



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

July/August 2011

Award-winning newspaper

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A SHOW OF SOLIDARITY

Reponse to abusive supervisor

By Karen Eshabarr, Executive Vice-President

On June 22, 2011 approximately 200 carriers from our branch, both active and retired, went to 1300 Evans Street, San Francisco postal headquarters, between 12 noon and 7:30 pm, to picket and show solidarity in support of the Collection Unit drivers.

The Collection drivers have been subjected to Manager Yi Shen's unprecedented tirade of heavy-handed discipline over the past three years. Her style of management is discipline first, ask questions later. She holds the title for the most unreasonable, unprofessional manager the branch has had to deal with. Her inability to comprehend any matter that comes before her has been a detriment to the unit and to the Postal Service.

Shen is incapable of listening, and no explanation was ever good enough. Just recently she issued a carrier a discipline, charging falsification. His vehicle would not start and after five attempts he reported it to his immediate supervisor. During his investigative interview, none of his answers were to her satisfaction, so of course, discipline followed. In other cases she attempted to refuse to let drivers use the restroom upon their return from the street. Get a clue, Shen; the vehicles are not equipped with bathrooms.

Within the last three years the Collection drivers have

(continued on page 3)



Executive Vice-President Karen Eshabarr, with bullhorn, expresses negative sentiments about management abuse.

Branch 214 gathers at start of picket at 1300 Evans.

Photo by Ivars Lauersons

Photo by Ivars Lauersons

Branch 214 notes:

There's more to life than carrying mail

Looking for an academic challenge? A way to combine college credits with your job as a letter carrier? Want to prove to your teen-ager that life has NOT passed you by or even better; want to attend college with them? Try San Francisco City College's Mission Campus at 1125 Valencia Street, starting the week of August 17, from 6:30 – 9:30 pm for these two courses:

LBCS 88 Golden Lands/ Working Hands – California Working People's History CRN 72642 on Monday evenings. Or LBCS/LALS 15-- The Latino Worker in the Americas – Globalization, Immigration and Labor CRN: 72535 on Thursday evenings.

Both courses can be taken for credit and are accepted by Cal State schools. "Latino Worker" also transfers to UC schools.

—Lynda Beigel

* * *

A reminder about Herb & Adrean Mitchell's very, very, very, very, very last Reno bus trip.

Here are the details: bus leaves on Sunday, October 9, 7:30AM, and returns on Monday, October 10, 2011. The

cost is \$85 per person double, \$110 per person, single, and the hotel will be the Silver Legacy. The **deadline** to book this trip is **September 9 or when the bus is full**. Send checks made payable to Herb Mitchell, 101 Carnival Ct., Vallejo, CA 94589. Questions: call Herb, 707-557-0541 or 415-710-3090.



Photos by Ivars Lauersons

Left: Shop steward Mike Callahan, pony tail, back to camera, being interviewed about the reason for the picketing at 1300 Evans. Right: Collection steward Ed Henken carrying picket signs.

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

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Visit our award winning website. Get forms, check manuals, link to national NALC website, see photos of Branch 214 stations, and more, more, more. Some areas are limited to shop stewards and union activists.

* * *

There are pictures and video clips from the Branch 214 picket that was held on June 22, 2011 at 1300 Evans St. See the tremendous turnout we had and our union at work. This is the power we have when every member unites to help their fellow members even if they are not directly affected.

If you haven't had a chance to see photos from the 2011 food drive, check them out. The food drive brought in more food this year and was a huge success.

Check out our Facebook group link. The most current news is here. You can participate.

Please read all the information we have on JARAP to assist you. Your feedback is appreciated.

There is more and more on this award winning web site.

Eshabarr (continued from page 1)

received 112 disciplines, and 13 of those were removal notices. The unit has approximately 60 employees. Out of the 60 employees, 48 have received discipline. Still, out of the 60 counted, one has retired and 2 are out on long-term injuries. This amount of discipline being issued is unacceptable. Keep in mind these numbers are for disciplines only, they do not include all the grievances filed for contractual violations in the unit.

There was an unprecedented tirade of discipline.

The most serious discipline

In our careers with the Postal Service, the majority of us will never be issued a Notice of Removal. For this I am grateful to the managers who rule with reason. For the drivers who have faced these unwarranted removals, they have gone through emotional turmoil until the discipline was resolved.

Most managers take it very seriously when considering removing someone from the service. They realize it means that the person will no longer have any income and the result would hugely impact the families they are supporting. Not Manager Yi Shen. She could care less about her employees' wellbeing. If she did, there would

48 out of 60 carriers faced discipline.

not have been 112 disciplines issued out of the unit she was in charge of.

During this time the union has fought hard, along with Collection Unit Shop Steward Mike Callahan, to get

these disciplines rescinded or at least reduced. The success rate has been tremendous but the frustration and the time spent by the union and the carriers under her rule is unforgiving.

A Notice of Removal is the ultimate discipline.

