



THE VOICE



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BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

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FISCAL 2011 ALREADY HERE

Trends and Challenges to Carriers

By Lili Beaumont, President

The 2011 postal fiscal year is here and has many upcoming challenges which inevitably will affect letter carriers. The continued projected decline of mail volume obviously results in more decline in our revenue. In fact, the San Francisco District's volume indicators show that cased letter mail is down by 12% which equates to half

ages, customers might be more inclined to move to the Postal Service for those mailing needs because our costs are much cheaper. Better scanning percentages can also be used to market those services comparable to UPS and FedEx. Carriers' participation in Customer Connect is very important to the Postal Service's survival, and so is their participation in correctly scanning delivery confirmation and/or express mail pieces.

LATE NEWS 11/22/10:

Picketing at Pine Street Station has been postponed due to some positive response from the postmaster's office. Details in next issue.

a foot per route per day. Cased flat mail is down by 20% which calculates out to about four feet per route per day less than last year, and DPS mail is less by 1.5% which is approximately one million pieces less than last year.

The only volume indicator that increased and is projected to continue to increase is the parcel volume which is up but only by one percent. The increase in parcel volume shows a trend that there is opportunity to generate revenue in the parcel market making the carriers' involvement in Customer Connect very crucial to "growing the business" in this area.

It also gives a critical importance to ensuring delivery confirmation and express mail pieces are properly

Lower volume means consolidation

As stated before, the decline in mail volume means a decrease in revenue which means less money coming into the Postal Service. To offset the decrease of revenue, the Postal Service plans to continue to consolidate post offices. In fact, happening already is the South San Francisco office moving in with the San Bruno post office, and the Healdsburg post office and its annex moving in together. There is additional management discussion for other offices, but fortunately none of this talk affects Branch 214's offices in the near future. It has also been rumored that Districts may be consolidated, but this information

(continued on page 3)

Excessing and 5-day delivery attempts may be on the table this year.

scanned because it is our scanning percentages that bring customers over to use the Postal Service for their overnight and package mailing needs. UPS and FedEx cannot compete with the Postal Service's prices, but customers prefer to use them because their scanning is statistically more accurate than the Postal Service for mail item tracking purposes. If the Postal Service can become more competitive with UPS and FedEx in its scanning percent-

City Carrier Wage Increase. 1.85 percent general wage increase on November 20, 2010, the fifth of five increases provided by the 2006-2011 National Agreement. This equates to approximately between \$700-\$900 per year, depending which step increase you're at.

The National is setting a dues increase for the first of the year and the local dues portion will be going up as well. It is triggered by the increase of salary according to the Branch By-laws it is 1/10 of 1% of any raise in base salary. National is going up \$.41; the state is going up \$.01, and the local \$.97. That makes it \$1.39 the dues will increase to \$33.28 next year. The top level will get an increase of \$933 per year; the dues will go up \$36.14 for the entire year.

Branch 214 notes:

Welcome new alternate stewards: Marlon Vera, Rincon North; Lilliam Zepeda, Diamond Heights; Dino Toledo, San Leandro South.

* * *

Our guest cartoonist, with cartoons in this issue is retired letter carrier **Fred Acedo** of Branch 782, Bakersfield, CA. He has compiled his work in a book, "OuT tHeRe," available for \$20, plus shipping, from Branch 782, 2628 "F" Street, Bakersfield, CA 93301. Their website is www.782nalc.com.

* * *

Mutual Transfer Sought: For any interested parties: My name is Robert Johnson and I have been a City Letter Carrier since March of 1986. My current assignment is in the city of San Pablo, California; about 10 minutes north of Oakland, California on highway 80.

I would like to transfer to San Francisco, San Bruno, or the surrounding area. If you might be interested in a **mutual transfer** you can contact me at 510-967-6213 (cell).

Beaumont *(continued from page 3)*

It's a classic example of the union's strength when we act in numbers. As one union member alone we are not so effective, but as a group of many members together we are a very strong force. That is the union way and that is why if every one of us got involved even just a little bit, we can fight off many of the negative issues coming our way.

Remember that in 1970, many union carriers stood their ground in a nationwide wildcat strike which eventually opened the door for our union to negotiate with the Postal Service for better wages and benefits every contract period. Many of those union carriers are now retired, but they leave for us that legacy which we and our families have benefited from. But if we take it all for granted and do nothing to protect and preserve the gains we have received from the sacrifices of those union members before us, we risk losing it forever. And the present day business conditions of the Postal Service matched with an unfriendly Congressional leadership increases the chances of that happening if we don't get more involved. So get involved! And for those of you who have been involved, I sincerely thank you.

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 Bill Thornton Vice-President
 Karen Schuler Secretary-Treasurer
 Ron Caluag Field Director
 Jun Buccat Assistant Secretary-Treasurer
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WELCOME NEW MEMBERS

Fernando Toledo

IN MEMORIAM

Albin Bergstrom
 Fred Martinez
 Robert Miller
 Robert Yragui

WEB NEWS, www.nalcbayarea.com

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.

T.V. 214 Schedule

SAN FRANCISCO, AT&T Cable Channel 29:
 Every third Sunday of the month at 7:00 p.m.
 November 21, 2010; December 19, 2010;
 January 16, 2011.

Beaumont (continued from page 1)

has not been confirmed in Bay Valley or San Francisco.

Flat sorting machines

Because the Postal Service is legally tied to its contract with the manufacturers of the FSS (Flat Sequenced Sorting) machines, these machines will be built, turned on, and implemented in 2011 both in the Bay Valley and San Francisco Districts, and elsewhere despite the decline in flat mail volume. However, instead of implementing the FSS only in offices with relatively heavy mail volume, the Postal Service intends to FSS as many offices as possible to get the biggest bang for their buck with these machines. Nevertheless, the Districts have said that a particular post office "becomes ranked as a candidate" for FSS implementation based on the flat pieces per delivery and whether the routes are foot or motorized. So, for example, in the San Francisco District, the Peninsula offices have been targeted due to their high periodical volume, and their routes are motorized. The same principle would apply for the Bay Valley and other Districts as well. One FSS machine is so huge it can only be housed in certain postal facilities. The FSS machines for the San Francisco and Bay Valley Districts will be housed in San Jose and in San Francisco. In fact, there will be four machines in San Jose to be turned on January 10, 2011 and one in San Francisco to go on line June 13, 2011. As of now, there has been no word as to which offices in Branch 214 will get FSS although the machine in San Francisco will probably affect San Francisco stations.

Accurate monsters

Unlike DPS, the FSS machines are proven to sequence sort the flats achieving 95% to 99% accuracy within the first few days of implementation. Statistics have shown that FSS implementation will eliminate 18% to 25% of carrier routes, so approximately 58 total routes may be eliminated per FSS machine. In some places across the country where FSS has already been implemented, the carrier routes have 45 minutes to one hour less office time. This savings in the office is transferred to the street time as more deliveries are added to the routes.

