



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

January/February 2011

Award-winning newspaper

Vol. XLI, No. 1

Steward Appreciation Day Crowne Plaza Hotel 11/14/2010



President Lili Beaumont announcing the winner of the Unionist of the Year 2010 award, Corte Madera Steward Arnold Jones.



President Lili Beaumont presents the Lifetime Achievement Award 2010 to Trustee Sheila Gardner.



Executive Vice-President Karen Eshabarr presenting the Lifetime Achievement Award 2010 to former officer Ray Fong.

Photos by Ron Caluag

Branch 214 notes:

For any interested parties, my name is Robert Johnson; I have been a letter carrier since March of 1986. If for commute reasons or other personal reasons you might be interested in a mutual transfer, you can contact me at 510-967-6213 (cell). My current assignment is in the city of San Pablo, CA, about 10 minutes north of Oakland on Highway 80.

* * *

Mike Williamson's article, titled "The 'Junk' mail myth" from the July/August 2010 issue of **The Voice** was reprinted in the December 2010 issue of the NALC Branch 373 newsletter, **The Parlor City News** in Cedar Rapids, Iowa.

* * *

Note a new advertiser, **The Pacific Postal Credit Union**, on page 9. They are featuring a promotion through February 2011.

* * *

Note the ad by **John Zamora** on page 8 regarding dog bites and the accompanying cartoon by Acedo.



Photo by Ron Caluag

Pine Street steward Brad Louis with Secretary-Treasurer Karen Schuler at the stewards luncheon in November.

We remind you that retired letter carrier **Fred Acedo** of Branch 782, Bakersfield, CA has compiled his work in book form. A history of carrier tribulations in cartoon form is available for \$20 plus shipping from Branch 782, 2628 "F" Street, Bakersfield, CA 93301. Their website is www.782nalc.com.

* * *

City Carrier Wage Increase Correction: The correct dues amount is \$32.75. They went up \$0.86 or \$22.36 for the entire year. This is in line with the 1.85% wage increase on November 20, 2010.

* * *

Never too late for a fan letter. We received a request to be put on the mailing list from Branch 233, Columbia, South Carolina from Paul Huggins, Treasurer, in September. He wrote, "Your newsletter is great. I met with you officers in Anaheim. Please put us on your mailing list; largely for training purposes. Very good articles!" Thank you for the compliment from the talented writers of **The Voice**.

Branch Officers

- Lili Beaumont President
- Karen Eshabarr Executive Vice-President
- Bill Thornton Vice-President
- Karen Schuler Secretary-Treasurer
- Ron Caluag Field Director
- Jun Buccat Assistant Secretary-Treasurer
- Charles Gonzalez Sergeant-at-Arms
- Franklin Woo NALC Health Benefits
- Norma Leonardo Safety and Health
- Cathy Simonson EEO Officer
- Mike Callahan MBA representative
- Kim Truong Director of Organization
- Roberta Bojo Trustee
- Sheila Gardner Trustee
- Stanley Lew Trustee

Voice Staff

- Ivars Lauersons Editor
- Edwina Wu Associate Editor
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T.V. 214 Schedule

SAN FRANCISCO, AT&T Cable Channel 29:
Every third Sunday of the month at 7:00 p.m.
January 16, 2011; February 20, 2011;
March 20, 2011.

Good news

Picketing update

By Lili Beaumont, President

In the November, 2010 branch meeting the membership present voted unanimously to picket Pine station, San Francisco on December 2 if one of the Pine station carrier supervisors, the one generating most of the carriers' complaints of yelling, screaming, berating activities at them, was not moved out of their complex before the December branch meeting. In December, the members would revisit the motion to picket, and make a final decision on whether to go forward with it on December 2.

Actions in November on carrier suggestions



The many suggestions from the membership at the November branch meeting were acted on over the month of November. The full-time officers visited Pine station almost every day, attempting to get statements from the carriers on specific instances on how they were being treated badly and by which supervisor. The visits were made to offer support and monitor the daily carrier-supervisor interactions in zones 94109 and 94108. Bill Thornton, Karen Eshabarr and I then met with a representative from the San Francisco Postmaster's office and announced our intentions from the vote of the last branch meeting, "either move out the problem supervisor or we picket December 2." In the interim, we held an after-work meeting for the Pine carriers on November 17. At that meeting we went over the logistics of the proposed picket, gave an update of what we were doing to spread word of the picket, and gave an update on our meeting with postal representatives and the possibility that the

What happened at Pine Station is an example of union strength through union solidarity.

supervisor we spoke of might be moved. Then the Pine carriers helped us make picket signs. I was very proud to have witnessed the show of union solidarity from the Pine carriers at that meeting. The people that stayed to help make the picket signs had fun doing it. All the full-time officers were impressed with how much commitment the Pine carriers showed towards the picket if it were to

happen. At one point, there may have been about forty people at our after-work meeting and everyone, but a few who couldn't commit then because December 2 was their day off told us they would make every effort to come, and signed a pledge that they would be at the picket if it happened.

