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

VOLUME 62 **MARCH 2025** **NUMBER 2**

PRESIDENT'S REPORT

By
JEMMAYEN MACARAEG

Understanding Weingarten Rights

Prior to employees being disciplined by management, generally they will be given a pre-disciplinary interview (PDI) or an investigatory interview (II) by management. If you are given one of these interviews, there is no doubt your supervisor or manager is looking for information to use against you so they can issue you discipline. All letter carriers, including CCAs (regardless of how long they have been employed) have Weingarten Rights, which means you have the right to have a union steward present during a meeting in which management asks you questions that could lead to discipline. Stewards can assist you in any investigation by management and help ensure you get your "day in court." If called to a meeting with management, U.S. postal inspectors, or an Office of Inspector General (OIG) agent, read the following statement to the person you are meeting with before the meeting starts:

> **"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion."**

U.S. postal inspectors are federal law enforcement officers who carry firearms, make arrests, execute federal search warrants, and serve subpoenas. Inspectors work with U.S. Attorneys' Office, other law enforcement, and local prosecutors to investigate cases and prepare them for court. Inspectors throughout the country enforce roughly 200 federal laws related to crimes that adversely affect or entail fraudulent use of the U.S. Mail, the postal system, postal employees, and customers.

Office of Inspector General (OIG) agents are utilized by the Postal Service to investigate internal crimes and frauds against the Postal Service. These agents conduct investigations in areas such as:

- Contract Fraud
- Financial Fraud
- Healthcare Fraud
- Internal Mail Theft
- Official Misconduct
- Technical Investigations
- Special Inquiries
- Whistleblower/Reprisals

OIG agents also investigate bribery, kickbacks, extortion, conflicts of interest, and allegations against Postal Service executives. In addition, the Office of Investigations combats fraud and theft through the Countermeasures Directorate's crime prevention efforts.

Weingarten Rights have been afforded to employees because of federal labor law which was created in the U.S. Supreme Court ruling NLRB v. Weingarten, INC., 420 U.S. 251 (1975). After that ruling from 1975, it created what is known as the Weingarten rule, giving each employee the right to representation during any investigatory interview which he or she reasonably believes may lead to discipline.

This rule applies during any investigatory interview - whether management is searching for facts and trying to determine the employee's guilt or deciding whether or not to impose discipline. These questions could be posed during a closed door meeting, through text messaging, a phone conversation or through an informal conversation at the supervisor's desk. In any situation, if the employee reasonably believes that discipline could result, they have Weingarten representation rights.

(Continued on Page 2)

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ATTENDANCE CHART
BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	4	5									
ENCINO	2	1									
PANORAMA CITY	4	4									
SHERMAN OAKS	8	5									
SUN VALLEY	0	0									
TARZANA	1	3									
RETIREE'S	8	4									
TOTAL	27	27									

NEXT MEETING
TUESDAY
MARCH
4th
"2025"
6:30 p.m.
BRANCH OFFICE

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

Mar 9 , 2025

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: !!!!

Our next Breakfast Meeting will be held at Denny's Restaurant , (Corner of Sherman Way & DeCelis). **It will begin at 09:00 AM. Date will be April 26, 2025 (4th Saturday)** So, please mark your calendar.....We hope to see you there. Thank You

PRESIDENT REPORT
(Continued from Page 1)

Whether or not an employee's belief is "reasonable" depends on the circumstances of each case.

Some cases are obvious, such as when a supervisor asks an employee whether he discarded deliverable mail. Generally, if you are asked a question concerning something you allegedly did wrong, you should reasonably believe that discipline could result and you should request a steward.

The steward cannot exercise Weingarten Rights on the employee's behalf. And unlike "Miranda Rights" which involve criminal investigations, the employer is not required to inform the employee of the Weingarten right to representation. You must ask for representation. You can ask at any point during an interview, even if you didn't ask for it in the beginning. No matter how smart you think you are, no matter how innocent you are, you should never under any circumstances participate in an investigative interview without a steward present.

