



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

November/December 2011

Award-winning newspaper

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THORNTON RE-ELECTED VICE-PRESIDENT

Woo retained as Health Benefits Representative

Dominguez, Schuler, Simonson elected as new trustees

The Branch 214 election for officers for the 2012-2013 term was held by mail in November, 2011. Ballots were mailed on November 7, 2011 and had to be returned by November 29, 2011. The anonymous ballots were counted on November 29, 2011 by the election committee with observers present.

At the October branch meeting nominations were open for all elected positions. Any member in good standing who had not served in management, or applied for a management position, in the last two years was eligible to run. A number of positions had only one candidate, and the persons were declared elected at the meeting.

Elected unopposed full-time officers were: **Lili Beaumont**, President; **Karen Eshabarr**, Executive Vice-President; **Ron Caluag** as the new Secretary-Treasurer; **Jun Buccat**, Assistant Secretary-Treasurer; **Charles Gonzalez** as a new full-time officer and new Field Director.

Elected unopposed part-time officers were: **Stanley Lew** as the new Sergeant-at-Arms; **Norma Leonardo**, Safety and Health; **Sheila Gardner** as the new EEO Officer; **Mike Callahan**, MBA representative; **Kim Truong**, Director of Organization.

The only full-time position that was contested was for Vice-President. Challenging incumbent **Bill Thornton** were **Bradford Louis** and **Vicky Sawicki**.

NALC Health Benefits incumbent **Franklin Woo** was challenged by **Joshua Javaheri**. The wide open race for Trustees had only one incumbent, **Roberta Bojo** running along with four new candidates, **Juan Dominguez**, **Berta Quezada**, **Karen Schuler**, and **Cathy Simonson**.

The election committee chairman was **Dennis Mackler**. Other members were **Larry Gerigk**, **Daniel SooHoo**, **Carmen Gonzalez**, **Edwina Wu** and **Ivars Lauersons**. The Branch thanks them for their work. —*Edwina Wu*

Karen Eshabarr, Executive Vice-President, left, at mic, rallying the picketers at the federal building in San Francisco on September 27, 2011 at the "Save America's Postal Service" rally to save 6-day delivery.

ELECTION RESULTS

Vice-President

Bradford Louis	200
Vicky Sawicki	83
Bill Thornton	430 (elected)

NALC Health Benefits Representative

Joshua Javaheri	122
Franklin Woo	579 (elected)

Trustees (top three elected)

Roberta Bojo	341
Juan Dominguez	394 (elected)
Berta Quezada	160
Karen Schuler	530 (elected)
Cathy Simonson	485 (elected)



Photo by Jun Buccat



San Leandro South carrier Greg Burditt, left, holding plaque, defeated former Branch 214 President Richard Becker in the finals.



Photos courtesy Richard Becker



The players in the April 16, 2011 Chess Tournament were Richard Becker, Greg Burditt, Ron Caluag, Melvin Moore, Eldridge Pooler, and Dante Zamora. Becker and Burditt were undefeated (2-0) in the first round. Dante Zamora came in third overall.

Branch Officers

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

Voice Staff

- Ivars Lauersons Editor
- Edwina Wu Associate Editor
- Gerry Lee Graphics

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* * *

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Of course don't forget about our NALC Branch 214 Facebook page at <https://www.facebook.com/#!/groups/nalcbbranch214>. Or just type in NALC Branch 214 in the search box. It's awesome to see our members sharing photos, comments, events and links to websites that have current news about the state of the Post Office.

* * *

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

The non-professional postal managers

How to stop adult bullying

By Cathy Simonson, EEO Officer

Having served as Branch 214 EEO Officer for the past 8 years I have learned a lot about dealing with harassment complaints. Some were actual discrimination complaints, but most were about management bullying and harassing letter carriers.

During many of the mediations in which I represented carriers, all that was needed was to empower the person to stand up to the bully. On the news you hear about the bullies in the schoolyards or in high school, but who would have thought grownups could be the worst bullies. Postal management bullies use harassment and intimidation as a form of control. This is not acceptable behavior from anyone, much less from someone that has control of your paycheck and personnel file. If this is happening, see your steward immediately!



Harassment by watching every move

During these years I heard many stories in which management belittled and intimidated the carrier in front of others. Standing behind someone and watching every move and excessive outside supervision were just some of the harassment tactics used. Like the typical schoolyard bully, they put on a show in front of others to prove that they are the boss.

Who thought grownups could be the worst bullies?

The bully chose a career and position which would give them a feeling of power over others to overcome their own insecurities. Unfortunately, many carriers fall prey to these uneducated management bullies and become their daily targets.

When a carrier objects

A carrier might start off getting along with the supervisor or manager, but at some point they resist an unreasonable instruction. The supervisor takes this as a challenge to their authority and begins to retaliate by focusing on every possible mistake. This can become a very stressful time for the carrier by forcing them to constantly be on guard. They now have to justify every minute of overtime

on their route and make sure they follow every rule even if it isn't applied to anyone else.

No one should have to work under duress like this! Being over observed and criticized by the supervisor on a daily basis could lead to illnesses like stress, anxiety or depression. Remember, a bully feeds off of the response

Watching every move, excessive outside supervision are some of the bullying tactics.

of the victim, just like any abuser does.

My experience as a rape trauma counselor in San Mateo county taught me that most likely this person never learned to treat people with respect because they never saw it at home. In some cases they may have been the person that was bullied. Obviously, this person needs some type of psychological therapy and should be made aware of this by upper management. They should not take their problems out on the employees.

If a carrier resists, the supervisor takes it as a challenge.

