



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

July/August 2009

Award-winning newspaper

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These are times that try men's souls REVOLUTION, LABOR HISTORY AND REVOLUTION

By Ken Schneider, Steward, Novato

President Barack Obama spoke to the 2009 graduating class at Arizona State University. During his impassioned commencement speech he addressed the need to do more with our lives. There had been a small controversy over Arizona State not offering President Obama an honorary degree. The university president felt that he "has yet to establish a body of work with any significant accomplishments." President Obama embraced the controversy



by affirming that "one's title even a title like President, says very little about how well one's life has been led." He also said that "no matter how much you've done, or how successful you've been, there's always more to do, more to learn, more to achieve."

Old ideas and institutions have crumbled and now is the time for a new generation to be called on to remake the world. There are no "go to fixes and standard remedies." He talked about ex-slaves, ministers, students and citizens who changed the course of history and said "So can you!" He talked about a man who failed at corset making, who failed as a teacher, and who failed as a tax collector before making his mark on history that helped ignite a revolution.

Today and American history

Prior to President Obama's commencement speech, I was well into writing this article for **The Voice** because of the parallels in our lives today and how other events in America's history have challenged Americans to rise above and overcome adversity. The man President Obama was referring to in his speech who made his mark on history that helped ignite a revolution is Thomas Paine. How many of us know who Thomas Paine is, and why he wrote that great line in which I use for the title of this article?

I believe he was one of America's best propagandists next to Samuel Adams. Paine profoundly influenced our

first American Revolution in 1776. With his "American Crisis Papers" he wrote that line. Paine challenged Americans during the worst days of the war for independence. He defined the struggling country in a democratically and progressive way. He addressed his arguments to people

America had another revolution in 2008.

usually excluded from political debate and deliberation, transforming the very idea of politics, empowering "Americans to make a difference."

Thomas Paine

When he wrote "Common Sense" in January 1776 he stated, "We have it in our power to begin the world over again." His pen gave new meaning and momentum to the American cause. In "Rights of Man" in 1790 during the French Revolution, he challenged monarchical, aristocratic and the social order. Paine outlined a list of public welfare initiatives which addressed the inequalities that made life oppressive for working people and the poor. In 1793, he wrote "Age of Reason" criticizing organized religion and the power it had over government. He also offered a democratic system of addressing poverty that

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Branch notes

Welcome new alternate stewards: **Mitch Anduja**, Diamond Heights; **Terry Mason**, Daly City.

* * *

Veteran **Voice** contributor **Bill Thornton** had his article "Waiting for the earthquake," (May/June 2009) reprinted in the June 2009 issue of "Branch 782, E.A. Baker Union Update," Bakersfield, California. The article deals with the financial outlook of the post office. Congratulations, Bill.

* * *

The Voice regrets. Letter carrier J.A. Smith of the Novato post office is a member in good standing of Branch 214. She was inadvertently listed as a non-member in the last issue. We apologize for the error.

* * *

The members at the July meeting passed a resolution asking for the By-laws Committee to consider some changes and report to the branch. The areas identified for study were steward pay, requirements for being a compensable delegate to the state convention in 2011, and

the duties of the assistant secretary-treasurer. See pages 14 and 15.

* * *

According to Karen Schuler, the Muscular Dystrophy Association (**MDA**) **summer camp** will not be held because of the swine flu danger. We are continuing to collect funds for MDA purposes.

Letter

Editor:

I am writing to protest the inclusion of the non-member listing in the May/June 2009 edition of **The Voice**.

I am a 28 year postal employee; 25 years as a carrier, who has served the branch as an alternate steward, steward and chief steward. As such, I was very displeased by the "unanimous" decision to dive into the depths of harassment and intimidation.

How can we as a branch, berate management for harassment, intimidation and bullying tactics, when we have resorted to the same thing? Whenever management has attempted to post lists to single out the so-called "slowest" or "laziest" carriers, we as a branch have stepped in to defend all carriers from management's divisive tactics. Now it appears that as a result of continued abuse, the victims have become the oppressors.

Since our union must represent all carriers, we must educate non-members about the benefits of union membership—not publicly humiliate and embarrass them. Abuse is not the way for our branch to recruit or to increase membership. The proper outreach could lead to new branch activists with fresh ideas, while still maintaining contractual compliance.

It is very ironic that in the most diverse and progressive region of the country, we have resorted to the old fashioned scare tactics of "naming names". What's next, pledges and loyalty oaths?

For those who say "What's the big deal? My name wasn't on the list". Ask yourself this—what should the rest of us do when (not if) they come for you?

In Solidarity,

Derrick Lomax

Bayview Station, San Francisco, CA

(Ed. Note: Some other NALC branch newspapers also list non-members.)

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Lili Beaumont **President**
 Ray Fong **Executive Vice-President**
 Bill Thornton **Vice-President**
 Karen Schuler **Secretary-Treasurer**
 Karen Eshabarr **Field Director**
 Jun Buccat **Assistant Secretary-Treasurer**
 Charles Gonzalez **Sergeant-at-Arms**
 Franklin Woo **NALC Health Benefits**
 Leonard Cruz **Safety and Health**
 Cathy Simonson **EEO Officer**
 Mike Callahan **MBA representative**
 Kim Truong **Director of Organization**
 Roberta Bojo **Trustee**
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Every third Sunday of the month at 7:00 p.m.

July 19, 2009; August 16, 2009;

September 20, 2009.

Seems like yesterday

Twenty five years come and gone...

By Cathy Simonson, EEO Officer, Napoleon Street carrier

I've put in twenty five years, I say, and people ask, "In what?" "In where?" Was I in the pen? Was I in the military? Hmm. "Yes, both I guess, but it's called the US Postal Service." I started as a mere babe, barely 21 years old. Yes you can do the math I'm minus 4 now, if you count the other way.

Proud of uniform



I spent my PTF-hood as a collection driver before becoming a regular carrier and being sent to Diamond Heights for my initial training and then to Bayview, where I got another couple of days of following the T6 around. I felt proud of the fact I was a federal employee, the way I walked in my uniform said so to the customers. They asked me for their checks and their mama's check, they waited on me at my jeep with their IDs. Sometimes they would drive by and ask me when I was going to deliver their block. I was clearly important to them, a figure of authority; they needed me. I was proud to be a letter carrier. I was in the Postal Service and I was there to serve the customer.

