



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

November/December 2007

Award-winning newspaper

Vol. XXXVII, No.6

INCUMBENTS WIN ANOTHER TERM

Beaumont re-elected as President of Branch 214

New mix of Trustees

Branch 214 held elections for contested offices of full time and part time officers for the 2008-2009 term. The election was by mail, with ballots being counted on November 27, 2007. The 2440 ballots were mailed to all members in good standing on November 5. 854 valid ballots were returned and counted.

The newly re-elected president for the 2008-2009 term is **Lili Beaumont**. She defeated challenger Audrey Davis. This was the only contested full-time position.

President Beaumont expressed appreciation to all who voted. Most especially, she is thankful to those who voted for her and her team. She stated "as incoming officers, we pledge to improve working conditions on the workroom floor. I also would like to thank the outgoing officers – Juan Dominguez, Cherry Vargas, and Kathy McConnell for all of their hard work and dedication to our union throughout the years, but especially over the last two. The offices that Juan and Cherry return to will benefit greatly from their talents as union representatives on the workroom floor. We wish Kathy McConnell the best in her retirement and decision to step down as Branch 214's 'chief trustee' for many years. Her wisdom will be missed on our Executive Board."

For the part-time position of Assistant Secretary-Treasurer incumbent **Carol Maggio** held of challengers Mark Mindrup and Cherry Vargas.

The current EEO Officer, **Cathy Simonson**, defeated challenger Berta Quezada.

Long time Health Benefits Representative **Franklin**

Woo won over challenger Juan Dominguez.

Four persons ran for the three Trustee positions. Incumbents **June Buccat**, and **Sheila Gardner** were returned to office, joined by newcomer **Roberta Bojo**. Vicki Sawicki fell short in her effort.

A summary of the results is in the box on this page.

Winning by acclamation for full time positions, when they were unopposed at the nominations at the October 2007 regular branch meeting, were **Ray Fong**, Executive Vice-President, **Bill Thornton**, Vice-President, **Karen Schuler**, Secretary-Treasurer, and **Karen Eshabarr**, Field Director.

Also winning by acclamation were the following
(continued on page 6)

Branch 214 Election Results

(Winners identified in bold print)

PRESIDENT

Lili Beaumont609 votes
Audrey A. Davis.....238 votes

ASSISTANT SECRETARY-TREASURER

Carol Ann Maggio447 votes
Mark Mindrup141 votes
Cherry Vargas.....240 votes

EEO OFFICER

Berta Quezada218 votes
Cathy Simonson595 votes

HEALTH BENEFITS REPRESENTATIVE

Juan Dominguez.....371 votes
Franklin Woo461 votes

TRUSTEES

Roberta Bojo.....528 votes
June Buccat.....568 votes
Sheila Gardner592 votes
Vicki Sawicki441 votes

Season's Greetings

*from all the people who worked on
The Voice this year.*

Branch 214 notes

Welcome new stewards: Phil Waegner (Bel-Tib), Edward Villafior (Daly City), Ruth Mattes (Station P), Laurie Mackey (San Rafael Civic), Aurora Garcia (Steiner), Jun Yap (San Rafael Mission).

Welcome new alternate stewards: Mitzie Davalos (San Anselmo), Carl Bryant (Steiner), Greg Sample (Corte Madera), Gioconda Herrera (Parkside), Richard Rodriguez (Daly City).

Nominations for stewards for 2008-2009 Term

Carriers wishing to serve as shop stewards in their respective offices may submit their names on the official nomination form available at the union office. Form must be received by close of business January Branch Meeting. Candidate must certify that they have not applied for or served in a supervisory position within the past two years. If more members in a station place their name in nomination for the position of shop steward than there are positions available in the station, an election will be held in mid-January.

Branch Officers

Lili Beaumont President
 Ray Fong Executive Vice-President
 Bill Thornton Vice-President
 Cherry Vargas Secretary-Treasurer
 Juan Dominguez Field Director
 Carol Maggio Assistant Secretary-Treasurer
 Leonard Cruz Sergeant-at-Arms
 Franklin Woo NALC Health Benefits
 Karen Schuler Safety and Health
 Cathy Simonson EEO Officer
 Mike Callahan MBA representative
 Kim Truong Director of Organization
 June Buccat Trustee
 Kathleen McConnell Trustee
 Sheila Gardner Trustee

Voice Staff

Ivars Lauersons Editor
 Gerry Lee Graphics

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GOLDEN GATE BRANCH
 2310 Mason St., 3rd Floor, San Francisco, CA 94133
 Phone: (415) 362-0214
 WEB page: <http://www.nalc214.org>
 Office hours: 8:00 a.m. to 5:00 p.m. Monday to Friday

Uniforms needed: The Branch is establishing a uniform bank for our newly hired PTFs and Transitional Employees. Anyone who has new or used uniform items can drop them off at the Union office. Please make sure the uniforms are clean and usable.

* * *

At the annual dinner September 15, 2007 Branch 214 recognized two long term members with a Lifetime Achievement Award. The recipients were **Vernon Capps**, Recording Secretary of Branch 214 Retirees, and **Bob Murray**, President, Branch 214 retirees.

Update on Carol Maggio's health

Thank you to all of you for your concern and get well wishes. The breast cancer operation was a success. I've gotten a good pathology report and oncology report. I'm progressing through the first stages of reconstruction and am on the road to recovery. It's one day at a time, but I feel I am doing well. Thank you again. *Carol Maggio*

Checklist

The checklist for carriers in the last issue is still a work in progress. The time pressure of local negotiations has prevented us from any more fine tuning. Your comments are welcome. *Ivars Lauersons and Ray Fong*

Branch 214 President Lili Beaumont presents Bob Murray, President of Branch 214 retirees, his lifetime achievement award at the 2007 annual dinner.



Photo by Carol Maggio



Photo by Carol Maggio

Vernon Capps, Recording Secretary, Branch 214 retirees, carries his lifetime achievement award plaque, presented to him at the 2007 annual dinner, back to his table.

T.V. 214 Schedule

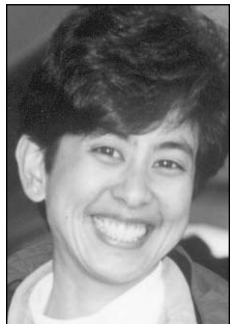
**SAN FRANCISCO, AT&T Cable Channel 29:
 Every third Sunday of the month at 7:00 p.m.
 December 16, 2007, January 20, 2008,
 February 17, 2008**

Change in thinking

Postal future in carrier hands

By Lili Beaumont, President

Many of the branch officers attended the recent national training and rap session in Las Vegas, Nevada. The training included clarification on the rights and staffing purposes of the transitional employees, the impending implementation of Shared Services, new work methods pertaining to third bundle issues, Flat Sequence Sorting (FSS), building certain partnerships with the USPS, and the NALC's strategy for improving health benefits. Although these subject matters differed in content, the national officers' teaching made clear one identical theme



which was the direction our union must take and what all letter carriers must do in order for the postal service to survive.