Face to face meeting effective

Sometimes a mediation, which is a face to face meeting, will make the bully realize there are consequences to their actions. If they are able to understand that harassment is no way to treat another human being, usually the bullying will stop. Most times management hates to have to sit down and be confronted about their actions, and will avoid having problems with the carrier in the future. Unfortunately, in some cases, no amount of reasoning will help and the carrier must file several grievances and even EEO complaints to get the harassment to cease. In the end the carrier will prevail since they are in the right by standing up to the bully. Whether it's an apology or monetary compensation they receive, it feels great to have spoken up to a cowardly supervisor or manager.

It feels great to have spoken up to a cowardly supervisor.

Always consult with an attorney that is knowledgeable in EEO complaints in the federal sector to have the best outcome.

And please welcome Sheila Gardner as the new EEO Officer, you go girl! Hope to see everyone on Facebook!

Waiting for the earthquake

Senate and House bills move forward

**6 Day Delivery/Pre-Funding/No-Layoff/
Office closings/Retirement incentives/
Postal Service survival**

By Bill Thornton, Vice President

(The Senate and House have each introduced bills to deal with the current post office fiscal crisis. Each bill has basic flaws that the NALC is determined to fight. Below is a discussion of some of the details.)

Senate Homeland Security and Governmental Affairs S. 1789, the 21st Century Postal Service Act of 2011. Sponsored by Senators Collins, Lieberman, Brown, and Carper.



The 21st Century Postal Service Act would:

- Authorize USPS to offer buyouts to employees to help reduce its workforce. The Office of Personnel Management (OPM) is directed to refund the Postal Service for what everyone agrees has been an overpayment to the Federal Employees Retirement System. Using this money to support buyouts, the Postmaster General estimates he can reduce the Postal Service workforce by as many as 100,000 employees over the next three years in order to reach savings of \$8 billion a year.
- Allow the Postal Service to work with its employee unions and OPM to develop a new health plan to cover postal employees. The Postmaster General estimates that a new healthcare plan could cut costs roughly in half, while maintaining adequate benefits.
- Recalibrate the pre-funding requirements for its retiree health benefits by amortizing those payments over time.
- Bar the USPS from five-day-a-week mail delivery for two years and until it develops remedies for customers who may be affected disproportionately by the change in service. USPS also must reduce costs and increase revenues by other means before five-day delivery takes effect.

NALC: Moves in the right direction by reducing the level of retiree health pre-funding (from approximately \$5.5 to \$4 billion annually), but does not solve the pre-funding albatross.

Bill dropped sensible solutions to the Postal Service's

financial crisis that its predecessor bills (S. 1010 and S. 353) embraced—using the massive pension surplus in the Postal portion of the CSRS to cover the cost of pre-funding future retiree costs.

Revamp workers' compensation rules for injured postal and federal employees who are above retirement age to allow them to be moved into regular pension systems (would affect employees at other agencies FECA payments) would drop to 50 percent of pre-injury pay when a recipient reaches retirement age.

Could only eliminate Saturday mail after two years if it located and helped customers disproportionately hurt by the move and took advantage of all the cost-saving measures included in the legislation.

Eventual end of door to door delivery

NALC described the bill as “deeply flawed”, endorsing the idea that the Postal Service needs to be radically downsized, threatens the jobs of 80,000 workers, permits ending Saturday delivery in two years, it phases out door-to-door delivery, gives postal workers health care benefits inferior to what they enjoy now, and it basically “dismantles” the Postal Service.

House bill is worse, HR 2309

While containing much of what is objectionable, the Senate bill is preferable to what will come out of the House, dominated by the Postal Reform Act put forward by Issa/ Ross. Remember that Republicans (very few like Susan Collins) won control of the House in 2010 (explaining what happened to friendly bills HR 2967 and HR 1351)

Postal Reform Act of 2011, HR 2309, House Oversight and Government Reform Committee. It proposes to hand over control of the Postal Service to an independent commission empowered to make more than \$10 billion in cuts, likely by way of ending Saturday delivery, reducing staff and closing post offices.

Questionable parts of 2309 and downright atrocities:

Gives the Postal Service the option of eliminating Saturday delivery six months after the enactment of the legislation. Would not let USPS completely get rid of Saturday delivery, at least at first. It would let USPS choose an extra 12 days a year on which it wouldn't have to deliver, and allow the agency to ask to move to five-day delivery six months after the reform bill is enacted. Characterized as “modernizing delivery”.

Mandates that postal workers pay at least the same health and life insurance premiums federal workers do, and clarifies that compensation parity with the private sector is maintained.

Establishes a Restructuring Authority to Turnaround Postal Defaults: When the Postal Service fails to pay

(continued on page 5)

Thornton (continued from page 4)

its bills for more than 30 days, a receivership-style authority takes over for USPS... explicit mandate to cut costs while maintaining universal service. Management is replaced if they cannot successfully restructure Postal Service finances... have the ability to make policy changes to cut costs... no more door to door delivery... ability to remove postal workers from the federal workers compensation system to be placed in their own. Pretty scary.

No more no-layoff clauses. No-layoff clauses are prospectively barred in Postal Service collective bargaining agreements. For employees who might lose their job, they will receive a hiring preference at Postal Service contractors. Privatization anyone?

Some innocuous or even positive:

Enables Postal Service to Pursue New Revenues, Enhance revenues. Sell advertisement. The Issa-Ross Postal Reform Act allows USPS to sell advertising space on vehicles and facilities etc.

NALC:

No other agency or firm in America is required to pre-fund retiree health benefits, and forcing the Postal Service to do so will not only endanger the quality of mail service but threaten tens of thousands of good postal jobs. In addition to the loss of these direct jobs, the Postal Service sits at the core of our nation's \$1.3 trillion mailing industry, supporting 7.5 million private sector jobs. These jobs are threatened as well.

The misguided bill fails to address the real cause of the Postal Service's financial woes—the unique burden to massively pre-fund future retiree health benefits. Indeed,

it may actually increase the level of pre-funding from the present level of \$5.5 billion per year. Nor does it address the massive over-funding of the Postal Service's civil service (CSRS) pensions.