Union attempts to solve problem

President Lili Beaumont, Vice President Bill Thornton and I had met with higher-level management several times over the years to complain about Shen's inability to manage. At the year and a half point of Shen's reign we compiled the 64 disciplines that she had issued at that point. Copies of these were provided to higher management. I do not remember what commitment to the matter was given, but ultimately nothing came from that meeting. On several other occasions we had met with Shen's direct boss, who always listened intently, but then did

Discipline towards a steward is always a red flag.

nothing. We had met with the former San Francisco Postmaster on the matter as well. With all of these meetings and nothing to show for it, it was apparent that Shen's style was one of approval by higher management. Later we got wind that what was seen as positive was that Shen was making the numbers.

The numbers become the excuse

Of course when we hear comments like this, it means one is achieving their numbers from the hard work of the members. The comment is offensive and is hard to

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Photo by Ron Caluag

By afternoon, with carriers getting off work, the picket line was huge and loud.

EXECUTIVE VICE - PRESIDENT

Eshabarr (continued from page 3)

swallow especially when we were aware of the mounds of discipline coming from that unit.

Heavy straw that broke camel's back

So enough was enough. In early June of 2011, Shen had the gall to issue a removal to our Steward Mike Callahan for a ridiculous charge. Another one of our Collection stewards was already facing a removal, but when we were notified that Callahan had received one as well, we had enough.

We had many meetings with upper management to seek solutions.

I discussed the matter with my colleague, Vice President Bill Thornton. He immediately supported the idea of a picket of the Collection Unit. Later that day we met with the officers and we asked President Lili Beaumont to make a presidential ruling to approve the picket without waiting for the next branch meeting. President Beaumont did just that and an emergency meeting was held with all the branch stewards to get the word out.

The picket itself

The picket was a huge success. It began at 12 noon. Vice President Bill Thornton, drivers from the collection unit before their afternoon tour of duty, several retirees, and I were out on the line at noon to kick start what would become the best turnout in the history of our branch.

The picket continued throughout the day until 7:30 that evening, with carriers joining in as soon as their workday



Photo by Ron Callaug

Retired former Branch President Richard Becker, center with windbreaker, joins picket line. Current President, Lili Beaumont, at left front.

was over. Carriers came and went, spending the time on the picket line that they could afford.

We are so very proud of all who came to support this effort. It was a huge show of solidarity, and we thank all of you who took the time to participate.

The picket was active from noon to 7:30 pm.

Events after the picketing

As for the results of the picket, Shen is currently not managing the Collection Unit. During the picket process we happened upon clock rings from the Collection Unit where Shen had altered numerous employees' begin tour and end tour clock rings for long periods of time. It appears that this was done unsuspectingly to many of the carriers and others at her orders. My opinion is that Shen should be issued a notice of removal for this act; after all, it is falsification. She has issued removals in the Collection Unit for far less. If one of the drivers was caught clocking someone in before they actually showed up to work or clocked them out at the end of the day, they certainly would be issued a removal.

After the picket, Shen is no longer managing the Collections Unit.

So to the Queen of Disciplines and Notice of Removals Manager Yi Shen, karma is making its full circle. Now we will all have to wait and see if the penalty for one of management's own is the same as that for our carriers/drivers.



Photo by Ron Callaug

Former Branch 214 President and San Rafael carrier, Tony Gallardo, center holding signs high, "STOP THE ABUSE" and "SUPERVISE, DON'T TERRORIZE."

FLSA, clock rings, management shenanigans and the Postal Service

Getting paid for all your time: Falsifying documents, disparate treatment and hypocrisy in the Postal Service

By Bill Thornton, Vice President

A report from the Office of Inspector General (OIG) dated March 31, 2011, Subject: Audit Report-Allegations of Inaccurate Time and Attendance Records (Report Number HR-AR-11-001), was devastating in listing fraudulent practices by management.

This report presented "...the results of inaccurate time and attendance records (PROJECT Number 10YG017HR000)...objective was to assess whether the US Postal Service has adequate controls to ensure the accuracy of employees work hours..."



The audit resulted from congressional inquiries, etc. regarding such practices in five (5) post offices around the country.

Their conclusion: "Management controls over time and attendance at the locations included in our audit were not adequate to ensure employees work hours were recorded accurately...we could not determine with

certainly the reasons supervisors altered employee time and attendance records."

So right on page one of the report two words came to mind: Cover Up.

Not filling out required forms

The study found that management was not completing required forms, including 1017As (Time Disallowance) and 3971s (Request for or notification of absence).

A report listed widespread inaccurate time and attendance records.

"Questionable deletions" were found in various post offices. These deletions included deleting work hours when employees' 8 hour schedule was exceeded, and adjusting clock rings to meet DOIS reports or established hours for operations.

These kinds of activities are governed by EL and F-21 Time and Attendance Manual.

"Supervisors did not follow procedures for documenting out-of-schedule changes in TACS," the report said.

Supervisors in one post office "improperly charged safety talks and informational meetings to operation code 782." This is something the union has encountered locally.

Why they say they did it

The supervisors' responses to the deletions of the clock rings included:

Adjusting clock rings to "conform to expectations."

Did not provide any reasons for the deletions.

Recommendations:

"...controls in Time and attendance Collection System to document supervisors justification of changes to employees time.

