

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

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NUMBER 4

PRESIDENT'S REPORT

**By
JEMMAYEN MACARAEG**

Update on the collective bargaining Nolan selected as chair of interest arbitration panel

The National Association of Letter Carriers and the U.S. Postal Service have selected Arbitrator Dennis R. Nolan to serve as the neutral chair of a three-person interest arbitration panel to set the terms of a new National Agreement between the NALC and the Postal Service. Under the law, each side will also appoint union and management representatives to serve on the panel and represent their respective positions.

Arbitrator Nolan is a member of the American Arbitration Association's labor panel and has been a full-time labor arbitrator since 1976, serving for many years as a national arbitrator on the NALC/USPS panel. In 1985, he was selected for membership in the National Academy of Arbitrators, and eventually served as its president in 2006. Arbitrator Nolan served as the parties' neutral arbitrator in the interest arbitration proceedings for the 2019 National Agreement, which were near conclusion when the parties reached a negotiated settlement late in 2020.

As final preparations for interest arbitration are made, NALC and the Postal Service continue to negotiate in an attempt to reach a tentative agreement. Further updates will be provided as the collective bargaining process moves forward.

Tell the White House to stop the raid on postal pensions.

Joins us in urging the Biden administration to act quickly to remedy this unfair misallocation.
Here is how:

1. Go to this link
<https://www.nalc.org/news/nalc-updates/tell-the-white-house-to-stop-the-raid-on-postal-pensions>

It will lead you to this page -
→



2. Click on the "Click here to Register" on the upper right hand of the page.
3. After registering, you need to log in. Follow the instructions on how to log in are stated on the right side of the page.
4. After logging you will be able to take action.

Why it Matters. This affects you.

OPM's valuation of Postal Service pension obligations jeopardizes the financial stability of the USPS and increases the prices borne by anyone who uses the Postal Service. Letter carriers deliver mail to 152 million U.S. businesses and households and recognized as some of the most favorable federal employees. Postal letter carriers exemplify an unwavering commitment to service so you can get your mail.

Beyond being a financial concern, rectifying this longstanding injustice is about preserving the efficiency and reliability of an institution integral to American life. By ensuring a fair allocation of retirement obligations, we champion the hardworking postal workforce. We are urging President Biden to address this historic injustice, fortify the Postal Service's vital role in our communities, and honor the Administration's promise to letter carriers to solve this blatant problem.

Resource : <https://www.stoppostalraid.com/>

The Great Postal Strike remembered.

It started small, but it grew to become the most important event in the modern history of NALC and the Post Office.

The Great Postal Strike of 1970 still affects our lives and careers today, and that's why we celebrate its anniversary every March.

The strike began with a few thousand letter carriers walking off the job in New York City, but the conditions that led

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ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	2	2	1								
ENCINO	3	4	4								
PANORAMA CITY	2	2	4								
SHERMAN OAKS	7	5	7								
SUN VALLEY	0	0	0								
TARZANA	0	0	0								
RETIREE'S	7	5	5								
TOTAL	21	18	21								

NEXT MEETING TUESDAY APRIL 2nd "2024" 6:30 p.m. BRANCH OFFICE

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

Apr 7, 2024

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: !!!!

Our next Breakfast Meeting will be held at Denny's Restaurant, (Corner of Sherman Way & DeCelsis). **It will begin at 09:00 AM. Date will be March 23, 2024 (4th Saturday)** So, please mark your calendar.....We hope to see you there. Thank You

PRESIDENT REPORT (Continued from Page 1)

carriers in New York Branch 36 to vote to strike had been festering for decades in every station in the country.

The only way to get a pay raise was for Congress to vote for one, and lawmakers had failed time and time again to raise postal pay to adequate levels. Because letter carriers and other postal workers had no collective-bargaining rights they could only ask Congress for better wages and benefits, rather than negotiate for them labor advocates called their situation "collective begging."