Excessing may be across district and state lines

Combined with the reduction of clerk and mailhandler positions, FSS implementation will also contribute to employees being excessed to other post offices. In fact, in the Pacific Area, 500 impact letters will be sent out to clerks and carriers. In 2011, an estimated 200 full-time regular carriers and 300 regular clerks are anticipated to receive letters saying that they may be excessed out of their post offices and into post offices that have vacant full-time bid assignments. However, these assignments may be across postal district and state lines.

Although full-time assignments are going away due

to lack of mail volume, deliveries are increasing. It is important that carriers report any new deliveries to their shop steward or to their union office. It is important for the union at the national level to track any brand new city carrier deliveries because when our contract expires in 2011, so does the moratorium on contracting out deliveries. So the union must track the number of new city deliveries prior to the end of 2011 in order to keep those new deliveries with the city carrier craft.

2011 will also bring many legislative battles to preserve six-day delivery, protect our existing benefits and wages, and retain new deliveries as city carrier deliveries. With majority leadership changing parties in the House of Representatives, many congressional representatives not friendly to unions and to the Postal Service will be taking over as chairpersons on government committees.

The Appropriations Committee, which decides on whether or not the Postal Service should stay at six-day delivery or go to five-day delivery, will inevitably revisit this issue in 2011.

What can you do to prevent this bad stuff from happening?

1. As active carriers, help grow the business. **Get involved aggressively with the Customer Connect Program.** You are paid by the Postal Service to bring in leads. Bring in some revenue!

2. **Join the e-Activist network** to receive legislative information from our union at the national and state levels. It's free! It keeps you informed on what's going on and what's going to happen with issues like five-day delivery. Go to www.nalc.org to join or call the union office and we will send you a form.

3. **Keep yourself educated on how, and what you can do,** to protect your job and your benefits. Read up on whatever the union sends out. Attend union meetings or after-work meetings offered by the union in your area. It takes a little bit of your time, but usually you get dinner or refreshments out of it.

4. **When the union asks for help, help.**

Your help does make a difference. For example, in Congressional District 11, Democratic Congressman Jerry McNerney ran for re-election and was behind in the polls in a so-called "Republican Congressional District" all the way until election day, Tuesday, November 2, 2010. In fact, there was some talk that he would lose. On Sunday, October 31, 2010, one hundred union members, amongst them were sixty-five NALC members who traveled from Northern and Southern California to Stockton, California to go door to door to remind residents living in the Stockton, Manteca area to vote for Jerry McNerney. The election returns were so close. Congressman McNerney taking the lead in a race so close meant that the October 31 precinct walk made the difference.

(continued on page 2)

LATE NEWS 11/22/10:
Picketing postponed. See page one.

Intolerable conditions at work

A call to arms

By Bradford Louis, Shop Steward, Pine Street

Last night I attended the branch meeting, as I normally do the first Wednesday of the month, and I am now here to report to you that this was not your typical night. Immediately after the reading of the rules by President Beaumont, I proudly submitted a motion on the floor, "For a picket to take place at Pine Station in San Francisco to inform the public of the need to remove the management at Pine due to their inhumane treatment of the employees at Pine Station - the date for the picket to be determined by no later than 2 weeks after the close of November Branch Meeting". As I recollect, I had barely finished the last word of my motion, when I next heard multiple voices call out with robust enthusiasm, "I second the motion".



Enthusiastic support for the Pine Station carriers

I am proud to inform the readers that the discussion that followed was heated, not from any debate of the pros or cons on the issue of picketing Pine Station, but from the zeal with which everyone offered their opinions, experiences, and suggestions on the process of conducting a picket, always first proclaiming enthusiastically of their support for the employees at Pine Station. The officers of our Branch spoke eloquently and in great detail of the insufferable conditions at Pine Station, which was created by management's determination to follow their own rules and refusing to comply with the NALC contract or USPS regulations, and management's purposeful inhumane treatment of all of the employees, while casting aside even the pretense of dignity and respect, even among their own.

Those brothers and sisters who were familiar with the doings of the supervisors and the manager at Pine Station spoke of their experiences and reached the consensus "to picket." There are many craft employees present from both zones 94108 and 94109 who also spoke of their experiences of the conduct of management specific to the conduct of the 94109 supervisor. Those brothers and

sisters of the NALC who work at Pine reached the consensus "to picket."

Negotiate with the postmaster first

During the discussion our past president, Tony Galardo, offered a friendly amendment to the motion that the picket at Pine Station be conducted on December 2, 2010, and that Branch 214 President Beaumont would first meet and negotiate with the Postmaster of San Francisco who would have the option of avoiding the picket by moving the abusive management 94109 supervisor out of Pine Station. The members would then on December

There was enthusiastic support for picketing.

1, 2010 at the Branch meeting, conduct a vote that would determine whether or not to continue with the picket, predicated upon the membership's determination that the results of the meeting between President Beaumont and the Postmaster did not warrant the halting of the picket at Pine Station.

It is now up to membership to act together, to stand up to the intolerable working conditions at Pine Station. As the steward at Pine Station for the last 2 1/2 years, I believe that the time has arrived for a picket at Pine and agree with all that it is warranted. The supervisor in Zone 94109 has repeatedly expressed to me that she does not believe that the employees at Pine as well as the membership and the officers of the NALC have the backbone to conduct a picket, and had more than once jeered at me and others saying "I want to see them try and come here.

Carriers from Pine Street Station spoke about the abuse.

"I will stand by and wave as they pass." I believe strongly in our union, and I believe strongly in the treatment of everyone with dignity and respect, no matter what their position: customers, craft, management, union, or non-union.

Join together to act

I am hoping that with this call to arms that everyone in our union, along with the APWU, will stand up together against the current inequities that are taking place in the USPS, even if you are one of the lucky few who work for a management in your station that has recognized how we have the ability to perform our job professionally and with dignity and respect. This is not only for the craft employees at Pine who are asking for your support on December 2, but this will hopefully give all of us, the members of the NALC, an opportunity to show each other that an injury to one is an injury to all. No individual or

(continued on page 5)

Louis (continued from page 4)

group need to live in fear of standing up for their rights on the job, because everyone in this union has your back and will stand by your side when the need arises, because it is in numbers united we are able to maintain safe and humane working conditions in our jobs.

Carriers should not have to dread going to work

Everyone in this craft works hard and is dedicated to performing their best on the job, not through fear and

Conditions have become intolerable.

intimidation but through individual pride in the quality of their work that they perform. There is no reason why everyone on both sides should not come to work with a smile and good feeling about their job, knowing that each supports the other in the life we have created for ourselves in our home away from home.

Whether you are from Pine Station, another station in San Francisco, an AO of Branch

We voted to give a last chance to management.

214, active or retired, members from other branches in the area, NALC or APWU, or any other worker, your support on the picket line is sorely needed, and will show management that we can be united not only on December 2, but at all times when the members of this union need to stand up for each other.