On Friday, Nov. 19, we heard a rumor from Marina station that management had announced one of their supervisors was moving to Pine station and a supervisor from Pine was coming to Marina. Management confirmed this

Pine Station carriers met to make picket signs.

information that evening. Effective November 22, the supervisor was moved out of Pine station. That week full-time officers, Karen Eshabarr and Ron Caluag went out to Marina station on separate occasions to speak to the carriers and organize them on what to do in the event that the supervisor's behavior at Pine station carried over to Marina. The Marina shop stewards and carriers agreed that any such behavior from that supervisor would be addressed through labor-management meeting(s) and the grievance procedure.

Checking on new conditions

Concurrently, promptly after the supervisor switch, Karen Schuler, Bill Thornton and I visited Pine sta-

Branch officers are grateful to carriers brave enough to step out of their comfort zones.

tion to monitor things after the change. This was after Thanksgiving and before the December branch meeting. Almost immediately, one could notice the change had a positive impact on the carriers' morale at Pine station. Karen Schuler has continued to visit Pine regularly. The feedback I receive from her and the other full-time officers who have been there since the change is that the workplace is not so tense as before and that some people have actually shared comments like "I can sleep again at night (because I'm not so stressed out)", "My ears can rest (because there is no longer daily yelling)", "I don't dread coming to work anymore".

December branch meeting

Many Pine station carriers showed up at our December branch meeting. During the discussion to decide whether to go ahead with the picket, many of the Pine carriers shared their thoughts on the matter. Again, I was proud to see the show of union solidarity from the Pine station

(continued on page 4)

Is this the future?

Norway Post to launch digital mailbox service

Norway Post is continuously developing in order to provide services that are adapted to its customers' current and future needs. In the spring, Norway Post is to launch a new digital mailbox that will be in addition to the traditional, physical mailbox.

Norway Post's digital mailbox will be based on a person's street address and national ID number. It will thus be easy to find the mail recipient and the digital mailbox will take note of any changes to your street address.

"Norway Post has been a trusted third party for the distribution of letters for more than 360 years. Nowadays, more and more communication is taking place digitally and Norway Post wants to take part in these developments," says Dag Mejdell, Norway Post's CEO.

Mr. Mejdell underlines that Norway Post's expertise and credibility will continue to be important in the digital world.

Simple and well arranged

Digital messages have become part of everyday life. The challenge is that each company has its own system and recipients must themselves seek out several e-mail accounts and log onto the websites of banks, insurance companies and public bodies.

"The many websites, user IDs and passwords mean that it is not easy to be a consumer. When Norway Post launches Digipost, all this communication can be gathered in one digital mailbox," continues Mr. Mejdell.

Norway Post's new digital mailbox is intended to make it easy to send, receive, deal with and file important mail. The system that is established will have the same security level as internet banks.

Physical mail

The volume of physical mail has declined over the past decade as a result of the transition to digital solutions.

"We are aware that our digital product will affect ordinary mail. But digital mail has come to stay. If Norway Post does not do this, someone else will. Norway Post must be involved and we want to be the first company to do this in Norway," says Mr. Mejdell.

Digital messages have become part of everyday life.

Norway Post's goal is for the new digital mail system to be in normal operation during the first half-year. Norway Post will test the solution during the period leading up to the launch. In addition, Norway Post is inviting advanced web users to contribute their ideas to help develop the solution.

(The article above was provided by Roland Garshol by way of the internet:

- <http://www.postennorge.com/Home/News+archive/News+archive/95793.cms>
- http://www.hellmail.co.uk/postalnews/templates/postal_industry_news.asp?articleid=2701&zoneid=3
- <http://www.pressemelding.com/read.asp?recno=>

It may be in our future as well. Meanwhile, new US Postmaster Patrick Donahoe is trying to streamline management by cutting 7,500 administrative positions, including 2,000 postmasters.)

Beaumont *(continued from page 3)*

carriers who showed up at this branch meeting and helped the branch leadership report on what had transpired at Pine station since the November meeting. The majority of the Pine station carriers expressed their heartfelt gratitude, happiness, relief, and satisfaction with the supervisor changes. After full discussion, the membership present voted unanimously not to picket Pine station on December 2.

Strength from solidarity

What happened at Pine station during the course of one month is an example of how much strength the union can have when there is union solidarity. The Pine station carriers may express gratitude to the branch officers, but it is the branch officers who are very grateful and thankful to them for being brave enough to step out of their

comfort zones and come forward to voice disgust at the outrageous wrongdoings of their management. Their testimonies and eventual willingness to be witnesses for each other is what was used to persuade management's change. When everyone in the union sticks together it

One Pine Station carrier now said, "I can sleep again at night (because I'm not so stressed out.)"

is called union solidarity at work, and it is very powerful. Thank you to all the Pine station carriers who stuck together and followed our leadership in accomplishing what we did in November. We couldn't have prevailed without your help.

New rules

10 things a carrier should know and do after the JARAP

By Jun Buccat, Assistant Secretary-Treasurer

There are some things that every letter carrier should know after a route inspection. They are mostly numbers but if you are not interested in numbers then my advice is: You should perform your job precisely the way you do throughout the rest of the year. Proper and consistent work methods year round are vital to receiving a fair route evaluation. Every letter carrier must take responsibility for what happens after the route inspection.

