



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

November/December 2013

Award-winning newspaper

Vol. XLIII, No. 6

Dominguez, Caluag elected as Vice-President, Sec-Treasurer

Leonardo wins Director of Organization

Three new trustees chosen in branch election

In a vigorously contested Branch 214 election Juan Dominguez was elected Vice-President for a three year term, defeating incumbent Bill Thornton. (Vote totals for all races on right.)

Incumbent Secretary-Treasurer Ron Caluag defeated challenger Bradford Louis.

The open part-time position of Director of Organization was won by Norma Leonardo, defeating Cathy Simonson.

Four persons ran for the three Trustee positions, and Sheila Gardner, Cherry Vargas, and Sidney Wong prevailed over Vicki Sawicki.

Elected without opposition to full-time positions were incumbent President Lili Beaumont, incumbent Executive Vice-President Karen Eshabarr and incumbent Assistant Secretary-Treasurer Jun Buccat. Nominations for all full-time and part-time officers for Branch 214 to serve the new 3-year term, 2014-2016, were made at the October 2, 2013 regular branch meeting.

In accord with the bylaws changes the current officers will serve a 3 year term. Also, with a by-laws change, one full-time position, Field Director, was eliminated.

Elected without opposition were the following part-time officers:

Sergeant at Arms, Charles Gonzales; NALC.Health Benefits, Franklin Woo; Safety and Health, Alex Mungia; EEO Officer, Roberta Bojo; and MBA representative, Mike Callahan.

Branch 214 President Lili Beaumont commented, "Congratulations to all of the elected candidates. I would like to thank all of our members who voted in this election especially those who voted for the candidates on my team. I sincerely appreciate your support. I look forward to working with our newly elected officers towards a prosperous term. I would also like to thank the outgoing officers—Bill Thornton, Karen Schuler, Kim Truong,

ELECTION RESULTS	
(Winners in bold)	
Vice-President	
Juan Dominguez	411
Bill Thornton	378
Secretary-Treasurer	
Ron Caluag	414
Bradford Louis	347
Director of Organization	
Norma Leonardo	455
Cathy Simonson	285
Trustees (<i>top three elected</i>)	
Sheila A. Gardner	563
Vicki Sawicki	390
Cherry Vargas	536
Sidney Wong	563

Stan Lew, and Cathy Simonson for all of their hard work and dedication to our branch throughout their years as branch officers. I would also like to thank the members of the election committee—Dan SooHoo (first time chairperson), Larry Gerigk, Arnold Jones, Ivars Lauersons, and Val Palattao for their time and work on this election."

1996 ballots were mailed to active and retired members on November 4, 2013. Voting was by mail only. All ballots returned by 9 a.m. November 26 were counted by the Election Committee on the same day. 801 valid ballots were received and counted.

Branch Notes

Carriers in the news: dog bites man

Nery Montano, San Francisco letter carrier working out of Napoleon Street, was featured in an article on dog bites in the *San Francisco Chronicle*, (May 16, 2013, p. D6.) The article, by Will Kane, dealt with the dog bite issue all letter carriers face. Nery says that he has been chased, bitten, flung his mail bag in self-defense and sprinted to safety. He understands that he's intruding into a dog's comfort zone when he delivers to a customer, but he does not understand why the owners blame him for the dog's behavior.

He is quoted as saying, "I come here to do my job. For me it is hard ... to understand when they start calling it 'My baby.' Don't expect me to like your dog as much as you do." (Will Kane can be reached at wkane@sfchronicle.com)—Ivars Lauersons

* * *

55 carriers from Branch 214 were elected as compensable delegates to the biennial NALC national convention in Philadelphia in July 2013.

52 carriers were elected as compensable delegates to

the triennial California State Association of Letter Carriers (CSALC) convention in Burlingame, CA in April 2013. These elections were held at the November 6, 2013 branch meeting.

* * *

Saxsenmeier Scholarship available

The California State Association of Letter Carriers (CSALC) is now accepting applications for the 2014 Carl J. Saxsenmeier Scholarship Program. All applications must be sent to the Scholarship Chair by January 3, 2014. The Chair will send scholarship packets to all applicants by the end of January 2014. 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 2013 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)

Branch Officers

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

Voice Staff

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 Edwina Wu Associate Editor
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WEB NEWS, www.nalcbayarea.com

Visit our new 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.

* * *

Go to NALC.org to sign up with the NALC e-Activist Network to receive periodic e-mail action alerts and information on issues important to NALC members. Join together with thousands of your fellow active and retired letter carriers to make your voice heard! FOR NALC MEMBERS ONLY.

NALC Branch 214 is on Twitter now! First you need a free Twitter account which you can create by going to <https://twitter.com> to sign up, if you don't already have one. You can get updates and information about what's important to letter carriers. Just follow us at [@NALCBranch214](https://twitter.com/NALCBranch214).

Of course don't forget about our NALC Branch 214 Facebook page at <https://www.facebook.com/#!/groups/nalcbayarea>. 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.

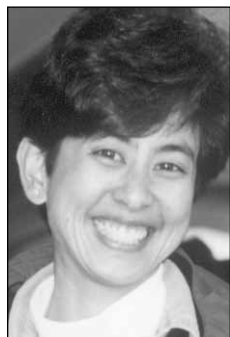
We oppose destructive Senate bill

A change in strategy

By Lili Beaumont, President

The United States Senate has introduced a bill, S 1486, that is extremely damaging to the Postal Service. It is deceptively named the Postal Service Reform Act of 2013 and if passed in its current form it will dismantle the Postal Service slowly.

Reducing mail delivery days, including parcel delivery, to 5 days, eliminating door-to-door mail delivery in favor of "clusterbox delivery", and closing down additional postal facilities are among the goals of this bill, S 1486, which according to its authors Senators Carper and Coburn, will save the Postal Service. Yet it doesn't address the USPS' biggest problem, which is its requirement to prefund its future retirees' health benefits fund at the amount of \$5.6 billion annually.