The tension boiled over on March 17, 1970. A congressional committee had voted for a pay raise for postal employees a week earlier, but it only angered them because it was so small. The fact that Congress had raised its own pay by 41 percent the year before did not help.

Led by rank-and-file letter carrier Vincent Sombrotto, who later became president of the NALC, Branch 36 members voted 1,555 to 1,055 to strike, taking that step even though they lacked the legal right to strike, and risked being arrested.

Members of other postal unions refused to cross the picket lines. Soon, NALC branches in other parts of the country began voting to join the strike, threatening to make the crisis a national one.

In an attempt to break the spreading strike, President Richard Nixon ordered a group of active duty, reserve, and National Guard troops to New York City post offices to deliver mail. Hundreds of sailors, airmen and soldiers arrived at the post office on Eighth Avenue and 33rd Street on March 24 and quickly learned how difficult sorting and delivering mail really was. With no training or experience as letter carriers, they could not keep up with a day's mail, let alone the mail already piled up during the strike.

The best way to remember this great event is through the eyes and voices of those who participated in it. NALC has posted a pair of videos about the strike on YouTube for anyone who wants to learn about the strike, an event that ushered in dramatic change for the union, its sister unions, and postal operations, and led to letter carriers finally achieving collective-bargaining rights.



VICE PRESIDENT'S REPORT

by
JANETTE DOLABSON

Attendance and discipline:

Can the post office fire you for attendance?

Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service.

“Just Cause Principle The principle that any discipline must be for “just cause” establishes a standard that must apply to any discipline or discharge of an employee. Simply put, the just cause provision requires a fair and provable justification for discipline. Just cause is a term of art created by labor arbitrators. It has no precise definition. It contains no rigid rules that apply in the same way in each case of discipline or discharge. However, arbitrators frequently divide the question of just cause into six sub-questions and often apply the following criteria to determine whether the action was for just cause. These criteria are the basic considerations that the supervisor must use before initiating disciplinary action.”

When it comes to discipline, all management must prove is whether you were at work or not, or at work on time or not and whether that absence or late was excused or not.

With that said, management also must be progressive in discipline for career employees. They do not have to be progressive if you are a CCA. All they have to prove is just cause.

How many days can you miss at USPS?

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.

How much unexcused absenteeism is acceptable before a person is formally disciplined target?

Three absences

At Target, 3 days absences or tardies in a 90-day period, results in corrective action.

It seems that many carriers do not understand that being consistently late to work shouldn't be considered against attendance. It does.

Management must consider the following language of the contract before issuing discipline for anything, including attendance.

• Is there a rule?

If so, was the employee aware of the rule?

Was the employee forewarned of the disciplinary consequences for failure to follow the rule? It is not enough to say, “Well, everybody knows that rule,” or “We posted that rule ten years ago.” You may have to prove that the employee should have known of the rule. Certain standards of conduct are normally expected in the industrial environment and it is assumed by arbitrators that employees should be aware of these standards. For example, an employee charged with intoxication on duty, fighting on duty, pilferage, sabotage, insubordination, etc., may be generally assumed to have understood that these offenses are neither condoned nor acceptable, even though management may not have issued specific regulations to that effect.

• Is the rule a reasonable rule?

Management must make sure rules are reasonable, based on the overall objective of safe and efficient work performance. Management's rules should be reasonably related to business efficiency, safe operation of our business, and the performance we might expect of the employee.

• Is the rule consistently and equitably enforced?

A rule must be applied fairly and without discrimination. Consistent and equitable enforcement is a critical factor. Consistently overlooking employee infractions and then disciplining without warning is improper. If employees are consistently allowed to smoke in areas designated as No Smoking areas, it is not appropriate suddenly to start disciplining them for this violation. In such cases, management loses its right to discipline for that infraction, in effect, unless it first puts employees (and the unions) on notice of its intent to enforce that regulation again. Singling out employees for discipline is usually improper. If several similarly situated employees commit an offense, it would not be equitable to discipline only one.