I hope to see you at the picket line

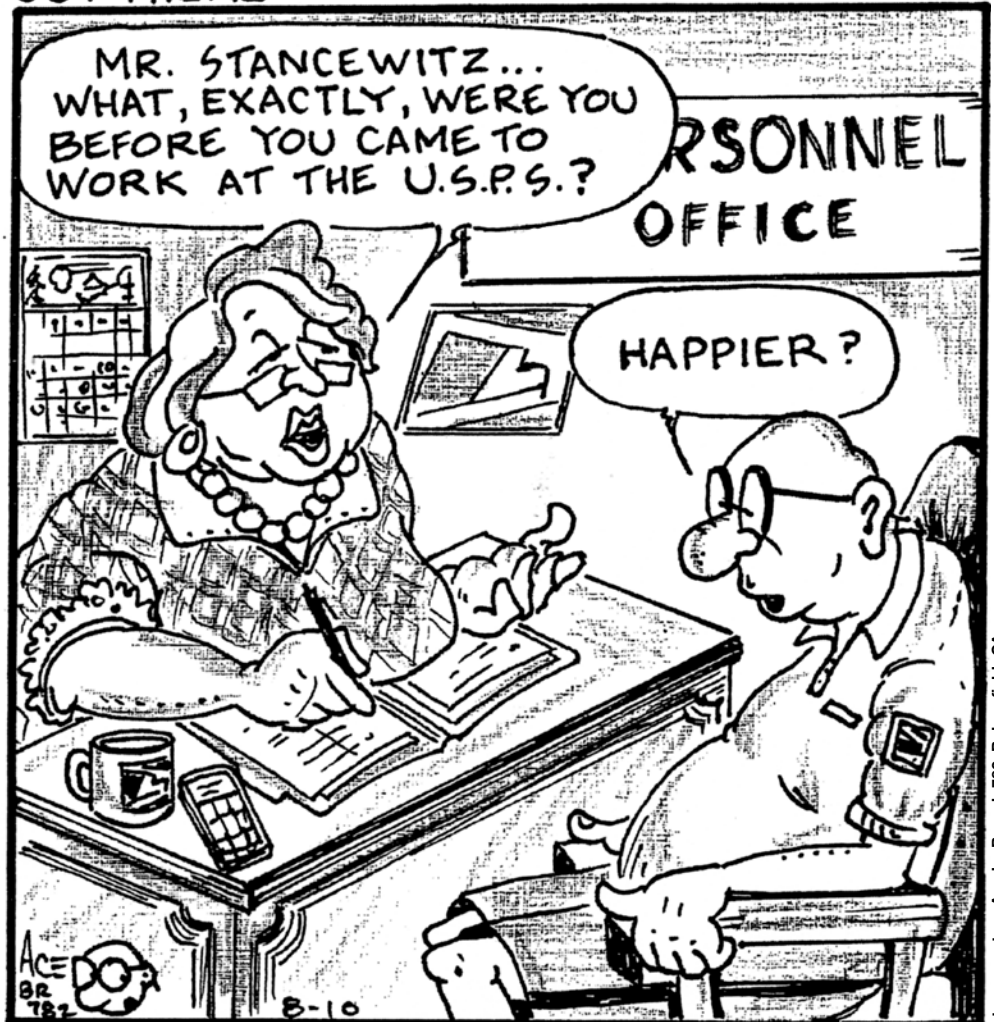
It is my hope that on the evening of December 1 at the monthly Branch 214 meeting (in the ILWU Hall at Beach and Mason streets), for one night, the hall will be packed to standing room only, both in and outside the hall, by the members to cast their votes to determine if the picket should

move forward. It is my hope that all those who will be rallying behind the membership of Branch 214 come to that meeting to show all the members present from 214 that they have the support of others in the NALC as well as other unions who will be present on the picket line the

All craft employees should participate.

next day. It is my hope that those who have wanted to see a movement to create better working conditions for their stations, will come to this branch meeting and stand together with us on the picket line for themselves, and participate in their dream realized, for this is the first step toward what many have privately desired, but most have not dared to display publicly. It is your time, it is your turn, and it is your right. It is through your willingness to unite and stand up that so much can be gained for such a small fraction of your time. I know I will see you there.

OUT THERE



Cartoon courtesy Aceco, Branch 782, Bakersfield, CA

What's the union going to do about it?

Living with Article 3

Why we picket

By Bill Thornton, Vice President

Article 3 of the National Agreement between the NALC and the Postal Service allows management to run the business that the Postal Service is engaged in. The union enforces contractual obligations in areas relating to *wages and working conditions*. This is important to understand because many times carriers bring up issues that while disturbing are not grievable.

Management mismanagement and the realities of Article 3 and the failed Postal Service business model is absolutely not the fault of carriers despite management's absurd attempts to somehow include carriers as contributing to the Postal Service's demise even though carrier productivity is way up.



Wages and working conditions

American labor in general has signed onto the concept of union responsibility to concern themselves with wages and working conditions and leave the running of the business to the management. NALC legislative activities diverge from this basic responsibility, focusing on issues surrounding the survival of the Postal Service including immediately damaging elements like pre-funding.

Sometimes, we must honestly acknowledge reluctantly, the union can do little or nothing about a particular

There is a time to go outside of normal channels.

issue. Article 3 (management rights and responsibilities) hangs heavy over the entire picture.

It is cited in virtually every grievance and justifiably because, for example, when management violates Article 8 (overtime), it is not accepting its responsibility to follow the contract and all applicable federal laws. But there is another side to Article 3. Within its rights and responsibilities is the reality that it runs the business. Within this is the right to "mismanage". Huh! There are limits (e.g. delivery standards).

Don't fight unwinnable battles

We are spinning our wheels if we waste resources attempting to fight battles that are clearly unwinnable.

While we are required to follow instructions except those that compromise safety, etc., management also has the responsibility to follow the oft cited 115.4 M-39, the Joint Statement on Violence and Behavior in the Workplace, 662 ELM, etc. We may care and we may attempt to use other channels to affect changes in "our area of concern."

Steven Covey ("Seven Habits of Highly Effective People") made some distinctions between "circle of concern" (including a wide range of concerns that we may not have influence over) and "circle of influence" (things that we can do something about, usually in some direct

The Post Office blames carriers for problems although carrier productivity is way up.

way). But at the same time, it shouldn't be forgotten that there are many carrier protections/rights. We sometimes take these rights for granted. The union fought for these rights, and the fact that we have a contract can be owed to over a century of struggle by American labor for the rights of employees to have contracts. This as a retort to "what's the union doing for me?"

Among those rights

The obvious one is the negotiated contract that guarantees many other rights for the life of the contract. Some of these are:

- Right to be treated with dignity and respect.
- Weingarten Rights: You have a right to be represented by a steward/union representative.
- Overtime Desired List Carriers: Equitable distribution of overtime hour. (An important way the union is able to keep control of any rampant favoritism).
- Federal Employment Compensation Act Rights: Coverage for on the job injuries.
- Seniority rights.