Employees also have the right under Weingarten to a pre-interview consultation with a steward or other union representative. Federal courts have extended this right to pre-meeting consultations to cover Inspection Service interrogations as well. No matter who is questioning you, if you believe the questioning could lead to discipline, then you have the right to have union representation present during the line of questioning.

In a Weingarten interview the employee has the right to a steward's assistance, not just a silent presence. The employer would violate an employee's Weingarten Rights if it refused to allow the representative to speak or tried to restrict the steward to the role of a passive observer.

Although postal employees are required to cooperate with postal investigations, the carrier still has the right under Weingarten to have a steward present before answering questions. In the event a steward is not made readily available or if a steward is not present after you have asked for one, you may respond that you will be happy to cooperate in any investigation, but you will only answer questions once a steward is provided.

All of the above information can be found in the Joint Contract Administration Manual.

Resource : nalc.org

MBA Disability Income

By Pedro Morales

Disability is an inability to perform the duties of your regular occupation for the period stated in your policy. For consideration of disability, you must discontinue working, remain under regular and appropriate care of a physician, and proof of loss must be provided. What is total disability ? As stated in the MBA Individual Disability Income Policy, total disability is defined.

"**You cannot perform the substantial and material duties of your occupation; you are under a physician's care. Treatments, consultations, and diagnostic services must be received in person and at a frequency suitable for the condition that caused the disability; and you are not engaged in any other gainful job or occupation for wage or profit."**

MBA Disability Insurance is designed for letter carriers. How so?

MBA insurance plans are designed to give NALC members and their families the best possible protection for the lowest cost.

- **Affordability**: The MBA operates with low overhead, **no fees and no salespeople on commission, so the savings are passed on to you**.
- **Dependability.** NALC stands behind every policy written by the MBA, which was created more than a century ago to give letter carrier families reliable savings and insurance plans.
- **Simplicity**. Just fill out an application and you'll receive your policy to examine for 30 days. **If you're not fully satisfied for any reason, return it for a full refund of any premium you've paid. There's no risk.**

Here are the rates depending on how long, how much, and age group:

Biweekly Premium Rates*

Age	6-Month Benefit Period	12-Month Benefit Period
	$650 / $1,350 / $2,000	$650 / $1,350 / $2,000
18-29:	8.25 / 14.00 / 19.50	11.00 / 19.25 / 27.00
30-39:	8.75 / 15.25 / 21.50	12.00 / 21.50 / 30.25
40-44:	9.75 / 17.00 / 24.00	13.50 / 24.25 / 34.50
45-49:	10.50 / 19.00 / 26.75	15.00 / 27.50 / 39.25
50-54:	11.75 / 21.50 / 30.50	17.00 / 31.50 / 45.25
55-59:	13.50 / 24.75 / 35.50	19.75 / 37.25 / 54.00

This is a good plan to look into. You never know at what moment you will become disabled and need the extra money. If at any point where you do not have enough annual or sick leave, if you have this plan it would be a back up of funds that you will have access to. For any other questions or inquires about this benefit plan please contact the branch or go to https://www.nalc.org/member-benefits/mutual-benefit-association

or call MBA HQ: 202-638-4318

PROPOSED BY-LAW CHANGE

Proposed to amend Article XII, Section 7 Which now reads:

Section 7. The salaries shall be as follows

President	$ 350.00 per month
Vice President	$ 150.00 per month
Recording Secretary	$ 150.00 per month
Treasurer	$ 150.00 per month
Financial Secretary	$ 150.00 per month
Sgt-at-Arms	$ 50.00 per month
Trustees (3) (each)	$ 50.00 per month
Health Benefit Representative	$ 50.00 per month
MBA Representative	$ 35.00 per month
Editor	$ 55.00 per month
Shop Steward (each)	$ 100.00 per month

Proposed to read:

Section 7. The salaries shall be as follows

President	$ 450.00 per month
Vice President	$ 250.00 per month
Recording Secretary	$ 200.00 per month
Treasurer	$ 200.00 per month
Financial Secretary	$ 200.00 per month
Sgt-at-Arms	$ 60.00 per month
Trustees (3) (each)	$ 65.00 per month
Health Benefit Representative	$ 60.00 per month
MBA Representative	$ 45.00 per month
Editor	$ 55.00 per month
Shop Steward (each)	$ 150.00 per month