1. OFFICE TIME – The composition of your office time is casing time, pull down time and your fixed office time. All actual office time data used will be based on the performance of the regular carrier. There is a minimum office time of 43 minutes but most carriers have duties that add to this time.



2. STREET TIME – The NALC and the Postal Service have agreed that there is no standard or minimum street pace that a carrier is required to maintain. Do not allow yourself to be intimidated into speeding up on the day you are walked by the supervisor. You should take your 10-minute street break and lunch. In addition to your lunch period and break period, you may take any comfort stops reasonably necessary during the course of performing your street duties. Reasonable comfort stops will not be deducted from your actual street time. You should request and be provided a raw data form of the 3999 so you can see if any improper notations or deductions have been made.

3. REFERENCE VOLUME – You should know your reference volume both in number of pieces and in linear measurement. Management has DOIS as a tool they can use to know the workload status of each route. Knowledge of your reference volume will be your main tool to verify the accuracy of your workload. DOIS does not include later arriving mail and cannot be used as the sole basis for determining your volume. If you feel that your mail volume is not properly counted by the supervisor, see your shop steward. Caseable letters and caseable flats volume will be the basis in calculating your workload status and your standard office time in DOIS.

4. FIXED OFFICE TIME – What composes “fixed office time”? It includes withdrawing mail from the throwback, taking out straps, a ten minute break, vehicle

inspection, getting accountables and other recurring office duties (this is what we call line 8-13 & line 21 in the old route inspection). If you think that you need more fixed office time, then the proper way to address this is during the initial consultation.

5. PERCENTAGE TO STANDARD – The percentage to standard is a comparison of your actual office time against the standard office time. If you go over the 100%, that means you are slower than the standard time. Is this good? No, because on route inspections office time is selected by the lesser of the regular carrier’s actual average total office time or estimated standard for the route.

Proper and consistent work methods year round are vital to a fair route evaluation.

6. STREET LEAVING TIME – You can get this information from the Workload Status report that the supervisor has on his clipboard. You should be aware if you are leaving early or late. If you leave early, you may have to pivot. If you leave late, you may be into overtime, especially if you have been assigned a street pivot.

7. TRAVEL TO & FROM THE ROUTE – Travel to and from the route is a part of your street time. When they ask for your street time in the consultation, you should include travel to and from the route on your street time. The only time that is excluded is your lunch.

8. RECORD DAILY VOLUME – One effective way to contest DOIS numbers is to verify it by keeping your own record of your volume. If you feel that your volume is not counted properly, talk to your steward and verify the number.

9. AUXILIARY TIME TRANSFER – Proper swiping of your time card whenever you do auxiliary time on other routes will make the data more accurate.

10. 3996/1571 – It is your responsibility to complete Form 3996 when you are of the opinion that you’ll be unable to complete your route in 8 hours. This form must be given to the carrier. A supervisor cannot decide to not give it to you because he or she says, “you don’t need overtime today.” They have to deny any requested overtime on the 3996 and you have a right to a copy of this form.

Remember that these 10 points are not just theoretical and they won’t affect your route. Not getting credit for all the time you need to do your work as a carrier may result in a route that you cannot finish in 8 hours. You may think that 10 or 15 minutes on your route doesn’t mean much. Multiply this 10 or 15 minutes by the number of carriers in the station and you may get back that 8 hour route you lost.

Speed ups masquerading as route adjustments

Management rights and responsibilities

By Bill Thornton, Vice President

Management continues to cut costs and carriers have borne a heavy burden with almost continual route adjustments.

Route adjustment memoranda signed at the national level between union and management require a joint process that is evidencing increased unhappiness among carriers. Street time is increasing in the process. The positive side is that there is no set standard for walking/delivering mail. "...there is no set pace at which a carrier must walk and no street standard for walking..." Source: Pre-arb.

October 22, 1985.

(For a practical detailed view of the route adjustment process, see Jun Bucci's article in this issue of **The Voice**.)



While carriers are encouraged to learn as much as they can about what is referred to as "their numbers", the bottom line is that there are no standards that can be imposed on carriers

on a daily basis or any requirement that they be an expert on route adjustments.

Eighteen and eight is only for route adjustment purposes. Despite management's repeated attempts at the big lie there is only the requirement to give a fair day's work for a fair day's pay. It's in the contract.

First, DOIS as a problem

Carriers cannot be disciplined for failure to meet some computer generated expectation like DOIS (Delivery Operations Information System). There are decisions to that effect.

More street time may cause carriers to rethink the optional method of carrying flats on arms.

"...No carrier shall be disciplined for failure to meet standards except in cases of unsatisfactory effort..." and "...DOIS projections are not the sole determinant of a carriers leaving or returning time..."

(DOIS is not the sole determining factor in determining leaving time.) Management will continue to use DOIS,

but you do the actual work and are ultimately the one that determines how much time the work will take you.

Carriers are only required to perform letter carrier duties as described in M-39 and M-41, as well as meeting the general obligations of ELM (Employee Labor Relations Manual) such as "provide efficient service".

They are not expected to:

- Skip their lunch.
- Skip their breaks.
- Work unsafely.