Union involvement in politics

While the union lobbies for changes in the way the Postal Service is run (Postal Rate Commission changes, pre-funding of benefits) and utilizes its Political Action Committee to influence Congress to approve measures that benefit letter carriers, the day to day operations of the

There is a right to be treated with dignity and respect.

Postal Service and its overall business model is in control of management.

Alternatives for the union as far as management harassment, abuse etc. is limited.

(continued on page 7)

Thornton (continued from page 6)

Even the best of grievances regarding supervisor behavior fall far short of expectations if by that you mean getting rid of the supervisor or meaningfully modifying the supervisor's behavior. While there are significant vic-

Filing grievances and EEO's sets an effective groundwork for showing abuse.

tories, including the removal of supervisors, managers, Postmasters, these sometimes are overturned in court and normally are implemented in only the most egregious of circumstances.

The burden on the union is high and even after a favorable arbitration decision can be subject to modification. The union filing grievances under 115.4 of the M-39 and Joint Statement on Violence and Behavior in the Workplace and 662 of the ELM are important nonetheless as they establish a paper trail of abusive supervisors. For example, San Leandro stewards have received favorable Step B decisions regarding violations of 115.4 and the Joint Statement. These can have a cumulative effect along with the filing of EEOs. When the union approaches management about abuse issues, it is important to have this to back up the allegations.

Why the picket?

Sometimes, usually in the area of abuse/harassment by supervisors, the union hits a wall as far as remedies and the normal communications between management and the union have broken down. The grievance procedure is the basic avenue for redress of disputes.

But when we have hit this wall or the situation is so

The numbers-driven culture encourages a kind of denial and allows a "who me" response to allegations.

dire that we fear that some employee may decide that "that's the last straw" and an ensuing incident will result in a serious discipline/removal. Of course the underpinnings of the Joint Statement on Violence and Behavior in the Workplace were tragic events in Royal Oak and in other places. It is like thinking about the unthinkable and nobody really wants to contemplate worst case scenarios. Adding to the mix is the culture of the Post Office/Postal Service that has been liberal towards management behavior, beginning with a kind of militaristic approach that was characteristic of the old Post Office and continuing

into the present, getting more intense as Postal Service losses increase and the squeeze on carriers continued. That, along with Article 3, has given wide range to management abuse. The numbers-driven culture encourages a kind of denial and allows a "who me" response to allegations that they are violating the Joint Statement.

Reaching the tipping point

Situations can reach a kind of tipping point when as a union we know that it's time to act and to go outside the normal avenues and seek remedies through alternative means.

Of course, we must be careful in this regard lest we be like the little boy that repeatedly cried wolf and lost all credibility. But there is a time to act and to go outside of the normal channels of remedies. There is no scientific way of determining when that is. At the November branch meeting the large number of Pine Street carriers

The presence of many Pine Street carriers at the meeting showed the seriousness of the situation.

showing up was an indication that this was the tipping point.

The branch votes to act, picket approved for December 2

The branch overwhelmingly voted to picket although reasonable concerns were expressed that more grievances and EEOs needed to be filed by carriers.

One is struck by the difference in the civility exhibited on the third floor at 1300 Evans (San Francisco Postal Service main offices) and the civility or lack of on some work room floors. But above all, we cannot accept a situation where carriers feel badly about coming to work and feel worse when they go home.

We know that the working environment varies from station to station and that management can conduct business while treating people with dignity and respect.

It can be done. Failure to do so is unacceptable.

There is a time when the operation of the machine becomes so odious, makes you so sick at heart, that you can't take part; you can't even passively take part, and you've got to put your bodies upon the gears and upon the wheels, upon the levers, upon all the apparatus, and you've got to make it stop. And you've got to indicate to the people who run it, to the people who own it, that unless you're free, the machine will be prevented from working at all!

—Mario Savio, Berkeley CA
December 2, 1964
at a Free Speech Movement rally

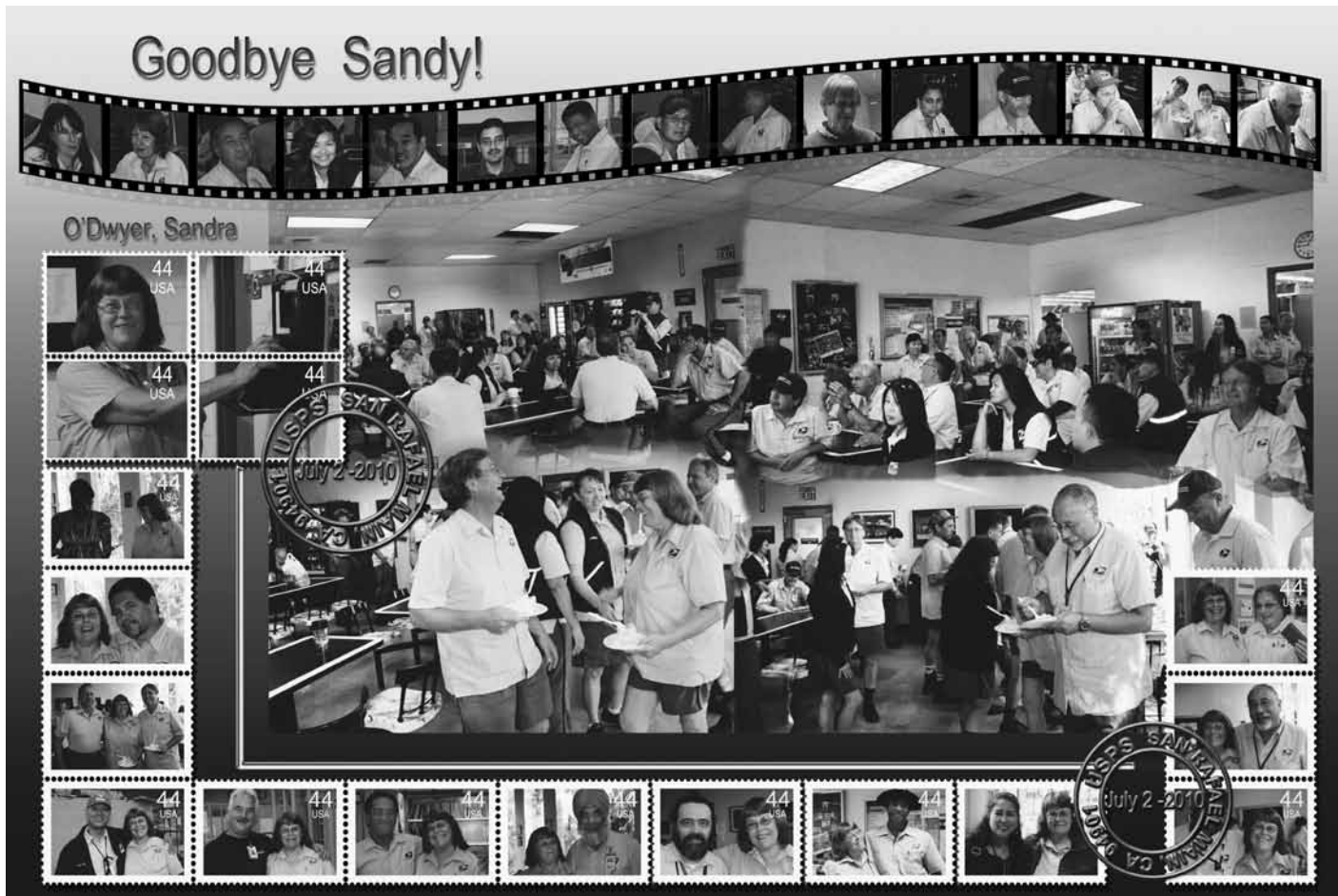


Photo montage by Lim Lim

Sandra O'Dwyer retires from San Rafael Main Post Office.