The nation's letter carriers will fight this disastrous bill and vigorously advocate alternative ways to cut costs and promote growth in the Postal Service.

“NALC is bitterly disappointed with the legislation reported out by the Senate Homeland Security and Governmental Affairs Committee, S. 1789 (the 21st Century Postal Reform Act of 2011), would cause irreparable harm to our nation's Postal Service. It perpetuates the misguided policy that places pre-funding future retiree health benefits above the viability of a network that serves 150 million American households and businesses six days each week—a classic case of “killing the Post-Office in order to save it.”

Slashing service and inconveniencing customers will only drive more business away and will do serious damage to the \$1.3 trillion mailing industry and its 7.5 million private-sector workers

Reassuring, that even though much of the bad stuff may come to pass, is the response of a friend on the PRC, Ruth Goldway:

“Prepared to follow the process outlined in the proposed Senate legislation to review Postal Service requests for change in the nature of service. The process currently outlined in the bill for delivery frequency changes (i.e., going from six- to five-day delivery) includes a number of tasks that must be performed by the Postal Service, the GAO and the PRC before such a significant shift can occur.”

At press time, 11/28/11, neither bill has been voted on.



Sydney Wong, Diamond Heights steward, third from left, seated, brought a large group of carriers from the station on September 27, 2011 to the “Save America's Postal Service” rally and picketing at the San Francisco federal building on 7th St. and Mission St. With him is the Diamond Heights group along with carriers from other stations.

Family can stay in their home

Foreclosure victory as homeowners pack courtroom

By Dave Welsh, retiree

Pittsburg, California, Sept. 2 – Homeowners from five counties packed the courtroom here today to support a Pittsburg family facing eviction in a foreclosure scam.

After a four-hour marathon session, the Superior Court judge cancelled the eviction. The decision means the Parra/Gullo family can stay in their home with a payment they can afford.

“I believe it was a victory for the family in this case,” said Delia Aguilar, an organizer with the Bay Area Moratorium (BAM), a homeowners group that is fighting wrongful foreclosures and evictions. “I believe the community had a lot of impact, that they came out here to support the family, often from long distances.”



Homeowners group fighting back

BAM organized 44 people to back up the family in court, coming from Contra Costa, San Joaquin, Santa Clara, Sacramento and Solano counties – areas hard hit by an epidemic of foreclosure fraud and chicanery by the banks and real estate companies.

The company seeking to evict the family, Antrea Investments & Trading LLC, claimed to have lawfully bought the property from Wachovia/Wells Fargo Bank after the homeowners failed to make mortgage payments. However, BAM pointed out:

After a four hour court hearing, an eviction was cancelled.

- 1) the homeowner was not in default, having made regular payments which the bank accepted;
- 2) Antrea was not registered with the State to do business in California;
- 3) a “robo-signing” document was used to try to evict the family; and
- 4) was no “assignment of Deed of Trust” with the county recorder.

Antrea’s attorney, (Ms.) Terry L. Brewer’s jaw dropped when she saw all the supporters filing into the courtroom, exclaiming: “They bring so many people!” Delia Aguilar concluded that “if all the homeowners will come out, like today, then these courts and sheriffs may be more careful in issuing orders that can result in an illegal eviction.”

The company seeking the eviction was shown to have made several errors.

Aguilar explained that it’s become standard procedure for real estate companies and their eviction attorneys to “move quickly to take the homes from these homeowners, harassing and scaring them, using guerrilla tactics like threatening to get the sheriff to remove them in four hours. Sometimes these real estate people will call it law enforcement even before filing an ‘unlawful detainer’ action – as if it was their own personal police force!”

“But if we all stay together,” she added, “we can defeat them and keep our homes.”

BAM is part of a network of groups working for a moratorium to stop foreclosures and evictions and allow people to stay in their homes. The Michigan-based Moratorium NOW! Coalition explains the situation:

One activist group seeks to have the federal government bail out the people, not the banks.

An attempt to stop foreclosures

“Today the federal government, through its takeover of Fannie Mae and Freddie Mac along with the Federal Housing Authority, owns at least 75% of all mortgage loans. However, rather than utilizing this federal takeover of the housing market to benefit homeowners and renters, the federal government is continuing to bail out the banks, paying the banks full value for the fraudulent and predatory loans which they created, and then throwing millions of homeowners into the streets.

“It’s time for the federal government to bail out the people and not the banks. President Obama should immediately declare a 2-year moratorium on all foreclosures and evictions, during which time the loans could be renegotiated to their real value, with the banks eating the losses for the fraud they practiced. Rather than selling off government owned housing to investors and sharks, the government should train our youth to rebuild these homes and reoccupy them with the millions of homeless and unemployed.”

Stop bashing the union

The many benefits of our jobs

By Charles Gonzalez, Chief Steward, San Leandro Main

Having been a government employee for close to thirty years, I know all too well how aggravating it can be to deal with a management staff that starts thinking of a way to remove you the minute after they hire you, but as aggravating as the job is, I'm still thankful to have it. We have earned sick leave, paid annual leave and holidays, clothing allowances, health plans under FEHBP, that are the same as those in Congress, and cost of living adjustments when necessary. We are one of the last businesses, public or private, that still has a cost of living allowance factored in to our salaries.



All of these benefits come with a price, and I'm not talking about union dues. I'm talking about the sacrifice that our union brothers and sisters made in years past. These brave men and women literally placed their jobs on the line when they went out on strike in 1970. Had it not been for their courage, we might never have gained the benefits that we enjoy today. It would be

foolish to think that the same management, who squeezes you for "undertime," and then insults your integrity when you tell them that you won't be able to make it because you are not meeting their unrealistic expectations, would freely give up these benefits without the union negotiating to protect them.