Active union moves to ensure survival

The general message from the national officers was that the company will not survive if we leave its fate in the hands of management. We need to take ownership of what is happening to the postal service in a time where mail volume is steadily declining and do what we can as letter carriers to protect the service by "growing the business". In strengthening the postal service, we are protecting letter carrier jobs. In fact, it was emphasized by our national president during the rap session given the day after the training, that there were two things needed in order to achieve long-term job security for letter carriers, "first, to find ways to strengthen the postal service in the age of the internet, and second, to do our part to help rebuild the American middle class by helping rebuild the union movement and by instigating political change". National

The post office will not survive if we leave its fate to management.

President Young said "Strengthening the postal service will not be enough. A shrinking middle class is a direct threat to every letter carrier. No matter how well the postal service is doing, if wages and benefits are falling in the economy, the demand for concessions will come."

First class mail down

Over the last five years, first class mail volume has either remained the same or has declined. Standard mail has grown though, becoming the largest class of mail in

2005. Nevertheless, it takes three pieces of standard mail to replace the revenue generated by one piece of first class mail, so the revenue generated per piece has remained the same despite postage rate increases. Concurrently, postal service delivery points have increased from 137.7 million in 2001 to 146.2 million in 2006. This means, delivery service is expanding, which means operational costs are growing, but revenue is either flat or declining. In fact, in 2006 revenue per delivery declined by 9.2%. The postal service is pushed to cut costs or raise productiv-

Our union has ventured into some strategic partnerships.

ity. Its other options are to raise postage rates, but there are practical and legal constraints associated with that. It can contract out deliveries which Congress and the union have opposed, and management has moved away from this option. It can explore strategies in generating more revenue like new uses of mail, new services, parcels, priority mail, and implement more automation.

Strategic partnership and customer connect

The NALC agrees that the Postal Service must change the way it does business in order to survive in the internet age. Our union has ventured into some strategic partnerships with the Postal Service in order to facilitate its transition. Among the partnerships is the Customer Connect program.

The Customer Connect program is now written into our new contract and mandates management to afford carriers reasonable time for the opportunity to reach out to their customers to bring business to our company. All letter carriers are urged to encourage their business customers to consider the Postal Service as their primary courier service, instead of FedEx, UPS, DHL, and other competing delivery companies. Letter carriers cannot afford not to participate in customer connect. Capitalizing on opportunities in customer connect in the long run will bring first class mail business back to the postal service, but only the letter carriers can bring that business back because only letter carriers make personal contact with their customers every day, have a good rapport with and are trusted by their customers, and know what mailing needs their customers have.

The NALC is also lobbying Congress to support legislation that will generate revenue for the Postal Service. Currently, legislation proposed by representatives with guidance from the NALC includes "vote-by-mail" laws. Presently, only a few states in the country have such a law. If passed, the entire country "votes-by-mail" resulting in an enormous amount of revenue for the Postal Service. The NALC is also working to squash any law that would provide a "Do not mail" list to mailers.

(continued on page 6)

Annual report

The year that will never again be

By Ivars Lauersons, Editor

Clichés are clichés for a reason. There is an element of abiding truth in them. *Haste makes waste. A stitch in time saves nine.*

Newspapers have a cliché end of the year review article. So, who can resist a cliché?

For carriers the past year has a split personality. There was the good news of wage gains with the new contract, COLA stayed, and the post office agreed to hold off more contracting out of routes to private delivery services for six months. This package of more money and short term relief was approved overwhelmingly in the vote on the contract. Carriers got a lump sum payment of \$686 and a retroactive pay raise of 1.4%.



Actions that helped

It seems that the very public picketing in Washington, DC and in various cities around the country to raise public awareness of contracting out, contributed to a negotiated settle-

ment. And the post office could read *the handwriting on the wall* of a Democratic controlled Congress likely to continue in power, and also likely to oppose the piecemeal privatization of the post office.

On the other hand

A radical change in delivering mail is coming with the arrival of Flat Sorting Sequence (FSS.) In San Francisco and Branch 214 this is scheduled for 2009. Another change agreed to in the new contract is the replacement of all casuals with Temporary

Picketing helped raise public awareness.

Employees (TE's) during this transition. The TE's can represent 9% of total carriers.

They are in a better position than casuals by being able to join the union, and are protected by the contract. (See Ray Fong's article elsewhere in this issue about TE rights.)

A pressure cooker

The extreme pressure on carriers on the workroom floor continues. Apropos of TE's, we are having the

first grievances appearing where TE's are used instead of carrier PTF's. *Déjà vu.* We went through this with casuals. Management again shows absolute contempt for the

Workroom conditions remain unchanged.

contract. The next benchmark will be the six month moratorium on contracting out. And six months from now we should see if we have a brand new category of grievances involving TE's.

Orders from above

Decisions seem to be made from the top down, based on figures and statistics that may reflect actual conditions where carriers work. If anyone in management is totally convinced that all figures are absolutely sacrosanct, ask about the 8-hour routes. Ask any carrier whose route has

Figures used in the post office do lie.

been adjusted to 8 hours based solely on numbers, how accurately the results reflect the actual conditions of the route. If decisions are made further and further from the workroom floor, they tend to be worse and worse.

Finally, Parkinson's Law. People are promoted to their level of incompetence. Think post office.



Picketing in Reno, Nevada against contracting out on June 22, 2007. This was one of series of pickets on different dates in cities throughout the country, including ones in New Jersey, Oregon and Florida.

Photo courtesy National Business Agent Manny Peralta

THE CONTRACT THAT DIVIDED US



“in 2008 it's going to take an **ALL OUT EFFORT** from every union member in this country to make sure the voice of **LABOR IS HEARD.**”

N. A. L. C. PRESIDENT

WILLIAM H. YOUNG.