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San Leandro Color Code Legend: BL=A; Y=B; BR=C; O=D; R=E; G=F

Redwood City Color Code Legend: O=Blk; R=BL; G=R; BL=G; Y=BR; BR=O

January							February							March						
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SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT
						1 BL			1 R	2 G BRANCH MEETING	3 BL	4 Y	5 Y					1 BR	2 O	3 O
2	3 Y RETIREE MEETING	4 BR	5 O	6 R BRANCH MEETING	7 G	8 G PAYDAY 21	6	7 BR	8 O	9 R	10 G PAYDAY 23	11 BL VETERANS	12 BL	4	5 R RETIREE MEETING	6 G	7 BL BRANCH MEETING	8 Y	9 BR PAYDAY 25	10 BR
9	10 BL COLUMBUS	11 Y	12 BR	13 O	14 R	15 R	13	14 Y	15 BR	16 O	17 R	18 G	19 G	11	12 O	13 R	14 G	15 BL	16 Y	17 Y
16	17 G	18 BL	19 Y	20 BR	21 O PAYDAY 22	22 O	20	21 BL	22 Y	23 BR	24 O THANKS GIVING	25 R PAYDAY 24	26 R	18	19 BR	20 O	21 R	22 G	23 BL PAYDAY 26	24 BL
23 30	24 R	25 G	26 BL	27 Y	28 BR	29 BR	27	28 G	29 BL	30 Y				25	26 Y CHRISTMAS	27 BR CHRISTMAS	28 O	29 R	30 G	31 G



GOLDEN GATE BRANCH 214

National Association of Letter Carriers, AFL-CIO

2310 Mason St., Third Floor, San Francisco CA
94133-1800

Tel # 415-362-0214 800-427-0214

FAX # 415-392-NALC (6252)

Website: www.nalcbayarea.com

Color Code Legend: BR=Brown; O=Orange; R=Red; G=Green; BL=Blue; Y=Yellow

San Anselmo Color Code Legend: O=BL; R=O; G=R; BL=Purple; Y=Blk; BR=BR

San Leandro Color Code Legend: BL=A; Y=B; BR=C; O=D; R=E; G=F

Redwood City Color Code Legend: O=Blk; R=BL; G=R; BL=G; Y=BR; BR=O

January							February							March							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
1	2 BL	3 NEW YEAR Y	4 BR	5 O	6 R	7 PAYDAY 1 R				1 R	2 BRANCH MEETING G	3 PAYDAY 3 BL	4 BL					1 Y	2 BR	3 PAYDAY 5 BR	
8	9 G	10 BL	11 Y	12 BR	13 O	14 O	5	6 Y	7 RETIREE MEETING BR	8 O	9 R	10 G	11 G	4	5 O	6 R	7 G	8 BRANCH MEETING BL	9 Y	10 Y	
15	16 R	17 MILK DAIRY G	18 BL	19 Y	20 BR	21 PAYDAY 2 BR	12	13 BL	14 Y	15 BR	16 O	17 R	18 PAYDAY 4 R	11	12 BR	13 O	14 R	15 G	16 BL	17 PAYDAY 6 BL	
22	23 O	24 R	25 G	26 BL	27 Y	28 Y	19	20 G	21 PRESIDENT BL	22 Y	23 BR	24 O	25 O	18	19 Y	20 BR	21 O	22 R	23 G	24 G	
29	30 BR	31 O					26	27 R	28 G	29 BL				25	26 BL	27 Y	28 BR	29 O	30 PAYDAY 7 R	31 R	
April							May							June							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
1	2 G	3 RETIREE MEETING BL	4 Y	5 BRANCH MEETING BR	6 O	7 O			1 BR	2 O	3 BRANCH MEETING R	4 G	5 G						1 Y	2 Y	
8	9 R	10 G	11 BL	12 Y	13 BR	14 PAYDAY 8 BR	6	7 BL	8 Y	9 BR	10 O	R	12 PAYDAY 10 R	3	4 BR	5 RETIREE MEETING O	6 R	7 BRANCH MEETING G	8 BL	9 PAYDAY 12 BL	
15	16 O	17 R	18 G	19 BL	20 Y	21 Y	13	14 G	15 BL	16 Y	17 BR	18 O	19 O	10	11 Y	12 BR	13 O	14 R	15 G	16 G	
22	23 BR	24 O	25 R	26 G	27 BL	28 PAYDAY 9 BL	20	21 R	22 G	23 BL	24 Y	25 BR	26 PAYDAY 11 BR	17	18 BL	19 Y	20 BR	21 O	22 R	23 PAYDAY 13 R	
29	30 Y						27	28 O	29 R	30 G	31 BL			24	25 G	26 BL	27 Y	28 BR	29 O	30 O	
July							August							September							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
1	2 R	3 G	4 BL	5 Y	6 BR	7 PAYDAY 14 BR				1 BR	2 O	3 R	4 PAYDAY 16 R							1 BL	
8	9 O	10 R	11 G	12 BRANCH MEETING BL	13 Y	14 Y	5	6 G	7 RETIREE MEETING BL	8 Y	9 BR	10 O	11 O	2	3 Y	LABOR DAY	4 BR	5 O	6 BRANCH MEETING R	7 G	8 G
15	16 BR	17 O	18 R	19 G	20 BL	21 PAYDAY 15 BL	12	13 R	14 G	15 BL	16 Y	17 BR	18 PAYDAY 17 BR	9	10 BL	11 Y	12 BR	13 O	14 R	15 PAYDAY 19 R	
22	23 Y	24 BR	25 O	26 R	27 G	28 G	19	20 O	21 R	22 G	23 BL	24 Y	25 Y	16	17 G	18 BL	19 Y	20 BR	21 O	22 O	
29	30 BL	31 Y					26	27 BR	28 O	29 R	30 G	31 BL	PAYDAY 18	23 30	24 R	25 G	26 BL	27 Y	28 BR	29 PAYDAY 20 BR	
October							November							December							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
	1 O	2 R	3 G	4 BRANCH MEETING BL	5 Y	6 Y					1 BR	2 O	3 O							1 G	
7	8 BR	9 O	10 R	11 G	12 BL	13 PAYDAY 21 BL	4	5 R	6 G	7 BL	8 BRANCH MEETING Y	9 BR	10 PAYDAY 23 BR	2	3 BL	4 RETIREE MEETING Y	5 BR	6 BRANCH MEETING O	7 R	8 PAYDAY 25 R	
14	15 Y	16 BR	17 O	18 R	19 G	20 G	11	12 O	13 VETERANS	14 G	15 BL	16 Y	17 Y	9	10 G	11 BL	12 Y	13 BR	14 O	15 O	
21	22 BL	23 Y	24 BR	25 O	26 R	27 PAYDAY 22 R	18	19 BR	20 O	21 R	22 G	23 GIVING THURSDAY BL	24 PAYDAY 24 BL	16	17 R	18 G	19 BL	20 Y	21 BR	22 PAYDAY 26 BR	
28	29 G	30 BL	31 Y				25	26 Y	27 BR	28 O	29 R	30 G		23 30	24 O	25 BR	26 CHRISTMAS G	27 BL	28 Y	29 Y	

