



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

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LIES AND DECEITS

A hectic six months

By Myron Mar, City letter carrier trainer

(This is part one of two parts)

What a hectic last six months it's been... pre-inspection, operational changes, dry-run, week of count and inspection, point-to-point, consultation, route adjustment, new case labels, new route, sixty-day reviews... and finally, are we all back to normal? Sadly, Dorothy, we are no longer in Kansas but on Postmaster General Jack Potter's yellow brick road to the "Land of Transformation Plan."

Let us all review how far down the journey we all have travelled. The stations' sixty-day review should be over. In the last issue of **The Voice**, President Lili Beaumont listed ten steps we as carriers should start doing to show

We are not training for the Olympics Mail Delivery Speed Trials.

management that their data were lies and deceits. Now comes judgment day. Those who follow the steps would have the union fighting for a realistic 8 hour adjustment, those who continued the illegal shortcuts or play, Let's Make A Deal, would blame the union for not doing their job, and those that never cared about route check-would just retire, bid onto another route or join the silent minority of non-union.

The truth of the matter is that the problem lies within each one of us. Those who followed the ten steps since Day One in the Postal Service should be commended for being Excellent Letter Carriers in terms of professionalism and consistency. Those who just started using the steps before-during-after route inspection must not wander off the path. Then, those who think the ten steps are all a bunch of hogwash would soon discover that it's not over until the fat lady sings twice.

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ACHIEVEMENTS I



Photo by Ivars Lauterons

Honored at a Branch 214 meeting, Allan Mercado, alternate steward, and Frances Lopez, EEO rep, San Leandro, for their work as part of a group of San Leandro carriers who collected clothing and uniforms for Hurricane Katrina disrupted postal employees. The activity was in response to appeals for help from national and various organizations. Branch president Lili Beaumont looks on at left.

Also Inside:

- **Part-time regulars resolution . . . -page 5**
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Branch 214 notes

Welcome new stewards: **Kathy Rojas** (Novato), **Amy Chen** (Visitation).

* * *

Welcome new alternate stewards: **Cathy Simonson** (Station F), **Luis Romero** (Station F), **Angie Chen** (Station F), **Menandro "Doy" Mitra** (Rincon East), **Matthew Ressio** (EPC North), **Ramon "Jun" Bautista** (Station C).

I want to thank **Nalcrest** for a wonderful stay and visit in June. Everyone was so friendly and helpful. **It's a great place to retire.** See you all in 2008. In solidarity, **Sheila and Ken Gardner**, Branch 214, San Francisco.

* * *

Congratulations to **Jerome** and **Anna Tercero**, married June 17, 2006. Much happiness.

Congratulations to the carriers at the **San Leandro**

South and EPC North for recently achieving **100 percent union membership.**

Susan Garshol, San Leandro Formal A steward was honored at the California State convention as the Bay Valley District **"Steward of the Year"**. This prestigious award honors stewards in each district who have exemplified "excellence" in their grievance work and originates from National Business Agent Dale Hart's office. The selection of the honorees is based on recommendations from the B Team members of the representative district.

Kudos to **Roland** and **Susan Garshol** from San Leandro for induction into the **"one million mile" safe driving club.** The two were recently honored along with about twenty other carriers from the Bay Valley District at the Oakland P&DC. The award is given to carriers who have driven a million miles without an accident. The pair is probably the only **husband and wife team** in the nation who has achieved this status. Thanks to the two for being professional, safe and consistent union letter carriers (*see photo on page 9*).

Congratulations to carrier **Jack Wade** from Rincon East whose son **Sean** was among the recipients of the **Saxsenmeier Scholarship Award.** Sean will be attending UC Berkeley this fall semester (*see photo on page 13*).