Customers and customers

Over the many years I ran across different types of customers. There were the needy ones, the mean ones, the lonely ones, the perverted ones and the little old person customers. The needy customers, always needed their

Twenty five years—in what? The pen?

mail before anyone else, which was plainly annoying having someone expecting me to dig through tons (yes tons) of mail to hand them theirs. I quickly learned to say no in a firm, yet nice manner.

The mean customers always had some sarcastic remark to make about how late their mail was. I would apologize and go on my way.

The lonely customers would love to wait for the mailman just to have some kind of interaction with another human being. I'd be friendly and chat for a minute about the weather or some other polite subject.

The perverted customers would come to the door in a just a t-shirt or towel. Whether or not they did it on purpose is beside the point. (Maybe I should have introduced them to the lonely customers).

The little old persons were probably my favorite customers, because they really appreciated having a carrier who would ring their doorbell to pick up their outgoing mail or redeliver their package (this is before this routine service was considered an extra perk).

Part of the scenery

As a letter carrier I saw many things while delivering mail, but the interesting thing is that I was invisible to the general public, unless they particularly needed a mailperson. I saw kids cutting class with their friends,

There have been many types of customers...

people doing drugs, people painting graffiti, gang initiations and people peeing in the street. In my younger days I got pretty spooked by the fact I was a walking target all alone out there.

A scary moment

One of the scariest moments I can recall was, once when I was crossing the street and I heard a screeching sound of a car turning a corner, and out of the corner of my eye I saw it coming straight for me. I jumped with my heavy satchel about a yard forward! God must have lifted me out of the way. It was so close, I felt the wind the car made blowing by my backside. My legs wobbled as I went to the curb and just sat there shaking for ten minutes. The driver came back around and yelled "I'm sorry mail lady; I'm so drunk, I'm sorry!"

We all have a dog story

Of course I've also had scares with dogs while delivering unfamiliar routes. One time I had just delivered to a house when I felt the hair stand up on the back of my neck and heard a patter of feet behind me. I turned around and saw a boxer coming towards me; apparently he had come out of the side of the house I had passed. He didn't make a sound, he just stared and was coming my way. I froze in my fright mode. As he came closer, something in my mind said, "Do something!" (I decided not to pee in my pants.) My arm extended up and pointed to the stairs of the house, then I yelled in my big girl voice, "GET UPSTAIRS RIGHT NOW!" As I swallowed my gum, I watched the dog turn around and run upstairs! Again, my legs were like butter for the rest of the day. To this day I am always wary of side doors.

(continued on page 4)

Simonson (continued from page 3)

Veteran with seniority but with no respect

After 25 years I now have decent seniority, hard earned I might add. I think I'm what is considered to be an old timer to the newer people. Been there, done that, is what I

The car was coming straight at me!

thought. I thought this hard earned seniority would entitle me to an easy job, like it did my predecessors at this stage. I was wrong. With the declining mail volume every day is now a battle with the supervisors who expect pivoting from me. "It's like squeezing water out of rock", I say or, "I can't walk any faster." Nor would I want to go any faster, not if I want to preserve my body into my retirement age. By the way, yes I was offered early retirement

The patter of feet behind me was a dog.

but since I can't afford it (nor do I have a sugar daddy with health care coverage), I'm going to pass.

My anniversary date was in April this year but did the supervisor, manager or Postmaster say a word of appreciation to me? Take a guess. "Not". When I worked for the

Bank of America they had announcements for everything from birthdays to retirements. Yes, it could be embarrassing I suppose, but in a nice way. At least they made a person feel good for the day. Maybe 25 years is not enough for a party but at least a handshake would have been nice. "Thank you for your years of proud service Cathy, we hope to have you around for many more". Those would have been sufficient words to make me feel appreciated. I might have stood up straighter and taller, if only for a day.

Unfortunately, management at the Postal Service is not inclined to make employees appreciated; rather they are

Veteran or not, I get no acknowledgement for my service.

good at criticizing and disciplining. I guess if I wanted appreciation I should have stayed at B of A and earned minimum wage.

To those that left before me, I bow my head down in appreciation for all the years of hard work you put in with little acknowledgment. To those who are behind me, don't take it personally if you don't get the thanks you deserve, it's just not in the Postal Services' culture. I appreciate the hard work you put in every day as my fellow letter carriers. One day you will say the same, "Here I am. Twenty five years, come and gone".



Photo courtesy Norma Leonard

Carriers and supervisors at the after work 2009 food drive celebration at Bryant Annex Station, San Francisco.

Annual tribute

A father's view of life

By Mike McAdoo, Parkside, San Francisco

As he approaches the end of his sixth decade, the older self is using the time machine called memory to travel back through the ages, to reflect on significant experiences, events and most importantly, people whose life gave depth and meaning to his like experience. The stimulus to do so was the near loss of his father, the man whose commitments and compassion have given an added luster to the life and perspective of the younger self and the older self. This particular journey back in time is a unique phenomenon for the older self, due to the fact that the older self is viewing the life experience via the eyes and emotions of both his father and Father Time.



A generation of several traumas

The father is now a fading vestige of what has been justly described as "The Greatest Generation." On a macro-scale this generation endured several traumas, i.e. the Great Depression of the 1930's, the Second World War of the 1940's, the Cold War for the better part of the last half of the twentieth century, the Communications Revolution brought about by radio, television, and the internet, the Civil Rights movement, and many others which could fill volumes of books. What has been over-

Let's use the time machine of memory to look back.

looked by many boomers, generation X-ers, yuppies and the like of, is the view of 'Fathers' as individuals.

A generation of enduring values

These men, who were far from perfect, were and are the fixtures of the social scene. They were the men who took the daughters to Father-Daughter dances. They were the ones who worried about the safety of their girls when they went on dates. These men also worried about the influence which friends of their sons had on those boys. These men were also concerned about the neighborhood in which their family lived. They also were concerned about what their children learned in school and hoped that their offspring would earn high school diplomas and, if possible, attend college

Doing the best that can be expected

In the younger self's eyes, the father had flaws. Now, with the aid of Father Time, and the wisdom accrued through his own experience careening through the river rapids of life, the older self has come to realize that the father was as human as anyone else, and was doing the best to be expected. There were many bends and narrows within that life riverbed, as well as many obstacles. Some

That generation had some lasting values.

of the obstacles could not be overcome. Some of the bends in the river were blinding, and some of the narrows just could not be navigated.

A good journey through twists and turns

The older self is viewing the journey down the river from the perspective of his father. Life has many strange twists and turns, just as does a river gorge. Sometimes the only course, or the best course, is one that the traveler does not contemplate, no matter how well the life plan. What counts at the end of the journey, as the older self has come to realize through the view of his father, is not that

In the river of time the shoals were successfully navigated.

the journey was a perfect journey, but that it has been a good journey, the best an individual can navigate.