Negotiated rights and entitlements for Transitional Employees under the 2006-2011 National Agreement

By Ray Fong, Executive Vice President

- Hired for term not to exceed 360 calendar days for each appointment. Transitional Employees will have a break in service of at least 5 days between appointments.
- Employment Opportunities - After 180 days as a transitional employee, they can request to take Battery Exam again for career letter carrier positions only. Only one opportunity will be provided each eligible TE pursuant to this memorandum. Request must be submitted to Personnel Office. Scores from such exam, if passing, will be merged with the appropriate existing city letter carrier register. Eligible TEs who already have a passing test score on the city letter carrier register may take the examination again pursuant to this memorandum. At the request of the TE, the score will be placed on the register in accordance with the current competitive selection procedure. (See Memo RE: Transitional Employee Opportunities, Page 128).
- No Step Increase.
- No Sick Leave.
- No Holiday Pay.
- No guaranteed number of work hours in a week. However, guaranteed four (4) hours, if scheduled to report on a particular day.
- Overtime provisions applicable to TEs:
 - Over 8 hours per day – time and a half.
 - Over 10 hours per day – double time up to 12 hours.
 - Over 40 hours in a week – time and a half.
 - Over 56 hours per week – double time.
- Transitional Employees will receive night differential for time worked from 6:00 pm to 6:00 am. (10% more per hour).
- Earn one (1) hour of annual leave for each unit of 20 hours in pay status in each pay period. Annual leave accrues and is credited in whole hours at the end of each biweekly pay period. (4) hours maximum per pay period.
- Payment for Accumulated Annual Leave. A separating transitional employee may receive a lump-sum payment for accumulated annual leave subject to the following condition: *A TE whose separation is effective before the last Friday of a pay period does not receive credit or terminal leave payment for leave that would have been accrued during that pay period.*
- No Life Insurance Benefits.
- No Health Benefits. *After one (1) year, they have option to sign up for Federal Employee Health Benefits: however they incur total cost.*
- Cannot sign up for Thrift Savings Plan.
- Can become Credit Union Member.
- Every 3 months will be given 25% of their uniform allowance (depending on period of time they work). *www.postaluniform.com.*
- Can be certified as stewards and/or alternate stewards. As stewards, have super seniority rights applicable to being reassigned to another section/station or installation.
- Can be elected and hold union office.

Election (continued from page 1)

part time officers, **Charles Gonzalez**, Sergeant-at-Arms, **Leonard Cruz**, Safety and Health, **Mike Callahan**, MBA representative, and **Kim Truong**, Director of Organization.

The Branch thanks the election committee for its work. The chair once more was Dennis Mackler. Other members were Larry Gerigk, Ivars Lauersons, Doy Mitra, Veronica Becerra, and Daniel SooHoo.

Because the ballots were late in arriving from the printer on November 5, the branch enlisted additional help to get the ballots mailed in time. Helping out late into the evening were Ollie Cruz, Francisco Dominguez, Martha Raup, Diane Joseph, and Carmen Gonzales.

Beaumont (continued from page 3)

“Instigating political change” is essential to protecting letter carriers’ jobs and benefits. It is imperative that we elect congressional representatives and a President of the United States that appreciates the postal service and will support any legislation that will benefit letter carriers and the postal service. Letter carriers should pledge their time to volunteer working in crucial upcoming political campaigns announced by our union. All letter carriers are also urged to donate an automatic/electronic contribution of \$5 per pay period to COLCPE. Log on to *www.nalc.org* for details on volunteering your time and donating to COLCPE. As letter carriers, do your part to preserve your job and benefits.

A true gentleman

Farewell to a carrier

By Brian Yan, Redwood City Carrier

I still can't believe that Herman Tam has left us. I wish he could be with us forever.

He was like a brother to me. As a matter of fact, Herman was like a brother to everyone who knew him. I knew Herman for many years. To me, Herman was a true gentleman. Whenever I saw him, he was always cheerful, friendly, polite, and humble. He was easily liked by others. He certainly had no problem making friends anywhere, unless he was the only person on this planet.

A hard worker as well

On top of that, Herman was also a very good worker. He carried a route which I had also carried for many years. That particular route was one of the toughest routes not only on that zip code, but also in the entire city. In the old days no one wanted that route unless they were assigned to it. On a scale of one to ten, with ten being the toughest, that route easily ranked an eleven. But to

I wish he could be with us forever.

Herman it was no problem. He handled it well, like Tiger Woods, who never misses a one foot put.

Helping new carriers

Not only could he handle his route professionally, he also liked to help new carriers who had difficulty completing their assignment in the time given. Often he quickly finished his route, and then would sneak out to help other new carriers with their deliveries. Herman did all that very quietly and secretly, because he was afraid that if management were to find out they would add to his route.

A big heart off work

Herman also had a big heart. His heart was as big as a mountain. He always liked to help people. I remember on a Sunday afternoon a few years ago, we bumped into each other in the Sunset district of San Francisco. Out of curiosity, I asked him where he was going. He told

He had no problem making friends.

me he was looking for this place where they were having a blood type match for someone who needed a bone marrow transplant in order to live. Herman was trying to

answer a plea for someone who he had never met. He was always generous and sympathetic.

Family

I also remember that he had his two sons, Henry and Billy, with him. Herman was not only setting a good example by himself, but he also liked to influence other people to do the same. Herman has lived a rather short life, but his life was quite fulfilling. He enjoyed being with his family and co-workers, and always had dim sum or dined out with them. He had that magic to jell his co-

He carried one of the toughest routes in the city.

workers into one big happy group. According to his son, Henry, he was always eager to get to work so he could be with his fellow co-workers.

Cars, watches and food

He loved automobiles and enjoyed spending time with his two sons at the car show every year. He was knowledgeable about all the newest models of cars. He enjoyed photography and always went around taking pictures of interest. He was also an admirer of quality watches, especially Rolexes, of which he owned a few. He enjoyed good food and didn't mind going a long distance to it, as long as the food was delicious.

Looking back with perspective

It's a shame that Herman had to depart from his upbeat lifestyle at such a young age. He is an example of the message that we should all live to the full extent of our life, and to cherish all the good moments and people, because you never know when one's time is up. I am certainly going to miss Herman, just like the other co-workers will miss him. I will miss his "joow sun," which means "good morning" in Chinese. I'll miss his cheerful disposition, and definitely his genuine friendship. But you know what? He will always live in my heart.



Enjoying a good meal with friends, from right, Herman Tam and across table Brian Yan, Irene Ching, and Anthony Tam.