Fortunately this bill still needs to go through "mark-up" before it is voted on. Unfortunately, California Senators Boxer and Feinstein have not yet taken a position to oppose this bill or any language that would be detrimental to the Postal Service's structure and existence.

As a result, the California State Association of Letter Carriers (CSALC), led by President John Beaumont, with the concurrence of President Rolando, is changing the traditional strategy of persuading our senators to support

New strategy urges city councils to pass resolutions urging support of constructive postal reform.

our union's position in saving the Postal Service. Our union in California, and by now maybe in other places nationwide, is taking our issues to as many City Councils as possible by way of a resolution.

Local support sought

The bottom line of this resolution is to urge Senators Boxer and Feinstein to support postal reform legislation that would include but not be limited to securing the continuance of 6-day mail delivery, stabilizing the Postal Service's finances by reforming or eliminating future retiree health policies that are crippling the Postal Service, keeping postal facilities open and retaining door-to-door delivery. The strategy is to have as many City Councils as

possible vote to pass and adopt this resolution and have the City Councils transmit copies of the resolution to the President and Vice President of the United States, to the Majority Leader of the Senate, to Senators Boxer and Feinstein, and to the Postmaster General.

The importance of having this resolution be adopted by as many City Councils as possible is because the City Council represents the voice of the community for that city. So when our resolution is adopted by a City Council it means that the people in that community for

City councils are the voice of the local community.

that city are urging our US Senators to take a position to protect the Postal Service's structure because it is crucial to their community. If enough City Councils pass our resolution, it puts a lot of pressure on Senators Boxer and Feinstein to acknowledge our union's position because their constituents in all the different California cities through all their respective City Councils are forwarding to them the same message, our union's message urging them to "Save the Postal Service".

So far, this strategy is working and many City Councils throughout our state have adopted our resolution. However, we have a very big state so we still have many

We need to work within our Branch 214 cities to pass these resolutions.

City Councils to reach. That is where we need your help as union members. Within our branch we still have many City Councils to reach out to, specifically Novato, San Anselmo, Corte Madera, Mill Valley, Bel-Tib, Sausalito, Redwood City, San Leandro and San Lorenzo. We need letter carriers who reside or work in those cities to assist us in getting our resolution introduced to those City Councils.

Retirees are also welcome to help especially if they live in those cities because constituents are "gold". If you are interested, please contact me at the union office and I will work with you and President John Beaumont in presenting our resolution to the City Council where you live or work provided that it is a city within Branch 214.

A note of thanks

On a different note, I wanted to thank all of you who have been both actively participative and silently supportive in our union throughout this last term. We would not be successful without your ideas, your efforts and your support. And on behalf of all of the officers, we wish all of you in Branch 214 a Happy Holiday season and a Happy New Year!

*Police raid after 33 days
on steps of Berkeley's Post Office*

Tent City to privateers: Hands off the public commons! Stop the theft of our Post Office!

By Dave Welsh, Retiree

The Tent City on the steps and grounds of Berkeley's historic main post office lasted 33 days, until broken up by police on August 27, 2013. Two dozen campers slept in tents for a month to rally opposition to the grand theft of the people's Post Office being engineered by Postmaster General Donahoe and his collaborators in Congress. "These post offices were paid for by our grandparents," said one camper. "Why should they be sold off to enrich some greedy private investors?"



Postal inspectors/police came by periodically, sometimes after midnight poking flashlights into the tents, threatening to remove the camp and its banners and arrest everyone. But the Tent City, calling itself Berkeley Post Office Defense, stood firm. Their message, emblazoned on banners over the entrance, said it all: "Our Post Office is Open – Let's Keep it that Way" and "Our Post Offices – Not for Sale!"

The encampment got great media coverage, including daily live reports from all local TV channels; articles in the *New York Times*, *Washington Post*, *Nation* magazine; local papers and internet. A visitor said he saw our Tent City on CNN at his home in New Jersey.

It seemed an entire city wanted to keep the Post Office

Every day dozens of passers-by signed up at the information table, to help halt the sale of the building and support the occupation. It's like the entire city of Berkeley wanted to keep the P.O. as a public institution, stop it from being privatized, and preserve living-wage postal jobs.

Participants in the encampment included a minister, two graphic artists, a computer programmer, a retired letter carrier, a builder, musicians, a gardener, a livestreamer and a former mail handler. Some campers had no fixed place of residence.

An active support group organized hot

food every night, flyers and palm cards, and a sound system. Many postal workers stopped by to visit the Tent City, including traveling letter carriers from Greensboro, North Carolina; Madison, Wisconsin; and Salem, Mass.

Protesters denounced the Postmaster General's decision to sell or close thousands of post offices and mail processing plants, and lay off 100,000-plus postal workers. "Young people today are being robbed of future employment," commented a camp visitor, an agricultural inspector. "What jobs will be left for my young son and my daughter?"

Destruction of the public Post Office would have a devastating effect not only on the half million postal workers, but also on the 8 million whose jobs depend directly or indirectly on the mailing industry. Today people of color make up 40% of the postal workforce; 21% are African Americans, 40% are women and 25% are veterans.

For many workers, it is one of the few places where living-wage jobs are still available in our low-pay, 'post-industrial' economy. The campaign to privatize and de-unionize the USPS is a threat to the livelihood of every affected worker and neighborhood. But it stands to hit hardest the elderly, the disabled, veterans, and in those rural areas and communities of color that are already suffering unemployment at Great Depression levels.

Saturday concerts, hot food and "movie night" on the P.O. steps

Evenings at the Tent City featured a delicious, freshly cooked dinner; a daily meeting to decide on strategy and tactics; and "movie night." Opening night featured the acclaimed Italian-language film, *Il Postino* (*The Postman*), and later on, *The Postman*, a Hollywood blockbuster; *Matewan*, about the coal wars and union organizing in Appalachia; and a film about the Great Postal Strike that shut down the country's mail service for a week in 1970.

(continued on page 5)



Protesters at Berkeley, CA Main Post Office.