As the Irish are wont to say, "May the wind always be at your back." As the Iberians say, "Vaya con Dios, mi padre." In plain old American English, "I love you, dad, and thanks, a thousand thanks, for being such a good navigator though the rapids of life."

Happy Fathers Day.

Elsaleh (continued from page 7)

the shop stewards position, and we have to trust them in their decisions. Union representatives should not be seeking power, recognition, and self-serving rewards, but to uphold the NALC/Postal Contract for the lifelong good of all carriers.

Thank you to all the carriers who do step up when needed, or speak out when they see something that doesn't seem right. And thank you to all the officers and stewards for your unrelenting dedication to enforcing our rights.

Guest column

Broaden your vision

By Robbie Elsaleh, Moorpark Alternate Shop Steward

This article is reprinted from "The Mail Bag News," Branch 2902, Chatsworth, CA. It has been edited and adapted for space.

Over the past couple of months, I have spent time talking and meeting with different carriers from various stations. I've found that there's inaccurate information being spread around to younger, uninformed, and impressionable carriers, that's not only misleading, but also destructive to all of us as carriers. This incomplete and distorted information has created an undeserved atmosphere of disappointment with the Union. Some smooth talking and agenda driven senior, bitter carriers have convinced other susceptible carriers that the Union is not looking out or doing anything for them, which has in turn caused them to contemplate dropping out.

During these trying times when overtime has literally dried up, when lots of regular carriers are pivoting to do swings on under time, and when PTF's may be struggling for hours, frustration could easily set in. When that happens, it's hard to see beyond one's immediate situation to view the overall picture of things. While these tough economic times cause anxiety, sometimes it gets misdirected towards the union. This has happened to some for a number of reasons:

1. They have fallen victim to the convincing chatter of elder carriers, who spread partial and misguided information about the local union. This leads them towards the unwarranted dissatisfaction of their steward or branch president.
2. Or they're upset with a particular situation that they are not privy to all of the relevant information for, and therefore came up with a restricted view conclusion on their own.
3. Or they're unhappy with an outcome of a certain grievance settlement that seems unfair, but unknowingly to them, it is completely and contractually correct.
4. Or they're frustrated that there's hardly anymore overtime, when they should be thankful for still being employed and having the NALC's protection of the 6-year no layoff clause.

It's only a few carriers but these carriers cause vulnerable newer carriers to be led down a path that focuses on their immediate wants rather than their longevity, which will only harm their future. This is a time when the only

organization that's doing hiring to keep up with the growing demand is the unemployment office.

If you truly believe in dropping out of the Union because: (1) You're listening to someone's self-serving rhetoric, or (2) You're unhappy with a particular steward or grievance settlement but won't take the time to inquire, research, and understand it for yourself, or (3) Because there's no more overtime, when other organizations have no more jobs and less benefits; then I'll suggest the appropriate action you should take at the end of this article. But first, I want to highlight a few recent and major accomplishments, that had it not been for the NALC, we surely would not have received. I want to use this opportunity to reverse the bad climate with those few drifting carriers. So let's take a look at what the NALC has recently done for us:

Benefits protection

February 26, 2009, President Obama released the outline of his fiscal year 2010 budget. Based upon discussions with knowledgeable Capitol Hill budget staff, the budget blueprint included that the USPS would cut its share of the Federal Employee Health Benefits Program (FEHBP) premium from 82% to 72% of the "weighted average premiums and would reduce its contribution of the Federal Employee Groups Life Insurance (FEGLI) contribution from 100% to 33%. The Office of Management and Budget conceived this proposal during the transition between the Bush and Obama administrations. Immediately after this information was released, the NALC and other postal unions pointed out to the Obama administration that the proposal would infringe on the collective bargaining rights of letter carriers and other postal employees. Within a few days, the proposal was withdrawn from consideration and the following statement was released: Budget won't raise carriers' benefit contributions. "President Young announced today that the Obama administration would not pursue a proposal to raise postal employees' benefit contributions in the 2010 budget. Vice President Joseph Biden confirmed the action when he met with President Young at the AFL-CIO Executive Council meeting in Miami."

Job protection

Remember when all new delivery growth was immediately going to the rural craft? Not any more. In a recent successful NALC victory, that practice has been eliminated. The agreement establishes that in offices with both city and rural delivery, new deliveries will be assigned in keeping with the following:

1. Growth will be assigned in accordance with boundaries that have been established by agreement of the Postal Service, National Association of Letter Carriers, and National Rural Letter Carriers' Associa-

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Elsaleh (continued from page 6)

tion. (*Guess what? Most branches don't have any boundaries set*) therefore:

2. Absent such agreement, the city letter carrier craft will be assigned **all new growth** (i.e., new deliveries that are not in-growth on an existing route assigned to another form of delivery). In addition to that victory, the moratorium on subcontracting of deliveries was extended for the remainder of 2006-2011 National Agreement.

Pay raises

Pay and COLA raises included in the 2001-2006 contract that the NALC has achieved for you raised the annual pay for the top rate CC1, Step 0 carrier from \$42,635 to \$49,218 annually, an increase of **\$6,583 per year**. And for the past year or so while the economy has been slipping, executives weren't the only ones getting pay increases. Check this out; currently, as of November 22, 2008, under the new 2006-2011 contract, which once again the NALC has prevailed for you, that same carrier is now making \$53,683. That's another increase of **\$4,465 per year**. That's a combined increase of **\$11,048 per year** acquired in 7½ years. And there's a minimum of another 3.75% wage increases for 2009 & 2010, assuming that the economy does not rebound and we do not receive any of the remaining 6 COLA adjustments. Do the math yourself:

- Nov. 17, 2001 General wage increase 1.8%
- Sept. 7, 2002 Cash payment \$312
- Nov. 16, 2002 General wage increase 1.5%
- March 8, 2003 COLA \$229
- Sept. 6, 2003 COLA \$312
- Nov. 15, 2003 General wage increase 1.2%
- March 6, 2004 COLA \$187
- Sept. 4, 2004 COLA \$624
- Nov. 27, 2004 General wage increase 1.3%
- March 19, 2005 COLA \$229
- Sept. 3, 2005 COLA \$707
- Nov. 26, 2005 General wage increase 1.3%
- March 18, 2006 COLA \$478
- Sept. 2, 2006 COLA \$790
- Nov. 25, 2006 General wage increase 1.4%
- Sept. 21, 2007 COLA** \$0
- Oct. 19, 2007 Lump-sum COLA*** \$686
- Nov. 24, 2007 General wage increase 1.8%
- March 2008 COLA \$458
- Sept. 2008 COLA \$1,497
- Nov. 22, 2008 General wage increase 1.9%
- March 2009 COLA **0
- Sept. 2009 COLA tba (to be announced)
- Nov. 21, 2009 General wage increase 1.9%
- March 2010 COLA tba