Photo courtesy Brian Yan

WELCOME NEW MEMBERS

- Carmelito Abueg** (San Leandro)
Ronnfred Abueg (EPC)
Ruben Adaya (San Leandro)
Rommel Aduviso (North Beach)
Durazo Alejandro (Bryant St)
Dominga Alvarez (Redwood City)
Dante Aquino (Redwood City)
Ferdinand Arciaga (Novato)
Laura Argueta (180 Nap)
Anil Arora (Redwood City)
Jay Arriola (San Anselmo)
John Arriola (San Anselmo)
Nig Aung (San Rafael)
Sukhwinder Bahia (Bel-Tib)
Lorena Barrera (Mill Valley)
Marios Bentancourt (180 Nap)
Nqawang Bista (Bayview)
Charitie Bolling (EPC)
Gabriel Bosco (Corte Madera)
Bai Bournlord (Novato)
Mike Brasil (San Rafael)
Andrea Breaux (Steiner)
Earlene Brock (Steiner)
William Burlo (Pine St)
Rhamcia Camacho (Daly City)
Allan Cando (Corte Madera)
Jerry Casey (Bryant St)
Guillermo Castillo (Pine St)
Michael Catanio (Novato)
Blance Chavez (San Rafael)
Amy H. Chen (Parkside)
Monica Chew (180 Nap)
Edward Chi (Pine St)
Alvin Chua (Novato)
Lesha Cook (Marina)
Lotty Cortez (Steiner)
Joanne Cruz (San Rafael)
Sergio Cruz (Redwood City)
Pablito Daffon (Pine St)
Mark Dai (EPC)
Jonas De Lara (PCA)
Richie Delacruz (San Leandro)
Arthur DelosSantos (Mill Valley)
Jiff DelRosario (180 Nap)
Rogel DeOliveira (Redwood City)
Orencio Duenas (Steiner)
Carlos Espino (Corte Madera)
David Flaucher (Redwood City)
Herman Gaela (180 Nap)
Jhulsany Gallanosa (PCA)
Jonathan Garingan (San Leandro)
- Ernesto Garlitos** (Pine St)
Patrick Gonzales (180 Nap)
Jorge Gonzalez (Marina)
Glenn Goss (180 Nap)
Nathaniel Gould (San Rafael)
Kamal Grewal (San Leandro)
Sheila Grier (Bayview)
Ryan Gumpal (Steiner)
Ana Gutierrez (San Rafael)
Edralin Gutierrez (San Rafael)
Romella Gutierrez (PCA)
Brenda Guzman (Novato)
Garrett Hamada (Pine St)
Christopher Han (Pine St)
Richard Haymon (San Leandro)
Timothy Hedlund (San Rafael)
Rosemary Herrera (EPC)
Victor Hjelm (Daly City)
Alexander Hopkins (Mill Valley)
Christopher Horn (180 Nap)
Sam Huang (PCA)
Edmond Huynh (Bryant St)
Patricia Irby (Marina)
Jiansong Jin (San Rafael)
Latoya Johnson (Golden Gate)
Colin Jones (Bryant St)
Victoria Juarez (Marina)
Michael Kamoku-Perez (180 Nap)
Renny Kassel (San Anselmo)
Shant Lands (San Leandro)
Natalie Laval (180 Nap)
Cindy Lee (PCA)
Michelle Lee (Sausalito)
Cedric Lee (San Leandro)
Terri Lenert (Sausalito)
Guido Liberus (Diamond Hgts)
David Lin (180 Nap)
Yi-Fu Lin (180 Nap)
Julias Lomboy (San Anselmo)
Geoffrey Look (PCA)
Charles Lowry (Sausalito)
Elizabeth Loza-Smith (Collections)
Noel Lualhati (San Anselmo)
Rebecca Luna (EPC)
Ken Ly Ly (180 Nap)
Kathy Mah (San Anselmo)
Andrew Manivong (Golden Gate)
Dante Manuel (180 Nap)
Alan Manzanilla (Mill Valley)
Crystal Merlos (Redwood City)

(continued on page 9)

WELCOME NEW MEMBERS (continued from page 8)

Firouzeh Middleton (San Rafael)
Paul Miguel (180 Nap)
Arif Nakooda (Mill Valley)
Josh Napier (Parkside)
Jorge Navas (Bryant St)
Leonardo Navas (Bryant St)
Gerald Nieve (180 Nap)
Anthony Oatman (San Rafael)
Arvin Obra (Marina)
Inaki Olano (San Rafael)
Celso Oliveira (180 Nap)
Lydia Ortiz (San Leandro)
Roel Ortua (Redwood City)
Gilmer Pallera (Novato)
Richard Pallera (San Anselmo)
Jesus Pastor (Daly City)
Jeremy Penaflo (180 Nap)
Irma Perez (Bryant St)
Robert Posey (Bryant St)
Mary Renee Rafael (San Rafael)
Rodelio Respicio (Bayview)
Joel Reyes (PCA)
Miguel Rios (Bel-Tib)
Juan Rosa (180 Nap)
Ronald Rougeaux (180 Nap)
Arelis Rulias (PCA)
George Runtal (Bryant St)
Judy Salazar (180 Nap)
Victor Salim (San Rafael)
Ellis Seawell (Daly City)
Christy Seay (Redwood City)
Saloa Sharif (Bryant St)
Rakesh Sharma (Redwood City)
Zhan Shi (Pine St)

May Silas (180 Nap)
La'Conya Singleton (Pine St)
Aleksandr Sorgisov (Steiner)
David Soto (Pine St)
Duy Ta (180 Nap)
Huiyi Tan (Pine St)
Di Tang (180 Nap)
Yiu Tang (San Anselmo)
Malia Teaupa (PCA)
Eric Timboy (PCA)
Vyacheslav Titiyevskiy (Parkside)
Michael Tom (180 Nap)
Cnicole Torres (Golden Gate)
Tony Tran (PCA)
Judith Trinidad (Bryant St)
Anson Truong (Parkside)
Ernie Tugade (PCA)
Mauricio Vega (Daly City)
Florentino Vidal (EPC)
Churchill Villacampa (PCA)
Keidell Warren (Bel-Tib)
Jonathan Wi (Golden Gate)
Maomaotse Winesberry (Novato)
Jimmy Won (180 Nap)
Zhu Xie (Marina)
Foster Xie (Pine St)
Calvin Yam (Pine St)
Jerry Young (Novato)
Gail Young (San Anselmo)
Hin Yu (Steiner)
Martin Yuen (Marina)
Shu Zhang (PCA)
Juan Zhang (Bryant St)
Nancy Zhong (PCA)

Branch 214 Meetings

Branch meetings, 7:00 P.M.

December 5, 2007 ILWU Hall, 400 North Point, SF
 January 9, 2008 ILWU Hall, 400 North Point, SF
 February 6, 2008 ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.

December 5, 2007 ILWU Hall, 400 North Point, SF
 January 9, 2008 ILWU Hall, 400 North Point, SF
 February 6, 2008 ILWU Hall, 400 North Point, SF

Retiree social meeting, 12:30 P.M.

