

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

VOLUME 61

DECEMBER 2024

NUMBER 11

PRESIDENT'S REPORT

**By
JEMMAYEN MACARAEG**

Should you vote NO or YES on the Tentative Agreement (TA)?

First before voting, I highly advised that you should educate yourself on the TA and make an informative decision. I understand the wait and frustration of every member, nevertheless I think it is very important to look at every angle of the TA.

The only weapon we have is our voice through voting. Please, I encourage you to make sure that you use your voice to fight for the contract that we deserve. Unfortunately, only active members will have the opportunity to vote.

At San Francisco TA Rap Session on October 29, 2024, President Renfroe stated that the ballot will be mailed in mid-November (2024). The ballot will have instructions on how to fill it out and the date for mailing it back will also be indicated on the ballot. You should log in to the "Members only" page at NALC.org to check if your address is correct and current to assure that you will receive your ballot. If you have not received your ballot by the last week of November, please notify your shop steward or Branch President. At the Rap Session it was not decided if the full details of the TA will be mailed with the ballot or if it will be accessible at NALC.org. If the full details of the TA are accessible online and you want a hard copy, please notify your shop steward and we will print it out for you.

Please take your time to read the Comprehensive Summary of the Tentative Agreement. You can access the Comprehensive Summary of the TA at NALC.org and the November Postal Record 2024. Whatever your vote will be, we highly encourage you to vote.

If you have any questions, please do not hesitate to reach out to your shop steward or me.

Here's the Comprehensive Summary of the TA regarding the economic part of the TA:

Summary of Tentative Agreement Term The term of the 42-month agreement will be May 20, 2023, through November 7, 2026.

- All Letter Carriers Wage Increases - All city letter carriers will receive the following general wage increases:
 - Effective Nov. 18, 2023 – 1.3% paid retroactively
 - Effective Nov. 16, 2024 – 1.3% paid retroactively
 - Effective Nov. 15, 2025 – 1.3% Career Carriers
- **Cost-of-Living Adjustments (COLAs)**
Cost of living adjustments are an important protection against future inflation and remain an important component of the National Agreement. Career letter carriers will receive seven COLAs that will provide equal protection against inflation. Top step (Step P) wage rates will be increased by one cent per hour for each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers. Wage rates for the other Steps will be increased proportionally following the practice in effect since the 2011 National Agreement – resulting in the same percentage increase in pay as Step P. January 2023 has been set as the "base month". The seven COLAs for Step P carriers (with proportional application for carriers in lower steps) are payable as follows:
 - The first full COLA will be \$978 annually effective August 26, 2023, paid retroactively
 - The second full COLA will be \$353 annually effective March 9, 2024, paid retroactively
 - The third COLA will \$978 annually effective September 7, 2024, paid retroactively
 - The fourth COLA will be effective in March 2025

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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.

MUTUAL BENEFITS UPDATE

What is the Mutual Benefits Association (MBA) ?

Hi my name is Pedro Morales and I am your MBA Representative. I also serve as a Shop Steward at Main office. The National Association of Letter Carriers (NALC) Mutual Benefit Association (MBA) is a not-for-profit organization that offers insurance and financial products to NALC members exclusively and their families. The MBA was founded in 1891 to help letter carriers and their families financially secure in the event of death or illness.

The MBA offers a variety of plans, including:

- Life insurance: Whole life, term life, and 10-year renewable and convertible term life.
- Annuities: Immediate annuities and retirement savings plans
- Other insurance: Short-term disability, hospital confinement, and group insurance

The MBA is a not-for-profit organization, so all of its revenue goes toward serving its members. This allows the MBA to offer better rates on savings plans and annuities than many private companies.

Today, the MBA has over \$224 million of life insurance in force and can claim over \$194 million of admitted assets. The organization continues to serve letter carriers and their families nationwide—not only by providing insurance protection, but through other activities as well. Thanks to the unfailing support of its members and the expert guidance of its Board of Trustees, MBA can easily look forward to another 100 years of success

ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	2	2	1	3	5	5	3	-	6	3	
ENCINO	3	4	4	3	5	3	4	-	2	5	
PANORAMA CITY	2	2	4	4	2	3	3	-	3	6	
SHERMAN OAKS	7	5	7	6	7	8	8	-	8	9	
SUN VALLEY	0	0	0	0	0	0	0	-	0	0	
TARZANA	0	0	0	0	0	0	0	-	3	2	
RETIREE'S	7	5	5	6	7	5	5	-	8	7	
TOTAL	21	18	21	22	26	24	23	-	30	32	

NEXT MEETING TUESDAY

JANUARY

7th

“2025”

6:30 p.m.