Photo by May Ying Welsh

Welsh (continued from page 4)

The post office steps were well used as public space during the month-long encampment. Saturday afternoon concerts featured local and traveling musicians, including longtime labor troubadour Anne Feeney [on an 11-state national tour to support labor struggles], Bay Area rockers the Funky Nixons, rapper Rude Boy, the Occupella Choir, organ player Redd Welsh, as well as local street musicians: guitarist Chicago, keyboardist Damian, and the Oakland Phat Love Band.

There were teach-ins on the fight to save City College of SF; on the 1970 Postal Strike; and on the Debt Crisis, where big banks and finance companies are using debt to bankrupt homeowners, students and cities like Detroit. There were blues, reggae and rap jam sessions lasting till late in the afternoon.

The post office defenders also organized a march through downtown Berkeley, led by the MAG marching band and a jazz trumpeter named John, stopping for protest rallies at United Parcel Service and FedEx, which stand to gain from privatization of the USPS. Marchers took to the streets, trading chants on the mic, before ending up at the Richard C. Blum Center on UC-Berkeley's campus.

Blum, who is a U.C. regent and married to Sen. Dianne Feinstein, is also board chairman of real estate giant CBRE, which has the exclusive contract to sell off the Berkeley and other historic post offices. [See the new short book *Going Postal*, by investigative reporter Peter Byrne, for the slimy, self-dealing details of the ongoing campaign to sell off the Post Office for private profit. In one example, a prime parcel of USPS land in Boston was sold at a bargain price to Goldman, Sachs, one of the principal owners of CBRE.]

<http://berkeleycalling.wordpress.com/tag/peter-byrne/>

Working for a year to save the Post Office

The Tent City was the culmination of a year-long campaign. The entire City Council came out against selling the Berkeley Post Office, as did both houses of the California state legislature and Congresswoman Barbara Lee. The mayor said they'd sell the post office "over my dead body." In the course of the year, many hundreds came out to demonstrate and pack the hearings, or gathered on the steps and in the lobby to sing songs celebrating the Post Office, including "Please Mr. Postman" with new lyrics, led by Berkeley entertainer Hali Hammer.

Legal action to stop the sale is under way, as well as a plan to rezone the P.O. as part of a historic district of public buildings, so it can't be sold to private investors. Activists were heartened by a temporary victory in Stamford CT, where a judge issued a preliminary injunction to halt the sale of an historic post office.

What is ergonomics?

Hampers and safety problems

By Norma Leonardo, Safety and Health Officer

Ergonomics is the science of work, a person's work, a person's discipline, focused on making products and making tasks comfortable and efficient, fitting the work to the user instead of forcing the user to fit the work.

Plastic trays must be inserted in hampers that are used for parcels.

Body movements are unpredictable. Your safety is important. Stay aware and prepared.

Management is giving instructions to the clerks to remove false bottoms, (plastic trays). Their reasons are to fit more parcels into hampers. But this has become a hazard to carriers' safety. Any bending below your knees into the hamper constitutes an awkward posture which can lead to an injury. Using false bottoms (plastic trays) will help carriers' postures and body mechanics.

Items to keep in mind to work safely:

- You need to keep things in easy reach.
- Work in neutral postures.
- Work at proper heights.
- Reduce or eliminate wear and tear risk factors.
- Do your job without pain.

Hampers have become a hazard because of management instructions.

It is the carrier's responsibility to place false bottoms into your hamper for the next day. If removed by clerks, immediately file a 1767 (safety form) and advise your shop steward.

Come in to work, deliver mail and go home safe.

To get involved, please contact the author at *sub@sonic.net*. And check out these websites:

Berkeley Post Office Defense www.bpod.us

www.nalc.org

www.apwu.org

Communities & Postal Workers United

www.cpwunited.com

www.savethepostoffice.com

More plans for NALC HBP

Choose your plan for 2014

By Franklin Woo, NALC Health Benefit Plan Representative

This year's Open Season (Nov. 11 – Dec. 9, 2013) is here for you!

Anyone eligible for FEHB (Federal Employees Health Benefits) program may enroll in one of the participating health plans, change their current health plan, or cancel their enrollment in a FEHB plan during the annual Open Season. This includes active and retired postal and federal employees, annuitants and survivor annuitants.

Current Active Letter Carriers. They have 4 ways of considering enrolling in the NALC Health Benefit Plan for 2014.



- Use your home computer, tablet, or smart phone to go to <https://liteblue.usps.gov> You must have your employee ID number and your USPS PIN number (it's the same one you use to access **PostalEASE**).
- The **Blue Page** (Intranet) at work.
- Employee Self-Service Kiosks located at some USPS facilities.
- **PostalEASE** by telephone: Call

1-877-477-3273 and enter Option 1.

Annuitants/Annuitant Survivors. They can change their current health plan, cancel their enrollment or other changes by calling *Open Season Express* at 1-800-332-9798 or by going to *OPM's Open Season website* at www.retirefehb.opm.gov. *OPM's general phone number* is 1-888-767-6738.

NALC Plans:

	Enrollment Code	Postal (Biweekly)	Non-Postal (Monthly)
High Option (self only)	321	\$ 58.02	\$161.22
High Option (self & family)	322	\$114.59	\$327.27
CDHP (self only)	324	\$ 36.19	\$104.54
CDHP (self & family)	325	\$ 78.58	\$227.00
Value Option (self only)	KM1	\$ 31.16	\$ 90.01
Value Option (self & family)	KM2	\$ 67.66	\$195.46

***Please note: Earlier, without getting all the contract information from the NALC, OPM had posted inaccurate 2014 Postal premiums for the NALC Health Benefit Plan on their website.**

Introduction of new plans for 2014. For 2014, the NALC Health Benefit Plan will still be offering our cur-

rent High Option Plan. In addition, the Plan will offer two new plans: the Consumer Driven Health Plan (CDHP) and the Value Option Plan.

The NALC HBP High Option is the same great Plan serving our members for over 60 years. It continues to provide our members accessibility to quality medical care while maintaining a comprehensive benefit package with affordable premiums.

The CDHP/Value Option plans focus on you, the health care consumer, and give you greater control in how you use your health care dollars.

