4968, 1 (877) 492-7341 or EAP4YOU.com.

Health Benefits Seminar

I will be attending the Health Benefits seminar Las Vegas from October 15 – 18, 2023. I will be reporting on what I learn in a future article in the MailCall. The NALC Health Plan is considered one of the finest plan that Letter Carriers can take advantage of through their employment in the USPS, and through the hard fought rights that our Union has obtained for us through collective bargaining.

Open Season

OPM has announced the dates for Open Season have been announced. They are from November 13, 2023 through December 11, 2023. This will be the only opportunity you to change the coverage for the upcoming year.

"THE MAIL CALL" BRANCH 2462, NALC

John Burton, Editor
6910 Hayvenhurst Ave., # 104
Van Nuys, CA 91406

Address Service Requested



Branch Meeting Minutes **October 3, 2023**

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 BROOKINS at 6:42 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS GODDARD

MOMENT OF SILENCE--In Memory of JOHN WILSON, BRANCH WEBMASTER, and all LETTER CARRIERS & RETIREES that have passed in 2023.

ROLL CALL OF OFFICERS

PRESENT--BROOKINS, MACARAEG, SEYFRIED, WILSON, MULLINAX, GODDARD, L. DOLABSON, VALENZUELA, J. DOLABSON, BURTON

ABSENT--JOHNSON

MINUTES ACCEPTED AS PRINTED IN MAIL CALL WITH CORRECTION that JASON COLELLO DONATED \$ 2 TO MDA CORRESPONDENCE READ

APPLICATION FOR MEMBERSHIP--NONE

BILLS READ--NONE

COMMITTEE REPORTS

AUDIT & BUDGET--TRUSTEES The Budget meeting will be held January 10, 2023, and the Audit will be held on January 31, 2024. Both will be held at the Union Office.

SAFTEY & HEALTH--MACARAEG There was another robbery committed, this time in Panorama City. The Letter Carrier was confronted at gun point, luckily they were not injured. This only illustrates the importance of being aware of your surroundings while delivering mail. Don't become so absorbed in your work that you do not see dangers around you. If confronted give the persons whatever they ask for, you life is not worth the mail.

RETIREES 6 Retiree's present tonight. Retiree luncheon have ended for the year. Thanks to the Branch for providing this opportunity to get together. See you next year !!

MDA FUND-- \$ 1185.00 in the fund

HBR--J. DOLABSON Will be attending HB Seminar in Las Vegas.

MDA--MACARAEG We have new Jamba Cards, and they are now available for purchase. Plans for a Bowl-a-Thon have been put off till the first of 2024, watch for further information.

POLITICAL--BURTON Still no new information on the bills affecting Letter Carriers as the House of Representatives is currently paralyzed due to the ouster of the Speaker. Hopefully they can all get their act together and resume the business of the people.

EDITOR--BURTON Postage account now has sufficient funds, and we should be good for several months.

FINANCE REPORT--MULLINAX Congratulations to our newest Retiree JESSICA LEE, we wish her well on her retirement.

TREASURERS REPORT--WILSON Financial Reports were read by the Treasurer.

MOTION TO ACCEPT REPORTS AS READ M/S/C

VICE-PRESIDENT MACARAEG Reported on CDP & DOIS which will be the subject of her next article in the MailCall. We are finally able to verify that all Carriers have been trained on the HIPP Program. After extensive investigation, it was found that management had not properly administered this OSHA MANDATED TRAINING !!

In fact someone in management had actually altered the training video to shorten it, to save time. The unaltered program has now been properly given and we hope to not have to deal with such matters in the future. Anyone injured on the job should immediately report the incident to management, and then immediately contact their Shop Steward to receive the correct information regarding how to proceed.

PRESIDENT BROOKINS Reported on the progress happening with the current Contract Negotiations. While moving towards Arbitrations, they are continuing to meet and trying to agree on matters. 8 Carriers in Maui, HI, lost their homes in the recent fire. Luckily no Carriers lost their lives. NALC Disaster Relief Fund is continuing to provide aid and grants to those affected. Post Office will be conducting Collection Box studies, after which they will make decisions regarding the removal of some boxes. Testing updated scanner programs to better notify Carriers when there is Certified Mail in their DPS. Some maintenance of Flat sorting machines will not be outsourced. The Holiday Penalty Overtime exclusion will be from December 2 -29th. During this time there will be no penalty overtime for Carriers. Finally a new pilot program to test new Supervisors on their knowledge of Rules & Regulations is being rolled out. It will be interesting to see how long it lasts.

OLD BUSINESS--NONE

NEW BUSINESS

MOTION--Move that the Branch renew the QuickBooks Payroll computer program from Oct 23, 2023, to October 23, 2024. Cost to the Branch \$ 650.00 M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

NOMINATION OF BRANCH CONVENTION DELEGATES
The following were nominated to be Delegates to the 2024 NALC National Convention.

| | | | |
|-----------------------|-------------|----------------------------|-------------|
| CALVIN BROOKIN | * \$ | JEMMAYEN MACARAEG | * \$ |
| STEVE SEYFRIED | * \$ | TIA WILSON | * \$ |
| TRACY MULLINAX | * \$ | ROD GODDARD | * \$ |
| BOB JOHNSON | * | LARRY DOLABSON | * \$ |
| F. VALENZUELA | * \$ | JANETTE DOLABSON | * \$ |
| JOHN BURTON | * \$ | ART BOCEK | \$ |
| EDWIN BORJAS | \$ | JASON COLELLO | \$ |
| RAUL DOZAL | \$ | LESLY GONZALEZ | \$ |
| PAUL JEFFREY | \$ | GUILLERMO MARCISCAL | \$ |
| RAFAEL PEREZ | \$ | WILLIAN POWERS | \$ |
| JOSE JIMENEZ | | | |

***-----AUTOMATIC DELEGATE**

\$-----QUALIFIES FOR MONEY

GOOD OF THE ASSOCIATION

SPECIAL THANKS TONIGHT TO JESSICA LEE WHO GRACIAOUSLY BROUGHT IN PIZZA FOR ALL THOSE IN ATTENDANCE.

MDA DRAWING

\$ 4 CALVIN BROOKINS--RETRIEE (CC)--DONATED
\$ 4 TIA WILSON--RETIREE (SV)

Meeting Adjourned 8:28 PM