* * *

NALC Branch 214 members are cordially invited to NALC Branch 1111's **"TAKE ME OUT TO THE A's GAME" TAILGATE BBQ on Sunday September 24, 2006. Oakland A's vs. Anaheim Angels. All seats are plaza level and \$25 each.** The price includes a tailgate barbeque. It is also "Fan Appreciation Day" at the ballpark. The Oakland A's will be giving away prizes at the game. The game is scheduled for 1:05 PM start, so the tailgate and barbeque will be in the parking lot from 11:00-12:30 PM. A portion of the proceeds will go to COLCPE. Contact the union office for more information or questions (415) 362-0214.

* * *

Kian McCarthy again helped in the production of this issue of **The Voice.** Many thanks from the editor (*see photo on page 21*).

Also greatly helping on this issue was **Cherry Vargas** who contributed computer expertise, her digital 9.1 megapixel camera, and the wherewithal to send text and photos through the phone lines. The editor bows down.

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

Ivares Lauersons..... Editor
 Gerry Lee..... Graphics

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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.
 August 20, 2006, September 17, 2006
 October 15, 2006

Bad old times

Keeping our hard-earned benefits

By Lili Beaumont, President

Prior to 1970, the postal service was considered a branch or department of the United States government. In fact, it was called the post office, with a cabinet-level postmaster-general at the top. Being that, any decisions regarding wages and benefits of letter carriers and all other postal employees were governed by Congress. So the unions (but for the sake of this article I will speak only of the NALC) would have to lobby Congress for better wages and benefits. Wages and benefits would improve minimally and only depending on the state of the nation's budget. So you can assume that letter carrier wages and benefits such as annual and sick leave would not improve significantly.



Pregnant? Good-bye.

Under these conditions there was once upon a time when a full-time regular female letter carrier became pregnant and wanted to take time off to have her baby, the postal service could tell her "see you later and don't bother to come back because we will find someone to replace you permanently while you're gone" and she would have no recourse to that. There was also a time when any regular full-time carrier wanting to take a vacation was responsible for finding a replacement carrier to do their route while they were on vacation otherwise they could not go. These situations are examples of collective bargaining rights and back then letter carriers had no collective bargaining rights.

1970 strike for wages

It was not until 1970, despite a law prohibiting postal employees from striking, when letter carriers from coast to coast put their jobs on the line to stand together and

The benefits we take for granted have been won through union negotiations.

strike against the post office department. In a nutshell, the strike resulted in the birth of the Postal Reorganization Act which gives the NALC collective bargaining rights.

Having collective bargaining rights means that the

NALC has the right to negotiate its own contract which includes but is not limited to wages and benefits (i.e. overtime pay, holiday pay, annual leave rights, sick leave rights, etc.).

Since I have been employed by the postal service, our union has been able to nationally negotiate regular periodic Cost-of-Living Allowances (COLA), annual leave benefits and rights, sick leave benefits and rights like sick leave for dependent care and Family Medical Leave Act, periodic percentage wage increases throughout the life of past contract periods, better appeal rights for discipline, and a permanent wage increase from level 5 to level 6 – the only postal union to achieve this through arbitration. We have also evolved into an effective lobbying entity that has earned the respect of Congress and those involved in the political and legislative arenas.

Of course, this right to negotiate our own contract and

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Photo by Cherry Vargas

The co-leaders of the branch route inspection process review their experience with, from right, Lili Beaumont, Juan Dominguez, Field Director, Tyree McKinney, Eduardo Sobalvarro, Bill Marksbury, and Vicki Sawicki.



Photo by Cherry Vargas

More co-leaders of the route inspection review, from right, Sidney Wong, Dennis Mackler, Ivars Lauersons, and Karen Eshabarr.

Beaumont (continued from page 3)

lobby Congress to protect our jobs is not free of charge. It costs money to have quality attorneys who can assist our union officers in any legal matters related to contract negotiations and other interactions with the postal service. It costs money to retain, train and prepare a national staff or any staff of union representatives to combat any postal strategies and policies geared to take away our contractual rights.

Quality of our lobbying at stake

The quality and extent of NALC's representation is directly related to how much our union can afford to pay, and how much we can afford to pay depends on our only source of revenue which is union dues money whether it be on a local level, statewide level or national level.