Don't blame the union; **you are the union.**

Imagine your work without union protection

Just try to imagine how intolerable this job would be if we were not unionized. One must also keep in mind that

We are one of few businesses to have a cost of living allowance.

management has not been, and will not be, honest with you. The most recent lie is that if the post office was a private business that it would be filing for bankruptcy. The truth is that if the post office was a private business, they would not be strapped with a 5.5 billion dollar payment to fund future retirees' health for seventy-five years in a ten year time frame. When Congress mandated this payment schedule in 2006, they essentially required the Postal Service to fund future health benefits for employees that have not even been born yet. The San Leandro Post Office has not hired a new employee since 2007, and given the drop in mail volume, it doesn't appear that the

(continued on page 8)

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Gonzalez (continued from page 7)

Service plans to hire any new employees any time soon.

In fact, the Postal Services' plan is to attempt to lay off 120,000 employees by 2015. This plan is bad for the economy as it would unnecessarily eliminate 120,000 middle-class jobs, which are mostly protected by the contract's no-layoff after 6 years clause. This is something the current contract negotiations will deal with. The

WELCOME NEW MEMBERS

Serrano Ascension (San Rafael)

Elizabeth Chow (Redwood City)

Glennisha Gabriel (TE-Steiner)

Jason Hu (Novato)

Matthew Lanter (TE-180)

Andres Longoria (TE-North Beach)

Maciel Mariscal (TE-Parkside)

Margarita Mayorga (San Francisco)

Stephen Wong (San Francisco)

Huashan Xiao (TE-Mendell)

Bryan Ysais (TE-North Beach)

IN MEMORIAM

Clarence Brown (Retiree)

Michael Elliot (Retiree)

Herman Johnson (Retiree)

Service also wants to shutter nearly 3700 "non-profitable/low volume" offices, most of which are in poor and rural areas of the country. These radical cuts and closures are totally unnecessary, as are retirement and future health benefit plans that are overfunded with a surplus that is estimated to be between 50-75 billion dollars. This surplus would more than cover the mandated annual 5.5 billion dollar obligation, without which the Postal Service would have actually shown a profit from 2007 through 2010, even in the midst of the recession.

These are the things that the union works daily to demonstrate. So the next time you hear someone bashing the union, remind them of what belonging to one gets them, and where we might be if we weren't unionized.

Branch 214 Meetings

Branch meetings, 7:00 P.M.

December 7, 2011 ILWU Hall, 400 North Point, SF

January 4, 2012 ILWU Hall, 400 North Point, SF

February 1, 2012 ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

December 7, 2011 Union Office, 2310 Mason St., SF

January 4, 2012 Union Office, 2310 Mason St., SF

February 1, 2012 Union Office, 2310 Mason St., SF

Retiree social meetings, 12:30 P.M.

December 5, 2011 740 Del Monte Ave., South SF

February 6, 2012 740 Del Monte Ave., South SF

April 2, 2012 740 Del Monte Ave., South SF

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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 NEW YEAR	3 Y	4 BR BRANCH MEETING	5 O	6 R PAYDAY 1	7 R				1 R BRANCH MEETING	2 G	3 BL PAYDAY 3	4 BL					1 Y	2 BR PAYDAY 5	3 BR
8	9 G	10 BL	11 Y	12 BR	13 O	14 O	5	6 Y RETIREE MEETING	7 BR	8 O	9 R	10 G	11 G	4	5 O	6 R	7 G BRANCH MEETING	8 BL	9 Y	10 Y
15	16 R MILK DAY	17 G	18 BL	19 Y	20 BR PAYDAY 2	21 BR	12	13 BL	14 Y	15 BR	16 O	17 R PAYDAY 4	18 R	11	12 BR	13 O	14 R	15 G	16 BL PAYDAY 6	17 BL
22	23 O	24 R	25 G	26 BL	27 Y	28 Y	19	20 G PRESIDENT	21 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 R PAYDAY 7	31 R
April							May							June						
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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 PAYDAY 9	28 BL	20	21 R	22 G	23 BL	24 Y	25 BR PAYDAY 11	26 BR	17	18 BL	19 Y	20 BR	21 O	22 R PAYDAY 13	23 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						
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1	2 R	3 G	4 BL INDEPENDENCE	5 Y	6 BR PAYDAY 14	7 BR				1 BR BRANCH MEETING	2 O	3 R PAYDAY 16	4 R							1 BL
8	9 O	10 R	11 G BRANCH MEETING	12 BL	13 Y	14 Y	5	6 G RETIREE MEETING	7 BL	8 Y	9 BR	10 O	11 O	2	3 Y LABOR DAY	4 BR	5 O BRANCH MEETING	6 R	7 G	8 G
15	16 BR	17 O	18 R	19 G	20 BL PAYDAY 15	21 BL	12	13 R	14 G	15 BL	16 Y	17 BR PAYDAY 17	18 BR	9	10 BL	11 Y	12 BR	13 O	14 R PAYDAY 19	15 R
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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 PAYDAY 20	29 BR
October							November							December						
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	1 O RETIREE MEETING	2 R	3 G BRANCH MEETING	4 BL	5 Y	6 Y					1 BR	2 O	3 O							1 G
7	8 BR COLUMBUS	9 O	10 R	11 G	12 BL PAYDAY 21	13 BL	4	5 R	6 G	7 BL BRANCH MEETING	8 Y	9 BR PAYDAY 23	10 BR	2	3 BL RETIREE MEETING	4 Y	5 BR BRANCH MEETING	6 O	7 R PAYDAY 25	8 R
14	15 Y	16 BR	17 O	18 R	19 G	20 G	11	12 O VETERANS	13 R	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 PAYDAY 22	27 R	18	19 BR	20 O	21 R	22 G THANKSGIVING	23 BL PAYDAY 24	24 BL	16	17 R	18 G	19 BL	20 Y	21 BR PAYDAY 26	22 BR
28	29 G	30 BL	31 Y				25	26 Y	27 BR	28 O	29 R	30 G		23 30	24 O BR	25 R CHRISTMAS	26 G	27 BL	28 Y	29 Y