• Do anything that would compromise their principles or violate Postal Service regulations.

Or, while we are at it, carry flats on their arms. 321.3 M-41 indicates how flats are to be carried in park and

There is no set pace at which a carrier must walk and there is no street standard for walking.

loop and foot routes: "...flat mail from bundles standing on end in satchel...". Carriers who use satchel carts similarly are not required to put flats on arms. (Step 4 agreement 1982). Realities of more time on the street may lead carriers to rethink the common practice of flats on the arm.

Now it's COR as a problem

The route adjustment process got uglier with the notorious COR (Carrier Optimal Routing), "...the software that was relied on by the Postal Service to facilitate the optimization and adjustment of routes."

Among the problems with COR was that "...COR produced piles of data which were difficult to interpret. This interfered with the ability of affected carriers or NALC representatives to provide input to the adjustment process."

Stuff that would show up on a 3999 did not end up being credited to the carrier.

Handbooks and manuals

COR and DOIS are management tools that are not supposed to replace the basic requirements in Chapter 2 of the M-39 relating to adjustment of carrier routes and to requirements of Article 19 to follow handbooks and manuals.

Any change in work or time standards must be in accordance with Article 34.

Carriers need not focus on COR but rather their core responsibilities. The reporting requirements enumerated in 131.4 of the M-41 remain the carrier responsibility when unable to complete duties and the responsibility of management to respond to the carrier.

(continued on page 7)

Thornton (continued from page 6)

Calling from the street

The union has had to deal with the ridiculous situation of management not answering the station phones, particularly in the afternoon when carriers call in for instructions as per 131.4. The union has received a commitment from management in SF to monitor this, acknowledging the responsibility of station supervisors/managers to respond to employees' needs, reporting of sickness, injuries, emergencies, etc.

This is positive. Hopefully we can put to rest the position of some in management that insist that the only time a carrier should be calling in from the street is when there is a vehicle breakdown. This is particularly annoying when it comes from a manager who has never been a carrier or managed or supervised a carrier unit.

It bears repeating that the carrier calling in for instructions, as well as one submitting a 3996 in the office, is looking for instructions, not discussions of work performance. Does the supervisor/manager want you to finish or curtail the deliveries?

Instructions to "finish" include implicitly that you are authorized overtime to accomplish that work.

Herding carriers

Now, management is talking about herding carriers out of the station at the same time.

One wonders how they are going to do this. One way is to continue to single out people whose productivity they question. They use the euphemism (straight out of George Orwell's "1984") of the "vital few". Why don't they be honest and just accuse me of being a lazy ass?

Meanwhile the union has called management to task to fulfill their responsibilities. Article 3 cuts both ways. Article 3 gives management the right to run the business.

That's why we follow instructions short of having to do anything unsafe, illegal or immoral.

The other side of the coin is the management responsibility to follow the contract and all the rules and regulations set out in handbooks, manuals and to follow all federal laws and regulations.

115.4 requires management to maintain an atmosphere of mutual respect.

No bullying, no harassment

On this score, the union has pursued vigorously carrier's rights to work in an environment free of bullying, harassment, etc.

The grievance procedure, EEOs, and informational picket lines have been used.

It must be said that at this point, at least in the San Francisco District and particularly in San Francisco, there has been a positive response from management.

While it is to be expected that management will push a numbers driven culture, at the same time there is an acknowledgement that bullying and harassment is not tolerable.

But the union must maintain vigilance in these areas.

Funny thing about management and informational picket lines. First, they hate them. One incoming post-

The union has vigorously opposed the bullying of carriers into a speed up.

master several years ago even questioned whether we had a right to do such a thing. Duh, first amendment.

Then, when the picket happens, they refuse to acknowledge that it had any affect on changes that come about. Whatever.

Misuse of emergency placement

Connected to violations of 115.4 of the M-39 is abuse of Article 16.7/Emergency Placement.

16.7 is an emergency procedure whereby "An employee may be placed in an off-duty status...where the allegation involves intoxication... pilferage, or failure to observe safety rules... or in cases where retaining the employee on duty may result in damage to USPS property, loss of mail or funds, or where the employee may be injurious to self or others."

Some managers have placed carriers on 16.7 when the carrier may have violated some rule or regulation that falls far short of the requirements for placement on 16.7.

Management sometimes places a carrier on 16.7 when there is an argument with a supervisor. This misuse of 16.7 is abusive, especially when considering the leeway that management has given management personnel who have done far worse.

Injury, rules and forms

Another area where management plays fast and loose with the rules is their failure to follow the requirements of FECA (Federal Employees Compensation Act) and the accompanying regulations in 20CFR10 (Code of Federal Regulations) etc. when a carrier is injured. Management has virtually ignored the requirement to advise carriers of their rights when injured and to follow procedures, including providing injured employees with the appropriate forms.

San Francisco is supposed to develop new SOPs (Standard Operating Procedures) in these regards. It will be unacceptable if these procedures do not conform to the requirement enumerated in federal law/rules and regulations and in Postal Service manuals that are based on the federal mandates. These are not optional regulations.