It's great that our union has been able to negotiate so many rights and benefits over the years especially since we had hardly any rights or benefits in the past. However, it happened because most carriers were in the union. And the only bad thing about it all is that non-members, who do not pay union dues, also get these hard fought rights and benefits. In essence, non-union members get the same COLAs, wage increases, leave benefits, etc. but they haven't paid in their fair share.

We can't afford not to belong to the union.

It's like Executive Vice-President Ray Fong's pizza analogy which goes like this: Five friends go out to a restaurant for pizza and beer. They all agree to buy a pizza and a pitcher of beer. They all have a good time eating the pizza and drinking the beer. When the bill arrives, one of the five friends leaves the restaurant and everyone else is left to pay for their share and his share of the bill. In essence, that friend reaped the benefits of the meal without paying for its cost. Is that fair to everyone else? My answer would be "No".

Be union or be treated like a casual

In my opinion, there is no excuse for anyone to not belong in the union. Excuses like "I cannot afford to pay the dues. I need that money to pay for bridge tolls and gas", "I am unhappy with my shop steward or local leaders", "fifteen years ago something happened and I was not satisfied with what the union did", and "I don't need the union" are all unacceptable.

They would only be acceptable if those non-members can answer "yes" to the following questions: "Can you afford not to have periodic wage and COLA increases?", "Would you prefer not to have leave and health benefits?", "Would you prefer not to have sick leave rights to

care for sick dependent family members?", "Would you like to be fired and not have any appeal rights?". You see, there is a bigger picture than a personal dissatisfaction with someone or something from the union. There is a bigger picture beyond bridge tolls and the price of gasoline. Everyone needs the union because if it wasn't for the union, we would all be temporary employees probably earning minimum wage without benefits or rights (like casual employees).

Every union member should persistently and continuously encourage any and all "scabs" or non-union mem-

We can't afford not to contribute to our lobbying efforts.

bers to join our union. Within the body of this article, I have given you some tools and talking points to use. It's easy to do. Just have the non-union members fill out the "join the union form" (Form 1187). You can get one from your shop steward or union officers. Write your name at the top right-hand corner of the form and receive a monetary reward of \$50 (if you sign up someone who has been out of the union for more than one year) or \$25 (if you sign up someone who has been out of the union for less than one year) as soon as the union office receives the completed form. If at first you don't succeed at it, try and try until you get these non-union members signed up.

The union needs everyone to be a member in order to be financially sound and able to maintain its reputation as a force to be dealt with in management's eyes as well as in Congress. Those people not in the union are stealing from the rest of us who are in the union.



Photo by Cherry Vargas

Also at the co-leader review session, at left, June Buccat, who helped at several stations at the Embarcadero Postal Complex (EPC). Visible in background is Val Palattao, at left. Others identified on previous page.

Can we talk at the convention

Part-time regular carrier resolution

By Mike Callahan, P.M. Collections

Here, in this forum at the national convention, we have an opportunity to request that our Contact Administration Unit review and modify the contractual language concerning *involuntary* reassignment of Part Time Regular Carriers within the carrier craft. Right now, it just doesn't seem fair that they don't quite fit in as NALC members.

The broader argument.

As a steward, I have seen that a member may complain that the application of a rule is not fair. I do the research, then I must tell them that I am responsible to enforce the contract, and this is how the contract applies. And it may not be fair, in their eyes.

This resolution seeks to do three things.

1. Inasmuch as Article 12, section 5 D states that "all provisions of this section apply to Part Time Regulars within their own category," we ask that the words "Part Time Regulars (PTR)" be added when discussing Full Time Regulars (and PTF's).
2. We propose to allow credit for up 50% of service time (as a Part Time Regular Carrier), *only when involuntarily reassigned* into the Part Time Flexible seniority list. This credit must be less than that of the most junior Full Time Regular, regardless of how much service time the excessed Carrier has as a Part Time Regular. Thus, the excessed PTR Carrier would be reassigned within the Full Time Seniority List, as a Part Time Flexible, according to (and up to one half of) their seniority as Part Time Regular Carriers.