Some features of the Consumer Driven Health Plan (CDHP) and Value Option. Personal Care Account (PCA): You will have a Personal Care Account (like a Health Reimbursement Account) when you enroll in the CDHP or Value Option Health Plan. This component is used first to provide first dollar coverage for covered medical services until the account balance is exhausted. And, after satisfying the calendar year deductible, the Plan starts paying benefits under the Traditional Health Coverage as described in Section 5 of the 2014 NALC HBP brochure.

CDHP/Value Option Personal Care Account (PCA). The Plan also provides a PCA for each enrollment in the CDHP/Value Option. Each year, the Plan provides \$1,200 for a Self Only or \$2,400 for a Self and Family in the CDHP and \$100 for a Self Only and \$200 for a Self and Family in the Value Option.

2014 CDHP and Value Option deductible: In-Network, \$2,000 (self only); \$4,000 (self & family); Out-of-Network, \$4,000 (self only); \$8,000 (self & family).

Please note the only main differences between the Consumer Driven Health Plan (CDHP) and the Value Option Plan are the premiums and the Personal Care Account (PCA) amounts. Otherwise, the benefits and information should be identical.

Please understand that any NALC member may join the CDHP or Value Option plans during the Open Season. But, please learn more about the plans before making a decision.

You may learn more about all the NALC Health Benefit Plans that are available to you by going into <http://www.nalc.org>. Under department, scroll to health benefit plan and click on it. On the right side of Director Brian Hellman's picture, click on Summary of Benefits and Coverage (SBC). You can review the information! You can go back and click on 2014 Brochures and check it out.

The administrator for both the Consumer Driven Health Plan and Value Option Plan is CIGNA. For any questions and inquiries, please contact CIGNA toll-free 1-855-511-1893.

(continued on page 7)

Recognition and benefits

Honor our veterans

By Herb Mitchell, Retiree

I am writing this as Veterans Day, 2013 is a few days away, when the country honors the country's military members, past and present. Being a Vietnam vet, it is a pleasure to see returning war veterans receiving much better reception from the public than we did during the Vietnam conflict. It is also a great thing to see that returning war veterans are receiving much better support from the Veterans Administration (VA) to help vets return to private life.



Lots of benefits available to disabled vets

Through my own experience, I found out about a lot of the benefits available to disabled veterans and their survivors. When my veteran's advisor asked why I took so long to put in for my benefits, my only answer was, "I just did not know about what I was entitled to." Over the years the Veterans Administration has done a better job of recognizing the effects of post-traumatic stress disorder and illness related to our war veterans. I can only suggest that all veterans that are not receiving benefits contact your local VA office or any AmVet office to find out what you may be eligible for.

Better understanding of post-traumatic stress

If you are a Vietnam vet, be aware that you can receive compensation for illness due to your exposure to Agent Orange used during the conflict. Because of a better

understanding of the effects of post-traumatic stress disorder, more Vietnam vets are being compensated. If you are a Vietnam vet and suffering from diabetes or hypertension, you should file a claim for compensation. Below is a checklist of some benefits for disabled veterans and survivors.

Being a Vietnam vet, it's a pleasure to see returning vets honored.

1. VA fee basis outpatient medical care for service related conditions requiring treatment.
2. Enrollment in VA healthcare priority group.
3. Eligibility for sensorineural aids-hearing aids, eye-glasses, contact lenses.
4. Eligibility for service-disabled veterans insurance.
5. Eligibility for 10-point preference for federal civil service employment, 15-point preference for state of California employment.
6. Home loan guaranty funding fee exemption.
7. Eligibility for Cal-Vet college tuition and fee waiver for children.
8. Golden access passport for U.S. national parks.

Also, vets can receive compensation for whatever percentage of disability you are awarded. To all veterans, don't wait any longer. Go to your nearest VA or AmVet office and file your claim for benefits that you and your children are eligible for. Also, remember that your spouse receives benefits for your service.

We honor our veterans on Veterans Day, November 11 but we should be honoring them every day of the year. I personally salute all fellow veterans for their service and sacrifices. God bless the United States of America. Staff Sergeant Herbert P. Mitchell.

Woo (continued from page 4)

Members with High Option Plan and Medicare.

High Option Plan: The Plan will continue to waive some costs if the Original Medicare Plan is your primary payer. The Plan will waive some out-of-pocket costs such as:

If you have Medicare Part A as primary payer, the Plan will waive:

- The co-payment for a hospital admission.
- The coinsurance for a hospital admission.
- The deductible for inpatient care in a treatment facility.

If you have Medicare Part B as primary payer, the Plan will waive;

- The co-payments for office or outpatient visits.
- The co-payments for allergy injections
- The coinsurance for services billed by physicians, other health care professionals and facilities.
- All calendar year deductibles.

Note: If you have Medicare Part B as primary payer, the Plan will not waive the co-payments for mail order drugs, or the coinsurance for retail prescription drugs.

Consumer Driven Health Plan and Value Option: When Original Medicare (either Medicare Part A or Medicare Part B) is the primary payer, the Plan will **not waive any out-of-pocket costs.**

LAST PUNCH

Best wishes for members embarking on retirement.



Frank Christ, San Rafael Main. Retired last day of September.



Isauro Caparez, Station A Carrier.