December 3, 2007 740 Del Monte Ave., South SF
 February 4, 2008 740 Del Monte Ave., South SF
 April 7, 2008 740 Del Monte Ave., South SF



Photo courtesy Sheila Gardner

Sheila Gardner, San Rafael shop steward and branch trustee, punches out for her last time on October 31, 2007, Halloween.

Making the numbers

Hurting the carriers

By Audrey Davis, EPC Carrier

When you are being treated unfairly you expect to have a way to straighten it out. We all expect that there will be someone or someplace we can turn to for justice. That's why we have laws and courts.

As letter carriers we have many places to turn when things go wrong. There are a million rules and untold federal laws that govern the post office, so there's always a solution to every problem. Right?

If you are being harassed, you can always talk to your supervisor about it and they will be able to help solve the problem. Well, they usually don't, but let's just say.



What if it is the supervisor who is harassing you? Of course you can go to the shop steward and file a grievance. But what if you request to see the steward and then the supervisor says, "Oh, if you want to bring the union into this, then maybe we need to review

your attendance?" But you file a grievance anyway. And six months later the supervisor is still yelling at you when you say you can't finish your route in eight hours.

You get a letter from the union saying that your grievance was resolved and that "the parties agree to treat each other with respect." The next morning your supervisor says you carry mail like a girl and if you call from the street again you're going to lose your job. So you go back to the shop steward, but the steward has more than 30 grievances and they are all overdue.

The steward is insisting that she get time to investigate the grievances and the supervisor starts yelling at her that she's not supposed to come to work thinking about the union, that she's there to work for the post office and to move the mail, not to think about the union first thing in the morning. You file a grievance anyway, but nothing changes and you see the supervisors harassing everyone.

A carrier says she doesn't think she can finish on time and the supervisor barks, "I'm not going to put up with your s#!* anymore. After that, even though you're leaving an hour late, you don't want to say that you can't finish on time, so you don't say anything. You go to the street and you agonize all day about having to make that phone call to tell your boss that you can't finish on time. When you do finally call, you are practically sick and you have worked out exactly what you are going to say.

Never mind what you were going to say, the supervisor is yelling, "Why can't you finish? I told you to do eight hours. You failed to follow instructions! You are going to need your shop steward in the morning. I want you to finish delivering and be back here ON TIME!"

So, you decide that things have gone far enough and you go to the manager's office to complain about how the supervisor is treating you. The manager simply stares at you and when you are done says, "I'll take care of it." But weeks go by and nothing changes. You decide to call the union office and when you talk to one of the officers

Where do we go to report the abuse?

he tells you to file a grievance. You say you have tried that and the officer says, "Well, what else do you want me to do?"

Every day the atmosphere on the workroom floor gets worse. You hear arguments erupting constantly and see people storming out and going home all stressed out. Your co-workers who used to like their job and were proud to be letter carriers are talking about how much the job sucks and how they can't wait to get out of there. Occasionally you hear people saying, "One day they will get what they deserve."

Everyone signs a petition to your congressman and you are sure that something will finally get done.

After your congressman gets involved, management and the union each survey the carriers and find out that there are problems with communication and employees feel like they are being harassed. Okay, now something will have to be done. Finally, hope is on the way. This has been building up for years now, but finally something will be done.

After a couple of retraining sessions, the supervisors are right back at it. And the postmaster is determined to keep those supervisors and station manager right there harassing everyone because in the end all that matters is "making the numbers."

After the shooting in Royal Oak, Michigan the union and management got together and drafted a document that was supposed to safeguard against these kinds of situations.

The Joint Statement on Violence and Behavior in the Workplace says in part, "The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. 'Making the numbers' is not an excuse for the abuse of anyone."

So, if anyone out there is listening; "Making the numbers" is the reason for the ongoing abuse. Where do we go to report it?

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

Golden Gate Branch 214
National Association of Letter Carriers, AFL-CIO
 2310 Mason St., Fourth Floor, San Francisco, CA 94133
 Offices Located on 3rd Floor - 415-362-0214 800-427-0214
 FAX - 415-392-NALC (6252) Website - <http://www.nalc214.org>
Legend: U = Union Meetings \$ = Pay Day H = Holidays
 R = Retiree Meetings (bi-monthly)

NOTE: All dates and times are subject to change. Please call the Union Office or check the latest bulletin for any changes or modifications. Calendar produced by Carol Macolio.

January						
S	M	T	W	T	F	S
		1-H BL	2 Y	3 BR	4 O	5 O
6	7 R	8 G	9-U BL	10 Y	11-\$ BR	12 BR
13	14 O	15 R	16 G	17 BL	18 Y	19 Y
20	21-H BR	22 O	23 R	24 G	25-\$ BL	26 BL
27	28 Y	29 BR	30 O	31 R		

April State Convention - Training April 10 - 12 - Los Angeles						
S	M	T	W	T	F	S
		1 G	2-U BL	3 Y	4-\$ BR	5 BR
6	7-R O	8 R	9 G	10 BL	11 Y	12 Y
13	14 BR	15 O	16 R	17 G	18-\$ BL	19 BL
20	21 Y	22 BR	23 O	24 R	25 G	26 G
27	28 BL	29 Y	30 BR			

July National Convention July 21 - 25 - Boston						
S	M	T	W	T	F	S
		1 R	2-U G	3 BL	4-H Y	5 Y
6	7 BR	8 O	9 R	10 G	11-\$ BL	12 BL
13	14 Y	15 BR	16 O	17 R	18 G	19 G
20	21 BL	22 Y	23 BR	24 O	25-\$ R	26 R
27	28 G	29 BL	30 Y	31 BR		

October						
S	M	T	W	T	F	S
		1-U R	2 G	3-\$ BL	4 BL	
5	6-R Y	7 BR	8 O	9 R	10 G	11 G
12	13-H BL	14 Y	15 BR	16 O	17-\$ R	18 R
19	20 G	21 BL	22 Y	23 BR	24 O	25 O
26	27 R	28 G	29 BL	30 Y	31-\$ BR	

February						
S	M	T	W	T	F	S
					1 G	2 G
3	4-R BL	5 Y	6-U BR	7 O	8-\$ R	9 R
10	11 G	12 BL	13 Y	14 BR	15 O	16 O
17	18-H R	19 G	20 BL	21 Y	22-\$ BR	23 BR
24	25 O	26 R	27 G	28 BL	29 Y	

May						
S	M	T	W	T	F	S
				1 O	2-\$ R	3 R
4	5 G	6 BL	7-U Y	8 BR	9 O	10 O
11	12 R	13 G	14 BL	15 Y	16-\$ BR	17 BR
18	19 O	20 R	21 G	22 BL	23 Y	24 Y
25	26-H BR	27 O	28 R	29 G	30-\$ BL	31 BL