- Sept. 2010 COLA tba
- Nov. 20, 2010 General wage increase 1.85%
- March 2011 COLA tba
- Sept. 2011 COLA tba

So let's recap the few NALC benefits I've mentioned above. For your union dues investment of \$23 bucks a pay period, as a top level carrier, you are currently making \$11,048 per year more than you did 7 years ago, which is an average increase of \$1473 per year, and you still have at least another 3.75% increase by November of 2010, your future FEHBP has been secured for now at a 100% less expense for your families' health cost, the USPS still must contribute 100% for your FEGLI, (not the proposed 33%), your city carrier position is more secure because when the economy finally rebounds, deliveries will grow again and mostly be assigned to your craft, and lastly, the NALC has continued to protect you against layoffs.

But wait... I'm confused; I am being told that my Union isn't doing anything for me. So what should I do? Should I find out for myself by attending union meetings and getting educated? Or by becoming an alternate steward and helping out? No way, that takes too much work, time, and hassle. I'll just believe whatever I hear on the workroom floor and jeopardize my future by weakening the NALC and dropping out.

So, in addition to dropping out, here's what I think the appropriate action should be for you to take. You should also request to reduce your yearly income by the \$11,048 just for spite, and refuse to accept the upcoming minimum 3.75% pay increases, you should also start paying 10% more for your families' health expenses immediately and accept only 33% of your FEGLI coverage. You should give your deliveries to the rural craft or contract it out, and by the way, if you have 18 years of service and the USPS decides to lay you off, we will miss you, but go with a smile.

One last note, not everyone is fit to be a shop steward. It takes extreme commitment, self-discipline, integrity, character, and a history to back it up. Stewards can't make everyone happy; they just enforce the contract at hand. It doesn't help matters much when carriers are not willing to bind together and write supporting statements backing each other up. I know you fear retaliation from management, but as long as you are working professionally and safely, you have nothing to worry about.

Start getting educated on your National Agreement now; it will bring you a powerful sense of self-confidence. By expanding and combining our knowledge about the contract, we can control the floor. Our top Union officers didn't get there by mistake, or by not having an authentic concerned quality and always looking out for what's best for the letter carriers. They are the only ones experienced enough to make the determination of who is suited for

(continued on page 5)



Photo by Kim Truong

Branch 1280, San Mateo Main carriers attended the 2009 food drive kickoff.

Branch 214 Meetings

Branch meetings, 7:00 P.M.

- August 5, 2009 ILWU Hall, 400 North Point, SF
- Sept. 2, 2009 ILWU Hall, 400 North Point, SF
- October 7, 2009 ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

- August 5, 2009 Union Office, 2310 Mason St., SF
- Sept. 2, 2009 Union Office, 2310 Mason St., SF
- October 7, 2009 Union Office, 2310 Mason St., SF

Retiree social meeting, 12:30 P.M.

- August 3, 2009 740 Del Monte Ave., South SF
- October 5, 2009 740 Del Monte Ave., South SF
- December 7, 2009 740 Del Monte Ave., South SF

WELCOME NEW MEMBERS

- Virginia Hue (Mill Valley)
- Gerald Evangelista (TE-San Leandro)
- Cheyenne Garrett (TE-Daly City)
- Adine Gomez (PCA)
- Emerson Roque (TE-Daly City)
- Charlie Teleb (Mill Valley)
- Yvonne Lei (Mill Valley)
- Andreina Hernandez (TE-Marina)
- Willis Haley (TE-Bayview)

IN MEMORIAM

Lawrence Scardaci

Non-members in San Francisco

A motion to post a non-member listing was passed unanimously at the March Branch meeting. The following is the most recent non-member listing as of June, 2009. This list represents only the San Francisco offices:

EPC

S.Z. Galanida
J.A. Morera
S.Y. Cao
A.L. Liu
M.L. White
R.I. Gomes
G.P. James
C. Chen
R.S. Kyi
R.T. Luu
F.C. Smith
S.Y. Zhong
A.A. Ancheta
B.J. Chandler
P.B. Chiu
W.D. Brown
L.V. Cabiles
I.K. Comeaux
I.C. Contreras
L. Haro
T. Ho
V.M. Klein Ho
A.C. Quintero
N. Fu
V.P. Ng

O.S. Sosa

S.A. Watkins

Golden Gate

L.L. Chan
W.V. Kearney
M.B. Lui
N.C. Abella

Marina

S.N. Hudson

180 Napoleon

J.Q. Maristela.
H.D. Ngo
R.A. Vega
B. Ambaye
M. Lam.
G.E. Petersen.
M.A. Southerland
J. Yee.
D.C. Pong.
C. Martinez
C. Silva
L.A. Vargas
S.L. Holtman

Collections

Y.K. Chui
L.T. Earnest
E. Philipopoulos
J.A. Pittman
B.S. Sidhu
Z. Guan
J.Y. Cheng
L.C. Lowe
F.P. Nazareno
G.A. Dominici
R.H. Lao
L.K. Li
B.G. Tan
L.W. Thornton
D.A. Vago
A.M. Win

PCA

W.M. Li
G.N. Muniar
S. Wong
D. Puopolo
P.B. Lam
P.W. Chow

R.M. Lee
A.M. Myint
S.W. Ng
M. Osorio
G.K. Chu
B.P. Mata
D.L. Rivera
H. Rivers
D. Tong
W.S. Tsang

Parkside

A.J. Andrade
S.I. Chan
S.L. Cheng
S.H. Chui
S.S. Lee
H.K. Li
C.M. Liao
R. Lim
T.C. Man
G.C. Monroy
L. Tam
K.W. Tom
A.S. Tom

J.K. Wong
M. Yu

Pine

K.H. Zhou
A.H. Chen
G.P. Demartini
M.P. Lau
J.V. Orden
D.Y. Sayaseng
C. So

Steiner

L.M. Dea
O.M. Skotar
K.W. Sam
R.S. Chao
D.Y. Chiu
W.H. Chiu
S.H. Foletta
R. Sky

North Beach

M. Fang
H. Wang

A. Alcantar, Jr
J. Aung
J. Jew
G. Ma
W.G. Tang Quan
S.K. Yap

Diamond Heights

F. Aguiluz
R.Y. Lacap

Bryant

("Mission Annex")

J.J. Rosas
T.M. Ball
A.M. Crisosto
G.M. Traxler
C. Khuu
G.L. Barkow
V.V. Olaes
M.M. Jimenez

Sunset

S.Y. Lee



Photo by Kim Truong

Karen Eshabarr, Field Director and Branch 214 Food Drive Coordinator, left, and Angie Chen, San Francisco City Coordinator, in San Mateo at the food drive kickoff event.