Part time regulars are really carriers paying full dues.

3. We propose a statement in article 41 to allow the requested changes in Article 12.

Frequently asked questions

1. Are Part Time Regulars really Carriers? Yes, and they are fully represented by the NALC. I have been a dues paying member 25 years.
2. Does management misuse the Part Time Regular position? Yes. Management tries to use them unilaterally as a hybrid regular/flexible position in order to avoid paying overtime in its continual abuse of 8 hour positions.
3. Is our National Union right to oppose creating PTR positions in most cases? Yes, the Union is always fight-

- ing to establish Full Time Regular positions. Management seldom gets it right.
4. Is the NALC mandated to maximize 8 hour positions. Yes, and thank goodness, how else can most working people live?
5. Then why have PTR positions at all? After 8 hour positions are maximized, auxiliary work may remain to be performed on a regular basis, which can be organized into 4-hour routes.
6. Is this good for Carriers? Yes. Part time Regular 4 hour positions further organize the work, create new carrier positions, adds new NALC members, and enlarges the 12% part time work force (reducing the # of allowable Part Time Flexibles).

We add new NALC members and enlarge the PTF contingent.

7. Why are they called Collectors? Generally, these 4 hour routes are only practical in Collection work, and serve the need for reliable regular collection service late in the afternoon and evening.
8. Why should we allow these lazy part time workers into our seniority list, I've earned my seniority through years of 10 hour days, and postal mismanagement!! PTR's endure the same mismanagement, they go out into rush hour every day, the mail is heavy, and they have the same stress and injuries from work. And, then, they have a reduced retirement.
9. OK, OK, so what's the resolution about? (Not actually a "FAQ")

Really, this issue is about fairness: should Regular Carriers, NALC members, be treated like Clerks if their duty assignments are eliminated, and they are excess to the needs of the installation or district? I think all of us would agree the answer should be "NO." And the answer is "NO" if they are Full Time Regular Carriers; but sadly the answer is "YES," if they are Part Time Regular Carriers.

Let me explain. In Oakland, a few years ago, more than half of the Part Time Regular Collection Routes (and duty assignments) were eliminated. What happened to the Carriers on those routes? They were involuntarily reassigned to the very bottom of the Part Time Flexible Seniority List!! It was as if they had not been carriers, and NALC members for the last 20 years, but clerks or mailhandlers.

Seniority list question

Why is that? Part Time Regular Carriers have a completely different seniority list (category) from the Full Time Regular Carrier Seniority list (which of course includes Part Time Flexibles, Full Time Flexibles as well

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Callahan (continued from page 5)

as Full Time Regulars). The two seniority lists are entirely separate, and thus reassignment from one list to the other means going to the bottom of that list.

It's reasonable and fair to go to the bottom of the other Carrier list when *voluntarily* requesting reassignment, many Carriers have done so. However, this proposal concerns *involuntary* reassignment.

As our officers pursue and eliminate the inappropriate uses of PTR's by the Postal Service, as well as continue to maximize full time work, hopefully they can also find a way to allow some credit for service of appropriate uses of the PTR position.

In my experience work always changes, and work rules can be structured by two principles: (a) the greatest good for the many, and (b) protection of the rights of the individual. I'm proud to say that our Union has done a superb and visionary job in both these areas.

So here the makers of the motion ask that we review how the contract may be modified to respect the seniority and work life of a tiny minority of Carriers, without harming the seniority and work life of the great body of Carriers. I trust that the collective experience of our Carriers, Stewards, and Officers can accomplish that goal.



Photo by Herb Mitchell

Speaking at the California State Convention in June 2006, former Branch 214 president Spence Burton, wearing a traditional trademark hat.



Photo courtesy Herb Mitchell

At the California State Convention in Sacramento some of the Branch 214 delegates, from left in front row, Simon Dang, Larry Gerigk, Val Palattao, and Herb Mitchell.