• Was a thorough investigation completed?

Before administering the discipline, management must make an investigation to determine whether the employee committed the offense. Management must ensure that its investigation is thorough and objective. This is the employee's day in court privilege. Employees have the right to know with reasonable detail what the charges are and to be given a reasonable opportunity to defend themselves before the discipline is initiated.

• Was the severity of the discipline reasonably related to the infraction itself and in line with that usually administered, as well as to the seriousness of the employee's past record?

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VICE PRESIDENT REPORT

(Continued from Page 3)

The following is an example of what arbitrators may consider an inequitable discipline: If an installation consistently issues five-day suspensions for a particular offense, it would be extremely difficult to justify why an employee with a past record similar to that of other disciplined employees was issued a 30-day suspension for the same offense. There is no precise definition of what establishes a good, fair, or bad record. Reasonable judgment must be used. An employee's record of previous offenses may never be used to establish guilt in a case you presently have under consideration, but it may be used to determine the appropriate disciplinary penalty.

- **Was the disciplinary action taken in a timely manner?**

Disciplinary actions should be taken as promptly as possible after the offense has been committed.

Corrective Rather than Punitive: The requirement that discipline be corrective rather than punitive is an essential element of the just cause principle. In short, it means that for most offenses management must issue discipline in a progressive fashion, issuing lesser discipline (e.g., a letter of warning) for a first offense and a pattern of increasingly severe discipline for succeeding offenses (e.g., short suspension, long suspension, discharge). The basis of this principle of corrective or progressive discipline is that it is issued for the purpose of correcting or improving employee behavior and not as punishment or retribution. Just cause for the discipline of City Carrier Assistant (CCAs) is addressed in Appendix B, 3. Other Provisions, Section E – Article 16 of the 2019 National Agreement. This section is reprinted on page 16-12 of the JCAM.

In part, Appendix B states for CCA's "CCAs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance arbitration procedure, provided that within the immediately preceding six months, the employee has completed ninety (90) work days, or has been employed for 120 calendar days (whichever comes first) of their initial appointment. A CCA who has previously satisfied the 90/120 day requirement either as a CCA or transitional employee (with an appointment made after September 29, 2007), will have access to the grievance procedure without regard to his/her length of service as a CCA. Further, while in any such grievance the concept of progressive discipline will not apply, discipline should be corrective in nature, rather than punitive

IN MEMORIAM

**BEA HARKNESS
RETIREE—CIVIC CENTER**

BY-LAW CHANGES

The following By-Law changes were passed at the March Regular Branch meeting by a 2/3's majority.

BY-LAW CHANGE NUMBER 1.

Current Language:

ARTICLE V

Section 5. Any member, not in good standing, or who has not attended at least eighteen (18) Regular Meetings during the twenty-four (24) months prior to their nomination as delegate shall not receive any expenses from the Branch. Any member who has less than two (2) year membership in this Branch who shall have attended at least three-fourths (3/4) of those Regular Meetings, from their acceptance into membership, prior to their nomination as delegate or alternate may receive expenses.

Proposed changes are in Bold & Underlined:

Section 5. Any member, not in good standing, or who has not attended at least eighteen (18) Regular Meetings during the twenty-four (24) months prior to their nomination as delegate shall not receive any expenses from the Branch. **Any member who has at least one (1) year of membership and has attended three-fourths (3/4) of the Regular Meetings since their acceptance into membership, may receive expenses if nominated as a Branch Delegate**

Submitted & Signed by

Steve Seyfried, Janette Dolabson, Art Bocek

BY-LAW CHANGE NUMBER 2.

Current Language:

ARTICLE V

Section 6. It shall be the duty of each member to sign an attendance book at all Regular Meetings, as proof of their attendance. In the event that there should not be a Regular Business Meeting in the month of December any given year, all members attending the previous November Regular Business Meeting shall receive credit toward their attendance for both the November and December Meetings.