Do you wish to...

- **Protect property for your children?**
- **Avoid probate?**
- **Preserve the privacy of your estate plan?**
- **Reduce or eliminate estate taxes?**
- **Be able manage your property upon incapacity?**

If you answer "YES" to one of the questions, contact

Newsy Yan, Esq.

Estate Planning

Probate

Trust Administration

870 Market Street

Flood Building, Suite 921

San Francisco, CA 94102

Phone (415) 433-9900

Interview July 2009

*This interview with Field Director Karen Eshabarr deals with some of the duties and stresses of a full time officer. It was conducted at the request of **The Voice**.*

1. How long have you been a carrier?

Almost 24 years.

2. How long have you been a union officer?

One year 7 months.

3. What job do you find more difficult?

I find the job as a union officer to be more difficult.

4. What job do you find more stressful?

Being an officer is definitely more stressful.

5. What have you done during the last year?

As the Field Director I have certain specific jobs that I am responsible for. To start, I answer phones and handle questions from any of our union members who call the office. I listen to their concerns and try to help resolve whatever the issue is. Sometimes they just call for advice, where to look in the contract, or need a copy of a document we have here in the office, and sometimes they just need someone to listen. It does not matter what they are inquiring about or what type of assistance they are in need of, it is our jobs as officers to help them.

I also prepare the monthly union bulletin to be posted at the stations. I attend the new hire orientation and talk to the carrier about the benefits of joining our union. I prepare and teach the new steward classes. In addition I also prepare and teach some of the training classes for our seasoned stewards at the monthly meetings. As the Field Director I am responsible for overseeing the annual food drive for our branch. I have to coordinate with the four food banks to ensure that everything runs smoothly. I also attend Labor Management meetings when requested by stewards or am designated by Lili Beaumont. I have represented carriers for the National Reassessment Program (NRP) and the Accident Review Board.

I have seven stations that I am responsible for in representing in the grievance procedure. They are the Collection Unit out of PD&C, Bayview Station, Golden Gate Station, Daly City Station, North Beach, Diamond Heights and Corte Madera Station. In absence of stewards at my assigned stations, I go out and do the steward's work of preparing the informal A grievances, interviewing carriers and supervisors, and presenting those cases at the informal A level. For any steward who calls for help in filing a grievance for our members, I am available to guide them on how to develop these cases. Most of them listen and apply what is said to their work. This is exactly what I do when I call for advice; I listen then apply what was discussed. When stewards call for assistance, I

explain to them what is necessary to argue and contractually cite in order to win a case.

In addition I also handle the Formal A appeals for each of my assigned stations. I have to meet with management and agree on a resolution or I prepare those cases that will be moved up to the B team. I have to make the tough call and determine if we have a chance to get a better decision at the DRT level or negotiate a settlement at the Formal A level. One has to be wise and accept a settlement when you know that if we move the discipline grievance up we would take a bigger penalty based on what local management has put together. It is not always easy to accept a Letter of Warning, but to know that the B Team would uphold the 7 day suspension would be a worse fate for the grievant.

When my cases are unresolved at the B level and impasse to arbitration, I have been fortunate enough to be the training assistant (TA). This has given me the opportunity to see how the entire case is made before the arbitrator and to be involved at the same time.

That is basically the job description for the position of the Field Director, and of course I answer to our President Lili Beaumont and work on other issues as she directs.

6. So you say your cases have gone to arbitration. What is the success rate on those?

Well so far so good. I had three cases that went before an arbitrator. Each case was a win and each case the arbitrator ordered full back pay.

7. What are the toughest cases that you have fought?

Well the tough cases are the Notices of Removals, of course. I am really happy to say we have been successful in winning each of those cases. It is a wonderful feeling to be able to call someone and give him or her the good news. Makes up for the bad days and long hours we put in.

8. What news can you tell us about the upcoming route inspections?

The process is called MIARAP. Our National President signed a memorandum of agreement that gives us a partnership in this route inspection process with management. However, I am not one of the officers that have been assigned to the route inspections. Former Branch President Tony Gallardo and Assistant Secretary Treasurer Jun Buccat are overseeing the process. President Lili Beaumont assigned them to the position. They are both experienced and knowledgeable about the entire route inspection process.

9. What specific advice can you give carriers for this upcoming route inspection?

My advice for the upcoming fall inspections (MIARAP) is to deliver your mail every day as if you're being inspect-

(continued on page 11)

CONGRATULATIONS BRANCH 214!

This year's food drive totals was an amazing 190,266 pounds. That amount is 41,475 pounds more than last year's total of 148,791. This equates to almost 28 percent above what we pulled in last year. What a terrific job that you as carriers have done! All four Food Banks that received the benefits of your hard work have expressed their sincere thanks and appreciation for enabling them to provide food for so many struggling people. Once again Branch 214 proved that "United We Can." Be proud of what you did and how you helped put food on the table for many families, where otherwise there would be none.

Karen Eshabarr



Photo by Angjie Chen

Kim Truong, Director of Organization, and San Francisco City Coordinator, at the 2009 food drive kickoff in San Mateo.

Interview (continued from page 10)

ed, because if you do this you will be protecting your street time. There is no reason to take shortcuts; you need to deliver your mail in a professional manner everyday. Let's face it, if the mail is light, the street time may be reduced by some, but if your mail is heavy your street time should increase by some. Take your ten-minute break and your 30-minute lunch. When you need use the rest room, just go. Also, when you have multiple accountable pieces and parcels your street time increases. The key is being consistent. That is what makes sense and can easily be argued on your behalf when the parties are discussing your route times. We all know how to deliver our routes the right way. It really is in our best interest to do so.