Frustration

Going postal...again

By Audrey A. Davis, Pacific Carrier Annex

There's really no mystery as to why postal employees turn to violence at work. If you are not on the workroom floor you would probably be shocked to find out what really takes place there.

The post office job is pretty simplistic: collect the mail, sort the mail and deliver the mail. We've been doing it for hundreds of years and with modern machinery the job should be getting simpler and easier every day.

On the contrary, it's more complicated and stressful than ever. The more work a letter carrier does, the more management wants them to do.



The carriers who work at a normal pace and take the time to do the job correctly are treated with contempt by their supervisors. The supervisors walk up to those carriers while they are casing mail and with a look of utter disgust order them to "take four feet of mail, and don't go over eight

hours." Sometimes the carriers will ask, "Why are you talking to me like that?" And the supervisor gets indignant and says, "Talk to you like what? I'm giving you instructions."

Finish in eight

If the carrier is leaving late and believes he is unable to complete the assignment in eight hours and turns in a PS form 3996 (request for auxiliary assistance) management will write "denied" on the form and keep it on their desk. The carriers are left with no instructions of what to do. And if they ask the supervisor whether they should work

Carriers who take the time to do the job correctly are treated with contempt.

the overtime or if they will be getting street assistance, management typically will tell them, "Just call the station later."

When the carrier does call the station later, it's hard to get through because everybody else is calling at about the same time and so the line is busy or they get put on hold. The carrier is only calling because they cannot finish delivering the mail on time, but when they finally do speak to the supervisor they are told, "Finish delivering the mail and don't go over eight hours." You can see the dilemma here for the carrier.

Dragged into the office

The next day the carrier is dragged into the office and questioned about whatever they did. If the carrier stayed within the eight hour limit and brought the mail back to the station, they are charged with failure to follow instructions, because they were told to finish delivering the mail. If the carrier finished delivering the mail but goes into overtime, they are charged with failure to follow instructions, because they were told not to go over eight hours. This is an impossible situation for the letter carrier.

The carriers who give in to the pressure and do everything they can to finish within the eight hours have it even

Carriers should always request a copy of the 3996.

worse. Those carriers, known as runners, skip lunch, breaks, and often times skip on safety.

Many times the runners skip on customer service. They don't put all the mail in the mail boxes, they save time by throwing all the magazines on a table for the customers to pick out what they want. They fail to ring the doorbell to deliver parcels and don't bother to write up a notice that the customer has a parcel being held at the post office.

The runners finish within eight hours, but give terrible customer service, run the risk of injury to themselves or others and basically wear themselves out. And to make it worse, once the supervisor realizes the runner will bust their ass to make the time limit, they will give them more work, once again, creating an impossible situation for the letter carrier.



Photo by Ivars Lauerson

Waiting for the July 2006 stewards meeting to begin. From right, Larry Gerigk, Bob Miller, Jeanette McLaine, Stephen Wong. In back, from right, Franklin Woo, Art Ubungen, June Buccat.

A strong union

Thank the steward

By Roland Garshol, San Leandro steward

Lately I find myself pondering what life might be like after the Post Office. The thoughts that recur the most make me think about the cyclical nature of the Letter Carrier experience and despite many ups and downs how the Union is the only protection that we have as Carriers.

The mind drifts

My mind drifts back to my arrival at the San Leandro Post Office. At 22 I had very little experience working in the real world and this would actually be my first real job, definitely my first Union job. I was approached by an ancient carrier named Charlie Johnson who informed me that he would be back and at that time I WOULD be joining the NALC, and that was that. When I signed that paper, Charlie said I was now a member of Branch 4130 NALC. Being the curious sort, I asked Ol' Charlie who were the Union officers and he told me that there weren't any. I asked him what happened if I needed some help from the Union and he told me he did not know.

My mind drifts back to 1973.