The words that come to mind on page one of the reports are "cover up".

"...importance of completing Postal Service Form 1017-A, and PS Form 3971..."

"...review and approval process to ensure time disallowance are appropriate and documented as required..."

"...periodic monitoring of clock ring deletions to ensure employee work hours are recorded accurately.

According to the report, management agreed with the report and "...Payroll Manager will investigate the costs associated with creating a TACS-based electronic record of reasons for the clock ring changes by January 2012..."

"...management stated they will develop a training webinar by May 31, 2011."

Complaints about time from various places

The postal service OIG received a congressional request from an Oregon Congressman on behalf of a constituent from Salem, OR, the APWU. Similar revelations regarding time and attendance procedures had occurred in Oakland, CA and Manchester, NH.

There was also a congressional request from a New Hampshire NALC Branch regarding supervisors deleting time from carriers, improperly moving codes, etc.

And there was a congressional inquiry after employees complained in Ohio regarding management changing clock rings and changing office and street times to training and carrier miscellaneous duties.

Retaliation threatened to whistle blowers

Employees expressed concerns about "harassment and retribution" for raising these issues.

(continued on page 6)

Thornton (continued from page 5)

Among the findings:

Employee clock rings were deleted to conform to management reports or time limits for specific tasks.

“Investigations disclosed instances where either a postmaster or supervisor made entries into TACS which apparently denied employees of paid time...”

The investigations found many instances in various parts of the country of management failure to properly use Form 1017-A Time Disallowance.

They noted that “TACS prompts supervisors when they are disallowing time that they should complete a PS Form 1017-A...The managers and postmasters at the sites visited stated that completing the form was not a priority.”

“Questionable deletions” were found.

Unauthorized overtime must be documented on 1017Bs.

Numerous problems with calculations of Out of Schedule pay were found.

How management wants to fix it

Among the management recommendations, in addition to the webinar and review processes, was one to investigate the costs of “...creating a TACS based electronic record of reasons for clock ring changes...this system could be used to augment and review proper usage of the PS Form 1017-A...Target date for completion is January 2012...”

Management’s own TACS training warns supervisors of changing clock rings without appropriate cause and documentation.

The Postal Service has a history of problems with issues of paying employees for all time worked and for improperly altering time records. Old timers remember

Five post offices, from New Hampshire to Oregon, were investigated.

a settlement of \$2000 per carrier in San Francisco years ago after long periods of management time shaving.

Paying people for all hours worked is the law

FLSA came into being in 1938 under the worker friendly legislation of President Franklin Roosevelt and the New Deal. The Division of Labor Standards had been established in 1934. It established minimum wage, overtime pay, and record keeping, etc. for the private sector and federal, state and local government. For example,

you must receive overtime for work hours over 40 hours per week. Postal service regulations largely piggyback on this federal law.

The use of time disallowance is governed by F-21 Time and Attendance Manual, page 64, Time and Attendance Collection System:

There was improper use of code 782 for safety talks.

“If an employee’s ring generate overtime, we have to pay that overtime. The only way not to pay the overtime is if you observe the employee not working that overtime, document it on Form 1017A and obtain the employee’s signature on that form.

If Form 1017A was not properly completed and filed and you changed the ring anyway, you would be committing fraud.”

So, if management shaves your time that you worked without following the procedures as described above, they are essentially violating FLSA. The union will insist that carriers are paid for all time worked in accordance with FLSA law and requirements of Postal Service manuals.

Missing 3971s

In the use of 3971s, OIG found that in four locations analyzed, 68 % of 3971s were missing when employees took leave.

The post office has a history of not paying for time worked, including San Francisco.

A local problem?

The OIG report documenting widespread/nation wide management problems regarding accurately recording employee clock rings and failures to comply with regulations in these regards hits close to home.

There are currently allegations and investigations concerning improper clock ring changes. Branch 214 Executive Vice President Karen Eshabarr has gone the extra mile in scouring management records to uncover violations and enforce compliance.

Carrier day to day protection

Keep exact track of time. Unless specifically instructed otherwise, do your own clock rings. And report suspicious activity like instructing carriers not to clock out.

Finally, wondering aloud, if these alleged violations were committed by carriers/craft employees, would the Postal Service resort to educational corrective programs (“webinars”!) or would we be out on the street on a 16.7?

A challenging job

Union stewards under attack and it's not what you think

By Charles Gonzalez, Chief Steward, San Leandro Main

(Part One)

As union stewards, many of us have grown accustomed to being attacked by management for doing the job that we have a contractual right to do, protecting carriers that have been unjustly disciplined, and keeping management in compliance with the terms and conditions of the National Agreement. I have never been surprised when management has targeted me with discipline; in fact many stewards have come to expect it. If you are not a shop steward, it might be hard to understand how management can get away with targeting someone with



unwarranted discipline, or with violating the terms and conditions of the National Agreement. A simplistic way of explaining this is detailed in Article 3 of the National Agreement, Management Rights.