10. How often do you visit the stations?

The poor Collections unit has just received a new manager who came with horrible baggage and bad habits from her previous station. I have been in the Collection unit on an on-call basis to readily defend the carriers and enforce the contract. In the month of June, I've probably been there close to a dozen times for a number of hours per day. I know they have appreciated my taking over for the steward who was recovering from surgery. I do my best to let the carriers know that I will help them in every possible way. I feel I have been pretty successful in

relaying that message. When other stewards are having problems or just need me to stop by, I go out to those stations immediately. I have to say I have multiple cases that I must work on simultaneously. I am not using this as an excuse to not visit stations but my workload does not allow me to venture out much. Anyone who has come to the office, or knows what we do, sees the extraordinary workload we have.

11. We hear a lot about how stressful it can be in the stations with abusive supervisors. What advice can you give carriers on how to deal with them?

Don't be afraid to file a grievance if you feel abused by a supervisor. We need documented cases to prove the abuse if we are to be successful in changing their evil ways or getting them out. When the supervisor is screaming and yelling at you, try to remain calm. Your outlet should be the steward or union officer and we vow to address it. If you are a witness to abuse of one of your fellow carriers, when asked by your steward, please provide a statement. Even though things might be good for you, you never know when the abusive supervisor might focus their attention towards you, and you will need statements on your behalf. Always remember, there is strength in solidarity.

*By Edwina Wu,
Associate Editor*

Schneider (continued from front page)

would entail taxing the rich to provide grants for young people and provide for the old. Paine reminded Americans of this country's "exceptional purpose and promise." He expressed a vision of an America in which political, economical and spiritual interests advanced together.

1820's labor movement

In the late 1820's, artisans and laborers used Paine's vision to form trade unions such as the Mechanic's Union Trade Association and the Philadelphia Workingmen's Party. They held strikes and protests and created labor newspapers to write about the advancing capitalism. Their main goals were improvement of family life, self improvement and a reduction of ten hour work days, six days a week. In 1828, the editor of the Mechanics Free Press stated that "America was dangerously dividing into two distinct classes, the rich and the poor, the oppressor and the oppressed, those that live by their own labor and they that live by the labor of others."

The AFL and the CIO

In 1866, Uriah Stephens formed the National Labor Union, pushing for an eight hour work day. Labor organizing boomed and in 1886 organized trades and labor unions became the American Federation of Labor (AFL)

Obama spoke to people usually excluded from political consideration.

with Samuel Gompers as their leader. The progressive movement also set the stage for women's rights activists Elizabeth Stanton and Susan B. Anthony. In 1893, "progressivism arose to challenge the plutocratic order." Paine's writings influenced the movement with scholars like Sydney Fisher and Charles Beard who were civil service reformers. Progressives exposed political corruption and social problems, reforming local, state, and federal governmental practices. In 1934, the Congress of Industrial Organization was formed (CIO).

FDR and Paine's words

During World War Two, Franklin Delano Roosevelt (FDR) quoted Paine's great line and fostered the New Deal liberalism stating the principles America would seek to move forward. Specifically, he talked about the four freedoms; freedom of speech, freedom of religion, freedom from want and freedom from fear. Roosevelt stressed economic recovery and relief through a number of programs. They included the Emergency Banking Act, the National Recovery Act, the Civilian Conservation Corps and the Federal Emergency Relief Administration. Other programs included the Social Security Act,

the National Labor Relations Act, the National Housing Act and Fair Labor Standards Act. The regulation of the economy and providing basic welfare represented a revolution in government.

Lyndon Johnson, Civil Rights Act, Voting Rights Act

In 1964, President Johnson passed the Civil Rights Act. As a result of his pro civil rights agenda, the South went strongly to the right and still remains solidly red. In 1965 he passed the Voting Rights Act. Johnson believed

A new generation is called on to remake the world.

government could improve the lives of working people and the poor. During his administration, Medicare, Head Start, Federal Aid for Schools, job training, consumer and environmental protection laws were passed. In our area he also created the Point Reyes National Seashore and Redwoods National Park.

Current watchdogs

Americans were showing a growing interest with Paine's writings and beliefs. There are many writers and journalists today that are the watchdogs over our government. They have and will continue to expose governmental policies that seek to reduce our freedoms and limit our success economically and educationally. They remind us that democracy is not easy. Voltaire said "it is dangerous to be right when the government is wrong." In David Cay Johnson's book "Free Lunch", he writes about how the wealthiest Americans enrich themselves at government expense and stick us with the bill. He states "Government is being turned into a vehicle not to ensure our liberties and create a level playing field, but instead into a vehicle to take from the many to enrich the few." One only needs

Many watchdogs at present expose policies that seek to reduce our freedoms.

to look at companies like Halliburton and KBR and Dick Cheney's relationship with them after becoming Vice-President. Naomi Klein's "The Shock Doctrine" shows how public money is going into private hands and will be the greatest American heist in our history. She also talks about how our government uses disasters to shape policy and to limit our freedoms. Matt Taibbi's article in Rolling Stone Magazine, "The Big Takeover," talks about the global economic crisis not being "about money, it's about power and how Wall Street insiders are using the bailout to stage a revolution."

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Schneider (continued from page 12)

A power grab

But this is not a “We the People” revolution. This is a “colossal power grab, using taxpayers’ money” to control elections, buy influence and systematically weaken financial regulation. Does this look and sound familiar? In 1999, the Gramm-Leach-Bliley Act overturned years of government regulation (Glass-Steagall Act, 1934) within the banking industry. This allowed for the creation of mega corporations like Citi Group, Bear Stearns and AIG to name a few. Phil Gramm was the chairman of the Senate Banking Committee then and would have been John McCain’s Secretary Treasurer if elected president in 2008.

Mike Davis writes that there is plenty of blame to go around in his book “House of Cards.” He describes how a new generation of young people, our children, are learning that political agendas count. Now is the time to level the playing field. Glen Greenwald from Salon.com writes

**The past eight years have
furthered the interests of
corporations and the rich.**

about government lies. Izzy Stone writes about the question, “Where is the rage, anger and how would a patriot act?” Amy Goodman from Democracy Now and Laura Flanders from Grit T.V. expose corporate media and how it works hand in hand with political agendas. Fox News and MSNBC are examples of how political parties get their message out. Robert Reich believes the “way to get the economy back on track and expand the middle class is unionizing the workforce.” Simply put, the less numbers of unionized workers means less bargaining power which equates to lower wages. Let us hope that Congress has the tenacity to pass the Employee Free Choice Act! If they don’t, Labor will turn on the Democrats in 2010. Obama’s reelection depends on it.