Photo by Carol Maggio

Photo by Karen Eshbarr

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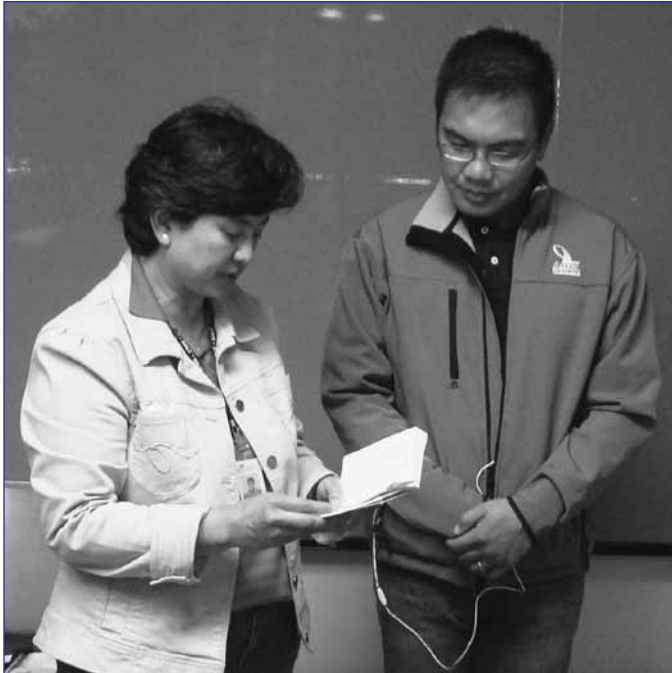


Photo by Ivars Lauersons

Richard Lagunte, a CCA from Marina Station, San Francisco, being sworn in as a new Branch 214 member at the October 3, 2013 branch meeting by President Lili Beaumont. It is not common for new members to have time to attend the regular branch meetings when they are hired, so when they appear they receive a warm welcome.

By-laws change approved

CCAs dues reduced

At the regular November 6, 2013 Branch 214 meeting, a by-laws change was passed which reduces the dues that City Carrier Assistants (CCA's) pay to \$21.95 a pay period to make the dues more in line with their lower hourly wages. The vote was 49 for to 6 against, meeting the two-thirds requirement to pass.

Branch 214 Meetings

Branch meetings, 7:00 P.M.

November 6, 2013	ILWU Hall, 400 North Point, SF
December 4, 2013	ILWU Hall, 400 North Point, SF
January 8, 2014	ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

November 6, 2013	2310 Mason, SF
December 4, 2013	2310 Mason, SF
January 8, 2014	2310 Mason, SF

Retiree social meetings, 11:30 A.M.

December 2, 2013 (12:30–3:00 pm)	285 Abbot Street, Daly City
February 3, 2014	740 Del Monte Avenue, South SF
April 7, 2014	740 Del Monte Avenue, South SF



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Thornton (continued from page 16)

approved and not on other things that may have gone wrong in your dealings with the supervisor, manager or claims examiner.

Don't ignore any letters that come from OWCP. Typically, after an injury, you will receive a letter asking for more information. Most of the time it is a request for medical documentation and you will be given thirty days to provide the information.

If you don't respond to the letter your claim may likely be denied.

We list the numerous forms in this article that may apply to your case.

If you have questions about the contents of the letter you can call the union office.

Management failures to follow these procedures are properly the subject of the grievance procedure and violations should be reported to your shop steward and should be reported to the union office.

In cases of CA-2s you will likely get a letter several weeks after filing the claim that asks for more information, including whether or not the injury could have occurred as a result of activities outside work. Always respond to these letters in a timely manner.

Getting Compensated by OWCP

If you filed a CA-1 and your period of disability/or management not providing you work within your medical limitations extends beyond 45 days or you have filed a CA-2 and you are disabled and unable to work or management does not provide you work within your limitations

If your disability for the traumatic injury extends beyond 45 days, then you need to fill out Form CA-7, for "Continuing Documentation". For there to be no interruption in pay, this should be done by 40 days after the beginning of CO.P Management has this responsibility, and the failures are chronic in these regards. 545.82 of the ELM as well as the Code of Federal Regulations deals with this.

At this point it is worthwhile to indicate that it is proper for an injured employee to go to doctor and therapy appointments, etc. during work hours. This requires the use of Form 3971 and indicating on the form that compensation is being used.

Employees should stay away from using their own leave when they should be using either COP or Compensation as the case may be. Many times injured employees use sick leave instead of choosing LWOP and waiting for the Department of Labor to pay them and then later "buy

back" the leave after the DOL pays them. This complicates the process, necessitating further paperwork when the buy back is done. It also is chancy. Although it has been allowed, the Postal Service does not have to allow employees to buy back leave unless it was used **before the claim was adjudicated**. In this scenario it may come to pass that the injured employee is not able to get their leave back.

If the CA-7 is done properly and submitted with documentation in a timely manner, there should be no reason for using your leave in this case.

The bottom line

Five Basic Elements for acceptance of claims according to FECA-Federal Employees Compensation Act:

1. *Be timely filed.*
2. *Be made by a Federal Civil Employee.*
3. *Establish Fact of Injury, which has both a factual and medical components. Factually, the injury, accident or employment factor alleged must have actually occurred. Medically, a medical condition must be diagnosed in connection with the injury or event.*
4. *Establish Performance of Duty. The injury and/or medical condition must have arisen during the course of employment and within the scope of compensation factors.*
5. *Establish Causal Relationship, which means the medical evidence, establishes that the diagnosed condition is causally related to the injury or event.*

The first (4) requirements are usually fairly easily met by claimants.

#5 many times presents a problem.

The statement by the carrier explaining how the accident occurred should be consistent with what the doctor writes in the medical narrative. (The task that was being performed by the employee at the time of the injury that resulted in the diagnosed condition).

Sometimes the term "mechanics of the injury" is used to describe what the employee was doing that resulted in the diagnosed condition.

For the claim to be approved the doctor's explanation of the causal relationship between the diagnosed condition and the accident should be definitive. "Probable" and "possible" when describing the causal relationship are not helpful.

This is why it is important to choose a doctor for your claim that will provide you good medical care but also be able to write a satisfactory medical narrative that will be helpful in getting your claim approved.

CCAs and on the job injuries

CCAs have full coverage under FECA (Federal Employees Compensation Act).

Please see article in July 2013 *Postal Record*: "CCAs and on the job injuries." for details.