Proposed changes are in Bold & Underlined:

Section 6. It shall be the duty of each member to sign an attendance book at all Regular Meetings, as proof of their attendance. In the event that there should not be a Regular Business Meeting in the month of December any given year, all members attending the previous November **or following January Regular Business Meeting shall receive credit toward their attendance for the December Meeting.**

Submitted & Signed by

Steve Seyfried, Janette Dolabson, Art Bocek

HEALTH & SAFETY REPORT

by
LUCY JACOBS
Health & Safety Representative

Earthquake Safety: A Comprehensive Guide

Earthquakes are natural disasters that can strike without warning, causing widespread destruction and loss of life. Being prepared and knowing how to stay safe during an earthquake is crucial for minimizing harm. In this guide, we'll discuss essential earthquake safety measures to protect yourself, your loved ones, and your property.

Pre-Earthquake Preparation:

- **Create an Emergency Plan:** Develop a family emergency plan that includes evacuation routes, meeting points, and communication methods. Practice drills regularly to ensure everyone knows what to do during an earthquake.
- **Secure Heavy Items:** Anchor heavy furniture, appliances, and valuables to walls or floors to prevent them from toppling over during an earthquake. This includes bookshelves, water heaters, and large electronics.
- **Emergency Supplies:** Stock up on essential supplies such as water, non-perishable food, flashlights, batteries, a first aid kit, and a portable radio. Keep these items in an easily accessible location.
- **Know Your Home's Vulnerabilities:** Identify potential hazards in your home, such as unreinforced masonry or weak foundation, and take steps to reinforce or mitigate these risks.

During an Earthquake:

- **Drop, Cover, and Hold On:** If you're indoors when an earthquake strikes, drop to the ground, take cover under a sturdy piece of furniture, and hold on until the shaking stops. Protect your head and neck from falling debris.
- **Stay Indoors:** Avoid running outside during an earthquake, as you may be at risk of falling objects, debris, or collapsing structures. Find a safe spot indoors and remain there until the shaking stops.
- **If Outdoors:** Move to an open area away from buildings, trees, streetlights, and utility wires. Drop to the ground and cover your head and neck until the shaking ceases.
- **If Driving:** Pull over to a safe area away from overpasses, bridges, and buildings. Stay inside your vehicle with your seatbelt fastened until the shaking stops.

After an Earthquake:

- **Check for Injuries:** Assess yourself and others for injuries and administer first aid as needed. Be cautious of broken glass, sharp objects, and other hazards.
- **Evacuate if Necessary:** If you suspect structural damage to your home or building, evacuate immediately and move to a safe location. Use stairs instead of elevators and avoid entering damaged buildings.
- **Listen for Updates:** Stay tuned to local news and emergency broadcasts for updates and instructions from authorities. Be prepared to follow evacuation orders or other directives.
- **Assess Gas and Electrical Systems:** Check for gas leaks, damaged electrical wiring, or other utility issues. If you smell gas or suspect a leak, turn off the main gas valve and evacuate the area.
- **Document Damage:** Take photos or videos of any damage to your property for insurance purposes. Keep records of expenses related to earthquake recovery efforts.

In conclusion, earthquake safety requires proactive preparation, quick thinking during the event, and careful assessment and response afterward. By following these guidelines and staying informed, you can increase your chances of staying safe and minimizing the impact of an earthquake on your life and property. Remember, being prepared saves lives.



M D A BOWL-A-THON

APRIL 27, 2024

SANTA CLARITA LANES
21615 Soledad Canyon Rd, Saugus, CA 91350

Donation of minimum \$ 50.00
Includes: Bowling, Shoes, Food, Soft Drinks

PRIZES

Don't miss out on a night of fun
For further information Contact the Branch Office
of ask your Shop Steward.