August						
S	M	T	W	T	F	S
					1 O	2 O
3	4-R R	5 G	6-U BL	7 Y	8-\$ BR	9 BR
10	11 O	12 R	13 G	14 BL	15 Y	16 Y
17	18 BR	19 O	20 R	21 G	22-\$ BL	23 BL
24	25 Y	26 BR	27 O	28 R	29 G	30 G

November						
S	M	T	W	T	F	S
						1 BR
2	3 O	4 R	5-U G	6 BL	7 Y	8 Y
9	10 BR	11-H O	12 R	13 G	14-\$ BL	15 BL
16	17 Y	18 BR	19 O	20 R	21 G	22 G
23	24 BL	25 Y	26 BR	27-H O	28-\$ R	29 R
30						

March						
S	M	T	W	T	F	S
						1 Y
2	3 BR	4 O	5-U R	6 G	7-\$ BL	8 BL
9	10 Y	11 BR	12 O	13 R	14 G	15 G
16	17 BL	18 Y	19 BR	20 O	21-\$ R	22 R
23	24-G O	25 BL	26 Y	27 BR	28 O	29 O
30	31-R					

June						
S	M	T	W	T	F	S
1	2-R Y	3 BR	4-U O	5 R	6 G	7 G
8	9 BL	10 Y	11 BR	12 O	13-\$ R	14 R
15	16 G	17 BL	18 Y	19 BR	20 O	21 O
22	23 R	24 G	25 BL	26 Y	27-\$ BR	28 BR
29	30 O					

September						
S	M	T	W	T	F	S
	1-H BL	2 Y	3-U BR	4 O	5-\$ R	6 R
7	8 G	9 BL	10 Y	11 BR	12 O	13 O
14	15 R	16 G	17 BL	18 Y	19-\$ BR	20 BR
21	22 O	23 R	24 G	25 BL	26 Y	27 Y
28	29 BR	30 O				

December						
S	M	T	W	T	F	S
	1 G	2 BL	3-U Y	4 BR	5 O	6 O
7-R	8 R	9 G	10 BL	11 Y	12-\$ BR	13 BR
14	15 O	16 R	17 G	18 BL	19 Y	20 Y
21	22 BR	23 O	24 R	25-H G	26-\$ BL	27 BL
28	29 Y	30 BR	31 O			

December 7, 2008
 First Annual Luncheon
 Honoring Retirees & Stewards

Golden Gate Branch 214

National Association of Letter Carriers, AFL-CIO

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January						
S	M	T	W	T	F	S
Happy New Year & Martin Luther King				1 R	2 G	3 G
4	5 BL	6 Y	7-U BR	8 O	9-\$ R	10 R
11	12 G	13 BL	14 Y	15 BR	16 O	17 O
18	19-H R	20 G	21 BL	22 Y	23-\$ BR	24 BR
25	26 O	27 R	28 G	29 BL	30 Y	31 Y

April						
S	M	T	W	T	F	S
Spring			1-U BR	2 O	3-\$ R	4 R
5	6-R G	7 BL	8 Y	9 BR	10 O	11 O
12	13 R	14 G	15 BL	16 Y	17-\$ BR	18 BR
19	20 O	21 R	22 G	23 BL	24 Y	25 Y
26	27 BR	28 O	29 R	30 G	Flowers	

July						
S	M	T	W	T	F	S
Independence Day			1-U Y	2 BR	3-H O	4 O
5	6 R	7 G	8 BL	9 Y	10-\$ BR	11 BR
12	13 O	14 R	15 G	16 BL	17 Y	18 Y
19	20 BR	21 O	22 R	23 G	24-\$ BL	25 BL
26	27 Y	28 BR	29 O	30 R	31 G	

October						
S	M	T	W	T	F	S
Columbus Day & Halloween				1 Y	2-\$ BR	3 BR
4	5-R O	6 R	7-U G	8 BL	9 Y	10 Y
11	12-H BR	13 O	14 R	15 G	16-\$ BL	17 BL
18	19 Y	20 BR	21 O	22 R	23 G	24 G
25	26 BL	27 Y	28 BR	29 O	30-\$ R	31 R

February						
S	M	T	W	T	F	S
1	2-R BR	3 O	4-U R	5 G	6-\$ BL	7 BL
8	9 Y	10 BR	11 O	12 R	13 G	14 G
15	16-H BL	17 Y	18 BR	19 O	20-\$ R	21 R
22	23 G	24 BL	25 Y	26 BR	27 O	28 O
Presidents & Valentines						

May						
S	M	T	W	T	F	S
Memorial Day					1-\$ BL	2 BL
3	4 Y	5 BR	6-U O	7 R	8 G	9 G
10	11 BL	12 Y	13 BR	14 O	15-\$ R	16 R
17	18 G	19 BL	20 Y	21 BR	22 O	23 O
24/31	25-H R	26 G	27 BL	28 Y	29-\$ BR	30 BR

August						
S	M	T	W	T	F	S
Vacation						1 G
2	3-R BL	4 Y	5-U BR	6 O	7-\$ R	8 R
9	10 G	11 BL	12 Y	13 BR	14 O	15 O
16	17 R	18 G	19 BL	20 Y	21-\$ BR	22 BR
23	24-O	25 R	26 G	27 BL	28 Y	29 Y
30	31-BR					

November						
S	M	T	W	T	F	S
1	2 G	3 BL	4-U Y	5 BR	6 O	7 O
8	9 R	10 G	11-H BL	12 Y	13-\$ BR	14 BR
15	16 O	17 R	18 G	19 BL	20 Y	21 Y
22	23 BR	24 O	25 R	26-H G	27 BL	28 BL
29	30 Y	Veteran's Day & Thanksgiving				

March						
S	M	T	W	T	F	S
1	2 R	3 G	4-U BL	5 Y	6-\$ BR	7 BR
8	9 O	10 R	11 G	12 BL	13 Y	14 Y
15	16 BR	17 O	18 R	19 G	20-\$ BL	21 BL
22	23 Y	24 BR	25 O	26 R	27 G	28 G
29	30 BL	31 Y	Rain & Shamrocks			

June						
S	M	T	W	T	F	S
	1-R O	2 R	3-U G	4 BL	5 Y	6 Y
7	8 BR	9 O	10 R	11 G	12-\$ BL	13 BL
14	15 Y	16 BR	17 O	18 R	19 G	20 G
21	22 BL	23 Y	24 BR	25 O	26-\$ R	27 R
28	29 G	30 BL	Summer			