NALC HBP for you in 2011

'Open Season' is here for you – use it

By Franklin H. Woo, NALC Health Benefit Plan representative

This year's 'Open Season' will run from Monday, November 8, 2010 through Monday, December 13, 2010 (**Postal employees—December 14, 2010**). This period will allow you the opportunity to either be enrolled into a health benefit plan of your choice (hopefully, it will be the NALC Health Benefit Plan) or to make any other changes to your current plan, to be effective in January 2011.



2011 Rate Information for the NALC Health Benefit Plan

Postal Premium:

\$51.56 bi-weekly (*Self: enrollment code 321*)
\$100.57 bi-weekly (*Self & Family: enrollment code 322*)

Non-Postal Premium:

\$160.64 monthly (*Self: enrollment code 321*)
\$327.32 monthly (*Self & Family: enrollment code 322*)

Transitional Employee (TE):

\$254.80 bi-weekly (*Self: enrollment code 321*)
\$555.05 bi-weekly (*Self & Family: enrollment code 322*)

For Postal employees wishing to make an enrollment or other health plan changes, they can go on-line and log onto www.liteblue.usps.gov or call PostalEASE at 1-877-477-3273, option 1.

Our premiums are much lower than most of our competitors.

For Retirees / Annuitants wishing to make health plan changes during 'Open Season,' they should call the OPM 'Open Season' Express Line at 1-800-332-9798.

The Office of Personnel Management (OPM) stated the average amount federal employees pay for their health insurance plans will rise 7.2% in 2011. Also, the upcoming premium increases for plans in the Federal Employees Health Benefits Program (FEHBP) is less than the 8.8% rise participants experienced in 2010, despite a range of new benefits to be added for 2011.

According to OPM, the increases for 2011 are due to changes in the health care market and added plan features, such as tobacco cessation incentives, preventive screenings at no cost to enrollees and extending coverage to adult children age 26 or younger, under a Self & Family enrollment. The new cutoff age for dependent coverage, mandated by the health reform law, will take effect on Jan. 1, 2011.

Considering the current bad economy upon all of us, I believe that the NALC Health Benefit Plan is doing quite well for its members ... both premium and coverage wise!

The premiums for both Postal and Non-Postal for 2011 are much lower than most of our competition within the FEHBP.

The coverage and benefits protecting letter carriers and retirees are a no brainer either. For 2011, the NALC HBP will be out with new and improved benefits for its

Higher costs are partly due to new and improved benefits.

members such as:

- Children up to age 26 will be covered under a Self & Family enrollment.
- You pay nothing for covered office visits billed by a PPO provider associated with certain preventive care services. In 2010, there's a \$15 copayment.
- We now pay the Plan allowance for non-PPO pathologists, radiologists, anesthesiologists & emergency room physicians at the PPO benefit level when the services are rendered at a PPO ambulatory surgery center.
- We now pay outpatient medical emergency services at a non-PPO hospital at the PPO benefit level.
- You now pay \$7.99 for a 90-day supply of generic medications through the NALC Preferred generic program.
- You now pay \$4 for a 90-day supply of generic medications through the NALC Preferred generic program when Medicare Part B is the primary carrier.
- You now pay \$250 for a 60-day supply of a specialty drug purchased through our Caremark Specialty Pharmacy mail order program. In 2010, you are paying \$350.

I must add that the NALC HBP is continuing its "excellent" prescription program into 2011. And, the several new benefits provide great savings to the members' pocketbooks, to say the least!

The 'Open Season' is here for all of you! Take the necessary time to compare the NALC Health Benefit Plan to yours. No doubt, you will find that our Union Owned & Union Operated plan is an outstanding plan that will protect you and your family members well in 2011 and beyond!

Please accept our invitation to give the NALC Health Benefit Plan a try in 2011!

NALC Bowlathon, Nov. 7, 2010

Proceeds to MDA

A bowling tourney was held at Classic Bowl in Daly City on November 7, 2010 with participation by Branches 214, 1289 and 1427. Proceeds went to benefit the Muscular Dystrophy Association. This was part of a national NALC-sponsored activity. Below are top three winners. *Photos by Karen Schuler*



Second place team. From left, Linda Martinez, Branch 1427, George Young, Sylvia Young, Branch 214.



First place team. From left, Kim Truong, Arthur Tam, Wylie Hom, Yip Fu Lin, David Lin and Lili Beaumont (not part of team).



Third place team. From left, Frank Ware, Branch 1427, Manny Morena, President Branch 1280, Christen Arias, in front left, Alicia Arias and Patricia Morena.

In memory of a good union man

By Lynda Beigel, Retiree

We won't be receiving any more of Bob Yragui's treatises on society and its ills. Bob died of emphysema in September after a long battle against it. But we will remember him for a much longer battle: for ethics, morals, and taking care of one another. Bob found Catholicism a creed to live by, an inspiration for Socialism and Populism. He sought justice, not just as a steward in the station before he bid on his VIM, or through the union in San Francisco, but at union conventions and everywhere on the planet.

Bob and his wife Maurine had five daughters in not much more than five years; he was inordinately proud of all his girls and the grandchildren they gave him



and Maurine to enjoy in their retirement.

We should remember Bob, what he stood for and the poorest for whom he stood up (even with an oxygen tank attached) against governments and the corporate world. We should all agree with Bob that it is important to stand up for those who are being harassed, picked on, and pressured.

Like Bob, stand up: for working to rule; setting one's own pace; insisting on copies of properly completed Forms 1571 and 3996; and putting the needs of customers before the reputations of supervisors. Hopefully we will follow his example and step up to the plate to bring in a home run for justice.



Photo by Ivars Lauersons

Senator Bob Menendez, New Jersey, head of the Senatorial Campaign Committee, speaks to group of volunteers at the Reno, NV precinct walk for Harry Reid.

Branch members on Stockton political walk

Branch 214 members participated in a walk to re-elect Congressman Jerry McNerney, 11th district. The walk was in Stockton, CA on October 31, 2010. (At press time McNerney holds a slim lead.)