Submitted & Signed by: Steve Seyfried, Guillermo Mariscal, Paul Jeffrey

TARZANA STATION GATHERS TO CELEBRATE THE RETIREMENT OF CARRIER DANNY HERRERA

THE MAIL CALL
BRANCH 2462,
NALC
6910 Hayvenhurst
104
Van Nuys, CA 91406

NONPROFIT
ORG.
U.S. POSTAGE
PAID
VAN NUYS, CA
PERMIT No. 314

Address Service
Requested

Branch Meeting Minutes
February 4, 2025
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 7:00 p.m.

The Pledge of Allegiance was led by SGT-AT-ARMS GODDARD

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

ROLL CALL OF OFFICERS
PRESENT--MACARAEG, SEYFRIED, MULLINAX, WILSON, GODDARD, VALENZUELA, BURTON, MORALES
ABSENT—L. DOLABSON, JEFFREY
VACANT—VICE PRESIDENT, EDITOR

MINUTES ACCEPTED AS PRINTED IN MAIL
APPLICATION FOR MEMBERSHIP---NONE
COMMUNICATIONS READ
BILLS READ--NONE

COMMITTEE REPORTS

AUDIT & BUDGET—TRUSTEES Audit was conducted and the books were found to be balanced and in good order.

SAFTEY & HEALTH Seems we have gone a few weeks without and problems or discipline regarding earbuds. Let's keep up the good work and remember to always work in a safe and professional manner.

RETIREES 4 Retiree's present tonight.

MDA FUND--GODDARD $ 1,688.00 in the fund

HBR—BURTON Still seems to be a problem with the new membership cards. We have reached out to national and hope that they are here soon. You can access your new number on the HP website, if you need to see your doctor before you receive it.

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

MBA—MORALES Please read my article in the March issue of the MailCall. It is information on the MBA's Hospital Plus plan.

POLITICAL—BURTON Windfall Elimination Bill has been passed and signed into law. This will eliminate the penalty imposed on Civic Service employee's who qualify for Social Security Benefits. Resolution resubmitted to prohibit privatization of the Postal Service. Also waiting for the Letter Carrier Protection bill to be reintroduced.

FINANCE REPORT—MULLINAX Thanks to all the stations for turning in receipts for your Christmas party. All proper forms and taxes have been submitted to the IRS.

TREASURERS REPORT—WILSON Financial Reports were read.
Motion to accept Financial Reports as read M/S/C

FOOD DRIVE—BURTON The Food Drive will be held on Saturday, May 10th.

PRESIDENT MACARAEG Thanks to all the Officers and Shop Stewards that helped to contact members. who were living in the recent fire area's, making sure that all were safe. Briefly spoke on driving safely and contending with the heat that we can expect as we move into the spring and summer months. Encino station will be having route inspections late in March. There will be a training class for all Encino Carriers on how to deal with these inspections. As we all know by now the recent Contract proposal has been overwhelmingly been rejected by the members of NALC. The parties will meet again for 14 days to try and come up with a negotiated agreement. If nothing can be resolved, the parties will go to Binding Arbitration.

OLD BUSINESS--NONE

BYLAWS

The Bylaw change that was submitted, will be voted on at the March 2025 meeting.

NEW BUSINESS

MOTION—Move to accept the 2025
Budget as printed in the February MailCall M/S/C

UNDERLINED INDICATES UNANAMOUS VOTE

GOOD OF THE ASSOCIATION

Video was played from National Vice President JAMES HENRY, who is running for the position of National President in next years election. He is asking for the Branch's support in his campaign.

MDA DRAWING

$ 3.00 KEITH ASHLEY—MAIN OFFICE--DONATED
$ 3.00 BRIAN REYES—MAIN OFFICE—DONATED
$ 5.00 GUIERRMO MARISCAL--SHERMAN OAKS- DONATED

Meeting Adjourned 8:22 PM