Article 3, Management Rights

The Employer shall have the exclusive right, subject to the provisions of this Agreement and consistent with applicable laws and regulations:

with applicable laws and regulations:

- A. *To direct employees of the Employer in the performance of official duties;*
- B. *To hire, promote, transfer, assign, and retain employees in positions within the Postal Service and to suspend, demote, discharge, or take other disciplinary action against such employees;*
- C. *To maintain the efficiency of the operations entrusted to it;*
- D. *To determine the methods, means, and personnel by which such operations are to be conducted; ...*

Most managers that I have dealt with over the years have either intentionally, or through ignorance, misinterpreted the phrase "exclusive right" to mean that they can manage in whichever way they want to with impunity, while totally ignoring the phrase that immediately follows it, "subject to the provisions of this Agreement and consistent with applicable laws and regulations." The application of these two phrases is explained in detail by the following language:

"While postal management has the right to "manage" the Postal Service, it must act in accordance with applicable laws, regulations, contract provisions, arbitration

awards, letters of agreement, and memoranda."

Management will often times make it easy for a competent steward to demonstrate through the grievance/arbitration process that they have failed to abide by this language, which results in the discipline being rescinded, or in the Dispute Resolution Team (DRT) sustaining the fact that they have violated the articles and provisions of the National Agreement through improper application of them.

Intimidation by management

As I stated in the beginning of this article, this is a simplistic explanation, and a reasonable and rational person-management not included-can grasp the concept. What often follows a steward being successful in proving management's actions to be in violation of the National Agreement is a tactic that has become commonplace in the Postal Service, intimidation. This, as I mentioned earlier, is expected and often times rewarded by upper management.

Attack from those we protect not warranted

What is hard for me to understand, however, is the attack which is contained in the title of this article. This attack comes from some of the ones that the stewards have taken an oath to protect, the workers that are part of the bargaining unit that we represent, and the attack, at least in my office, comes from just a handful of employees. I believe that it is only a handful of employees, because I have found in my conversations with my fellow employees that the majority of them have a genuine appreciation for the work that we do for them in our office.

Some stewards will take the time to assist employees in properly filling out OWCP forms, while other will assist with applications for scholarships that are offered by the NALC. Stewards will often find the time to share knowledge of the FMLA laws, because many carriers don't realize that many of their ailments can be covered under the umbrella protection of this law. These are just a few of the examples of the things that some stewards do above and beyond their duties as stewards, and if a steward has assisted you in any of these areas, you can probably attest to the value of this assistance. And it is probably obvious to you that they do this, not out of any obligation to do so, but because they have a true desire to assist and to battle social injustice.

Some things are not in union's control

Regardless of the fact that these stewards do these added things without any expectation of being thanked or rewarded, some members have taken the position that these stewards are somehow responsible for issues that are totally out of the union's control. One of the most contentious issues that these carriers have is the JARAP process.

(To be continued)



At the picket line at 1300 Evans, a sign summarizes our complaint. If a carrier did what supervisors do, we'd be fired.

2011 Food Drive

This year Branch 214 collected a historic amount of food, more than ever before. The total for the branch was 284,708 lbs. This year for the first time we were provided with paper bags for delivery to our customers. In the offices that ensured the bags were delivered, the amount of food collected skyrocketed. The officers of the branch sincerely thank everyone, carriers and coordinators who worked at making this year's food drive a huge success. Once again this year, San Francisco Napoleon Street carriers Kim Truong and Harry Tam headed coordinating the drive in the city and were responsible for breaking down the warehouse full of bags. A very special thanks to them for all the hours they worked so hard to ensure that things ran smoothly.

—Karen Eshabarr

WELCOME NEW MEMBERS

Leilani Amores (Daly City)
Brian MacMillan (TE-Steiner)

IN MEMORIAM

William Russell (Retiree) San Leandro
Bill Healey (Retiree) 75 year member
John Ng (retiree) 61 year member

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FOOD DRIVE TOTALS

San Francisco Stations

(Figures in pounds represent all units within each complex listed.)

	2011	2010
Bayview Station	3,450 lbs	2697 lbs
Bryant Street	12,698	7,525
Marina Station	4,764	1,241
Mendell Complex	28,407	15,251
180 Napoleon	42,306	20,318
North Beach Station	3,637	60
Parkside	4,028	3,201
Pine Street Station	714	327
Steiner Street	2,735	4,463
Townsend	1,227	1,660
Unknown Stations	—	5,251
Barrels	3,805	1,610
TOTALS	107,771 lbs	63,604 lbs

Marin Stations

Bel-Tib	8,606 lbs	4,982 lbs
Corte Madera	5,983	5,885
Mill Valley	14,603	8,352
Novato	27,686	22,682
San Anselmo	13,001	9,078
San Rafael Civic	9,189	9,088
San Rafael Main	28,503	18,392
Sausalito	5,369	2,550
TOTALS	113,430 lbs	81,009 lbs

Associate Offices

(Figures include all stations.)

	2011	2010
San Leandro	40,000	25,000
Redwood City	16,258	15,677
Daly City	7,249	8,917
BRANCH 214 TOTALS	284,708 lbs	193,243 lbs

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Postal policy allowing free-rides

Postal justice

By Rich Cairo, Visitation Station, San Francisco

My journey with the support of our union officers, stewards, coworkers, and friends at 180 Napoleon has been incredibly encouraging!