At first the management was fairly mellow at the Main Office and I never really had any problem, then my luck turned bad and I did my first stint at South Station. For some reason the bosses there didn't take a liking to me. Furthermore, they seemed to take great pleasure in letting me know just how little they appreciated me. So I began to investigate what had happened to the Union. There were stories of various people doing the steward and officer work but they felt so under appreciated they said "To hell with this" and quit. Others went into management.

APWU the strong union

At this point in History, the APWU local was pretty darn robust and the fellow who was the president preached the Lord on Sundays and preached Solidarity the other six days to anyone who would listen. He was depressed by the sorry state of the Letter Carrier Union and when he wasn't sermonizing to me about how if no one was standing up to management, management would be walking all over you, he would tell me that things were better for everybody when BOTH the APWU and the NALC had functioning unions at the San Leandro Post Office. With the APWU president's help, and with a lot of phone help from another young up-and-comer RAA

named Bill Young we managed to get some level of Union going in San Leandro and as things got moving others stepped up and things eventually took off on the right track .

Now I could go on about how we merged with 214 and everything else that happened over the last 30 years, and maybe someday I will in another article. But, what I really want to chew on is the state of Unionism in my fair city today and finally I will try to explain just how important

Management was fairly mellow at first at the Main Office.

a strong local union is at the lowest possible levels to everyone in Branch 214.

Carriers and clerks' work

About a year ago, President Tony Gallardo asked me to serve on some new fangled committee that was going to go around to Post Offices in a defined area and try to root out the causes of Repetitive Motion Injuries and the bad practices that give rise to MSD's or Muscular Skeletal Diseases. This was going to be called the Ergonomic Risk reduction program. This team is made up of union activists from the NALC, the APWU and management. We have visited almost every office in our area including both San Leandro Offices.

During the visit to the San Leandro Main the two clerk stewards who were present that day told me that they had never seen carriers doing as much clerk work as they had witnessed in San Leandro. And then it dawned on me, the once mighty clerk local in San Leandro was in almost the same scary state that the NALC was in back in 1973.

Then my luck turned bad and the bosses didn't take a liking to me.

There is a steward at South Station, struggling to do the job without much support, but at the Main Office there is nobody. With the NALC telling us to accept any work that management assigns us and let the clerks grieve to keep what they can, it dawned on me that we might be witnessing the possible disappearance of the Clerk craft in the San Leandro Post Office, unless the remnants start supporting what's left of that once proud Union local.

Who represents us?

Both the NALC and the APWU have safety nets that guarantee that if a member gets themselves into trouble

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Garshol (continued from page 8)

on the job somebody, either a local official or one from the national union, will represent them. But without a

Without a steward standing up-management is free to do as they please

daily presence on the workroom floor there is nothing to prevent management from walking all over the workers and in turn cause a steady decline in the working condi-

tions in the station. We have received a steady stream of supervisors from outside San Leandro that have never faced seasoned shop stewards and the education process is always interesting.

The new bosses always say that in their old station the workers were more cooperative. I always wonder, was there any other alternative? Did anyone stand up and say "What you are doing violates the contract". Without a steward standing up to management, management is free to do as they please and the results are never good. So, if you are lucky enough to work in a station with a functioning steward, next time you have a chance tell them "Thank You".

ACHIEVEMENTS II



Photo Branch 214 archives

Two San Leandro carriers received the million mile safe driving award from San Leandro postmaster Evelina Ramirez, center. Flanking her are former Branch 214 president Roland Garshol and Sue Garshol.

The contract looms

Are you prepared?

By Lynda Beigel, Branch 214 member

Did you know the union's contract with the Postal Service runs out in November 2006? That means work rules and benefits are open to change, not only our job security but our very jobs and retirement benefits are on the line as well. And the way postal management has been acting – lying about route inspection data for adjustments, disciplining for not at fault accidents, wiping time from the computer and requiring us to grieve to get our earned pay, setting a hiring freeze for permanent employees – negotiations are NOT going to be easy!