Sign-up Sheets will be posted at all Stations

"THE MAIL CALL" BRANCH 2462, NALC

Lucy Jacobs, Editor

6910 Hayvenhurst Ave., # 104

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Branch Meeting Minutes

March 5, 2024

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 MACARAEG at 6:46 p.m. The Pledge of Allegiance was led by SGT-AT-ARMS GODDARD

MOMENT OF SILENCE--In Memory of BEA HARKNESS and all LETTER CARRIERS & RETIREES that have passed in 2024.

ROLL CALL OF OFFICERS

PRESENT--MACARAEG, J. DOLABSON, SEYFRIED, MULLINAX, GODDARD, L. DOLABSON, VALENZUELA, JACOBS

ABSENT--WILSON, JOHNSON, BURTON

MINUTES ACCEPTED AS PRINTED IN MAIL

APPLICATION FOR MEMBERSHIP--RICHARD GOMEZ, MINA MAUROMATI, YASMIN RUIZ, DARIO CASTILLO, SUSANA MENDEZ, ASHLEY CASTILLO
COMMUNICATIONS READ

BILLS READ--MOTION TO PAY

M/S/C

COMMITTEE REPORTS

AUDIT & BUDGET--TRUSTEES No Report

SAFETY & HEALTH--JACOBS Spoke on earthquake safety.

RETIREES 5 Retiree's present tonight.

MDA FUND-- \$ 1,835.00 in the fund

HBR--BURTON No Report

MDA--BURTON Bowl-a-Thon will be on Saturday April 27th at Santa Clarita Lanes in Saugus CA. Watch for information and sign-up sheets at your stations. Any questions, contact your Shop Steward.

MBA--BURTON Wrapping up the classes being given online. I will have a follow-up article soon to go over the current offerings and changes that are being made.

POLITICAL--BURTON CCA buy back bill now has 75 co-sponsors, WindFall elimination bill has moved to committee, and we are asking all to contact their individual House Members and encourage their support.

EDITOR--JACOBS MailCall was mailed out last week, and there is sufficient money in the account.

ELECTION COMMITTEE

No Report

FINANCE REPORT--MULLINAX We received new credit cards from Chase Bank for the newly installed Branch Officers. Still waiting for Tarzana to use their Christmas funds and turn in the receipts.

TREASURERS REPORT--WILSON Financial Reports were read.

MOTION TO ACCEPT REPORTS AS READ

M/S/C

VICE-PRESIDENT DOLABSON Reported on the 54th Anniversary of the 1970 Postal Strike. Any National Convention Delegate that needs to make changes to their plans for Boston, needs to let us know before May 1, 2024. Any changes made after that may cause you to be monetarily responsible for charges incurred by the Branch.

PRESIDENT MACARAEG Announced that a Neutral Arbitrator has been chosen by the USPS & NALC. The parties continue to negotiate as planning for arbitration continues. President Biden has appointed MARTY WALSH to be the newest member of the Postal Board of Governors. Mr. Walsh is considered to be a pro-worker advocate and friend of Postal Workers and the NALC.

OLD BUSINESS

The two By-law changes that were submitted at the January Regular Business meeting were voted on and approved by 2/3's majority vote by the members in attendance. The full text of the new By-laws is printed on page 4 of the April MailCall.

NEW BUSINESS

MOTION--Move that the Branch open an on-line CD account for 1 year, with First Internet Bank, for \$ 15,000.00. Monies to be transferred from the Priority One Savings account.

M/S/C

MOTION--Move that the Branch donate \$ 50.00. to the National Multiple Sclerosis Foundation, in the name of KEVIN DONOHUE

M/S/C

MOTION--Move that the Branch donate \$ 50.00. to the Jewish Big Brothers of Los Angeles, in the name of KEVIN DONOHUE

M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

GOOD OF THE ASSOCIATION

Vice President DOLABSON welcomed 3 new members of the Branch and administered the oath of initiation. Food was served at the close of tonight's meeting.

MDA DRAWING

\$ 5 PEDRO MORALES--MAIN OFFICE--DONATED
\$ 6 KEITH ASHLEY--ENCINO--DONATED

Meeting Adjourned 7:52 PM