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

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 BL	2 Y	3 BR	4 BR							1 R							1 BL	
5 O	6 R	7 G	8 G	9 BL	10 Y	11 Y	2 G	3 G	4 BL	5 Y	6 BR	7 O	8 O	2 Y	3 Y	4 BR	5 O	6 R	7 G	8 G	
12 BR	13 O	14 R	15 R	16 G	17 BL	18 BL	9 R	10 R	11 G	12 BL	13 Y	14 BR	15 BR	9 BL	10 Y	11 Y	12 BR	13 O	14 R	15 R	
19 Y	20 Y	21 BR	22 O	23 R	24 G	25 G	16 O	17 O	18 R	19 G	20 BL	21 Y	22 Y	16 G	17 G	18 BL	19 Y	20 BR	21 O	22 O	
26 BL	27 Y	28 BR	29 BR	30 O	31 R		23 BR	24 BR	25 O	26 R	27 G	28 BL	29 BL	23 O	24 O	25 G	26 BL	27 Y	28 BR	29 BR	
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 R	2 G	3 BL	4 Y	5 Y					1 BR	2 O	3 O	1 BL	2 BL	3 Y	4 BR	5 O	6 R	7 R	
6 BR	7 BR	8 O	9 R	10 G	11 BL	12 BL	4 R	5 R	6 G	7 BL	8 Y	9 BR	10 BR	8 G	9 G	10 BL	11 Y	12 BR	13 O	14 O	
13 Y	14 BR	15 O	16 R	17 R	18 G	19 G	11 O	12 O	13 R	14 G	15 BL	16 Y	17 Y	15 R	16 R	17 G	18 BL	19 Y	20 BR	21 BR	
20 BL	21 Y	22 BR	23 BR	24 O	25 R	26 R	18 BR	19 BR	20 O	21 R	22 G	23 BL	24 BL	22 O	23 O	24 R	25 G	26 BL	27 Y	28 Y	
27 G	28 BL	29 Y	30 Y				25 Y	26 Y	27 O	28 R	29 G	30 G	31 G	29 BR	30 BR						
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 O	2 R	3 G	4 BL	5 BL						1 BR	2 BR		1 G	2 BL	3 Y	4 BR	5 O	6 O	
6 Y	7 BR	8 O	9 O	10 G	11 R	12 G	3 O	4 O	5 R	6 G	7 BL	8 Y	9 Y	7 R	8 R	9 G	10 BL	11 Y	12 BR	13 BR	
13 BL	14 Y	15 BR	16 BR	17 O	18 R	19 R	10 BR	11 BR	12 O	13 R	14 G	15 BL	16 BL	14 O	15 O	16 R	17 G	18 BL	19 Y	20 Y	
20 G	21 BL	22 Y	23 BR	24 BR	25 O	26 O	17 Y	18 Y	19 BR	20 O	21 R	22 G	23 G	21 BR	22 BR	23 O	24 R	25 G	26 BL	27 BL	
27 R	28 G	29 BL	30 Y	31 Y			24 BL	25 BL	26 Y	27 BR	28 O	29 R	30 R	28 Y	29 BR	30 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 G							1 Y		1 R	2 G	3 BL	4 Y	5 BR	6 BR	
5 BL	6 BL	7 Y	8 BR	9 O	10 R	11 R	2 BR	3 BR	4 O	5 R	6 G	7 BL	8 BL	7 O	8 O	9 R	10 G	11 BL	12 Y	13 Y	
12 G	13 G	14 BL	15 Y	16 BR	17 O	18 O	9 Y	10 Y	11 BR	12 O	13 R	14 G	15 G	14 BR	15 BR	16 O	17 R	18 G	19 BL	20 BL	
19 R	20 R	21 G	22 BL	23 Y	24 BR	25 BR	16 BL	17 BL	18 Y	19 BR	20 O	21 R	22 R	21 Y	22 Y	23 BR	24 O	25 R	26 G	27 G	
26 O	27 R	28 R	29 G	30 BL	31 Y		23 G	24 G	25 BL	26 Y	27 BR	28 O	29 O	28 BL	29 BL	30 BL	31 BR				

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 RWC BR=Yellow O=Black R=Blue G=Red BL=Green Y=Brown
 1280 BR= Brown O=Orange R=Red G=Green BL=Blue Y=Yellow

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 NEW YEAR	2 PAYDAY 1	3 R	1	2 Y	3 BR	4 O	5 R	6 G	7 G	1	2 O	3 R	4 G	5 BL	6 Y	7 Y
4	5 G	6 BL	7 Y	8 BR	9 O	10 O	8	9 BL	10 Y	11 BR	12 O	13 R	14 R	8	9 BR	10 O	11 R	12 G	13 BL	14 BL
11	12 R	13 G	14 BL	15 Y	16 BR	17 BR	15	16 G	17 BL	18 Y	19 BR	20 O	21 O	15	16 Y	17 BR	18 O	19 R	20 G	21 G
18	19 O	20 R	21 G	22 BL	23 Y	24 Y	22	23 R	24 G	25 BL	26 Y	27 BR	28 BR	22	23 BL	24 Y	25 BR	26 O	27 R	28 R
25	26 BR	27 O	28 R	29 G	30 BL	31 BL								29	30 G	31 BL				
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 Y	2 BR	3 O	4 O						1 G	2 G		1 BR	2 O	3 R	4 G	5 BL	6 BL
5	6 R	7 G	8 BL	9 Y	10 BR	11 BR	3	4 BL	5 Y	6 BR	7 O	8 R	9 R	7	8 Y	9 BR	10 O	11 R	12 G	13 G
12	13 O	14 R	15 G	16 BL	17 Y	18 Y	10	11 G	12 BL	13 Y	14 BR	15 O	16 O	14	15 BL	16 Y	17 BR	18 O	19 R	20 R
19	20 BR	21 O	22 R	23 G	24 BL	25 BL	17	18 R	19 G	20 BL	21 Y	22 BR	23 BR	21	22 G	23 BL	24 Y	25 BR	26 O	27 O
26	27 Y	28 BR	29 O	30 R			24	25 O	26 R	27 G	28 BL	29 Y	30 Y	28	29 R	30 G				
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 BL	2 Y	3 BR	4 BR							1 R			1 BR	2 O	3 R	4 G	5 G
5	6 O	7 R	8 G	9 BL	10 Y	11 Y	2	3 G	4 BL	5 Y	6 BR	7 O	8 O	6	7 BL	8 Y	9 BR	10 O	11 R	12 R
12	13 BR	14 O	15 R	16 G	17 BL	18 BL	9	10 R	11 G	12 BL	13 Y	14 BR	15 BR	13	14 G	15 BL	16 Y	17 BR	18 O	19 O
19	20 Y	21 BR	22 O	23 R	24 G	25 G	16	17 O	18 R	19 G	20 BL	21 Y	22 Y	20	21 R	22 G	23 BL	24 Y	25 BR	26 BR
26	27 BL	28 Y	29 BR	30 O	31 R		23	24 Y	25 O	26 R	27 G	28 BL	29 BL	27	28 O	29 R	30 G			
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 BL	2 Y	3 Y	1	2 R	3 G	4 BL	5 Y	6 BR	7 BR			1 Y	2 BR	3 O	4 R	5 R
4	5 BR	6 O	7 R	8 G	9 BL	10 BL	8	9 O	10 R	11 G	12 BL	13 Y	14 Y	6	7 G	8 BL	9 Y	10 BR	11 O	12 O
11	12 Y	13 BR	14 O	15 R	16 G	17 G	15	16 BR	17 O	18 R	19 G	20 BL	21 BL	13	14 R	15 G	16 BL	17 Y	18 BR	19 BR
18	19 BL	20 Y	21 BR	22 O	23 R	24 R	22	23 Y	24 BR	25 O	26 R	27 G	28 G	20	21 O	22 R	23 G	24 BL	25 Y	26 Y
25	26 G	27 BL	28 Y	29 BR	30 O	31 O	29	30 BL						27	28 BR	29 O	30 R	31 G		