Cartoon courtesy Acado, Branch 782, Bakersfield, CA

IN MEMORIAM

- Earl Ford (formerly of San Rafael)
- Edward Gaffney (active carrier, Novato)
- Richard Schoening (formerly of Mill Valley)
- William Suydam (formerly of Redwood City)

Branch 214 Meetings

Branch meetings, 7:00 P.M.

- January 5, 2011 ILWU Hall, 400 North Point, SF
- February 2, 2011 ILWU Hall, 400 North Point, SF
- March 2, 2011 ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

- January 5, 2011 Union Office, 2310 Mason St., SF
- February 2, 2011 Union Office, 2310 Mason St., SF
- March 2, 2011 Union Office, 2310 Mason St., SF

Retiree social meetings, 12:30 P.M.

- February 7, 2011 740 Del Monte Ave., South SF
- April 4, 2011 740 Del Monte Ave., South SF
- June 6, 2011 740 Del Monte Ave., South SF

WELCOME NEW MEMBERS

- Alex Barlaan (Sausalito)
- Reginal Gary (San Rafael)

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Photo montage by Lim Lim.

SAN RAFAEL

Carrier Lenny Robbins having a great retirement party at San Rafael Main Post Office on his last day December 31, 2010. Many people will walk in and out of your life, but only true friends will leave footprints in your heart.—Lim Lim

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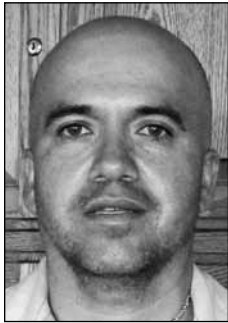
About non-members

Commitment and loyalty is a two-way street

By Richard Cairo, Visitation Station, San Francisco

By the time this article gets published, we will well be into February 2011. As the Postal Service continues to cut back to remain competitive, management will continue to push personnel to the outermost human limits possible! I believe a good phrase that fits into management goals is, "Lean and Mean". Unfortunately, there will be carriers who fall under the pressure and make themselves vulnerable to accidents and injuries.

2011 and the next few years will be a test for the Union and its members, with a new contract approaching and continued aggressive changes that will surely make an impact affecting all of us. One of these changes will be automated flat sorting. Routes will be even longer.



Non members should be first out

Now, more than ever, we will need to come together as paying member dues and showing our presence in large numbers! What I am getting at is a topic I have written about for well over a decade – the faulty policy which includes release of information and representation to nonpaying members is simply ridiculous. Something for nothing has got to go! Everyone nowadays is cutting back and either outsourcing, downsizing, or both. From the U.S. Federal Government, big time corporate giants, to Mom and Pop markets, there are no exceptions, including our glorious Union.

Taft/Hartley Act of 1947

Nonpaying members should be our first cut! In all fairness, to understand our present policy, we must go

The faulty policy of representation of nonpaying members must be changed.

back to the time this policy was written. The Taft/Hartley Act was a major revision of the National Labor Relations Act of 1935 (the Wagner Act). To understand the Taft/Hartley Act you must begin with the Wagner Act. Skip to June 23, 1947, the Republican-controlled Congress passed, over President Truman's veto, the Labor-Management Relations Act of 1947. Labor leaders

dubbed it a "slave labor" bill and 28 Democratic senators of Congress declared it a "new guarantee of industrial slavery". I think it's time for a change! In a future article I will explain, in detail, everything we need to understand and act upon for change.

To continue on with this pressing subject, are you aware that our elected officers and stewards, with their desks already overloaded with cases and grievances for

Sponging off the Union should be outlawed.

the true paying members, are forced by Congress to represent non-paying members? Would you believe that they actually receive FREE services at four levels- Informal A, Formal A, Step B, and Arbitration, along with access to vital information like, assistance with workers' compensation, retirement, and my favorite, good ole Collective Bargaining! Loyalty is a two way street! Some of the examples put into place and fought hard for, by our postal forefathers, include pay increases, paid vacations in contracts, COLA increases, etc. The list goes on and on ...

What non- members cost

I want to share a situation that is occurring somewhere in the U.S. A carrier for over 30 years chose to "Joy ride" and not pay her dues. She saved over \$22,000 while riding on the back of dues paying members, saving \$765 a year and paying ZERO! Predictably, she got herself into trouble and will likely lose her job. Desperately, she came running back to the Union for direction and support. Try to understand this. The Union was forced to come to her

Let's see how current members feel about this subject.

aid. The Union has no choice. With the extreme passion I have for helping people in need, I do not agree with this practice. It actually demoralizes and discriminates against dues paying members. It also enables and coddles non-paying members. Sponging off the Union should be outlawed! The Union should never allow itself a pathetic/weak position where it is forced to run to the aid of a nonpaying member. If anything, perhaps as a courtesy and if staffing is available, and the wind is blowing a certain direction and there is sunshine, then MAYBE the Union could voluntarily take a "mercy case". So there, I wrote it!

In a perfect world individuals who refused to pay their fair share would receive the same. NOTHING! If one

(continued on page 11)

Cairo (continued from page 10)

chose to leave the Union and return there would be a formulated reinstatement fee. I can share this formula at a later time. Bottom line, it would be much cheaper for nonpaying members just to pay their dues to start with. God bless all 127 of them in San Francisco.