Our project to change the free-ride policy all started with a petition written in August, 2009. It was passed out only to members and only at 180 Napoleon. The goal was to reach a 51% consensus opposing the current free-ride policy. We amazingly reached that goal in just a few minutes. We must thank all the shop stewards for their involvement in circulating the petition.



After results were tabulated, obviously I knew I wasn't the only one disgusted with the free-ride policy. A lot was happening behind the scenes for the last 20 months. We had several members researching with legal counsel, case law, and networking with other local union shops throughout the state. Back in February, 2011, President Lili Beaumont, myself, and others drafted a resolution to directly deal with this problem. In March, we brought it to the floor of our union monthly meeting. Again, it passed hands down with 100% in approval for change. There was no opposition.

Gaining allies

To continue our project to correct the injustice, we arranged a move for alliance with union Branch 1280 which represents South San Francisco, Millbrae, Burlingame, San Bruno, San Mateo, Foster City, Half Moon Bay, Fremont, Newark, Brisbane, and Pacifica carriers.

Our survey shows most members opposing the current free-ride policy.

As predicted, we have the support of Branch 1280 and all the union members! As expected, we lobbied successfully! They agreed to the resolution for change of policy.

In April, our resolution was presented at our State Convention in San Diego. Again, with the grace of God, it passed with no opposition! We're on track for a presentation to be given in Minnesota at the National Convention in the months to come. There will be a time that we

(continued on page 12)

Branch 214 new recruitment roll out – earn bounty money – \$50 to \$100

We are excited to roll out the new Branch membership recruitment. The bounty will be doubled. It will go from \$25 to \$50 for members signed up that have been out for up to 3 years, and the long time non-members bounty will increase from \$50 to \$100.

We are opening the bounty to all the union members that sign up the non members. The bounty hunters need to get the form 1187 from their shop stewards or the Branch Office. When they sign up the new member they need to write their name in the upper right hand side of the form. Mail this in to the Branch Office at 2310 Mason St, 3rd floor, San Francisco, CA 94133 and we will send them a check.

The National Agreement is up in November 2011. This is a good time to show the support for the hardworking national officers, and the local branch officers. After the National Agreement is negotiated, the Local Agreements are negotiated next. Friends do let friends sign up non-members. Look at the non-member list in this issue and check out who needs to be your newest member.

—Karen Schuler

Your union protecting your rights



Karen Schuler, holding banner on left, another one of the full-time officers on the picket line at 1300 Evans, protesting against an abusive supervisor.

Photo by Ron Callaug

NON-MEMBERS

Novato

Chaney, Rosey
Delos Santos, M
DiLello, A. M.
Farmer, S. F.
Jordan, G. E.
Kash, A. S.
Lubey, R.
Ochoa, A. J.
Armon, I.

San Anselmo

Bulawin, J. G.
Simic-Divjak, V.
Tom, S. K.

San Rafael

Anderson, R.
Bonkowksi, B.
Check, J.
Deetken, L. M.
Aslin, C. E.
Hans, P. S.
Ibanez, M.
Jones, G. L.
McGowan, M. S.
Schumacher, R. C.
Serrano, A. G.
Unajan, R. A.
Weirick, G. D.
Wong, E. N.

Mill Valley

Carroll, P. E.
Chang, W. C.
Chew, B. B.
Chu, B. S.
Terry, M. L.
Acoba

Daly City

Abuan, M. A.
Centinaje, R.
Braillard, E.A.
Ho, SK
Chang, S. K.
Lui, WC
Li, A. B.
Mendoza, M. T.
Mui, K.
Ortua, R. P.
Reyes, M.
Riccare, N. L.
Thompson, D. A.
Tinio, J. A.

San Leandro

Contreras, J. L.
DiFrancisco, T. C.
Scott, M.
Manansala, F. I.
Sidhu, K. K.
Melton, W.
Paler, M. A.
Joshi, C. M.

Sausalito

Chew, H. K.
Feeney, B. P.

Redwood City

Bibay, D.
Byun, O.
Chan, C.
Chan, M.
Chow, P.
Chow, W.
Chung, J.
Han, J.
Jian, W.
Jiang, S.
Lim, M.
Mejia, D.
Pena, I.
Quintanilla, M.
Ruan, R.
Sha, X.
Singh, J.
Tam, S.
Tong, D.
Wong, K.
Wu, M.
Young, O.
Zaragoza-Munoz,
N.

Hookfin, F.
Cobbins, T. L.
Kaur, S.