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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 2013							February 2013							March 2013							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
		1 O NEW YEAR	2 R	3 G	4 BL PAYDAY 1	5 BL						1 BR PAYDAY 3	2 BR						1 R PAYDAY 5	2 R	
6 Y	7 BR	8 O	9 R BRANCH MEETING	10 G	11 G	12 G	3 O	4 R RETIREE MEETING	5 R	6 G BRANCH MEETING	7 BL	8 Y	9 Y	3 G	4 BL	5 BL	6 Y BRANCH MEETING	7 BR	8 O	9 O	
13 BL	14 Y	15 BR	16 O	17 R	18 R PAYDAY 2	19 R	10 BR	11 O	12 O	13 R	14 G	15 BL PAYDAY 4	16 BL	10 R	11 G	12 G	13 BL	14 Y	15 BR PAYDAY 6	16 BR	
20 G ML KING JR	21 BL	22 Y	23 BR	24 O	25 O	26 O	17 Y PRESIDENT	18 BR	19 O	20 R	21 G	22 G	23 G	17 O	18 R	19 G	20 BL	21 Y	22 Y	23 Y	
27 R	28 G	29 BL	30 Y				24 BL	25 Y	26 BR	27 O	28 O			24 31 BR	25 O	26 R	27 G	28 BL PAYDAY 7	29 BL	30 BL	
April 2013							May 2013							June 2013							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
	1 Y RETIREE MEETING	2 BR	3 O	4 R BRANCH MEETING	5 G	6 G				1 G BRANCH MEETING	2 BL	3 Y	4 Y							1 O	
7 BL	8 Y	9 BR	10 O	11 R	12 R PAYDAY 8	13 R	5 BR	6 O	7 R	8 G	9 BL	10 BL PAYDAY 10	11 BL	2 R	3 R RETIREE MEETING	4 G	5 BL BRANCH MEETING	6 Y	7 BR PAYDAY 12	8 BR	
14 G	15 BL	16 Y	17 BR	18 O	19 O	20 O	12 Y	13 BR	14 O	15 R	16 G	17 G	18 G	9 O	10 R	11 R	12 G	13 BL	14 Y	15 Y	
21 R	22 G	23 BL	24 Y	25 BR	26 BR PAYDAY 9	27 BR	19 BL	20 Y	21 BR	22 O	23 R	24 R PAYDAY 11	25 R	16 O	17 BR	18 O	19 R	20 G	21 BL PAYDAY 13	22 BL	
28 O	29 R	30 R					26 G MEMORIAL	27 BL	28 Y	29 BR	30 O	31 O		24 30 Y	24 BR	25 O	26 R	27 G	28 G	29 G	
July 2013							August 2013							September 2013							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
	1 BL	2 Y	3 BR BRANCH MEETING	4 O INDEPENDENCE	5 R PAYDAY 14	6 R					1 G	2 BL PAYDAY 16	3 G	1 O	2 O LABOR	3 R	4 G BRANCH MEETING	5 BL	6 Y	7 Y	
7 G	8 BL	9 Y	10 BR	11 O	12 O	13 O	4 Y	5 BR RETIREE MEETING	6 O	7 O BRANCH MEETING	8 R	9 G	10 G	8 BR	9 O	10 R	11 G	12 BL	13 BL PAYDAY 19	14 BL	
14 R	15 G	16 BL	17 Y	18 BR	19 BR PAYDAY 15	20 BR	11 BL	12 Y	13 BR	14 O	15 R	16 R PAYDAY 17	17 R	15 Y	16 BR	17 O	18 R	19 G	20 G	21 G	
21 O	22 R	23 G	24 BL	25 Y	26 Y	27 Y	18 G	19 BL	20 Y	21 BR	22 O	23 O	24 O	22 BL	23 Y	24 BR	25 O	26 R	27 R PAYDAY 20	28 R	
28 BR	29 O	30 R	31 R				25 R	26 G	27 BL	28 Y	29 BR	30 BR PAYDAY 18	31 BR	29 G							
October 2013							November 2013							December 2013							
SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	SUN	MON	TUE	WED	THU	FRI	SAT	
		1 BL	2 Y BRANCH MEETING	3 BR	4 O	5 O						1 G	2 G	1 BR	2 O RETIREE MEETING	3 O	4 R BRANCH MEETING	5 G	6 BL PAYDAY 23	7 BL	
6 R	7 R RETIREE MEETING	8 G	9 BL	10 Y	11 BR PAYDAY 21	12 BR	3 BL	4 Y	5 BR	6 BR BRANCH MEETING	7 O	8 R PAYDAY 23	9 R	8 Y	9 BR	10 O	11 R	12 R	13 G	14 G	
13 O	14 O COLUMBUS	15 R	16 G	17 BL	18 Y	19 Y	10 G	11 BL VETERANS	12 Y	13 BL	14 BR	15 O	16 O	15 BL	16 Y	17 BR	18 O	19 O	20 R PAYDAY 26	21 R	
20 BR	21 O	22 R	23 G	24 BL	25 BL PAYDAY 22	26 BL	17 R	18 G	19 BL	20 Y	21 BR	22 BR PAYDAY 24	23 BR	22 G	23 BL	24 Y	25 Y CHRISTMAS	26 BR	27 O	28 O	
27 Y	28 BR	29 O	30 R	31 R			24 O	25 R	26 G	27 BL	28 BL THANKSGIVING	29 Y	30 Y	29 R	30 G	31 G					

Join the NALC HBP in 2012

New, better, improved benefits and affordable

By Franklin Woo, NALC Health Benefit Representative

Open Season for any health plan changes or enrollment into the NALC Health Benefit Plan for 2012 is here again, Nov. 14 – Dec. 12, 2011.