Branch members on Stockton political walk

Eldridge Pooler
Sharon Ivory
Frances Lopez
Maria Knudsen

Dave Welsh
Bill Thornton
Lili Beaumont
John Beaumont

Branch 214 Meetings

Branch meetings, 7:00 P.M.

December 1, 2010 ILWU Hall, 400 North Point, SF
January 5, 2011 ILWU Hall, 400 North Point, SF
February 2, 2011 ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

December 1, 2010 Union Office, 2310 Mason St., SF
January 5, 2011 Union Office, 2310 Mason St., SF
February 2, 2011 Union Office, 2310 Mason St., SF

Retiree social meetings, 12:30 P.M.

December 6, 2010 740 Del Monte Ave., South SF
February 7, 2011 740 Del Monte Ave., South SF
April 4, 2011 740 Del Monte Ave., South SF

Connecting with the individual voter

Walk rally with brothers and sisters

By Norma Leonardo, Shop Steward, Station G

On a Sunday, November 17, 2010, we were at the California Building kickoff location in Reno, Nevada. It was 10 am on a cloudy, warm day.

Bobbi Turner, Steward at Golden Gate Station, San Francisco and I were partners with the Nevada contact, Robert Townsend, nickname "Tuna." Normally the local representative drives us to the addresses and we contact the potential voters at the door. Mr. Townsend, however, was also running for State Assembly district 25, so we had not only a driver but also a candidate. (Mr. Townsend did not win.)

Our job was to knock on doors of union members and ask them to vote. We also provided information about union endorsed candidates, and explained how it was important to get the right politicians elected. We were particularly encouraging a vote for Senate Majority Leader, Harry Reid. (He ultimately won by five percentage points in a close race right up to the finish.)

It's amazing how working together we can take steps to move forward. Listen to all brothers and sisters being involved and not just at election occasions. Help to communicate to the public the NALC message that 5 day is the wrong way and that we need to save 6 day delivery.

We also need to get involved in Customer Connect to bring new revenue to the USPS.

Remember, our union and the post office has been good to us. It's time for us to reciprocate and be good to them.



Photo by Bill Thornton

Precinct walkers in a Reno neighborhood urging a vote for Harry Reid.

Branch members on Reno political walk

Sharon Ivory
Frances Lopez
Karen Schuler
Roberta Bojo
Karen Eshabarr
Maria Knudsen
Bill Thornton
Norma Leonardo
Bobbi Turner

Harry Tam
Alex Wilkins
Arnold Jones
Stan Lew
Anthony Buencamino
Ivars Lauersons
Charles Gonzalez
Lili Beaumont
John Beaumont

2011 CARL J. SAXSENMEIER SCHOLARSHIP PROGRAM

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2011 Carl J. Saxsenmeier Scholarship Program. All applications must be sent to the Scholarship Chair by January 7, 2011. The Chair will send scholarship packets to all applicants by the end of January 2011. The scholarships are available to the dependent children or grandchildren of members of NALC Branches within the State of California who have not served in a supervisory capacity in the previous two (2) years from the date of 2011 award announcement. Applicant's parent / grandparent must be a member in good standing of the NALC for at least one year prior to applying. Applicant must be a high school senior when applying. Saxsenmeier Scholarship awards are issued in the year of graduation and are not renewable.

Jeff Parr
Saxsenmeier Scholarship Chair
1177 Levine Dr-Santa Rosa, Ca 95401
707-523-1818

.....

Saxsenmeier Scholarship Application

(Please Print)

Student's Name _____

NALC Member's Name _____

Home Address _____

City / State / Zip _____

Home Telephone _____

Cell / Fax _____

Email Address _____

Applicant's Signature _____

NALC Member Signature _____ Relationship to Applicant _____

Local NALC Branch Officer Signature required for verification of member in good standing:

NALC Branch Officer Signature _____ Title _____

Branch Officer Printed Name & Number _____

Approved Budget— October 1, 2010–March 31, 2011

	Spent 4/1/10– 9/30/10	Projected 10/1/10– 3/31/11
Expense		
1. Salaries, FT, PT, Stewards, Assignment Time:		
President's Salary (FERS)	32,081.53	32,500.00
Executive Vice President's Salary (FERS)	29,777.16	31,600.00
Vice President's Salary (CSRS)	32,525.61	32,900.00
Secretary-Treasurer's Salary (FERS)	26,918.36	31,600.00
Field Director Salary (FERS)	31,244.59	31,600.00
Asst. Secretary-Treasurer's Salary (FERS)	31,244.59	31,600.00
Health Benefits Representative Salary (CSRS)	1,260.48	1,280.00
Sgt/Arms, MBA, EEO, S&H, Trustees, Dir of Org (8)	5,672.16	5,800.00
Shop Steward Salary	42,403.45	43,000.00
Assignment Time/Paid Time and Services (excl. Voice, Ed)	11,814.53	15,000.00
Leave Replacement	1,575.60	2,000.00
TOTAL	246,518.06	258,880.00
2. Officer, Steward Expenses		
President's Expenses	2,025.04	2,500.00
Executive Vice President's Expenses	1,387.50	2,000.00
Vice President's Expenses	1,808.39	2,000.00
Secretary-Treasurer's Expenses	1,512.64	2,000.00
Field Director Expenses	2,449.46	2,500.00
Asst. S/T Expenses	1,554.43	2,000.00
Misc. Expenses (Other Officers & Stewards)	231.75	500.00
Leave Reimbursement	315.12	6,000.00
Officer's Leave Fund (30% of potential liability)	—	—
TOTAL	11,284.33	19,500.00
3. Taxes & Officer's Benefits		
Officer's Benefits	32,427.06	45,000.00
Payroll Taxes	22,347.64	23,500.00
Property Taxes	366.26	5,600.00
TOTAL	55,140.96	74,100.00
4. Building/Office Expense		
Building Maintenance & Repair	1,234.36	3,000.00
Hall Rental/RWC Office	1,350.00	5,200.00
Loan Payment/Mortgage	13,646.70	13,650.00
Janitorial Service Office	2,495.00	2,800.00
Office Utilities (Phone/Water)	6,002.66	5,000.00
Printing	2,290.23	3,000.00
Insurance (Disability/Business Liability/Bonding)	2,850.00	5,000.00
Insurance (Representational Liability)	—	—
Maintenance (Security/Service Contracts/Serv-Maint)	3,759.33	4,000.00
Computer Expenses	4,373.81	5,000.00
Office Supplies/Equipment/Office Expense	6,130.63	6,500.00
Postage	5,923.57	7,000.00
Payroll Services	893.49	1,500.00
TOTAL	50,949.78	61,650.00
5. Building Corporation		
BC Construction Costs	—	—
BC Elevator	435.34	600.00
BC Garbage	190.32	275.00
BC Insurance	5,583.28	5,500.00
BC Janitorial	508.18	1,550.00
BC Office Expense	—	25.00