Movement toward change

An idea that I will seek to implement immediately is a compilation of statistics on how the current members feel on this very subject and if change is desired. We should shoot for 51% majority. First, the Union would form a committee. We would start by passing a petition to every station in the city of San Francisco. These numbers would be shared at the next Union meeting. Then if change is truly desired, we could organize a presentation for the state convention to be held in these approaching months. At the same time, in a "good faith" attempt and fairness, nonpaying members would have the opportunity to explain their side of it with a questionnaire they could respond to if they so choose. These statistics would then travel to the National Convention.

An example of points for carrier signatures could be:

- 2 page letter written by Richard Cairo, #3418, regarding "opposing Union's policy in support of non-paying Union members"
- to amend the Union's policy in representing and releasing information to non-paying Union members.
- current policy discriminates against those who pay their Union dues.
- need immediate change!
- message be brought to Washington DC and Congress to write an amendment where no "free rides" will be granted! NO EXCEPTIONS!

In summary, my goal here would be for the Union to hold forums to discuss these issues that drive members apart. Frankly, if paying members have no objections to the current policy, then by all means, let's drop the subject, move on and handle other stuff! Speak up now or forever hold your peace! Change will be difficult but, far

Change will be difficult but not impossible.

from impossible. There is no doubt, with the ingenuity and creativity in the minds of our great Union, we can come up with a fair solution and everyone would receive exactly what they pay for. We must all remember that nonpaying members are just our brothers and sisters who have yet to include their signatures for dues allotments and a mutual commitment to loyalty.

Your ideas are always welcome and encouraged. Please no more threats.

In Solidarity,
Richard Cairo
Visitacion Station
Email: Rjcairo@aol.com

New retiree



A.J. Anthony Johnson

Anthony Johnson, a combo driver at Pine Station, San Francisco, retired from the U.S. Postal Service on December 30, 2010. AJ was a great athlete throughout his years as a carrier and relay driver. He played on the Station "A" team in the Letter Carrier Softball League and he even joined a Postal Service Ping Pong Tournament one year because I needed a partner to play doubles with. He was nice enough to play with me even though I was a lousy player. We wish AJ the best in his future endeavors and good health!—Edwina Wu

No to racial profiling

Arizona law

By Danny Urtiaga, Shop Steward, Visitacion Station

This argument toward the Arizona Apartheid-like law was originally planned to be presented during our national convention a few months ago. Our union proposed a resolution opposing the Arizona law and it was presented at the National Convention held on August 9–13, 2010 in Anaheim, California. This resolution written and presented eloquently and firmly by former officer Dave Welsh had been disapproved by the national board. We

The Arizona law appeared to be racially motivated.

had a brief amount of time to present our case before the issue was called to question. It was the general consensus of our union that the majority of people did not want to be bothered by addressing this vital issue.

Our country is one of diversity

As an activist on the picket line in my younger years, I took part in protests such as the United Farm Workers' issues and the Coors boycott in the late 1960s and early 1970s. While many saw these causes as being racially motivated, they were more than that. There were ties to class and craft related matters, such as they were. Our country, being one of diversity, draws support in those areas where justice is concerned. Indeed, we are of various colors, black, brown, beige and beyond. This is reflected in our population in general and our workforce in particular.

Picketing against unfair practices

The previous day at the convention, delegate letter carriers had been shown the postal strike video of 1970, which was quite inspiring. This video reminded me of my first picket line duty in 1968. It was back home in

We were shown a video of the Postal Strike of 1970.

Barstow, CA against the school board's tracking system. The consequences of our picket line of action certainly did not bear the risk of something as drastic as the consequences of losing jobs as our brother predecessors faced. No, the only risk I ran by picketing was being kicked out of school for speaking out against the unfair



Photo by Ivars Lauersons

Larry Gerigk, left with Danny Urtiaga at the August 9–13, 2010 National Convention in Anaheim, California.

practices against the Spanish speaking community. This, in addition to a serious ass-whipping by my daddy when I got home for drawing radical attention to myself. Like most Latino families, my parents placed a high priority on education, though they themselves had little formal education. I was barely convincing to them that this social issue even existed in our schools.

A few days earlier, East Los Angeles had staged what

I picketed the Barstow School District against tracking in 1968 at much less risk than the carriers.

is still known as the biggest walkout in high school history. Some 25,000 students had walked out in practice to discriminatory school practices. Shortly after, many smaller communities followed suit regarding this matter of social protest.

As years went by, I was drawn to humanitarians such as Cesar Chavez and Martin Luther King for the plight for social justice they pursued in their lives. Recalling Cesar Chavez's words, "I am totally convinced that the truest act of courage, the strongest act of manliness is to sacrifice ourselves for others in a totally non-violent struggle for justice. To suffer for others is to be a man; God help us to be men."