Trying to apply Jefferson’s ideas

Thom Hartman in his book “What would Jefferson Do” talks about the threat to the “commons”, the middle class. “We are supposed to own our government and it is meant to be solely responsible to us, the individual voters and not the corporate special interest.” Make no mistake, it’s democracy itself that neoconservatives want to replace with a new corporate aristocracy. Jefferson’s values have outlived the Federalist Party and hopefully will outlive the Republican Party of today. In Harvey J. Kaye’s book “Thomas Paine and the Promise of America,” he asked the question, “What does it mean to be an American?” Kaye states that it is a “commitment to the American creed of liberty, equality and democracy.” Thomas Paine

was a friend of Thomas Jefferson. They both believed that “to preserve the very foundation of our nation, we would need dramatic change from time to time.” Barack Obama brings that change and a hope for a better tomorrow.

Thomas Paine in 2008

For over 200 years Americans have drawn ideas, inspiration and encouragement from Thomas Paine’s work, perhaps directly or indirectly. America had another revolution in November of 2008. Americans overwhelmingly

**Barack Obama brings hope
and change for a better
tomorrow.**

rejected the past eight years and the neoconservative Republican Party’s agenda. We elected the first Black American President and threw out “The Bush Crime Family.”

The past eight years have furthered the interest of corporations and of the rich over working people, their families and unions. They have transferred an exchange of wealth and power, corrupting our democratic principles and political beliefs. They have pursued domestic and foreign policies that have made our country both less free and less secure. For example, look at the Patriot Act, wiretapping, the prison at Guantanamo Bay, Cuba (Gitmo), the Iraq War and no Weapons of Mass Destruction (WMD’s) found. More examples are waterboarding, Hurricane Katrina, invasion of our medical records and not providing over 42 million Americans with health care and TARP rescue of financial institutions, just to name a few. All this has created real anxiety about our future. The extreme right and Republican Party have been reduced to fear and hate mongering and the party of “NO.” There is no place for this attitude with Obama’s vision for America and my vision.

In times of crisis we have looked back on the American Revolution and the Founding Fathers for direction and answers. Paine’s name is one that keeps coming up. His words still speak clearly and forcefully. These are, in fact, times that are trying men’s and women’s souls! We owe it to ourselves to adopt Paine’s belief in a better America, if not for our own prosperity and dignity, then for our children’s and that of future generations.

P.S. President James Madison in 1809 said “There is evil which ought to be guarded against in the indefinite accumulation of property from the capacity of holding it in perpetuity by... corporations. The power of all corporations ought to be limited in this respect. The growing wealth acquired by them never fails to be a source of abuses.”

Think about it!

PROPOSED BY-LAW CHANGES

There have been three (3) proposed changes to the by-laws submitted by the Executive Board.

CURRENT BY-LAW

BENEFITS OF FULL-TIME OFFICERS & ASSISTANT SECRETARY TREASURER

BENEFITS OF FULL-TIME OFFICERS

SECTION 6.

ASSISTANT SECRETARY-TREASURER

SECTION 7. The Assistant Secretary-Treasurer shall be responsible for the Branch payroll, including all attendant records and necessary reports as required by law. The Assistant Secretary-Treasurer shall also perform the duties of the Office of Treasurer as set forth in Article VI, Section 5 of the National Constitution of Federal and Subordinate Branches, and shall perform other duties as assigned by the Branch, being available for 20 hours a week and as needed. The Assistant Secretary-Treasurer shall be paid the sum equal to 20 hours pay at City Carrier Grade 2, Step O per week, payable biweekly. The Assistant Secretary-Treasurer shall be entitled to 50% benefits, if not covered by the USPS, under section 6 of this Article and 50% of officer expenses under Article 12, Section 5.15.

PROPOSED TO READ

BENEFITS OF FULL-TIME OFFICERS & ASSISTANT SECRETARY TREASURER

ASSISTANT SECRETARY-TREASURER

SECTION 6. *The Assistant Secretary-Treasurer shall be a full-time employee of Golden Gate Branch 214. He/she shall preside in the absence of the President, Executive Vice President, Vice President, and the Secretary-Treasurer. Subject to the direction of the President, the Assistant Secretary-Treasurer shall conduct station visits and be available to the Branch and its members for all purposes during a forty (40) hour week and as needed. The Assistant Secretary-Treasurer shall process grievances and by virtue of the office, shall be a member of the Grievance Committee.* The Assistant Secretary-Treasurer shall be responsible for the Branch payroll, including all attendant records and necessary reports as required by law. *He/she shall be responsible for recording secretary duties as well as any other duties as needed to assist the Secretary-Treasurer as long as they do not conflict with required separation of duties.* The Assistant Secretary-Treasurer shall also perform the duties of the Office of Treasurer as set forth in Article VI, Section 5 of the National Constitution of Federal and

Subordinate Branches, and shall perform other duties as assigned by the Branch, being available for 20 hours a week and as needed. The Assistant Secretary-Treasurer shall be paid the sum equal to 20 hours pay at City Carrier Grade 2, Step O per week, payable biweekly. The Assistant Secretary-Treasurer shall be entitled to 50% benefits, if not covered by the USPS, under section 6 of this Article and 50% of officer expenses under Article 12, Section 5.15.

BENEFITS OF FULL-TIME OFFICERS

SECTION 7.

CURRENT BY-LAW

CONVENTION DELEGATES

SECTION 4. No candidate for election as a compensatory delegate for any convention shall have been absent from more than six (6) of the twenty-four (24) regular meeting prior to the election meeting except where the member is absent due to an assignment on official NALC business by the branch, state or national organization. When the absence is due to such official NALC business, and for no other reason, the absent candidate shall be counted as present for the sole purpose of eligibility for compensatory delegate candidacy. The presence of any member at a meeting of this branch shall be determined by a check-off by the Sergeant-at-Arms and Secretary-Treasurer. All candidates for compensatory delegate must be present at the time of nomination or signify in writing their willingness to attend if elected.

Members who have transferred into the branch from other NALC branches in the two (2) years prior to the election meeting, may use meetings attended at their former branch to help qualify as a compensatory delegate — provided that attendance at specific branch meetings is verified in writing, on branch stationary, by the Recording Secretary of their former NALC branch.