	Spent 4/1/10– 9/30/10	Projected 10/1/10– 3/31/11
BC Professional Fees	85.92	500.00
BC Serv Maintenance	—	250.00
BC Utilities (PG&E/Water/Elevator Phone)	7,872.85	6,000.00
TOTAL	14,675.89	14,700.00
6. Fees & Dues		
Professional Fees	10,841.81	12,000.00
Affiliate Dues	6,041.90	6,000.00
TOTAL	16,883.71	18,000.00
7. Convention & Conferences		
Convention Fund	12,600.00	12,600.00
Conferences (Las Vegas \$2,500; Arizona COP \$400; Pasadena \$2,100)	4,205.91	15,000.00
TOTAL	16,805.91	27,600.00
8. Education		
Training	10,538.15	24,000.00
Issue Education/Labor 2010/EFCA	—	500.00
Other: Books, Materials, NALC Supplies	174.57	500.00
TOTAL	10,712.72	25,000.00
9. Communications		
Voice: Lost Time Expenses	4,044.04	4,000.00
Website	13,767.27	12,000.00
	267.45	500.00
TOTAL	18,078.76	16,500.00
10. Entertainment		
Good of the Order/Other Refreshments	3,226.66	4,000.00
Annual Luncheon Honoring Retirees	50.00	7,000.00
Recreation/Picnic	98.54	2,000.00
TOTAL	3,375.20	13,000.00
11. Representational Expenses		
Representational Expenses	—	500.00
Contract / Picket Action / Legislative Action	—	500.00
TOTAL	—	1,000.00
12. Other		
Retirement and Other Gifts	2,943.86	3,000.00
New Member Services / Recruitment	125.00	500.00
Branch Elections wages	—	—
Food Drive	4,027.12	500.00
100% Union Celebration (\$4/person)	115.30	500.00
Branch Items	—	500.00
Miscellaneous	182.71	250.00
TOTAL	7,393.99	5,250.00
TOTALS	451,819.31	535,180.00

Projected Income

	Projected Income 4/1/10 – 9/30/10
Active Members	
× 1,676 members	498,727.32
Retired Members	500.00
Interest Income	1,000.00
Miscellaneous Income	35,000.00
PROJECTED INCOME TOTAL:	535,227.32
Total Projected Expenses	(535,180.00)
Projected Surplus	47.32

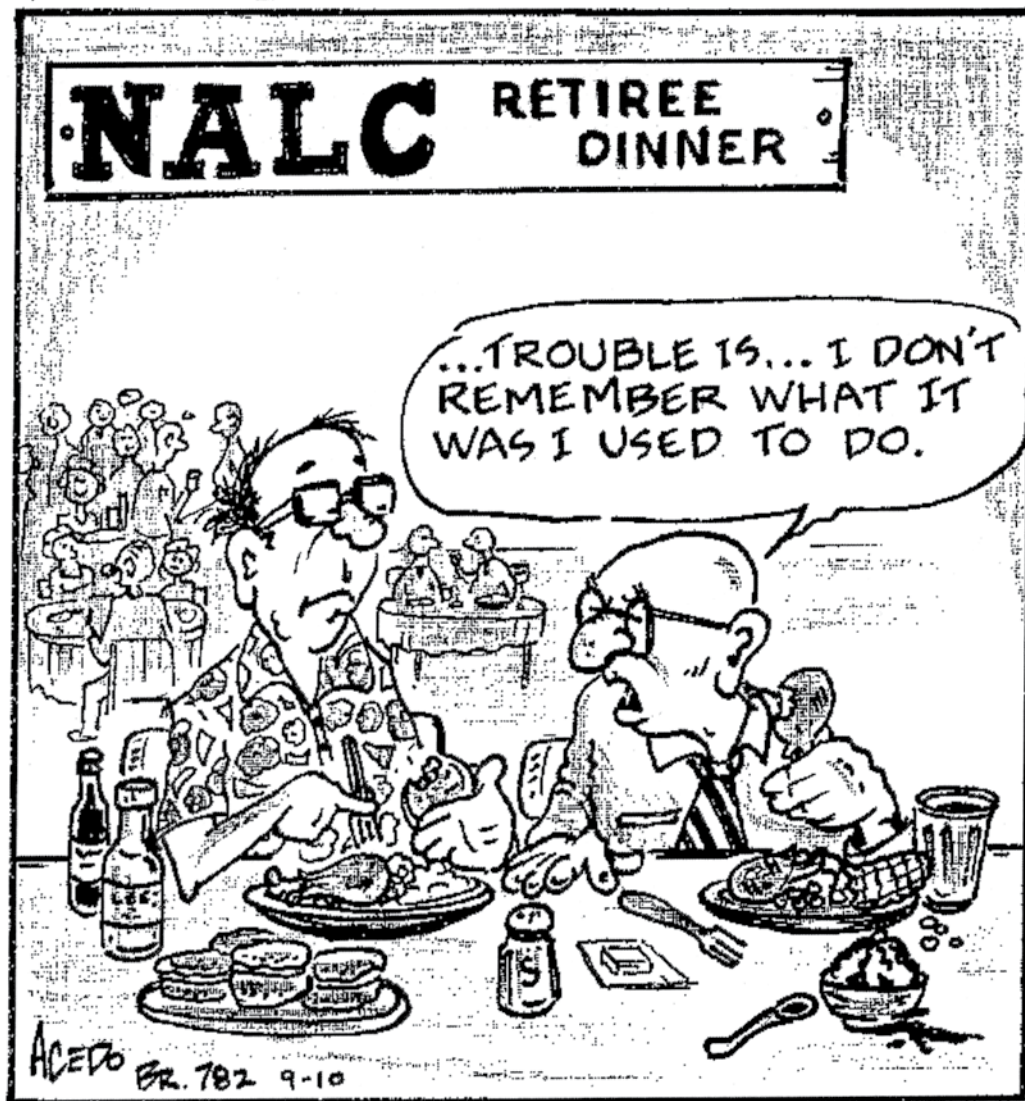
GOLDEN GATE BRANCH NO. 214
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
2310 MASON ST., THIRD FLOOR
SAN FRANCISCO, CALIFORNIA 94133



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A Non-Profit Organization
U.S. POSTAGE
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San Francisco, Calif.
Permit No. 10302

OUT THERE



Cartoon courtesy Aceto, Branch 782, Bakersfield, CA

Annual Retiree Holiday Luncheon

SF Elks Lodge, #3
Kensington Hotel,
450 Post Street,
3rd Floor,
San Francisco,
CA 94102

December 6, 2010
11 am to 2 pm.

Complimentary
to retirees,
\$20 for guests.

*Season's Greetings
from the
Staff of
The Voice*

ALSO INSIDE:

- Intolerable conditions.....—page 4
- Why we picket.....—page 6
- Calendar 2011, 2012....—pages 9, 10
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- MDA activities.....—page 12
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- Scholarship application....—page 14