San Francisco Townsend 94111

Acevedo, Robert
Ancheta, Aldrico
Brown, Wellington
Cabiles, Leo
Cao, S.
Chandler, Beverly
Chen, Chi-Hsin
Chiu, Paul
Comeaux, Iras
Contreras, Isabel

Demartini, G
Galanida, S
Gomes, Roslaine
Haro, Leticia
Ho, Thomas
James, G
Klein-Ho, Veronica
Kyi, Richard
Lui, Alice
Luu, Randy
Quintero, Anabella
Watkins Shirley
Xie, D
Zhong Steven
Herrera, R
Bolivar, F
Guevara, Eh

Collections

Chan, K
Cheng, J
Chui, Y
Dominici, G
Guan, Z
Lao, R
Li, L
Lowe, L
Nazareno, F
Philopoulos, E
Pittman, J
Samayoa, E
Sidhu, B
Thornton, L
Vago, D
Win, A
Ly, K
Downing, Aj
Kwok, Ww
Fu, Pp

Bryant Annex

Barkow, G
Bulnes, Y
Crisosto, A
Jimenez, M
Khuu, C
Olaes, V
Rosas, J
Traxler, G
Andrade, Mj
Esguerra, Mt
Ramos, S

Steiner-Gate

Abella, N.
Chan, L.
Kearney, W.

Lui, M.
Guidos, L.
Ow, D
Chao, R
Chie, D.
Chie, W.
Dea, L.
Foletta, S.
Ruch, G.
Sam, K.
Skotar, O.
Sky, R.
Terry, Nm.
Lin, Ds.
Kumala, L.

Pine

Demartini, G.
Lau, M.
Orden, J.
Sayaseng, D.
Zhou, K.
Chi, Ls

Parkside

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

Marina

Adams, R.
Ralleta, Mc.

North Beach

Alcantar, A.
Aung, J.
Fang, M.
Jew, J.
Ma, G.
Tang Quan, Wg
Wang, H.
Yap, S.

180 Napoleon

Allerdyce, E.
Ambaye, B.

Fu, N.
Holtman, S.
Lam, M.
Lee, W.
Maristela, J.
Martinez, C.
Mclaine, J.
Munoz, M.
Nacorra, J.
Ng, V.
Ngo, H.
Petersen, G.
Pong, D.
Rodriquez, N
Rodriquez, V
Silva, C.
Southerland, M.
Tse, V.
Vargas, L.
Vega, R.
White, M.
Xie, D.
Yee, J.
Asopardo, Em
Grady, Al
Roberts, M.
Dai, Vt.

Mendell Annex

Chow, P.
Lam, P.
Lee, R.
Lee, S.
Li, W.
Mata, B.
Mclaine, J.
Muniar, G.
Myint, A.
Ng, S.
Osorio, M.
Puopolo, D.
Rivera, D.
Rivers, H.
Tsang, W.
Tugade, E.
Wong, S.

Diamond Heights

Aguiluz, F.
Lacap, R.
Quadra, A.
Espinosa, Fj
Minjares, Ec
Low, W.
Sumalde, Jp

As of July 2011

Mysteries and disappearances in ...

The Postal Zone,



By Bobbie Turner, Steward, Golden Gate/Steiner Station

We've all heard of the twilight zone, right? Where things aren't always what they seem. It gets your mind to thinking, this can't be real? Is this just happening to me? Wow, are you sure? Well, with me things just aren't adding up?

Have you ever had vacation hold mail and 10-day holds just disappear? Have you ever received vacation hold notices that come after the start date and the end date has passed weeks ago? Have you ever had your parcels keep coming back to your route after a notice had been left from the previous day, including delivery confirmations? Have you ever had all your mail from the day before, such as unknown, no such number, insufficient

address, vacant, and any other miscellaneous mail and/or parcels come back with no yellow sticker informing you of where, when, and why it came back in the first place? The central forwarding system (CFS) of the postal service must be in the heart of the twilight zone.



Forwarding mail not forwarded

Have you ever had all your forwarding mail come back on a daily basis? Have you ever had the white sticker (used to be the yellow sticker) for the forwarding of a person(s) to show that the person has moved, come six months after the person has supposedly left the building. Have you ever had at least twenty or more forwarding stickers come repeatedly in a day? Have you ever had forwarding stickers for a person that come to you at the same time and it would first say individual, then it would say family, then it would have different start

(continued on page 13)

Cairo *(continued from page 10)*

will need to come together and let the rest of the country become aware of this policy that clearly needs change based on discrimination to paying union members. I feel confident that we will be embraced and supported by an overwhelming majority of Americans. Please be patient. Change never comes quickly.

It's not about hate! It's about integrity, accountability, and loyalty that works both ways and not just one way!

Non-union uniform salesmen

There was a situation I encountered at 180 Napoleon Station: Several vendors come through selling uniform supplies a couple of times a month. I make it a point to ask everyone of them where they carried mail and if they were a member of the union. Two of them responded they were not. One of them even bragged about not being a member for over 30 years because he didn't need the

We've had support from Branch 1280 and at the State Convention.

union and it was FREE! Why pay? (savings over 30 yrs x \$765 = \$22,950) Of course, an interesting discussion ensued and we did not conduct business that day or ever in the future. Bottom line: My feeling is, "How in the heck am I going to supplement a nonmember's retirement after they knowingly took money out of our pockets and food off our tables for over 30 years?" Wow! Talk about

double dipping union brothers and sisters (not theirs)! Some carriers are OK with this. I am not! Perhaps, carriers that are content with this policy can continue to fund nonmembers? I work too hard for my money. I refuse to fund any support to nonmembers! Not on my dime! I find this policy absurd and revolting.