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It's over

Reflections on elections

By Ivars Lauersons, Editor

What I'm writing about is not new, it is not original, but it is important and should be kept in the forefront of our union activities.

The election results for the new group of officers to serve for the next three years appears on the front page. No matter who won, there are a number of new people in office. Some won contested races, others shifted their jobs. No matter what, the results are the result of an internal union democracy. Now it is important to remind ourselves that we are all union members, and we should all work together. We don't have the luxury of internal fighting while the six day delivery of mail principle is being attacked in Congress.



The new reality of a permanent fight to oppose Congressional actions to dismantle the post office under the guise of reform allows no respite from union vigilance. The post office is caught up in the current political stalemate in Washington DC in which the quasi-independent postal service is used as a cash cow, accused of being hopelessly antiquated, and put up for dismantling so profitable parts can be sold off. (See David Welsh article on the Berkeley Post Office sale in this issue.)

It used to be that the only fight was to get a new contract for two, three or more years, but there would be relatively little fight with management until the next contract negotiations and no dramatic problems in Washington DC. The post office no longer has a bye from political infighting. If Social Security and Medicare are being challenged to be changed or even eliminated, then the post office is in the same bind.

We are in a permanent fight but not in a permanent solution. The public thinks we are losing billions and billions of dollars each year, and it is because of email and the Great Recession. These so-called facts are false. (See the *New York Times*, Nov. 7, 2013, page A21.) We know that the recession and 9/11 drastically reduced volume in the post office, and the post office was losing money. But the real loss came from a requirement to pre-pay future retiree health costs to the amount of \$5.5 billion dollars a year. Under the reduced volume, this proved impossible. But these are the billions that are cited as evidence that the post office is an archaic system that should be dismantled.

City Carrier Assistants (CCAs) appear and disappear at an alarming rate. When the new position of CCA was created in the new contract, the bad news was that the starting pay was very low. The good news was that these were career positions, and if you did your job well you were likely to become a permanent employee. This is unlike the casuals or transitional employees who were not rewarded for individual good work and received few of the benefits of regular carriers.

Our branch just voted to decrease the union dues for CCAs to reflect their lower pay. The national union is proposing to subsidize part of the CCAs' health care costs to make their premiums more affordable.

Finally, CCA rights are not well known to everyone, so the national union has information on its web page, www.nalc.org on the left side partway down with a downloadable pdf.

There is some hope that CCAs will convert to full-time status. The process may be slower on the West Coast, but note the information from the [nalc.org](http://www.nalc.org) website below:

CCAs converted to full-time career status

Nov. 9, 2013—Pursuant to the Memorandum of Understanding *Re: Residual Vacancies—City Letter Carrier Craft* (M-01824), the first wave of city carrier assistant (CCA) conversions to full-time career status took place Nov. 2.

While the exact number of conversions that took place on Nov. 2 has not yet been finalized, NALC estimates that somewhere between 1,500 and 2,000 CCAs, most of whom had served multiple years as transitional employees (TEs) prior to becoming CCAs, were converted to full-time career status to fill vacant full-time letter carrier jobs.

Those who served as former TEs directly before their CCA appointments will not serve a probationary period as full-time career letter carriers (see M-01826).

As vacancies continue to be filled through the steps in M-01824, more CCA conversions should take place in the coming weeks and months.

IN MEMORIAM, 2013, MY FIRST MENTOR



After shaking hands with management.

JIM DANN was a steward at Station A in San Francisco, and Safety and Health Officer for the branch. He was an effective union activist inside and outside the post office. The photo, with this caption, originally appeared in the September/October 1985 Voice.

—Ivars Lauersons

Approved Budget— October 1, 2013 – March 31, 2014

Expense	Spent 4/1/13– 9/30/13	Projected 10/1/13– 3/31/14	Spent 4/1/13– 9/30/13	Projected 10/1/13– 3/31/14
1. Salaries, FT, PT, Stewards, Assignment Time:				
President's Salary (FERS)	33,179.00	33,450		
Executive Vice President's Salary (FERS)	32,314.00	32,600		
Vice President's Salary (CSRS)	33,639.00	33,900		
Secretary-Treasurer's Salary (FERS)	32,314.00	32,600		
Field Director Salary (FERS)	32,314.00	20,000		
Asst. Secretary-Treasurer's Salary (FERS)	32,314.00	32,600		
Health Benefits Representative Salary (CSRS)	1,304.00	1,350		
Sgt/Arms, MBA, EEO, S&H, Trustees, Dir of Org (8)	5,869.00	6,100		
Shop Steward Salary	37,559.00	41,000		
Assignment Time/Paid Time and Services (excl. Voice, Ed)	9,369.82	9,000		
TOTAL	250,175.82	244,600		
2. Officer, Steward Expenses				
President's Expenses	2,434.58	3,000		
Executive Vice President's Expenses	1,205.75	1,500		
Vice President's Expenses	1,677.05	2,000		
Secretary-Treasurer's Expenses	3,360.87	3,000		
Field Director Expenses	1,654.07	1,000		
Asst. S/T Expenses	1,685.21	2,000		
Officers & Stewards Misc. Expenses	439.24	2,500		
Leave Reimbursement (SF Sick Leave & Leave Replacement)	—	3,500		
TOTAL	12,456.77	18,500		
3. Taxes & Officer's Benefits				
Officer's Benefits	43,864.08	45,000		
Payroll Taxes	22,101.72	20,000		
Per Capita	398.83	300		
TOTAL	66,364.63	65,300		
4. Building/Office Expense				
Office Maintenance & Repair	708.67	3,000		
Hall Rental Longshoremens for 2014	—	3,600		
Loan Payment/Mortgage	15,921.15	13,650		
Janitorial Service Office	1,950.00	2,500		
Office Utilities (Phone/Water)	3,475.08	3,700		
Printing	2,873.83	5,000		
Insurance (Bus. Liability/Bonding)	6,006.52	5,500		
Maintenance (Security/Service Contracts/Serv-Maint)	3,122.85	3,700		
Computer Expenses	4,279.15	4,000		
Office Supplies/Equipment/Office Expense	5,907.14	3,500		
Postage	6,078.80	8,500		
Payroll Services	1,446.20	1,500		
TOTAL	51,769.39	58,150		
5. Building Corporation				
BC Insurance/Property Tax	—	15,200		
BC Miscellaneous	—	—		
BC Professional Fees	143.00	500		
BC Serv Maintenance (Janitorial/Elevator)	2,783.00	3,500		
BC Utilities (PG&E/Water/Elevator Phone/Garbage)	3,833.00	4,000		
TOTAL	6,759.00	23,200		
6. Fees & Dues				
Professional Fees	3,368.63	7,000		
Affiliate Dues	4,230.50	5,500		
TOTAL	7,599.13	12,500		
7. Convention & Conferences				
Convention Fund	12,600.00	12,600		
Conferences	17,277.73	2,000		
TOTAL	29,877.73	14,600		
8. Education				
Training	484.15	4,000		
Issue Education/Labor 2010/EFCA	139.50	500		
Other: Books, Materials, NALC Supplies	11.77	250		
TOTAL	635.42	4,750		
9. Communications				
Voice: Lost Time	3,491.35	3,500		
Expenses	11,336.39	12,900		
Website	135.54	250		
TOTAL	14,963.28	16,650		
10. Entertainment				
Good of the Order/Other Refreshments	2,705.50	3,000		
Retiree Luncheon	—	3,000		
Stewards/Members Appreciation Day	250.00	1,450		
Hosting and Entertaining for State Convention*	—	5,000		
TOTAL	2,955.50	7,450		
11. Representational Expenses				
Representational Expenses	—	—		
Contract / Picket Action / Legislative Action	1,081.62	500		
TOTAL	1,081.62	500		
12. Other				
Retirement and Other Gifts	2,628.75	3,000		
New Member Services / Recruitment	850.00	850		
Branch Elections wages	—	3,100		
Food Drive	10,813.01	300		
100% Union Celebration (\$4 per person)	—	250		
Branch Items	—	—		
TOTAL	14,291.76	7,500		
TOTALS	458,930.05	478,700		

Projected Income	
	Projected Income 10/1/13 – 3/31/14
Active Members (1,400 members)	457,548
City Carrier Assistant (CCA) 75 members	(24,511)
Retired Members	1,000
Interest Income	100
Miscellaneous Income (Refund/reimburse)	20,000
TOTAL PROJECTED INCOME:	478,648
Total Projected Expenses:	(478,700)
Projected Surplus/(Deficit)	(52)



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Address service requested

When you get hurt

The basics (Part three)

By Bill Thornton, Vice President

Part one dealt with the first steps a carrier takes when he or she is injured on the job. They are reporting the injury to management and being provided emergency treatment if necessary.

Part two dealt with the very important next steps dealing with all the forms the carrier needs to fill out in filing a claim.

Part three continues with the proper forms needed and summarizes the complicated process dealing with injuries.



Know your rights

Above all an injured carrier must know their rights and exercise them, including getting the CA-16, and making an appointment to see your own doctor after being injured.

There have been chronic problems in the branch involving management not providing CA-16s. Call the union office and/or talk to your steward.

A CA-2 Notice of Industrial Disease covers medical conditions that arose from your employment but happened over a period of time. Examples are foot problems, common to carriers, wrist, knee and shoulder problems, etc.

You don't get COP for a CA-2. You will have to wait for the claim to be approved before you get compensation.

It is important to file the CA-1 or CA-2 as soon as possible after the injury. This is of particular importance with a CA-1, Report of Sudden and Traumatic Injury. Delays in filing can be damaging to the approval of your claim.

Get copies of everything you submit.

Stay focused on the acceptance of the claim

Stay focused on the case and getting the claim

(continued on page 10)

WELCOME NEW MEMBERS

Megan Farley, Clark Hornyak, Danley Florida, Ting Yan, Arthur Delos Santos, and Anthony Cutler.

(Signed up by President Lili Beaumont, EVP Karen Eshabarr and Field Director Charles Gonzalez during orientation)

IN MEMORIAM

Jim Dann (Station A, San Francisco)
Joseph Naughton (San Rafael)

Season's Greetings

from the staff of

THE VOICE



ALSO INSIDE:

- City council strategy —page 3
- Berkeley protest —page 4
- NALC Health Plan —page 6
- Honoring veterans —page 7
- 2014–2015 calendar —pages 11, 12
- Reflections and CCAs —page 13
- Injury, part 3 —page 16