The USPS, run by a right wing Republican political cabal, looks at other Federal government agencies with their contracting out to private companies and hiring of casual/seasonal employees, how easy it was to ban employee organizations in Homeland Security, and starts planning what it will try to do to destroy us. Everything is open to negotiation: salaries, health benefits, COLA, work rules, and the only thing standing between you and disaster is the strength of our union – the support of its membership and the people of this country who want to rely on their mail service.

Are you prepared?

If we are locked out and they try to bring in military or replacement workers, have you a financial cushion? Will you be on the informational picket line? Will your customers want to support our cause, or do they see you as part of the problem instead of one seeking a solution to management's delaying mail and rushing you causing misdelivery of their mail?

Our branch used to have a program called Mutual Aid which is being closed out; several of our retiree members

If we are locked out-will you have a financial cushion?

of that program are calling to let us know they never received the first class mailed checks we sent to the correct address, envelopes which never came back to the union office. On your route, who will be blamed, the union or management?

Whose side are you on?

Are you politically savvy? Does all your news come from Fox? Do you know who owns it and what their

political agenda is? Can you tell left from right and differentiate the many nuances of emotionally charged meaning of those words and their derivatives? Are you willing to contribute to COLCPE, and if not, why not? Are you sure those whose opinions you entrust with your future in this and other countries are worthy of that trust?

Why do we have a union, anyway? Because over 100 years ago Letter Carriers banded together so we could fight back: when management represents those who con-

Are you willing to support those elected officials and candidates who work for societal morality and equity?

trol the economy, our only chance to equalize the pressure is to organize! Because only 60 years ago there was no clothing allowance. Because we are daily losing our ability to stay afloat financially. Because we can only be strong if we support each other. Do you know your rights and responsibilities on the workroom floor and on the street? Are you part of the union community, or do you think you will do better by going it alone, making management your buddy? Can the union count on you?

Are you willing to support those elected officials and candidates who work for societal morality, ethics, and equity – can you tell which are talking a good story and which represent goodness? Who really has the high ground: those who believe government has the responsibility to educate, keep healthy and provide work at a living wage on a viable planet for the whole population, or those who profess Christian standards while waging war on the innocent and hoarding wealth while making others struggle?



Sergeant-at-Arms Leonard Cruz, facing camera, at work at July branch meeting with Redwood City steward James Reilly Jr.

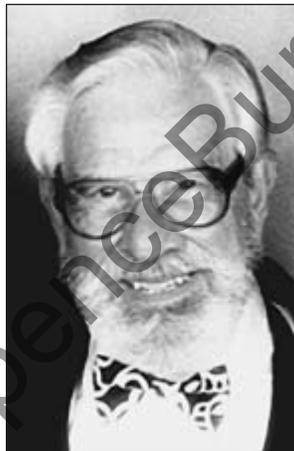
Photo by Ivars Lauersons

IN MEMORIAM

Goodbye brother Bill

It is with sadness that we report Brother William 'Bill' Lawrence, 98 years, former Branch Secretary passed away June 14, 2006. Bill was a member of the NALC for approximately 65+ years. He served many years as a California State Association Legislative Liaison for Congressman Tom Lantos in California's 12th Congressional District. He counted Senators Barbara Boxer and Dianne Feinstein among his friends. Congressman Lantos entered in the Congressional Record some very moving words about Brother Bill upon learning of his passing.

A mentor to many legislative liaisons and branch officers, Bill took to heart serving the public. He served in the Navy a decade after WWI and in the Naval Reserves from 1940-1946. Bill settled in San Francisco in 1928 and became a streetcar conductor for ten years, including during the General Strike period. In 1938 Bill became a letter carrier in San Francisco and joined the NALC earning 59 cents an hour as a substitute. Bill served as Secretary of NALC Branch 214 for 6 years during his long tenure as a member. During the 1958 NALC National Convention which San Francisco hosted, Bill's organizing skills were put to use managing the letter carriers bands and the parade. During Ray Fong's tenure as President he fulfilled one of Bill's long time dreams, to be president of NALC Branch 214. Ray asked Bill to preside over the branch meeting for a short period of time which Bill reveled in and he never stopped talking about it. Bill



**Former Branch Secretary
Brother Bill Lawrence was
98 years old.**

often said "Once a letter carrier, you're always a letter carrier."