(continued on page 13)

Urtiaga (continued from page 12)

There have been positive steps

As I alluded to earlier, my first stand of protest was against the tracking system, which discriminately targeted Spanish speaking students. Through the years, subject matter such as Bilingual education and Multi-cultural studies has shown positive steps in the public school system. Bilingual education was not implemented until the Cuban refugees arrived in Florida in the 1970's. It was then that it was inserted in the southwestern states school curriculum. This was an understanding that was part of the Treaty of Guadeloupe Hidalgo signed in 1848 upon the addition of states from California to Colorado being 'added' to the continental United States. It was agreed in principle to allow those of Mexican descent to maintain their language and culture as American citizens.

We must not move backward

It goes without saying that live and let live were a part of this agreement. Matters of racial profiling, prosecution and harassment however they are addressed are a backward step. As a union, we are impelled to acknowledge

that an injury to one is an injury to all. Society would be well served to keep this virtue in mind. This draws to mind a brief excerpt from the poem 'I am Joaquin' written by Rudolfo 'Corky' Gonzales, founder of the crusade for justice, "I have come a long way to nowhere".

If such laws as the apartheid-like aberration of justice come to be, then something akin to equality will have

Later years showed progress in accepting the principle to allow those of Mexican descent to maintain their language and culture as American citizens.

been altered. In closing, I would like to send out this message. Withholding the rights to people of color was not acceptable in the 20th century and it sure as hell will not be tolerated in the 21st. In solidarity, brothers and sisters.

(See other opinions on the Arizona law in the Sept./ Oct. 2010 issue of *The Voice*.)

Guests at Steward Luncheon



Kim Truong, left, and guests enjoying cuisine at stewards luncheon.



Eduardo Sobalvarro, right, and guest. Lili Beaumont on left looks on.

Arnold Jones, center, with son, on left, and State President John Beaumont.



Val Palattao, right, Steward of Year, and guests at steward luncheon.

Photos by Ron Caluag

John Beaumont, State President, right, Lili Beaumont, and guest.



MDA Fundraising Activities

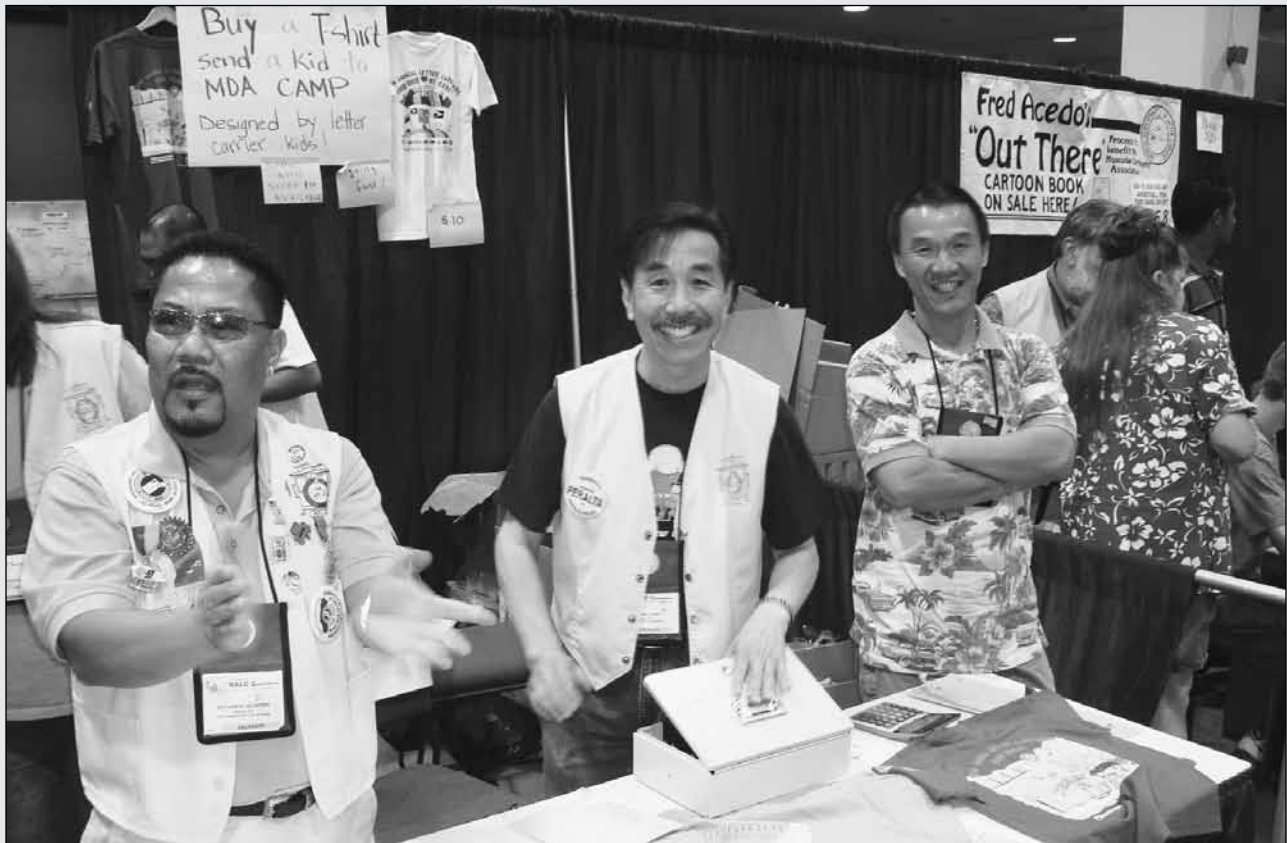


Photo by Ivars Lauersonis

Branch 214 members, left to right, Art Ubungen, Ray Fong, and Kim Truong are holding down the MDA booth selling Food Drive t-shirts to fundraise for the MDA. On the right in the photo is cartoonist Fred Acedo selling a book of his cartoons.