Our next step is the National Convention next year.

Help from our leadership

In summary, I would like to acknowledge the personal efforts of help over the years by presidents Garshol, Becker, and now Lili Beaumont and John Beaumont, Calif. State President. We all understand the need for change. I really want to keep this article completely positive. However, the reality of the topic is disheartening. Nonpaying member policy is a poison to our union and we need to separate ourselves from the influence! If an individual is truly against paying their fair share for whatever the reason, it shouldn't be at the expense of the members! Being frugal and thrifty is fine as long as we do not take advantage of others. Being stingy and selfish is a whole different story!

The answer is AGENCY FEE! Teachers, police and fire departments do it. Why can't we?

Your support, questions, and concerns are always appreciated.

Richard Cairo
Rjcairo@aol.com

Turner (continued from page 12)

and end dates, then it would be modified, then it would be a temporary forward and then it would be deleted? You would think if a person was doing this online; it would be a lot of cups of coffee to buy.

Have you ever received a temporary forward from a customer, so you think they will be back at sometime when it expires? But in reality, all of a sudden, you have new tenants claiming they now live there. So what happened to the person who put in the temporary hold? And when the forwarding expires, no CFS yellow sticker comes stating that the forwarding has even expired, so you have new mail in with the old. Have you ever had a forwarding sticker for someone who has never received a piece of mail at an address and to top it off, the address has been vacant all along? Curious huh? Well, I'm just getting warmed up.

Mysterious appearance of mail

Have you ever found a bundle of mail on your desk from the day before and stating this person doesn't live there? I would know that because I make no delivery there and the address is vacant, so who is putting all this mail there? Or a bundle of mail is on your desk stating that people have moved, but no forwarding has been put in and the customer has not called or complained of mail delivery, so who put the mail there?

I have a walking route, which means that public transportation is used. We are issued a monthly fast pass which has to be turned in every night. Have you ever come back from the previous day, or a day off, or a vacation and no one knows where the fast pass, which is supposedly put in a locked box, is? Have you ever had a clerk tell you that you have to start signing for your fast pass every day? When I asked to see if everyone else had to start signing for their fast pass, they quickly changed their minds. What a mess... Have you ever decided you would no longer participate in a flawed fast pass program and use your own because every day your fast pass is missing and they ask, are you sure you turned it in?

Nobody to check you in

Have you ever seen tubs set up for your keys, accountables, notice left parcels and other miscellaneous stuff outside of the accountable cage for you to just put your stuff in because they don't have a clerk to check these items in? So, like clockwork, you will have a customer come up to you the next day saying, I tried to pick up my package and it wasn't there? What can you say to that? Have you ever had a new CFS letter stating that a new person has moved to this address when the old ones haven't even moved out? Or you will get a forward for a customer that has the same last name, but has never received a piece of mail to that address and wants you to

start forwarding their mail?

Have you ever had every other address on your route that now has a business! The customer's name would all of a sudden be connected to this new business. The new business name would be on a Netflix envelope, or some type of advertising letter, maybe even a very small package. But it wouldn't be on a bank statement. And why not? Maybe because that would mean you would need a fictitious name for a business and an i.e.d. number for tax purposes. I guess now I don't have to do any customer

First the *Twilight Zone*, now the *Postal Zone*.

connect because these businesses are just sprouting up on my route and in no time the economy will prosper again. Maybe I can just start ordering and buying things with my new fictitious business name, called Everybody's business, and have them sent to my address and see what happens, if it's that easy. We all could use the extra money, am I right?

Have you ever suddenly gotten mail that has sprouted up apartment numbers? I mean not just one, I mean every piece has a letter or a number attached to it. It's actually overwhelming. You would think the system we have in place would catch all the new unknown people and/or addresses, but it's out of control. You only can do what you can do.

Even the route book has problems

Have you ever tried to do your route book and do changes, but time and time again, it comes back with no changes. So how do you really know who lives there and who doesn't. It comes back with the same thing most of the time. Have you ever had marriage mail still come for all the vacant addresses on your route? I know if I was a vendor, that would be very upsetting to have a list of deliveries that are not really there, but I am still paying for this service. You would think that is wasting money and time and undutiful for the carrier to have to end up wasting mail that should not have been there in the first place.

Missing vacation hold notices

Have you ever had to make copies of vacation hold notices because when you're off and come back, the notice is always missing? Have you ever had a carrier hand you a cell phone and say it's for you, it's a clerk. The clerk tells you that a customer had put a vacation hold in for their address and they say the hold has ended and they don't know where their mail is. Come to find out there wasn't a vacation hold put in or given to me from my knowledge. And to add insult to injury, I tell the clerk,

(continued on page 14)

Turner (continued from page 13)

why are you calling from the carrier's cell phone. He said because they don't want to answer the phones. WOW! After that awkward conversation I gave the phone back to the carrier who gave me his phone, and he said, that's not my phone. Then I said, whose phone is it. He said it was the MANAGER'S! I know, I know, my mouth was gaping wide open. It took me almost thirty minutes to get over that one. Look it's a bird, it's a plane, no it's a merger!