September						
S	M	T	W	T	F	S
Labor Day		1 O	2-U R	3 G	4-\$ BL	5 BL
6	7-H Y	8 BR	9 O	10 R	11 G	12 G
13	14 BL	15 Y	16 BR	17 O	18-\$ R	19 R
20	21 G	22 BL	23 Y	24 BR	25 O	26 O
27	28 R	29 G	30 BL	Back to School		

December						
S	M	T	W	T	F	S
Winter			1 BR	2-U O	3 R	4 G
6	7-R BL	8 Y	9 BR	10 O	11-\$ R	12 R
13	14 G	15 BL	16 Y	17 BR	18 O	19 O
20	21 R	22 G	23 BL	24-\$ Y	25-H BR	26 BR
27	28 O	29 R	30-H G	31 BL	Holidays	

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The real story

Memoirs of a Full-time Officer

By Juan Dominguez, Field Director

It was mid-1997 when I received a phone call from then Branch 214 President Richard Becker asking me if I was interested in the position of Part-Time EEO Officer. I was very surprised and very grateful. I had no idea that anyone had taken notice of any of my union work. That year I was appointed to the position.

Thereafter, from 1997 to 2004, I was elected by the membership. Being a part-time officer opened my eyes to politics and the inner works of the branch. I was impressed by the knowledge of the full-time officers and the structure of our union so much that it motivated and inspired me to become a full-time officer. I voiced my desire and requested to become a full-time officer to the administration at that time.



Not so fast

To my surprise, just asking or stating that you wanted to become a full-time officer didn't cut it. You had to prove yourself as well, I was told. I was in disagreement with having to prove myself, since I felt that I already had done so. I was in denial, and my ego was in the way of understanding things clearly. I took the position that if the powers that be would not have me, I would force my way into a full-time position. I ran twice unsuccessfully for the position of Vice-President.

After being defeated twice, and tired of my commute, I decided to transfer closer to home, outside of the San Francisco District and outside of Branch 214, giving up my hopes of ever becoming a full-time officer. I transferred to an office in the Oakland District that had only four routes.

Four carrier station

The four carriers were unionized but did not have a clue about their rights or what a union stood for. The Shop Steward/President confused his union position with that of a 204-B. He would give out assignments daily, he would have carriers doing clerk work, and pivoted them as he wished. Clearly, I'd gone to the wrong place. I unsuccessfully tried to educate them on what the contract said and how a union works.

Back to Branch 214

After a year and a half of fighting with my own union

I decided to head back to Marin County, to good old Branch 214. Luckily for me it was an election year when I came back in 2005, and there were two full-time officer positions, vacated by Tony Gallardo and Jerome Tercero. Once again I informed the current Branch 214 administration of my interest in the full-time positions and my plan to campaign for one of them.

Running with the incumbents

This time I was fortunate enough to be asked by President Lili Beaumont to run for the position of Field Director on her ticket. Anyone who knows politics knows that running with the incumbents is almost a shoo-in.

In 2005 I was elected to the full-time position I had

Being kicked out by postmasters meant I was doing my job right.

long sought and fought for. In all the excitement of running with a ticket and winning a full-time position, I forgot to check myself to see if I was qualified and experienced enough to succeed. To my surprise, I was not. I struggled through my first year, and if it weren't for my co-workers I would have surely sunk.

Self discovery

In the last two years I have found out a lot about myself. I found out that I lacked a lot of contractual knowledge, I lacked experience, and I lacked political knowledge. (Keyword is I lacked) In the two years as a full-time officer I have been screamed at by the members, stewards and managers. I have been scrutinized by my co-workers, kicked out by Postmasters and discouraged by the mountains of work.

Accepting criticism

Of course, I took the scrutiny of co-workers as constructive criticism, and the screaming of members and stewards as them not understanding my position of full-time officer, and not understanding that sometimes I had to make some decisions that were not favorable to them or to their liking, based on the merits of the cases being presented. As for being kicked out by postmasters, I wear that as a badge of honor. I didn't hold this position to be their friend, and being kicked out meant I was doing my job right.

Multi-tasking

The full-time officer position required that I multi-task several things at one time and each one item I was multi-tasking was important to someone. I was dealing with terminations, contract interpretations, OIG investigations, emergency off-duty placements, Step B appeals, Formal A appeals, Formal A meetings, EEO's, OWCP assistance,

(continued on page 14)

Dominguez (continued from page 13)

office visits, Labor/Management meetings—sometimes all on the same day. This on top of the numerous phone calls I was fielding in the office. All this had to be done in the impossible time frame of 8 hours, since we don't get paid overtime as officers. An 8-hour day never happened. Each day was 10 to 12 hours long.

If all this sounds like if I am whining, I am. It's my article, and I'll cry if I want to.

Be forewarned, all those of you that aspire to become

I leave with no regrets.

full-time officers. Know that the job is more than it appears. It takes a lot of dedication, knowledge, patience and sacrifice. Yes, you can wing it, getting by with doing very little but it will show in your grievance work, e.g. in Formal A appeals, in Step B appeals and decisions, and in the rapport you establish with managers and stewards.

Advice to aspiring officers

My advice to all of you who aspire to become full-time officers is to first voice your interest to the current administration, volunteer to take on as many tasks as possible, get the experience, and the recognition and exposure necessary to lift you to the next level. Also, be financially prepared, because you might take a financial hit. Discuss your plans with your spouse, partner, family and significant other. Take on a mentor who does not serve as a yes person, but will be honest with you about your weaknesses, strengths and possibilities.

No regrets

As for me, I leave the Field Director position with no regrets, full of thanks to many people. I leave the position because of financial reasons. It has been a wild ride with a lot of ups and downs.

I thank President Lili Beaumont for giving me this great opportunity. I thank Executive Vice-President Ray Fong for his friendship, mentorship and honesty. Most of all, I thank Secretary-Treasurer Cherry Vargas for being a good friend, mentor, teacher, editor, therapist and accomplice. I hope to come back again one day as a full-time officer, God willing.

IN MEMORIAM

Russell Brown
James Chong
Karen Dekle
Joe Escobar
Phil Yagotin

Charles Gonzalez **2007 Steward of the Year**

Charles first joined the Postal Service in 1986 and became member of the union immediately. He became shop steward in 1991, and chief steward in 1992. He now is a full time officer replacement and a part-time officer (Sergeant-at-Arms). He credits Richard Becker, Sue and Roland Garshol for his success, and thanks them for supporting him and mentoring him throughout the years.

His most memorable accomplishments have been being involved in a grievance that went to arbitration and rid San Leandro from a notorious a-h supervisor. And more recently he was involved in a grievance that was the first in the nation to challenge the 3rd bundle issue, and resulted in some carriers being able to case their 3rd bundle.—**Juan Dominguez**



Photo by Carol MaggioMaggio

Charles Gonzales receiving his steward of the year award from Branch 214 President Lili Beaumont at the 2007 annual dinner/dance.