Bill moved to the City of Brisbane in 1939, became active in several civic groups in the city. He served as Mayor of Brisbane twice in the 70's and 80's. He was an air raid warden in Brisbane during

World War II. Bill was a longtime member of the Brisbane Lions Club serving the community in

**In 1938 he earned
59 cents an hour.**

almost every event they sponsored, including a term as president of the club and serving as the community Santa Claus for 30 years. As Santa, he loved riding in the vintage fire truck through the community. He served as a Scoutmaster for Boy Scouts which included a leadership term on the District Committee and was awarded one of Scouting's highest awards, the Silver Beaver. Bill was a member of NARFE for 33 years. He belonged to many organizations and was active in all of them.

A gentle man with a gentle touch, he loved talking to everyone and telling them his stories. He was a great storyteller. When Bill spoke everyone listened. Bill was someone to look up to, to pattern our lives after with service to the communities we live in and the public.

Bill's wife Bee passed away about 3 years ago and Bill missed his "Honey Bee" tremendously. He is survived by three sons, two daughter in laws, six grandchildren, four great-grandchildren and one great-great grandson. Our deepest sympathies go out to the family in this time of sorrow. Our thanks also go out to them for sharing Brother Bill with us for so many years. The City of Brisbane honored Bill with a very moving memorial service in their community center and took Bill to his final resting place in that vintage fire truck he loved so much.

Bill's love of politics stemmed from the rewarding feeling he received from helping people. He believed in a bi-partisan approach as the best way to achieve goals stating, "We have friends on both sides of the aisle. You never know what side you may end up on someday." Peace be with you.

Carol Maggio

Family at June meeting



Photo by Ivars Lauersons

North Beach steward Aldo Fonda and his daughter Nicole.

IN MEMORIAM

- Jeff W. Keyworth
- George W. Klein
- William "Bill" Lawrence
- Don K. Wenzel
- Bow C. Yee

Branch 214 Meetings

Branch meetings, 7:00 P.M.

- | | |
|-------------------|--------------------------------|
| August 2, 2006 | ILWU Hall, 400 North Point, SF |
| September 6, 2006 | ILWU Hall, 400 North Point, SF |
| October 4, 2006 | ILWU Hall, 400 North Point, SF |

Steward meetings, 6:00 P.M.

- | | |
|-------------------|--------------------------------|
| August 2, 2006 | ILWU Hall, 400 North Point, SF |
| September 6, 2006 | ILWU Hall, 400 North Point, SF |
| October 4, 2006 | ILWU Hall, 400 North Point, SF |

Retiree social meeting, 12:30 P.M.

- | | |
|------------------|------------------------------|
| August 7, 2006 | 740 Del Monte Ave., South SF |
| October 2, 2006 | 740 Del Monte Ave., South SF |
| December 4, 2006 | 740 Del Monte Ave., South SF |

WELCOME NEW MEMBERS

- Edmond Allerdyce (EPC)
- Reynaldo Megu Cabrera (Corte Madera)
- Leo T. Chak (EPC)
- Quon Koan Chang (San Anselmo)
- Jimmy Y. Chen (Diamond Heights)
- Noel M. Echano (Redwood City)
- Yvonne Marie Ferreira (San Leandro)
- Christina F. Flores (180 Napoleon)
- Baldemar Garcia (Redwood City)
- Qiu Lan Guan (San Leandro)
- Rosa Noemy Guzman (San Leandro)
- Shahid Hussain (San Leandro)
- Robert Khothavong (Bel-Tib)
- Xin Yan Lee (PCA)
- Christina Leone Clara (Redwood City)
- Maxwel O. Lopez (Redwood City)
- