



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

March/April 2010

Award-winning newspaper

Vol. XL, No. 2

FIGHTING FOR 6-DAY DELIVERY

Fighting “do not mail” attempts

By Lili Beaumont, President

A labor union is only as strong as the membership makes it. The strength of a labor union comes from its membership’s involvement, meaning that every member stands together doing whatever they can usually to protect their jobs and/or contribute to the community. In general, a labor union’s purpose is to better the quality of life for its members and their families, but it is the members’ support for the union’s purpose that ultimately results in the union’s successes.

Success against “Do not mail”

An example of such union successes in our union is as follows. In the Bay Valley District, the City Councils of Oakland and Berkeley introduced “do not mail” initiatives. Our union, with help from the postal service, its affiliated unions and other companies and agencies associated with the mailing industry were able to work together to persuade key City Council members in Oakland and Berkeley to withdraw these initiatives, which definitely would lead to jobs lost within the postal service and the mailing industry community.

In Oakland and Berkeley we defeated “do not mail” initiatives.

What type of “persuasion” was used? Union membership “persuasion” was used as from Branch 214 alone, around eighty-five of the more than one hundred union member letter carriers in San Leandro signed-up to volunteer to write letters, make phone calls, testify in City Council hearings, and do whatever the union needed to stop these “Do not mail” initiatives. Many letter carriers in Branch 1111 volunteered to do the same thing. Those lists of letter carriers implied enough pressure and helped our State Association President, John Beaumont, to per-

suade these city legislators to rescind the “do not mail” initiatives in both Oakland and Berkeley.

However, the fight is not over for this same initiative has now been introduced in Santa Cruz, so letter carriers in Branch 1427 will need to pull together to fend it off there.

The fight to retain 6-day delivery is a fight for jobs.

5-day delivery danger

And our struggle for job preservation continues as our union moves to fight off the postal services proposal to eliminate one day of mail delivery changing it forever from six-day to five-day delivery. Despite what management has informed you in their stand-up talks, five-day delivery will not happen unless Congress passes it through. However, Postmaster General Potter’s public announcement of his proposal to cut one day of mail delivery service may be his strategy to sway Congress through public opinion.

Strengthen Congressional support

Once again, the only way our union can successfully dispute Mr. Potter’s actions is to strengthen our congressional support for continuing six-day delivery service, both now and into the future. We can only do this with the help of our union membership. Presently, there is a House Resolution bill called H-Res 173. It is a bi-partisan bill that was introduced by Republican Sam Graves of Missouri and states, “That it is the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its six-day mail delivery service”.

(continued on page 4)

Branch 214 notes:

The following were trained as stewards and alternate stewards for Branch 214. Here are their names and stations.

Benson Chen, San Leandro; **Raymond Kwong**, Pine St. Station; **Ken Ly**, Collections; **Jerry Young**, Novato; **Lamonte Earnest**, Collections; **Narinder Singh**, San Leandro; **Edward Villaflor**, Daly City; **William Quintero**, Novato; **Victoria Juarez**, Marina Station; **Renier Manalo**, Collections; **Carlos Pellecer**, Pine St. Station, **John Stewart**, Steiner Station; **Erica Levy**, Parkside

The Steward Election results for **Parkside Station** on January 22, 2010 were **Berta Quezada** (14), **Stan Lew** (9), **Anthony Buencamino** (3) and **Berta Quezada** was elected.

Marina Station election results on January 22, 2010 were **Art Flores** (40), **Ollie Cruz** (30), **James Hall** (9) and the top two were elected.

Bayview Station election results on January 20, 2010 were **Yadira Levesque** (12), **Rose Chavez** (8) and **Yadira Levesque** was elected.

Novato Post Office election results on January 27 and 28, 2010 were **Ken Schneider** (57), **Kathy Rojas** (52),

Luis Herrera (6) and the top two were elected.

Charles Gonzalez, Chief Steward in San Leandro, CA had his article "Things You Should Know about Official Discussions" (Jan/Feb 2010 issue) reprinted in the NALC Branch 782 "**E.A. Baker Union Update**" February 2010 issue on page one.

* * *

Anyone interested in becoming a Food Drive coordinator for this year's Food Drive, please contact **Kim Truong** at (415) 362-0214, ext. 19. Thank you in advance and looking forward to meeting you. The Food Drive is on May 8, 2010. Thanks a million!

Kim Truong
City Food Drive Coordinator

* * *

President Lili Beaumont was quoted in the **San Francisco Chronicle**, March 2, 2010, opposing the five day delivery proposal by Postmaster Jack Potter. The page one news story incorporated union concerns about the post office's 10 year plan to reduce costs by targeting letter carriers.

"ADOPT A PLATOON"

By **Sheila Gardner**, Branch 214 Trustee

A motion was made and passed at our January 2010 meeting to join the adopt a platoon program. Our branch has submitted an application to "Adopt a Platoon".

Adopt a Platoon means being in touch with soldiers serving overseas. We send support by mail. Letter carriers adopt soldiers and platoons. That means we can write letters, be pen pals, send packages of goodies, etc. (See December 2009 *Postal Record*, page 8, for more details.) Items can be brought to the branch office for postage and be shipped to the adopted platoon. Currently we're in the process of working out the details.

This is our way of showing support, gratitude, trust and our love for our soldiers that are keeping us safe at home to keep our country free.

Our branch has letter carriers that are serving overseas. If any member would like to participate in Adopt a Platoon, please let the branch know ASAP at (415) 362-0214.

Please also visit the website: www.adoptaplatoon.org

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
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Stanley Lew Trustee

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T.V. 214 Schedule

SAN FRANCISCO, AT&T Cable Channel 29:
Every third Sunday of the month at 7:00 p.m.
March 21, 2010; April 18, 2010;
May 16, 2010.

It was a long wait

Flex Time is back

By Karen Eshabarr, Executive Vice-President

Executive Vice-President Ray Fong left us a parting gift prior to his retirement. He prepared the class action Flex Time grievance and was successful. It was a long wait but Flex Time is now reinstated in San Francisco. Thanks Ray. Enjoy your retirement.

So Flex Time is back! Now what?

A joint training was held at PD&C on February 12, 2010. The parties met in advance and jointly decided what the training would consist of. Primarily, the goal was to inform both parties how Flex Time was going to be reinstated and the changes from the former agreement to the new one.



It sounded like a good plan but during the second session of the training, management outnumbered the stewards by two to one. Instead of focusing on implementation and the new changes, managers and supervisors immediately wanted to know how to revoke our privileges.

Three strikes and you're out

So how are we going to protect our flex privileges? First of all, read the agreement that you signed. (See U.S. Postal Service Request for "Flexible Time" Schedule Change). The agreement will explain everything you need to know to make sure you keep your Flex Time. We must adhere to the terms of the contract we signed. If we fail to adhere to the terms of the contract three times, we can have our privileges revoked. We are obligated to sign

Management's priority already seems to be revoking the privileges.

in every day in the morning on the sheet that should be posted near the time clock and we must end tour at our 8-hour mark. Calculate exactly what time you are due off for an 8-hour day and punch out at that time. If you are of the opinion that you will not be able to complete your assignment within 8 hours, the same rules apply that you must let your supervisor know and fill out a 3996. If there are operational reasons that force you to go beyond your 8 hours, such as waiting in line to turn in your accountable

items, waiting for dock space to unload your vehicles, or your relays were late, make a note of it and keep a record. Fill out a 3996 and state the reasons you did not finish in eight hours. You should also let your supervisor know so they do not try to count it as one of the three failures to adhere to the terms of the contract.

We now all have a 30-minute window to report to work. That window is 15 minutes before your official start time and 15 minutes after your official start time. For example, if your start time is 7:30 am you can punch in

We are obligated to sign in every day on the sheet.

anytime between 7:15 and 7:45 (or 7:25 and 7:75 units). If you punch in after that you will be considered late.

Make sure to calculate your time correctly

Stewards, be prepared to defend our members against overzealous management who want to take these privileges away. Make sure they post the sheet every day so the carriers have somewhere to notate their time. Also make sure the conversion chart is also posted near the transponder so we can easily calculate what time we are due off. These are items that were agreed upon during the negotiations.

The Flex Time agreement is signed every six months.

Just adhere to the terms

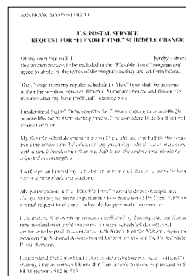
Remember, if we fail to uphold our end of the agreement we can lose our privileges to flex. The carriers would have to wait until January or July to sign a new contract. We don't want anyone to lose his or her right to flex. Flex time was won by the union. So just adhere to the terms and enjoy the flexibility.

Flex Time also exists as part of the local agreement in San Rafael. It was the first city in our branch to get Flex Time.

And Daly City has Flex Time. As in San Francisco, management was challenged successfully in the grievance procedure when they tried to take it away.

For local request for Flex Time form, see page 4.

For the Memorandum of Understanding full text, see page 15.



Beaumont (continued from page 1)

Gather co-sponsors

A crucial step to eliminating Mr. Potter's notion of five-day delivery is to gather co-sponsors for this bill H-Res 173. All letter carriers need to write a letter to solicit their congressional representative to be a co-sponsor of H-Res 173. Currently, there are two California co-sponsors on this bill H-Res 173, Representatives Zoe Lofgren and Bob Filner. We still need to enlist the other fifty-one California congressional members from the House of Representatives.

Contact through our website

Please visit Branch 214's official website, www.nalcbayarea.com and click on the "Activist" button under the "Menu" (to the far left on Home page) where you should find a sample letter to use as a guide. Feel free to include anything else in your letter that is appropriate just as long as the bottom line you are requesting your representative to sign on as a co-sponsor of H – Res 173.

Standing together against pressure

Nowadays, with the reduced postal revenue, the postal service is more aggressive and blatant about eliminating routes, excessing craft employees, committing contractual violations, and now approaching Congress for concessions in mail service. And they will be successful in all of those if the union members and letter carriers as a craft don't stand together to do what is necessary to protect their hard-fought jobs and benefits.

Shop stewards on front line

At the forefront of all this struggle with the postal service are your union shop stewards. These men and women are our union's soldiers. They are the first to act whenever the union needs help outside of filing grievances. The shop stewards also signify the union's presence on the workroom floor. They are the eyes and ears and the spokespersons of our branch. They are responsible for upholding the contract, keeping the officers informed on what is happening on their workroom floor, educating the carriers on what is going on in the union, and on top of all of that they are responsible for doing their bid assignment.

The stewards are a very important part of our union, and elected by their stations' union members or appointed by the Branch, many of them carry on their duties term after term without recognition. This term is different as the stewards were honored at our March branch meeting with an installation ceremony. For the first time, Branch 214 called on all of the stewards on board for the 2010-2011 term to take an oath, just like the oath taken by the Branch 214 officers in January. The purpose for this new tradition is to yield a special night for our shop stewards who should be held in the same regard as a union officer because they do have similar responsibilities as the officers, according to our union's national constitution and Branch bylaws. Being elected or appointed as a shop steward is something very serious and should not be taken lightly or for granted. It is something very special and those who have stepped up to the challenge have my utmost respect and appreciation.

SAN FRANCISCO POST OFFICE

**U.S. POSTAL SERVICE
REQUEST FOR "FLEXIBLE TIME" SCHEDULE CHANGE**

Of my own free will, I _____, hereby submit this written request to be included in the "Flexible Time" program and agree to abide by the terms of the program as they are set forth below.

The change from my regular schedule to "flex" time shall be anytime within the window between fifteen (15) minutes before and fifteen (15) minutes after my base ("official") starting time.

I understand that 07.76 hundredths for 7:30am starting time and 08.26 hundredths for 8:00am starting time will be considered late for that total amount of time.

My flexible schedule ending time will be eight and one half (8.50) hours from the actual time I clock in on any given day. *(In the case of a carrier with a lunch break other than one half hour, the ending time would be adjusted accordingly.)*

I will sign and initial my actual starting time each day on a list to be kept near the time clock (transactor).

My participation in the "Flexible Time" program does not imply any change in the ground rules pertaining to submission of PS Form 3189 for normal request to change a schedule for personal convenience.

I understand that overtime remains unaffected by this request, and that any time worked over eight (8) hours or on my scheduled day off, shall continue to be paid in accordance with Article 8 of the National Agreement between the National Association of Letter Carriers and the United States Postal Service.

I understand that I must call in to my station before my base ("official") starting time as soon as I know that I am unable to work as pursuant to the ELM sections 512 & 513.

Carriers beginning work prior to their official starting time will be dependent on the availability of work.

It is also understood that failure to adhere to the terms of this agreement on more than three (3) occasions may constitute loss of my flex-time privileges until the next sign-up period of January 1st or July 1st provided that management has facilitated my adherence to this agreement.

Employee's Signature _____

Employee's PRINTED Name _____

Date Signed _____ EID# _____

I hereby condone and agree to the above request:

Steward's Printed Name _____

Steward's Signature _____

Supervisor's Printed Name _____

Supervisor's Signature _____

Date Signed _____

Station _____

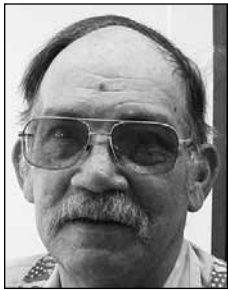
Copy must be provided to Carrier
Copy must be provided to NALC Shop Steward

Eight hour route is goal

Do you know your numbers

By Terry Mason, Steward, Daly City

Before you went to your first day in school in a place far far away and a long time ago (for some of us), your mother and/or father had you remember your home telephone number and street address. Later in life the government required you to remember other numbers (social security, draft, passport, driver's license, etc). Now, in the era of the MIARAP, the slowly shrinking volume of mail, readjustment of your and your fellow carriers' routes, and the dreaded supervisor's undertime pivot based on the DOIS (management's computer calculation of your routes), it is time for you to become familiar with some other important numbers. Those are the ones for your own route.



Care about clock rings

As the union counterpart for the Daly City post office Modified Interim Alternate Route Adjustment Process (MIARAP) team, I am all too familiar with the carrier, who when asked by the team "what do you believe is your average office time?" or "what do you believe is your average street time?", the answer runs the gamut from "I don't really know, each day is different", to "I don't care. Use my average from what you got. I'm retiring this year". Fellow carriers, your input to the process is paramount as it is one (1) of three (3) major inputs. The other two are times based on mail volume and the demonstrated times (both clock rings for casing and the walk time for your route).

In this era of MIARAP you need to know these numbers. You need to write them down daily, add them together, and divide them by the number of days to get the average. You may say "I don't have the time to do that," I say you don't have the time not to. These are just some of the numbers you need to know.

Please remember the office time is not only the morning casing time, but also the time when you clock in from the street to the end of tour clock out. Lowballing or highballing the numbers without justification (an example... An apartment building was removed or added to your route after the evaluation period) will only get your input classified as an anomaly, or at worst the lowball will be accepted and your route may have territory added.

Account for the other route

Remember, when you go to load your vehicle, clock out to the street, document the actual time you need on

the street. Sorry, your words are not good enough, we need the numbers. If you are pivoted on another route, please be sure to account for the pivot time by clocking over to the other route, then back to your route for the end of the day's office time when you return to the post office. This captures the numbers for both routes.

During the evaluation process, the goal is to equalize the routes to an 8 hour day. In a perfect world we could wave our wands and puff, all the routes would be 8 hours. In the real world we (the MIARAP teams) try to get as

Carriers, your input is paramount to the process.

close as possible to 8 hours. The routes with less than 7 hours 45 minutes and over 8 hours 15 minutes must be the first routes to get adjusted. The remaining routes will be adjusted as needed as territory is moved. Remember, if your route has been adjusted to over 8 hours; use a 3996 to document the need for overtime. Again, you are capturing the numbers.

If you skip your lunch and/or your break on the street (practices not encouraged), you have skewed the numbers, showing your route as being 30-40 minutes shorter. This will show up again at the next MIARAP adjustment.

If you work off the clock (again not encouraged), you are not showing a true picture of your route and the numbers will again be skewed, but not in your favor.

Ask to see the DPS computer printout

If you are being asked to pivot because of undertime (normally incurred because of the small number of flats and letters to case) and you haven't checked your DPS volume (believing that the supervisor would let you know if the DPS volume was above the amount recorded on your route data sheet), you have lost 9 minutes per 200 pieces over your standard. Ask to see the computer printout, this difference *might* possibly reduce or completely *negate* your undertime. Again these numbers are important. The same argument can also be used for your accountable mail, small parcels, and parcels.

Were the thin advertisements you're going to case accounted at the rate of 1 foot per 1 inch of thins? Is there a ruled marking on your case so that you have an educated guess as to your daily cased letter volume? The supervisors have a ruled "stick" showing both letter count and flat count per inch, borrow it and use it to refine the ruled markings on your case.

NALC MIARAP representatives and shop stewards are not issued magic wands, and cannot generate the numbers, that's up to you, the carrier. We may have lost routes in the past because we collectively didn't understand the numbers. But now is the time to educate ourselves on every number, and not repeat the past.

Is the wolf finally here?

Can this business be saved?

By Bill Thornton Vice President

End of 6 Day Delivery proposed as USPS projects almost a quarter trillion dollar loss in next 10 years.

Figures are shocking.

Lost \$3.8 billion in the most recent fiscal year.

Delivered less mail—26 billion fewer pieces less, a nearly 13 percent drop from the previous year, following losses totaling \$7.8 billion in 2007 and 2008.

Total mail volume has decreased by about 23 percent since 2006.

Fiscal 2009 results: For fiscal 2009- operating revenue of \$68.1 billion, down 9.1 percent from \$74.9 billion in 2008. Operating expenses-at \$71.8 billion-were down 7.6 percent from \$77.7 billion in 2009. And total mail volume-at 177.1 billion pieces—was down 12.7 percent compared to 202.7 billion pieces in 2008.



Legally prohibited from taking tax dollars. But in order to stay afloat, the agency has been actively borrowing from the U.S. Treasury: It owes the government \$10.2 billion.

First-class mail is expected decline by 37 percent in that period as consumers opt for electronic bill payments, and other improvements.

Lost money 12 of the last 13 quarters, losing \$297 million on \$18.4 billion revenue in the quarter ended Dec. 31, typically its strongest quarter of the year, with Christmas deliveries and the like. Can borrow up to \$3 billion per year—but the debt cannot grow beyond \$15 billion. That means that while the agency, which had revenues of

The most profitable business is going to e-mail, faxes, Twitter.

\$68.1 billion last year, could potentially borrow another \$3 billion in 2010.

Estimating that without significant changes, it will lose another \$7.8 billion in the coming year - and deliver another 11 billion fewer pieces of mail.

Continues to rely on the Federal Funds loans to make up for losses. Line of credit allows the USPS to borrow up to \$3 billion per year, up to a maximum of \$15 billion without requiring extraordinary allocations or annual legislation to be approved by Congress.

In processing 667 million pieces a mail a day, the USPS finds its most profitable business being diverted to e-mail, e-mailing business documents and online purchase ordering, faxes and even Twitter.

Relieve on retiree health benefits payments

USPS foregoing \$4 billion of obligation this past year, but the requirement remains on the books. Reduced 2009 retiree health benefit payment due from

The post office had only 12.5% of the parcel business.

\$5.4 billion to \$1.4 billion, with payment of the deferred \$4 billion to commence in 2017.

2010 Integrated Financial Plan: Estimates revenue decline of \$2.2 billion, a net loss of \$7.8 billion, cost reductions of more than \$3.5 billion, and a reduction in mail volume of 11 billion pieces. These changes are based on the assumption that there will not be changes made to the number of delivery days per week and the current retiree benefits schedule.

Parcels, USPS, UPS, FedEx

12 months ending 9/30: UPS and FedEx had 82.2%, USPS had 12.5%.

Total mail volumes expected to drop from 177 billion pieces last year to 150 billion (1.5 percent compound annual growth decline), the USPS package business is projecting increases of 1 billion pieces over the next decade (3 percent compound annual growth). Package services amounted to \$1.7 billion of \$68 billion revenue last year. It is believed to be operated profitably, though there is no verifiable proof of that because it is so ingrained with other delivery costs.

The last mile

Deputy Postmaster General and COO Patrick R. Donahoe said that small package rivals UPS and FedEx should be viewed as complementary businesses, rather than direct competitors to the USPS.

Donahoe: "... three areas of parcel business that the USPS can exploit:

"Last-mile" deliveries in which the USPS does the final household delivery while UPS and FedEx perform the line-haul (prominently mentioned by the NALC at the national level)

Small business and home business "flat rate" box shipments.

Returns that customers are sending back to Internet and catalogue consumer outlets.

"... parcel is important is it doesn't lend itself to digital delivery," says Jerry Hempstead, principal of Hempstead

(continued on page 7)

Thornton (continued from page 6)

USPS EMPLOYEE STATISTICS FROM 2000 – 2010 – This is incredible

	2000	2010	-/+ Percentage
USPS Headquarters	2279	2924	+28%
Inspector General	664	1151	+73%
USPS HEADQUARTERS TOTALS	2943	4075	+38.46%
USPS Field Support / Inspection Service (Field)	9756	7173	-26%
USPS FIELD TOTALS	9756	7173	-26.47%
Postmasters (Installation Heads)	26121	23324	-11%
Supervisors / Managers	38797	27848	-28%
USPS SUPERVISORY TOTALS	64918	51172	-21.17%
Clerks / Nurses	282147	161607	-43%
City Carriers	241079	197105	-18%
Motor Vehicle	9347	7614	-19%
Rural Carriers	57111	67434	+18%
USPS CRAFT EMPLOYEES TOTALS	708324	531831	-24.91%

Consulting, and a longtime industry official. “They can’t be diverted. Bills can be converted to digital payment. Packages can’t.”

New business model? Cost-cutting plan

With as much as \$123 billion in cost-cutting, an estimated \$115 billion shortfall will remain through 2020.

Adjust delivery days to better reflect current mail volumes. The end of Saturday delivery, although most of its 32,741 post offices would remain open that day.

The shocking news is that headquarters increased their numbers in an era of job losses.

Greater access to services through grocery stores, drug stores and office supply outlets.

Establish a more flexible work force to respond to changing demand patterns.

Ensure that pricing of its market dominant mailing products are based on demand for each product and its costs, rather than capping prices for every class of mail at the rate of inflation, as is the current requirement;

Permit the USPS to evaluate to introduce more products to meet changing customer needs; and enacting a “modest” rate increase in 2011.

The 2006 POEA Postal Service Accountability and Protection Act enhanced the power and changed the name

of the Postal Rate Commission to the Postal Regulatory Commission.

USPS was mandated to “start acting like a business and to earn a profit.”

How?

By becoming more competitive in the services for which it did not enjoy a legal monopoly-like

Packages and express mail services.

Using its legal monopoly to better effect.

Developing new services and new revenue streams.

Other views

The head of the PRC (Postal Rate Commission), Ruth Goldway, urged caution about cutting Saturday service, saying this could undermine “the vitality of the mail system” and the justification for its mail monopoly.

“... Postal Service could lose its greatest strategic advantage – ubiquity,” she said. “Reducing service is detrimental to mail growth and to public perception of the value of the mail system.”

5 Day Delivery—approval needed by the Postal Regulatory Commission and Congress.

“... I don’t think either would be a pushover on that,” said Caldwell. “Also, FedEx and UPS have not cut service when making cost cuts... and the USPS needs to look closely at that and not cut service—at least for now there are no service cuts planned which would affect packages.”

“Postal management must be allowed to make the business decisions they need to stay competitive and viable ... “said... Sen. Tom Carper, D-Del., chairman of

(continued on page 10)

A NEW CEREMONY



Photo by Ron Caluag

State President and Branch 214 member John Beaumont, at podium, swearing in stewards and alternate stewards at March 2010 meeting. Behind him, standing, is Branch 214 President Lili Beaumont. For other photos of ceremony, see back page and page 12.

WELCOME NEW MEMBERS

Gina Chu (PCA-P)
Der Shin Tong (PCA-P)

Branch 214 Meetings

Branch meetings, 7:00 P.M.

March 3, 2010	ILWU Hall, 400 North Point, SF
April 7, 2010	ILWU Hall, 400 North Point, SF
May 5, 2010	ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

March 3, 2010	ILWU Hall, 400 North Point, SF
April 7, 2010	ILWU Hall, 400 North Point, SF
May 5, 2010	ILWU Hall, 400 North Point, SF

Retiree social meetings, 12:30 P.M.

April 5, 2010	740 Del Monte Ave., South SF
June 7, 2010	740 Del Monte Ave., South SF
August 2, 2010	740 Del Monte Ave., South SF

In memoriam

Isadora “Loni” Ding, documentary film maker and wife of our former Vice President, Dave Welsh, died February 27, 2010 after a short illness. Her films include *Nisei Soldier* and *Color of Honor* about Japanese American soldiers in World War II; *Bean Sprouts*, a children’s film; and *Ancesters in the Americas*, a two-part history of Asians in the Americas. We hope to hold a showing of the last for our members and in memory of a lovely, talented lady.

IN MEMORIAM

Oscar De LaCruz (Active Carrier, Bayview)
Johnnie Tsui (Retiree, formerly of Mill Valley)

Executive Vice-President retires to the roar of lions!



Photo by Ron Calluag

A spectacular Lion Dance performance was enjoyed by all the guests at Ray Fong's retirement party.



Photo by Ron Calluag

President Lili Beaumont presented a retirement gift to Ray Fong.



Photo by Ron Calluag

Voice editor Ivars Lauersons on left, Ray Fong, Trustee Stan Lew, and Steward Sidney Wong smiling for the photographer.



Photo by Ron Calluag

Preparing to cut the cake surrounded by family members and friends. From left, husband Erin and niece Didi, sister June, friends. From right, grandniece Cammi, behind, with camera partly obscuring face, sister Mimi, and back to camera, Ray Fong.

Thornton (continued from page 7)

the Senate subcommittee responsible for Postal Service oversight and said Congress ought to give the USPS all the flexibility it needs.

Postal Service can offer discounts; Hempstead said but... is last year they got 67 discounts approved by the commission. FedEx and UPS have single days where they give out 67 discounts...."

Hempstead, a former senior executive at Airborne

Cutting delivery days could undermine the value of the service.

Express, said he suspects such lack of USPS aggressiveness "comes from the mental baggage they have from growing up in the regulated era. They don't have the mindset that where they go into a meeting with a shipper and say, 'what do you need to make this work?' Then you go back to the office and figure out how to make it work."

Illinois Democratic Rep. Danny Davis, a member of the Congressional subcommittee that oversees the Postal Service: USPS "is between a rock and a hard place it's just not generating the money that you need in order to keep operating."

Davis said he was open to cutting Saturday service - perhaps on a rolling basis, so that certain communities would lack Saturday delivery once or twice a month - as well as loosening the health benefit requirements. He also backed a government bailout for the embattled agency if that's what it takes to keep it afloat.

"We've bailed out a lot ... and I think the Postal Service is probably as important in one sense as some of the other places where we have put public money," he said.

The mission of the post office is to connect every American household.

"We need the Postal Service," says Davis, who says the agency keeps "that link" between people "alive."

Is this a fundamental threat to the identity of the Postal Service? Postal Regulatory Commission (PRC) puts the savings from at \$2 billion rather than 3.5 billion.

Misleading studies and polls

Postal Service study with retail customers: 70 percent did not see a problem with it. But the Postal Service asked questions like "would you prefer one less delivery day or a price increase?" But the Postal Service has said

When you're hurt/the basics

Sudden and traumatic injuries

By Bill Thornton, Vice President

Report the injury

Report the injury immediately. (This is primarily about the CA-1 for the Sudden and Traumatic Injury - the CA-2 is about the Occupational Disease, essentially an injury that happened over a period of time rather than in one work incident and the filing of the claim is not as time critical and may require medical consultation to determine if the condition is work related). Some injuries do not require any guessing about whether you are really injured-dog bites you, you sprain your ankle, etc.

Other types of situations may leave you guessing - wrenched my back, shoulder hurts after last delivery, etc.

But the basic point is that the more you delay, the more difficult it can be to make the case to OWCP that you injured yourself "in the performance of duty". You can even file a CA-1 up to 3 years after the injury occurred, but you have to file a CA-1 30 days after the injury occurred

(continued on page 14)

that a price increase will be needed in 2011 making the numbers based on the assumptions no longer valid.

Brave new world

The Internet began as a Cold War project to create a communications network that was immune to a nuclear attack. In the 1969, the U.S. government created ARPANET, connecting four western universities and allowing researchers to use the mainframes of any of the networked institutions... As the size of the network grew so did its capabilities: In its first 25 years, the Internet added features such as file transfer, email, Usenet news, and eventually HTML. Now, new developments come to the Net one right after the other.

So, around the time of Postal reorganization, the Internet, that would prove to eventually be part of the potential undoing of the Postal Service, was in its infancy.

Sacrifices not shared

Highest paid employees have increased. Those involved in moving the mail have decreased.

What does the Postal Service mean to America? Its mission is to bind the country together—to connect "every American household, business and institution through its universal service network," in the words of PRC chair Goldway... the agency is "literally part of the fabric of the nation."

Employee Involvement

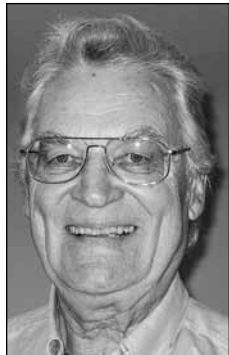
An alternate universe

By Ivars Lauersons, Editor

What if all the innovations that the post office has implemented had been introduced under Employee Involvement (EI) principles?

The premise we are examining is that if EI principles were applied, all the major innovations that the post office has tried would have gone smoother with less toll on the work conditions of the floor. Some of the innovations we're talking about include vertical flat casing, mark-ups in DPS, DOIS, COR, MIARAP, and locally, flex time.

The public would also have been better served without letters not being forwarded, letters being delivered to the wrong addresses, or advertising and election mail being delivered late.



Cooperation with management

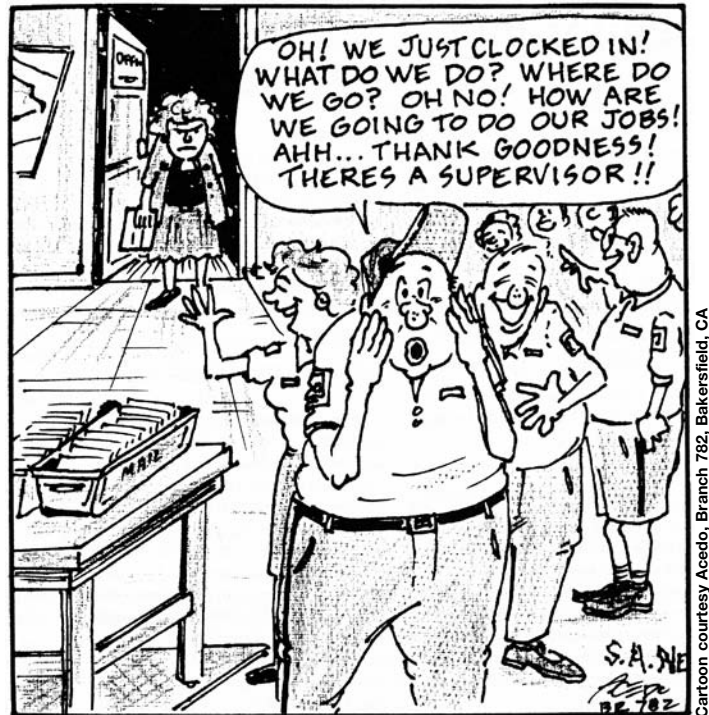
EI is a strategy that was embraced by the post office in 1982 to change the postal culture from confrontation to cooperation. This meant the end of the militaristic form of management. We know that it didn't happen because the post office pulled the plug on the experiment. The relationship between the workers and management is about as poisonous as it has ever been.

The alternate universe

In a 1988 Postal Bulletin (a management publication) then Postmaster Tony Frank wrote about principles of leadership performance, which reflected the vision of employee involvement in working for the post office. We list the eleven principles cited, and you can mentally evaluate each one to see how much they reflect current reality.

If EI principles were applied the workroom atmosphere would be better.

1. Treat others with dignity and respect.
2. Advocate and promote cooperative labor/management relations.
3. Demonstrate a strong commitment to the organization's Affirmative Action and Equal Employment Opportunity policies, including employment of the handicapped.
4. Involve employees in making decisions that affect them.



5. Encourage decisions to be made at the lowest possible level.
6. Have open and honest two-way communications with subordinates.
7. Use subordinates' errors as coaching opportunities to improve future performance.

The public would have been better served.

8. Provide opportunities for individual challenge, a sense of accomplishment, and personal development.
9. Provide positive recognition for individuals and work groups who perform well.
10. Ensure that the unit or office works well as a team.
11. Encourage innovation and risk taking.

This is not to say that back in 1988 these were the operating principles in most post offices. Generally, those of us who worked in EI found management paying lip service to these concepts only. But this potential cooperation atmosphere is not even close to the post office we are dealing with now.

When we ran into shortcomings of DOIS, such as problems in forwarding mail, would not solutions from the workers have served the customers better? Once automation kicked in management paid attention only to their numbers, and no attention at all to service. There were numerous suggestions by carriers on how to correct DOIS errors and deliver mail accurately to customers. Few suggestions entailed adding massive amounts of

(continued on page 15)



Do you see your steward?

The stewards preparing for the group photo at the March 3, 2010 meeting.

Photos by Ron Caluag



Shop Stewards of Branch 214 for the 2010-2011 Term

* Denotes Chief Steward Status

Denotes Formal A Status

Bel-Tiburon	Phil Waegner
Corte Madera	Arnold Jones
Daly City	Ed Villaflor Terry Mason
Mill Valley	Joel Bantly Val Palattao
Novato	Ken Schneider # Kathy Rojas
Redwood City	Roberta Bojo # Gwendolyn Lew
San Anselmo	Darrell Eastman
San Leandro Main	Charles Gonzalez * Melvin Moore Eldridge Pooler
San Leandro South	Anthony Reyes
San Rafael Main	Juan Dominguez # Harinder Singh Jun Yap, Jr.
San Rafael Civic	Tony Gallardo # *
Sausalito	Open
94102	Arnold Tiletile
94103	Art Ubungen
94104	Enrico Hapa Doy Mitra
94105	Rudy Rimando
94108 – Pine	Leonard Cruz
94111	Larry Gerigk *
Station E	Angela Bibb-Merritt
Collections – AM	Ed Henken

Collections – PM	Mike Callahan #
Station C	Don Limin Barbara Ornelas
Station G	David Doucet Norma Leonardo #
Diamond Heights	Sidney Wong
Bayview	Yadira Levesque
Station F	Eduardo Sobalvarro # (NSCC) * Ghan Gee Chang Curtis Cheung
Station J	Regina Gillespie Ka Kwok
Stonestown	Alejandro Munguia
Visitacion	Amy Chen
West Portal	Kim Truong
Parcel Post	Larry Gerigk
Parkside	Berta Quezada
Station P	Angelo Mandala
Sunset	Steve McCaffree Juan Calderra
Golden Gate	Bobbi Turner
Steiner	Roland Menis John Stewart
Marina	Maria (Ollie) Cruz Art Flores
Pine Street	Brad Louis Jenny Ho
North Beach	Aldo Fonda

Thornton (continued from page 10)

to get COP. But such delays are ill advised and will throw a monkey wrench in getting the claim approved.

Carriers may be concerned that they did something unsafe and indeed management will often attempt to make it appear that you did something unsafe and issue a discipline.

OWCP is not influenced by such nonsense, only being concerned whether the injury was filed in a timely manner and you did indeed suffer a diagnosed injury sustained in the performance of duty. So if you fell down the stairs of the house where you were making that delivery and you didn't use the handrail, shame on you. But you are covered by OWCP.

Emergency treatment

545.41 ELM indicates that "...an employee needing emergency treatment must be sent to the nearest available physician or hospital or hospital chosen by the employee..."

Additionally, this section of the ELM also indicates that "...The physician who provides emergency treatment is not considered the employee's initial choice of physician...". You still get to choose your own doctor. The emergency doctor may have you make an appointment to return for another visit. If you will go to your own doctor, just cancel that appointment. You have your own doctor that will treat you and provide the appropriate reports to the Postal Service and OWCP.

...Animal bites or eye injuries are always considered medical emergencies..." In the event that there is any doubt as to whether the injury is an emergency, "...it should be handled as an emergency.

Inform carrier of rights and provide appropriate forms.

CA-1: After you have reported the injury to management and been provided emergency treatment as appropriate you fill out this form if the injury was "sudden and traumatic".

When you suffer a sudden and traumatic injury and file a CA-1 you should check COP on the CA-1 in case you miss work as a result of the injury. If you choose sick leave you can have it changed to COP later.

545.7 ELM: Continuation of Pay by the Postal Service

FECA provides that the employer must continue regular pay during periods of disability up to a maximum of 45 calendar days for eligible employees who sustain traumatic injuries. Employees are not required to use their own sick or annual leave.

- a. Have a traumatic injury.
- b. File Form CA-1 within 30 days of the date of the injury and elect COP.
- c. Begin losing time from work within 45 days of the injury.

544.12 Control Office or Control Point Responsibility

The control office or control point is responsible for completing Forms CA-16 and CA-17.

545.2 Authorizing Examination and/or Treatment With CA-16

544.11 ELM Immediate Supervisor Responsibility

544.111 General

When a notice of traumatic injury or occupational disease is filed, the immediate supervisor is responsible for doing the following:

- a. Immediately ensuring that appropriate medical care is provided.
- b. Providing the employee a Form CA-1 or a Form CA-2.
- c. Completing the receipt attached to Form CA-1 or CA-2 and giving the receipt to the employee or the employee's representative.
- d. Investigating all reported job-related injuries and/or illnesses.
- e. Immediately notifying the control office or control point of an injury, disease, or illness.

The requirements of 544.11 ELM are also included in 20CFR10.211(a) (Code of Federal Regulations).

545.21 Traumatic Injury

When an employee sustains a work-related traumatic injury that requires medical examination, medical treatment, or both, the control office or control point must authorize such examination and/or treatment by issuing a Form CA-16. Form CA-16 is used for all traumatic injuries requiring medical attention. The control office or control point must advise the employee of the right to an initial choice of physician (see 543.3). The control office or control point must promptly authorize medical treatment by issuing the employee a properly executed Form CA-16 within 4 hours of the claimed injury. If the control office or control point gives verbal authorization for care, Form CA-16 should be issued within 48 hours. The control office or control point is not required to issue a Form CA-16 more than one week after the occurrence of the claimed injury.

"This is not an option for management. It is a requirement, mandated by Federal Law and regulations and by contractual obligations that come from those legal requirements..."

It serves two important functions: it authorizes medical treatment and it provides an initial medical report. Its front is completed and signed by postal management and guarantees payment by the Office of Workers' Compensation Programs (OWCP) to the attending physician for treatment up to 60 days.

San Francisco Post Office

Memorandum of Understanding

The San Francisco Postal Installation and Golden Gate Branch 214 of the National Association of Letter Carriers met and are in agreement on the following points regarding the reinstatement of Flex Time installation wide in San Francisco as result of pre-arbitration settlement agreement to NALC Branch 214 grievance# A-80381-SF/USPS# F06N – 4F – C 09185749:

1. "Flex Time" shall be implemented installation wide no later than February 20, 2010 (the parties mutually agreed to extend the dates for distribution of the Flex Time Schedule Change forms and the re-start of the "Flex Time" program to no later than February 20, 2010 due to joint training and joint stand-ups necessary for proper re-implementation).
2. Participation in "Flex Time" will not entitle the participating letter carrier to out of schedule pay premium for the time worked out of and instead of his or her regular schedule as a result of the flexible starting time.
3. Joint training and stand-ups shall be conducted at all stations in the San Francisco Installation where "Flex Time" shall take effect no later than February 20, 2010.
4. All letter carriers working in the San Francisco installation who were previously allowed to participate in the "Flex Time" program will continue to be allowed to participate. Collection drivers, relay-parcel combo drivers, and PTF carriers not holding opts, did not have "Flex Time" before and will continue to be excluded.
5. Letter carriers who wish to participate in "Flex Time" must fill out the Request for "Flex Time" Schedule Change form, a copy of which is attached to this Memorandum.
6. Letter carriers participating in "Flex Time" shall abide by all the requirements in the Request for "Flex Time" Schedule Change form.
7. Letter carriers shall be given opportunity to sign up for "Flex Time" Schedule Change and their status shall continue unless they choose to opt out or their privileges revoked. In the event that either of those occurs, those carriers shall be provided opportunity to again participate in the "Flex Time" program by submitting the Request for "Flex Time" Schedule Change form on January 1st or July 1st.
8. Letter carriers bidding in from other stations or newly appointed carriers will be afforded the opportunity to sign up for the "Flex Time" programs within five (5) working days from the day that their bid or appointment takes effect.

/s/ **Lili Beaumont**
President
Golden Gate Branch 214
National Association of
Letter Carriers

/s/ **Noemi Luna**
Postmaster
San Francisco Installation
United States Postal Service

Lauersons (continued from page 11)

overtime. Where I worked, no suggestions were accepted and management blindly followed their orders.

For example, when routes were adjusted, some machine designed routes had one side of a business block getting their mail at 10 a.m. and their counterparts across the street at the end of the route at 4 p.m.

Also, when we send PTF's or overtime carriers to

Innovation could have been introduced without the gross errors.

deliver mail they are carrying and delivering all kinds of possible mistakes through no fault of their own. Only the regular can catch the mistakes on the route.

Customer Connect

An EI type concept that is in force now, and generating new revenue for a cash-strapped post office, is Customer Connect. But instead of embracing it, managers are still harassing carriers for taking too much time on their routes.

Management has now declared at the very top that part of the solution to the money problems of the post office is to reduce service even more, go to a five day delivery. This is the vision of our current postmaster, Jack Potter, who takes no responsibility for his upper level management colleagues for mismanaging a top heavy with management post office. The economy and new technology

How many of these principles reflect current reality?

takes all the blame. The action plan for the future released in March 2010 perpetuates a negative outlook.

I've suggested in an earlier article (Sept./Oct. 2009 **Voice**) that the post office ask for a bailout to overcome the immediate crisis, that we get rid of the current upper management, starting with Postmaster Potter, and that we remove the clearly incompetent managers from supervising carriers.

At a local level, see how little management respects the worker. Look at the articles in this issue by Karen Eshabarr on the fight to keep flex time, and the article by Terry Mason on the problems in getting carriers to have their routes adjusted to a fair eight hour day.

Carriers have not given up on the post office, but management structure, from the top down, has. And along with Ben Franklin, our first postmaster, we can only shake our heads.



Address service requested

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U.S. POSTAGE
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San Francisco, Calif.
Permit No. 10302

Installation of stewards and alternate stewards



Photo by Ron Caluag

Activists from the past

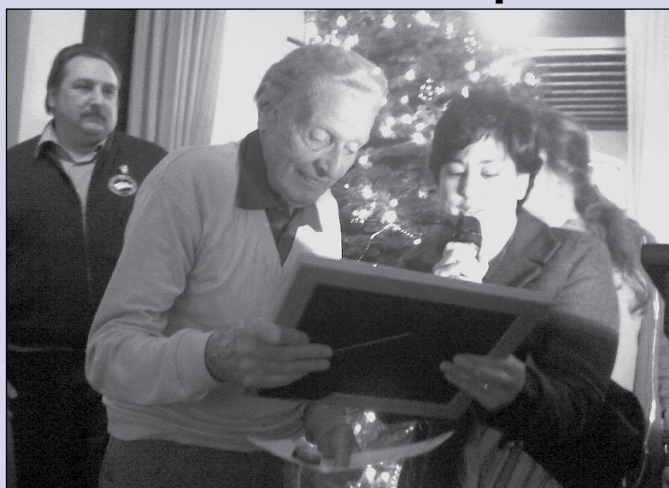


Photo by Ron Caluag

Larry Sullivan receives long-time membership pin from President Lili Beaumont at December 2009 retirees luncheon held in Elks Club in San Francisco.

Stewards and alternate stewards were sworn in at the March 3 meeting. See a list of stewards on page 13 and close ups of the group on page 12.

ALSO INSIDE:

- Flex Time—page 3
- Eight hour routes—page 5
- Post office loses money.....—page 6
- Self protection after injury... —page 10
- Involving employees —page 11