Packages from our competitors

Have you ever received on your route a package from FedEx and the package is stating "return" because the customer doesn't live there anymore? Management is informed and they take the package and they say they will take care of it. But it is not taken care of because this package keeps coming back to you. Then, after you try to tell management again, they try to instruct you to deliver

Have you had all your forwarding mail come back to you?

it! Have you ever had a courier service called Ontrac have a package come to your route and you ask management, are we now delivering this company's packages. Management states, yes we deliver them all. And UPS packages are now more frequent in our parcels as well. So I guess I can dress in my light blue uniform from USPS on Monday, then come in my brown U.P.S. uniform on Tuesday. Wednesday would be dark blue for FedEx, and well Ontrac, looks like they just use rented trucks with magnet sticker signs of their business logo and I see them in just regular clothes. So get comfortable, you guys, because soon we will be in different companies' uniforms every day of the week. By the way, have you ever had these Ontrac trucks just parked in your apartment building or at your residence where you live day in and day out? Just a thought.

Cell phone discount desirable

Certain companies give out perks and discounts for their employees like gym memberships, and discounts for amusement parks. So I know firsthand money is tight and most of us have cell phones for ourselves and family. That's a big bill in itself. So getting a discount through the U.S.P.S. would be great. 10, 15, maybe up to 20% or more of your total bill would be like music to your ears, depending on your phone carrier. But have you ever really looked at your bill and see the primary holder's name, then you see your account number, then the corporate ID: EMP USPS OIG! (OIG stands for Office of the Inspector General.)

NALC HBP new PPO network

To save members money is the only difference

By Franklin H. Woo, NALC Health Benefit Plan representative

As mentioned and promised by the NALC Health Benefit Plan during last year's Open Season, all members are getting a new PPO network. Effective **July 1, 2011**, the new PPO network will be offered through **CIGNA's Open Access Plus (OAP) network**. The OAP brings greater savings without compromising the members' access to quality in-network providers. The increased savings that the members will see in their health care spending will be the only difference in the Plan's switch from CIGNA's PPO to the OAP network.

The reason for the change is a simple one. The NALC Health Benefit Plan is always working to help their members get the best benefits for their medical dollars.

To help their members to receive the maximum savings, the NALC HBP is providing new identification (ID) cards to all members. Starting **July 1, 2011**, members should present their **new** ID cards whenever they are seeking medical service at any of the 13,544 OAP facilities, 1,587,398 family doctors and specialists and 6,860 general acute care hospitals.

There are two ways to locate a provider or to see if your provider is in the OAP network. You can call the provider location line at 1-877-220-6252, or you can go to www.nalc.org/depart/hbp for information.

The majority of doctors, hospitals and other providers are contracted with both the OAP and the PPO networks, but some may not be. If your provider does not belong to the OAP network, your claims will be paid at the non-PPO benefit. Your best benefit with the lowest out-of-pocket is to find a new provider in the OAP network. Whenever you utilize the services of an OAP provider, the services are billed at a negotiated rate with increased savings and the member is not billed the difference between the charge and the negotiated rate.

When you have Medicare as your primary payor, you are not required to use in-network providers and the network change will not affect you. You will not have to change physicians or providers. But, effective **July 1, 2011**, you still should be using the **new** ID cards and show them to your providers of medical services.

Remember, and once again, you now belong to the **CIGNA's Open Access Plan (OAP) network**. It should bring you greater savings without compromising your access to quality in-network providers!



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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 5, 2011 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 5, 2011 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 2012 National Convention shall be made at the regular Branch meeting, (location listed above) at 7:00 PM on November 2, 2011, with the election to be held at 7:00 PM at the regular Branch meeting on December 7, 2011. 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 2014, nominations and elections of delegates will be held in 2013.

Elections for Shop Stewards will take place in January 2012 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 4, 2012 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

Donation to tornado victims

A motion was made by Herb Mitchell at the June branch meeting to pass the hat for the **Joplin, Missouri** branch members that **lost their homes from the tornados** that devastated that town. He also requested that the branch match the funds collected and mail the funds to the Joplin branch. Tony Gallardo made the second. It was voted on by the members and approved. **They collected \$272, matched by the Branch, the total was \$544. Good job!**

Branch 214 Meetings

Branch meetings, 7:00 P.M.

July 6, 2011	ILWU Hall, 400 North Point, SF
August 3, 2011	ILWU Hall, 400 North Point, SF
September 7, 2011	ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

July 6, 2011	Union Office, 2310 Mason St., SF
August 3, 2011	Union Office, 2310 Mason St., SF
September 7, 2011	Union Office, 2310 Mason St., SF

Retiree social meetings, 12:30 P.M.

August 1, 2011	740 Del Monte Ave., South SF
October 3, 2011	740 Del Monte Ave., South SF
December 5, 2011	740 Del Monte Ave., South SF

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- **Eliminating fraudulent clock rings** —page **5**
- **Stewards work for you** —page **7**
- **Earn bonus money** —page **10**
- **Enter the Twilight Zone** —page **12**
- **Health Plan changes** —page **14**