BRANCH OFFICE

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

Dec 8, 2024

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: !!!!

We have had our final Breakfast of the year and wish to thank the Branch for sponsoring this event. We look forward to continuing this gathering in the future. Thanks to all the Retiree's who came out and supported each other.

THANKS

--SPECIAL-- NOTICE

NO BRANCH MEETING IN DECEMBER

**BRANCH 2462 HOLIDAY OPEN
HOUSE**

**SUNDAY EVENING
DECEMBER 15, 2024**

AT

MASONIC LODGE

**14750 Sherman Way, Van Nuys, CA
DOORS OPEN 6:30 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**

PRESIDENT'S REPORT

(Continued from Page 1)

- The fifth COLA will be effective in September 2025
- The sixth COLA will be effective in March 2026
- The seventh COLA will be effective in September 2026
- The future value of the remaining four COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and July 2026. Based on the inflation forecast of the Congressional Budget Office (CBO), expected inflation rates would generate annual Step P COLAs of \$620, \$604, \$624, and 1 \$561 respectively, for the four remaining COLAs, applied proportionally to the letter carrier pay tables as described above. Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation. (See below for more detailed projections for both career carrier pay tables.)
- Wage Schedule Changes MOU Re: Modification of City Carrier Pay Tables – Additionally, Steps AA, A, and B will be eliminated from Table 2. All city carriers in Steps AA, A and B will be advanced to Step C and begin a new 46-week waiting period to be completed before advancing to Step D. After implementation of this change, the total time to reach top step will be reduced by 92 weeks. These changes will be effective and implemented within 180 days of ratification.
- Also effective and implemented within 180 days of ratification, the annual wage in Step P in Tables 1 and 2 shall be increased by \$1,000. This increase is in addition to general wage increases and COLAs.
- All carriers in Step P of Table 1 will be administratively slotted into Step P of Table 2 immediately. Table 1 carriers in Steps O and below will be, upon reaching Step P, administratively slotted into Step P of Table 2. This slotting is purely administrative and will not affect wages in any way.
- **City Carrier Assistants (CCAs)** In lieu of COLAs, City Carrier Assistants will receive an additional 1% increase on the effective dates of the three general increases, for a total of 2.3% in November 2023 (paid retroactively), 2.3% in November 2024 (paid retroactively), and 2.3% In November 2025.
- City Carrier Assistant hourly rates in Table 3 will also be increased by an additional \$0.50 per hour. This ratification increase will be implemented within 180 days of ratification.

- **Retroactive (Back-pay) Provisions** - A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023 and Nov. 16, 2024 general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first three COLAs (totaling \$2,309 annually). It will take some time for the Postal Service to complete more than 200,000 back-pay calculations, so the exact pay period in which back-pay will be issued has yet to be determined, but will be reported as soon as it is confirmed.

Note: Letter carriers who have retired since the expiration of the 2019-2023 National Agreement will also receive back pay from USPS and will have their annuities retroactively adjusted by the Office of Personnel Management.

For the non-economic/work rules Comprehensive Summary Tentative Agreement please visit NALC.org or November Postal Record 2024.

What happens if the majority of the vote is to NOT ratify the TA, the TA will go back to negotiation and if both parties do not reach agreement we will proceed to interest arbitration. According to NALC President Renfroe that we are ready to go to interest Arbitration. For the members that just started, Interest arbitration is a process used to establish the terms of a collective bargaining agreement (CBA) when negotiations reach an impasse. In interest arbitration, an arbitrator or panel of arbitrators makes a final and binding decision on the terms of the agreement.

Do we deserve a higher wage for the job we do?

Do we deserve to have better working conditions?

Are we going to get less at Interest Arbitration?

These are just some of the questions that can help you to decide if you should vote NO or YES.