The 2012 NALC Health Benefit Plan's premiums are as follows:

	High Option Self	High Option Family
Biweekly Postal Employees Category 1 (for NALC career employees)	\$54.04	\$105.16
Biweekly Postal Employees Category 2	\$51.46	\$99.40
Biweekly Non-Postal	\$74.67	\$151.20
Monthly Annuitants/ Retirees	\$161.78	\$327.60

To join the NALC Health Benefit Plan for current Active Letter Carriers:

- 1) Internet: from home (<https://liteblue.usps.gov>). Must have EID and PIN or,
- 2) Intranet: at work (from the Blue page) or,
- 3) Employee Self-Service Kiosk located at some USPS facilities or,
- 4) Phone: PostalEASE (1-877-477-3273, option 1)

To join the NALC Health Benefit Plan for Retirees or Annuitants:

- 1) Visit the (OPM) Open Season on-line website at www.opm.gov/retire/fehb or,
- 2) Call Open Season Express (1-800-332-9798) or,
- 3) Get additional information at www.retirefehb.opm.gov

Don't forget the NALC Health Benefit Plan enrollment codes: *321 (Self Only) *322 (Self & Family)

In today's reality of ever increasing health care costs, you may face no greater decision this Open Season than to choose the medical coverage that best meets the needs of you and your family. Finding the right balance of coverage and cost can be challenging, but it's a necessity. When evaluating and comparing health plans this Open

Season, take a look at the 2012 NALC Health Benefit Plan. The Plan offers nationwide comprehensive medical protection at an affordable cost.

For this year's Open Season, the Office of Personnel Management (OPM) has issued a "Going Green" mandate to all Federal Employees Health Benefits (FEHB) plans instructing them to reduce their use of paper by offering an electronic version of the Plan's yearly brochure. The NALC HBP had already contacted its members offering them the option of getting their benefit brochures on-line or getting a paper copy of the benefit brochure.



To obtain the 2011 FEHB Open Season information on New Plan Brochures, Premium Rates and Comparison Tools, please go on-line at: <http://www.myfederalretirement.com/public/961.cfm>

For further assistance, please contact OPM at 1-888-767-6738 between 7:30 A.M. – 7:45 P.M. (EST).

During Open Season, the NALC Health Benefit Plan will extend its hours, from 8:00 A.M. – 5:30 P.M. (EST) to assist you with any questions or inquiries.

For those who have received the 2012 NALC HBP brochures in the mail, please give it a careful and good review. Some of the new/improved benefits beginning Jan. 1, 2012 are:

- The Plan will cover state licensed & certified acupuncturists. Previously, the Plan only covered acupuncture when performed by a doctor of medicine or osteopathy.
- The Plan will pay for 20 Chiropractic spinal manipulations per calendar year. Previously, only 12 were covered.
- You will pay nothing for delivery of a newborn in an outpatient PPO facility. Previously, you paid 15%.
- Calendar year deductible is still only \$300 a person.
- You pay nothing for (PPO) Hospital Inpatient Room & Board.
- When your preferred physician or preferred specialist bills for an office visit, an office consultation, a second surgical opinion, outpatient individual or group therapy, or outpatient medication management, your office visit co-payment for a PPO provider is just \$20.
- RX Generic Mail Order is only \$8 / \$12 for up to 90-day supply.
- Walgreens Pharmacy will be part of the NALC Care-Select Network, with over 7,800 Walgreens nationwide.
- Please accept our invitation to sign up for the NALC Health Benefit Plan during this Open Season (Nov. 14 – Dec. 12, 2011) and to give the Plan a try in 2012. Thank you for your consideration!

Cooperation brings results

Now is the time, now is your union

By Bradford Louis, Steward, Pine Street Station

(Part Two)

(In *Part One* we stated that postal management has been very confrontational in their dealings with carriers and we believe it is time for us to recognize and deal with them in the same manner (but with respect and dignity). We in craft have a job that is vital to the nation and yet, our daily efforts are not ever appreciated by management.

The NALC is one of the top 20 national labor organizations in the country, and with this union representing us; we have negotiated fair pay and good benefits for

When we let management strip away our negotiated rights on a daily basis, the workplace becomes a place of bullying and harassment.

our work. But the union leadership cannot work without member support. Our union has given us many contractual rights that we enjoy, such as the no layoff clause and overtime protections. The last sentence of *Part One* read, "All of our gains are useless if we are not willing to fight and support each other in our efforts to prevent management from stripping away what we have so painstakingly achieved.")

When we dismiss or give away those negotiated rights listed in the National Agreement, not only does our work place diminish in quality and safety, management interprets that surrender as a weakening of our collective effort and immediately begins to exert pressures to strip us of more of our negotiated rights. Management's primary technique is to divide and conquer. We are strong only as long as we stand in support of our brothers and sisters in the work place, and management only has success in confronting a single individual while their group of 4 or 5 act cohesively together.

Carriers stood up together and got results

I was once told a story, that was confirmed by the subject of that story, which instilled in me the pride and ambition to continue the fight for our craft no matter how isolated I may have felt. Several years ago in San Leandro, a steward by the name of Eldridge Pooler was under virulent attacks by management. In order to single out

Eldridge, and to hopefully make an example of management's power, management physically moved Eldridge's case out of sequence and relocated his case to within a few feet of the supervisors' desks. After work, (I believe on the clock) all of the letter carriers on duty that day, collectively went to the Postmaster's office, and demanded that Eldridge's case be moved back to the space that had been originally allocated for it. They voiced their disapproval that their steward was treated in so clearly a disparate manner. The next day, Eldridge's case was moved back to where it had been located previously, and no similar action was ever taken again.