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Approved Budget— October 1, 2007–March 31, 2008

	Spent 4/1/07- 9/30/07	Projected 10/1/07- 3/31/08
Expense		
1. Salaries, FT, PT, Stewards, Assignment Time:		
President's Salary (FERS)	28,873.00	31,185.00
Executive Vice President's Salary (CSRS)	29,157.00	31,400.00
Vice President's Salary (CSRS)	29,157.00	31,400.00
Secretary-Treasurer's Salary (FERS)	28,131.00	30,290.00
Field Director Salary (FERS)	28,131.00	30,290.00
Asst. Secretary-Treasurer's Salary (CSRS)	13,180.00	14,090.00
Health Benefits Representative Salary	1,136.00	1,165.00
Sgt/Arms, MBA, EEO, S&H, Trustees, Dir of Org (8)	5,111.00	5,235.00
Shop Steward Salary	32,341.00	32,695.00
Assignment Time/Paid Time and Services (excl. Voice, Ed)	12,456.38	18,000.00
Leave Replacement	4,978.36	9,900.00
TOTAL	212,651.74	235,650.00
2. Officer, Steward Expenses		
President's Expenses	1,000.22	1,320.00
Executive Vice President's Expenses	1,195.01	1,320.00
Vice President's Expenses	1,315.04	1,320.00
Secretary-Treasurer's Expenses	1,037.85	1,320.00
Field Director Expenses	1,300.43	1,320.00
Asst. S/T Expenses	660.00	660.00
Misc. Expenses (Other Officer & Stewards)	598.01	600.00
Leave Reimbursement	578.60	600.00
Officer's Leave Fund (30% of potential liability)	—	—
TOTAL	7,685.16	9,060.00
3. Taxes & Officer's Benefits		
Officer's Benefits	38,925.32	39,400.00
Payroll Taxes	21,163.79	22,000.00
Property Taxes	5,043.81	5,150.00
TOTAL	65,132.92	66,550.00
4. Building/Office Expense		
Architect/Tenant Improvements	—	—
Building Maintenance & Repair	3,823.79	4,000.00
Hall Rental/RWC Office	2,850.00	2,850.00
Loan Payment/Mortgage	15,925.00	15,925.00
Janitorial Service Office	2,739.48	2,500.00
Office Utilities (Phone/Water)	4,382.61	4,400.00
Printing	4,786.37	5,000.00
Insurance (Disability/Business Liability/Bonding)	8,432.00	5,000.00
Insurance (Representational Liability)	8,976.60	—
Maintenance (Security/Service Contracts/Serv-Maint)	5,945.12	6,000.00
Computer Expenses	9,923.85	9,700.00
Office Supplies/Equipment/ Office Expense	10,894.68	11,000.00
Payroll Services	3,008.64	3,250.00
TOTAL	81,688.14	69,625.00
5. Building Corporation		
BC Architect - Base Building	—	—
BC Pre-Construction Costs	—	—
BC Elevator	745.00	750.00
BC Garbage	264.00	275.00
BC Insurance	3,789.00	3,900.00
BC Janitorial	1,550.00	1,550.00
BC Office Expense	—	25.00
BC Professional Fees	—	—
BC Serv Maintenance	367.31	1,000.00

	Spent 4/1/07- 9/30/07	Projected 10/1/07- 3/31/08
BC Utilities (PG&E/Water/ Elevator Phone)	4,428.76	4,500.00
TOTAL	11,144.07	12,000.00
6. Fees & Dues		
Professional Fees	—	1,375.00
Affiliate Dues	5,221.00	5,725.00
TOTAL	5,221.00	7,100.00
7. Convention & Conferences		
Convention Fund	12,600.00	12,600.00
Seminars & Conferences (HBR Seminar/ State Leadership Conf)	3,729.34	1,500.00
Committee of President's Meeting/ National Rap Session - odd yrs	3,093.47	1,100.00
TOTAL	19,422.81	15,200.00
8. Education		
Training, Seminars	23,465.32	43,620.00
Issue Education/Labor 2007-2008	5,462.04	3,500.00
Other: Books, Materials, NALC Supplies	439.45	2,775.00
TOTAL	29,366.81	49,895.00
9. Communications		
Voice: Lost Time	3,018.73	3,500.00
Expenses	11,985.19	12,500.00
TV 214	1,200.00	1,200.00
TOTAL	16,203.92	17,200.00
10. Entertainment		
Good of the Order/Other Refreshments	3,893.56	4,000.00
Annual Dinner Honoring Retirees and Stewards	3,746.00	—
Recreation/Picnic	5,850.00	1,000.00
TOTAL	13,489.56	5,000.00
11. Representational Expenses		
Representational Expenses	468.27	500.00
Contract / Picket Action / Legislative Action	—	500.00
TOTAL	468.27	1,000.00
12. Other		
Retirement and Other Gifts	3,845.00	4,000.00
New Member Services / Recruitment	650.00	1,000.00
Branch Elections	—	8,000.00
Food Drive	300.00	500.00
100% Union Celebration (\$4/person)	—	250.00
Branch Items	—	—
Miscellaneous	435.98	500.00
Pending By-Law Changes in Steward Pay, Conv. Fund, etc.	10,000.00	—
TOTAL	15,230.98	14,250.00
TOTALS	477,705.38	502,530.00

Projected Income

	# of Members	Per Member	Projected Income
Active Members			
(7 pay periods @ 19.32)	1,960	135.24	265,075
(6 pay periods @ 19.77)	1,960	118.62	232,500
Retired Members	375	2.25	855
Interest Income			1,100
Miscellaneous Income			3,000
TOTAL PROJECTED INCOME:			502,530
Total Projected Expenses			(502,530)
Projected Surplus			—



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RETIRES AT DINNER



Photo by Martha Raup

National Business Agent Manny Peralta, second from left, was an honored guest at the Branch 214 Annual Dinner/Dance honoring the retirees. The retirees, from left, were Maria Palma, guest Manny Peralta, Roberto Barrion, Rich DeLeon (partially hidden), James Henderson, Jose Artiga, James Therriault, Branch President Lili Beaumont, Rich Zoltak, and Ivars Lauersons.



Photo by Also Fondra

North Beach, San Francisco retired carrier Jose Artiga at the annual dinner September 15, 2007.

ALSO INSIDE:

- **New contract fine points** page **3**
- **Divided results** page **4**
- **T.E. rights** page **6**
- **Hurting the carriers** page **10**
- **Officer's retrospective** page **13**