AGAIN, however you are going to vote **PLEASE VOTE!**
USE your voice and **BE HEARD!!!**



Branch Meeting Minutes **November 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 6:34 p.m.

The Pledge of Allegiance was led by SGT-AT-ARMS GODDARD
MOMENT OF SILENCE--In Memory of all LETTER CARRIERS & RETIREES that have passed in 2024.

ROLL CALL OF OFFICERS

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

ABSENT--SEYFRIED, JOHNSON

MINUTES ACCEPTED AS PRINTED IN MAIL

APPLICATION FOR MEMBERSHIP--NONE

COMMUNICATIONS READ

BILLS READ--NONE

COMMITTEE REPORTS

AUDIT & BUDGET--TRUSTEES Audit and Budget committee will meet in January 2025. Exact date to be determined.

SAFTEY & HEALTH Earbuds still an issue, mgt watching. Remember no earbuds can be worn on the street, video is capturing Carriers wearing them during deliveries.

RETIREES 7 Retiree's present tonight.

MDA FUND--GODDARD \$ 3,564.00 in the fund

HBR--BURTON Gave report on the new fees for the NALC HEALTH PLAN. Rates are posted in the Union Hall & Shop Stewards have information.

MDA--BURTON Still have Jamba Juice cards available, and we are looking forward to having another Bowl-a-Thon sometime in the coming year.

MBA--MORALES Please read my article in the December issue of the MailCall.

POLITICAL--BURTON Windfall Elimination Bill should be coming to the floor for vote soon.

EDITOR-- MailCall was mailed out.

FINANCE REPORT--MULLINAX No Report

TREASURERS REPORT--WILSON Financial Reports were read.

Motion to accept Financial Reports as read M/S/C

VICE-PRESIDENT DOLABSON No Report.

PRESIDENT MACARAEG Veterans that were present were recognized and honored for their service. Reminders that there is no penalty overtime starting the end of November. Open Season is from November 11th--December 9th. Special thanks to all who helped out with the Retiree Luncheon. The Harry Brenneman Award was presented to PEDRO MORALES and the Ray Kreyer Award winner was TRACY MULLINAX. Both were honored at the Retiree Luncheon. Gave report on the

information learned at the San Francisco Rap Session. Gave overview of the proposed new contract and reminded active Carriers that they will be receiving full information along with a ballot to vote on accepting or rejecting the proposal. Make sure that National has your current mailing address to receive your ballot.

OLD BUSINESS--NONE

NEW BUSINESS

MOTION--Move that the Branch cancel the December 2024 Regular meeting M/S/C

MOTION--Move that the Branch hold a Christmas Party on Sunday Dec 15, 2024 at the Van Nuys Masonic Lodge M/S/C

MOTION--Move that the Branch empower the Executive Board to conduct any and all business of the Branch from Nov 6, 2024 through Jan 6, 2025. M/S/C

MOTION--Move that the Branch reimburse the President for the San Francisco Contract Information session that was held on Oct 29, 2024. Cost to the Branch \$ 294.97. M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the Salvation Army for Thanksgiving M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the Salvation Army for Christmas M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the Wounded Warrior Project M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the Marine Corps "Toys For Tots Foundation" M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the American Cancer Society in the name of ROGER ASKEW M/S/C

MOTION--Move that the Branch donate \$ 50.00 to JESUS CRUZ for his birthday M/S/C

MOTION--Move that the Branch donate \$ 100.00 to the CRUZ FAMILY for Christmas M/S/C

MOTION--Move that the Branch donate \$ 50.00 to JUSTIN CRUZ for Christmas M/S/C

UNDERLINED INDICATES UNANIMOUS VOTE

GOOD OF THE ASSOCIATION

A Sister asked for the President's recommendation regarding the Contract. The President recommended that each Member should read the Contract in full and decide for themselves. Special Thanks to PAUL JEFFREY for taking the minutes in the Secretary's absence.

MDA DRAWING

\$ 5 RUBY--ENCINO--DONATED
\$ 5 TIA WILSON--RETIRED--SUN VALLEY
\$ 5 SANDY ANGER--TARZANA--DONATED

Meeting Adjourned 8:58 PM