The workers forming together to stand up for the working conditions of their steward resulted in a victory against unfair treatment. That story may sound to some like a fairy tale, but it proves that old adage, "Truth is often stranger than fiction". This is the message that I hope to convey in this article. There are strong branches of the NALC around the country who are winning fights all of the time, and no one is losing their job, the only changes that are being made are improvements in the working conditions of the craft, and management is being held accountable for their misdeeds.

Documenting every management misconduct will help win grievances

In fact, here in our own branch I can look at offices that have better working conditions, based upon the unending efforts of good stewards (too many and too shy to receive the acclaim they deserve to have their names listed here) who are supported and backed by their members. When management establishes that their misconduct will be documented by supporting statements from craft as well as a winning grievance by the appropriate leadership in the branch, they soon get tired of beating their heads against the wall and treat their employees in a much more fair manner. When more carriers submit 3996's at

As carriers, with new automation, we are one of the hardest working employees in the country.

the right time (when you have received all of your mail), or whenever more time is needed, if management acts out of line their misconduct will not last long, when your leadership backs you up with the grievances, and begins to make management pay for every time they step out of line. However, if we run for cover and try to protect just ourselves, management recognizes that there is no stronger fear than fear itself even if it is not based upon facts, and the reign of terror will get worse. If you think I am

(continued on page 13)

Louis (continued from page 13)

wrong then I want someone to challenge my statement by showing me the last time anyone was removed from the USPS by management, simply out of spite or revenge, while performing their work with their best efforts.

Stress from work will affect your personal life

After reading this article, for those of you that are working in horrible conditions that are present in many of our stations, ask your partner, children, siblings, parents,

A sign of stress at work is trouble sleeping at night.

and friends what they think of your actions when you come home from work.

Another simple test is to ask yourself how you sleep at night. Coming to work tired is a sure sign of too much stress where you spend 40 - 60 hours a week, not counting commute time, and the time you require to shed yourself of the ill effects of your work environment. I really don't know anyone who enjoys coming to work in order to be traumatized, bullied, and harassed on a daily basis. The worst part of all is that this form of treatment is being meted out to one of the hardest working group of employees in the country. If you don't think so, look at how many retire from the Postal Service with lifelong medical ailments.

Check out the Branch 214 website www.nalcbayarea.com go to the left hand side, click on Manuals, click on MRS 2009 and go to page 419 to read the Joint

Statements of Violence and Behavior in the Workplace. That statement was written because of results of the tragedy in Royal Oak, Michigan and to address the importance of dignity, respect, and fairness, as well as what constitutes violence in the workplace. What some think is simple bullying and harmless harassment can result in devastating consequences.

Everyone must take that extra step to enforce your contractual rights

I can not emphasize enough that all of this drama is unnecessary. Enforce your rights, and you can enjoy what federal wage data shows to be \$10,000 more (in our case higher), per year on average than non union employees. Where else can you get a return of over 1000% on your investment, which is what you get from your union dues, with contractual guarantees that provide you with the backing that you are to be allowed to enjoy that money in peace and security? If all of the vacancies for stewards in every office are filled, and every other member of craft is an alternate steward or an officer, then heaven has just

The key is always to support each other.

been achieved. If that is asking too much, then how about we settle for simple support of each other at the work place and an occasional extra step taken to enforce your contractual rights. If everyone spent a fraction of their time at work standing up for their rights, instead of complaining or trying to find ways of just getting by, then you can bet that you will be instantly rewarded. If you don't

think so, I personally am willing to give anyone 3-1 odds on any and all wagers, that you will have fewer complaints about your work.

I am a member in good standing with the NALC because I believe in advancing our members' interests with respect to wages, benefits, and working conditions. The question you need to ask yourself now more than ever is why you are member of this labor organization. Take all of the time you need to find an answer for yourself; because you don't need to worry. We, your elected collective bargaining agents in this relationship, have your back.

Brad Louis at the September 27, 2011 San Francisco rally to save 6-day delivery.



Photo by Jun Buccat



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Approved Budget— October 1, 2011–March 31, 2012

	Spent 4/1/11– 9/30/11	Projected 10/1/11– 3/31/12
Expense		
1. Salaries, FT, PT, Stewards, Assignment Time:		
President's Salary (FERS)	35,169.00	33,200.00
Executive Vice President's Salary (FERS)	34,251.69	32,350.00
Vice President's Salary (CSRS)	35,656.07	33,650.00
Secretary-Treasurer's Salary (FERS)	34,251.69	32,350.00
Field Director Salary (FERS)	34,251.69	32,350.00
Asst. Secretary-Treasurer's Salary (FERS)	34,251.69	32,350.00
Health Benefits Representative Salary (CSRS)	1,281.60	1,320.00
Sgt/Arms, MBA, EEO, S&H, Trustees, Dir of Org (8)	5,767.20	5,870.00
Shop Steward Salary	41,198.27	40,000.00
Assignment Time/Paid Time and Services (excl. Voice, Ed)	10,564.54	11,500.00
Leave Replacement	—	—
TOTAL	266,643.44	254,940.00
2. Officer, Steward Expenses		
President's Expenses	2,352.33	3,000.00
Executive Vice President's Expenses	1,398.06	2,000.00
Vice President's Expenses	2,016.11	2,500.00
Secretary-Treasurer's Expenses	2,336.71	2,500.00
Field Director Expenses	3,466.42	3,500.00
Asst. S/T Expenses	2,182.23	2,500.00
Misc. Expenses (Other Officers & Stewards)	469.60	500.00
Leave Reimbursement	320.40	5,000.00
Officer's Leave Fund (30% of potential liability)	—	—
TOTAL	14,541.86	21,500.00
3. Taxes & Officer's Benefits		
Officer's Benefits	43,630.28	43,200.00
Payroll Taxes	24,060.94	24,000.00
Property Taxes	306.20	500.00
TOTAL	67,997.42	67,700.00
4. Building/Office Expense		
Building Maintenance & Repair	2,527.34	3,000.00
Hall Rental/RWC Office	1,350.00	4,900.00
Loan Payment/Mortgage	13,646.70	13,650.00
Janitorial Service Office	1,950.00	2,000.00
Office Utilities (Phone/Water)	6,834.39	6,400.00
Printing	2,546.26	4,000.00
Insurance (Disability/Business Liability/Bonding)	7,574.52	8,000.00
Insurance (Representational Liability)	—	—
Maintenance (Security/Service Contracts/Serv-Maint)	3,730.35	4,000.00
Computer Expenses	6,040.89	3,000.00
Office Supplies/Equipment/Office Expense	6,253.41	6,000.00
Postage	6,888.13	8,000.00
Payroll Services	1,136.26	1,500.00
TOTAL	60,478.25	64,450.00
5. Building Corporation		
BC Miscellaneous	—	250.00
BC Elevator	1,332.60	—
BC Garbage	263.57	275.00
BC Insurance/Property Tax	5,594.26	9,500.00
BC Janitorial	2,456.83	—
BC Office Expense	—	—