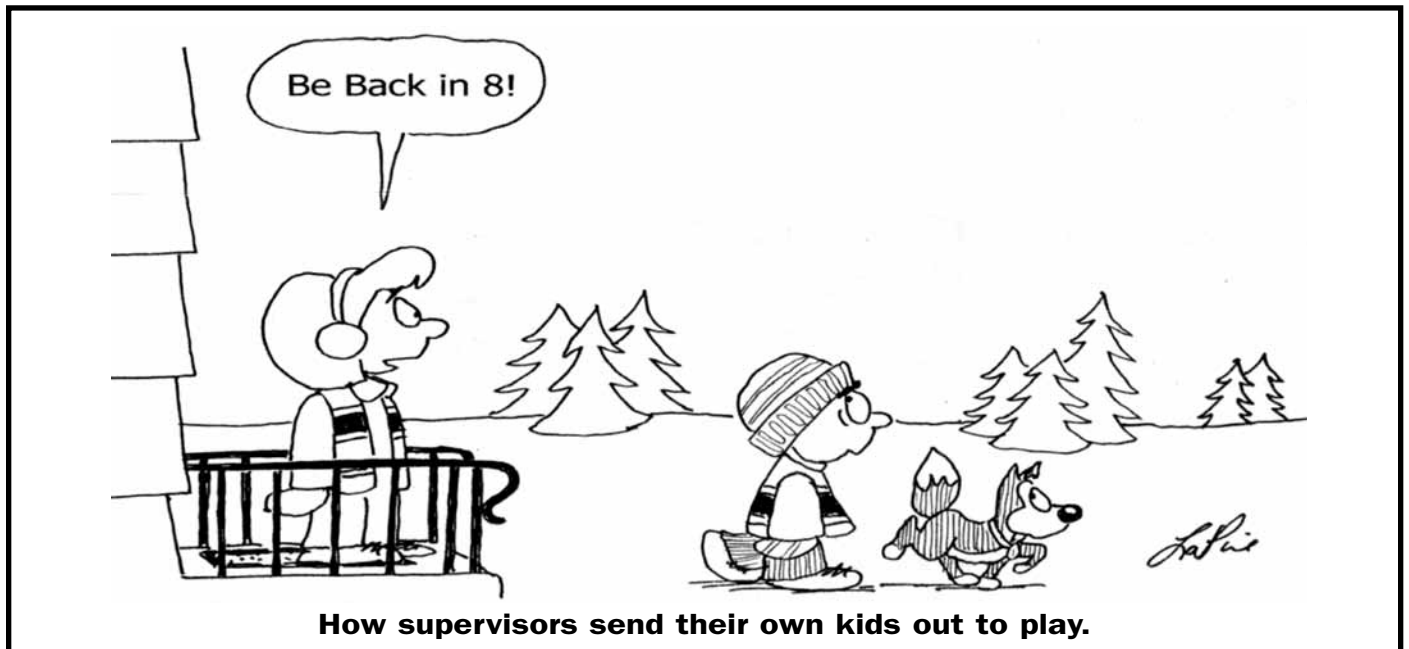
Photo by Karen Schuler

Linda Martinez and Branch 1427 President Robert Madrid at the NALC Bowlathon on November 7, 2010 held at Classic Bowl, Daly City, which Branch 214 also participated in. The proceeds went to benefit the Muscular Dystrophy Association.



Photo courtesy Andrew Taylor

2010 Fall Champions of the USPS Basketball League. Front row left to right, Alex Wilkins, Allan Mercado, Dante Zamora, and Rodel Tuazon. Back row left to right, Nick Adiao, Edward Enerio, Mike Aniciete, Dennis Macabe, Elie Juntilla, Tod Freeman, Dennis Briones, Andrew Taylor, Ariel Crisostomo, and Romel Briones.



How supervisors send their own kids out to play.

Winner, Best Cartoon, 2008-2010, NALC competition Anaheim, CA August 2010, Richard Lapine, Branch 114, Duluth, Minnesota.

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Bill Thornton, Vice-President presenting Steward of the Year 2010 award to Mill Valley Steward Val Palattao at the Steward Appreciation Day luncheon at the Crowne Plaza Hotel in San Francisco on November 14, 2010.

Steward Appreciation Day

Crowne Plaza Hotel 11/14/2010



The Steward of the Year 2010 winner is Novato Steward Kathy Rojas, at right, being handed the plaque by Karen Schuler, Secretary-Treasurer.

Photos by Ron Caluag



Field Director Ron Caluag, next to New Steward of the Year 2010 winner, San Leandro Steward Frances Lopez.

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