PROPOSED TO READ

CONVENTION DELEGATES

SECTION 4. *No candidate for election as a compensatory delegate for the National Convention shall be absent for more than six (6) of the twenty-four (24) regular meeting prior to the election meeting except where the member is absent due to an assignment on official NALC business by the branch, state or national organization. No candidate for election as a compensatory delegate for the State Convention shall be absent for more than nine (9) of the thirty-six (36) regular meeting prior to the election meeting except where the member is absent due to an assignment on official NALC business by the branch, state or national organization.* When the absence is due to such official NALC business, and for no other reason, the absent candidate shall be counted as present for the sole purpose of eligibility for compensatory delegate candidacy. The presence of

(continued on page 15)

By-laws (continued from page 14)

any member at a meeting of this branch shall be determined by a check-off by the Sergeant-at-Arms and Secretary-Treasurer. All candidates for compensatory delegate must be present at the time of nomination or signify in writing their willingness to attend if elected.

Members who have transferred into the branch from other NALC branches in the two (2) years prior to the election meeting, may use meetings attended at their former branch to help qualify as a compensatory delegate — provided that attendance at specific branch meetings is verified in writing, on branch stationary, by the Recording Secretary of their former NALC branch.

CURRENT BY-LAW**DUTIES OF SHOP STEWARDS**

SECTION 17.1. All Shop Stewards shall be responsible for the following:

- A. Knowledge of the contract and administering of same.
- B. Represent all members of the station in any and all grievances.
- C. Make all new employees aware of the benefits and eligibility of membership in the Union.
- D. Each Shop Steward shall see that all new members have in their possession a copy of the National Constitution, a copy of the Branch By-Laws, a copy of the National Contract, and a copy of the Local Memorandum of Understanding.
- E. Each Shop Steward shall be paid the sum equal to 4.5 hours pay level 5 Step O per month provided he or she has attended two (2) out of three (3) Branch meetings prior to payment, or has requested to be excused for reasons of personal emergency, NALC union business, or is out of town. The request for excuse must be made to the President or the Secretary-Treasurer before the branch meeting, if possible; if approved, the President or the Secretary-Treasurer will initial the attendance book stating reason for excuse. The excused absence will be for the purpose of steward payment only and not for compensatory convention delegate eligibility. The level 5 Step O herein shall be adjusted annually on January 1 and shall be payable quarterly.

SECTION 17.2. Members appointed by the President to function as Stewards to handle grievances at Step 2 shall be paid the sum equal to 4.5 hours pay level 5 step O per month, adjusted annually on January 1, payable quarterly for the duration of their appointment provided:

- A. They attend at least two (2) out of three (3) Branch meetings prior to the quarterly payment.
- B. They are not concurrently receiving steward pay as a station steward.

PROPOSED TO READ**DUTIES OF SHOP STEWARDS**

SECTION 17.1. All Shop Stewards shall be responsible for the following:

- A. Knowledge of the contract and administering of same.
- B. Represent all members of the station in any and all grievances *at the Informal A level.*
- C. *Recruitment of all non members and potential union activists.*
- D. *Recruitment of the NALC Carrier Corps and E-Activist Programs.*
- E. Make all new employees aware of the benefits and eligibility of membership in the Union.
- F. Each Shop Steward shall see that all new members have in their possession a copy of the National Constitution, a copy of the Branch By-Laws, a copy of the National Contract, and a copy of the Local Memorandum of Understanding.
- G. Each Shop Steward shall be paid the sum equal to 4.5 hours pay level *Grade 1 Step O per month* provided he or she has attended two (2) out of three (3) Branch meetings prior to payment, or has requested to be excused for reasons of personal emergency, NALC union business, or is out of town. The request for excuse must be made to the President or the Secretary-Treasurer before the branch meeting, if possible; if approved, the President or the Secretary-Treasurer will initial the attendance book stating reason for excuse. The excused absence will be for the purpose of steward payment only and not for compensatory convention delegate eligibility. *Shop Stewards shall furthermore be paid an additional .5 hours per month for each time they attend the monthly branch steward training. The Grade 1 step O* herein shall be adjusted annually on January 1 and shall be payable quarterly.

SECTION 17.2. Members appointed by the President to function as Stewards to handle grievances at *Formal A* shall be paid the sum equal to *5.25 hours* pay level Grade 1 Step O per month. *Formal A Representatives shall furthermore be paid an additional .5 hours per month for each time they attend the monthly branch steward training. The Grade 1 step O* herein shall be adjusted annually on January 1 and shall be payable quarterly for the duration of their appointment provided.

- A. They attend at least two (2) out of three (3) Branch meetings prior to the quarterly payment.
- C. They are not concurrently receiving steward pay as a station steward.

SECTION 17.3. *Stewards which handle grievances at both the Informal and Formal A Level will be paid the higher monthly salary between the two. Pyramiding of salaries will not be allowed.*



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ELECTION NOTICE

Nominations for all elective branch officers shall be made at the regular meeting at 7:00 PM, on October 7, at the ILWU Hall, 400 North Point St., San Francisco. Officers to be elected are: President, Executive Vice President, Vice President, Secretary-Treasurer, Field Director, Assistant Secretary-Treasurer, Health Benefits Representative, Safety and Health Officer, Equal Employment Opportunity Officer, MBA Officer, Director of Organization, Sergeant-at-Arms, and (3) Trustees.

Nominations shall be made from the floor and all candidates must be present at the time of nomination or shall have signified, in writing, to the Branch Secretary-Treasurer their willingness to accept the nomination for the position nominated to, and nomination on an official form, in writing, is due to the Secretary-Treasurer prior to the close of the October Branch meeting. Election shall be by mail referendum vote. The election committee will mail ballots to all eligible voters on the first Monday of November.

Nominations for delegates and alternates to the 2010 National Convention shall be made at the

regular Branch meeting, (location listed above) at 7:00 PM on November 4, 2009, with the election to be held at 7:00 PM at the regular Branch meeting on December 2, 2009. Nomination on official form, or in writing, is due to the Secretary-Treasurer prior to the close of the November Branch meeting.

The State Convention will be held in 2011, nominations and elections of delegates will be held in 2010.

Elections for Shop Stewards will take place in January 2010 at each respective station and/or city. Nomination on official form, or in writing, is due to the Secretary-Treasurer prior to the close of the January 6, 2010 Branch meeting.

All candidates must be members in good standing, and signify in writing they have not served in a supervisory capacity within the past two years prior to the date of nomination.

*Karen Schuler
Secretary-Treasurer, Br. 214*



Photo by Kim Truong

NALC 2009 Food Drive got underway at San Mateo, CA.



Photo courtesy Norma Leonardo

William Yi, Juan Picazzo, and "Harry" helping out for the 2009 Food Drive at Bryant Annex, San Francisco.