	Spent 4/1/11– 9/30/11	Projected 10/1/11– 3/31/12
BC Professional Fees	549.38	500.00
BC Serv Maintenance	551.60	2,250.00
BC Utilities (PG&E/Water/Elevator Phone)	4,144.78	3,500.00
TOTAL	14,893.02	16,000.00
6. Fees & Dues		
Professional Fees	7,257.33	6,000.00
Affiliate Dues	5,794.70	6,000.00
TOTAL	13,052.03	12,000.00
7. Convention & Conferences		
Convention Fund	12,600.00	12,600.00
Conferences (Las Vegas \$2,500; Arizona COP \$400; Pasadena \$2,100)	7,676.82	2,000.00
TOTAL	20,276.82	14,600.00
8. Education		
Training	15,740.87	6,500.00
Issue Education/Labor 2010/EFCA	—	500.00
Other: Books, Materials, NALC Supplies	314.00	500.00
TOTAL	16,054.87	7,500.00
9. Communications		
Voice: Lost Time	3,267.27	3,500.00
Expenses	9,855.19	10,600.00
Website	181.99	500.00
TOTAL	13,304.45	14,600.00
10. Entertainment		
Good of the Order/Other Refreshments	3,625.66	3,500.00
Annual Luncheon Honoring Retirees	—	4,000.00
Recreation/Picnic	—	—
TOTAL	3,625.66	7,500.00
11. Representational Expenses		
Representational Expenses	241.25	250.00
Contract / Picket Action / Legislative Action	143.82	1,000.00
TOTAL	385.07	1,250.00
12. Other		
Retirement and Other Gifts	3,319.00	4,000.00
New Member Services / Recruitment	225.00	1,000.00
Branch Elections wages	—	3,500.00
Food Drive	3,927.69	500.00
100% Union Celebration (\$4/person)	—	250.00
Branch Items	46.29	250.00
Miscellaneous	—	250.00
TOTAL	7,517.98	9,750.00
TOTALS	499,380.48	491,790.00

Projected Income

	Projected Income 4/1/11 – 9/30/11
Active Members	
× 1,676 members	480,821.00
Retired Members	500.00
Interest Income	500.00
Miscellaneous Income	10,000.00
PROJECTED INCOME TOTAL:	491,821.00
Total Projected Expenses	(491,790.00)
Projected Surplus	31.00



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Read this

To those who do not read *The Voice*

By Lynda Beigel

I have been wondering for several years now whether any of you active letter carriers bother to read anything in **The Voice**, and if so, what articles attract you. It seems stupid to waste trees and your hard-earned dues on paper and postage, not to mention a union printer, if you are not interested in the information we put out. I know many retirees read **The Voice**, because they tell us so at retiree meetings or on the telephone, but they often aren't the ones **The Voice** needs to reach!



What do you think? Are the articles too long? Is the English too difficult? Do you know the information already? We'd love to hear from you on this subject! Write to the union office. Or, tell your shop steward.

New leadership in union

One of democracy's problems is the lack of new blood, young candidates for office who are not aspects of nepotism (passing privileges on to a family member). Politics becomes ingrown and isolated from society (99%, or at least 80%, of the population) when this happens. Unions can also become ingrown.

Be active politically

Find out when and where caucuses for the political parties happen. Participate in them! Or, start your own politi-

What articles in *The Voice* attract you?

cal party. It isn't hard. Look up the Progressives of the early 20th and Greens of the late 20th century; check out their platforms and organization. Never trust people who are in power – they want to stay there, unless they are ready to retire. Learn from past successes and mistakes.

Running for union office

An easy entry to the political world is running for

office in a union. Since we had an election in November 2011, it will be nearly two years before you can run to become a branch officer. Now is the time to think ahead and become a steward. Steward elections are in January 2012 at your station.

Get active politically. Run for shop steward.

Stewards who become knowledgeable gain a following in the station and their reputation expands, especially if they appear in **The Voice**, creating name recognition throughout the branch. We need younger members to become more active and linguistic fluency is not the issue. Grievances can be written in any language, then translated to English. Even steward classes can be conducted in other languages.

Management cannot hurt you for being active in the union. In the eyes of the law, postal management and postal unions are equal partners. The steward is the labor representative, just as the supervisor is the management representative. So what IS the excuse for not participating?

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

ALSO INSIDE:

- Stop bullying —page 3
- Danger in Congress —page 4
- Foreclosures —page 6
- Calendars —pages 8,9
- NALC Health Plan. —page 11
- Sticking together (Pt.2) —page 12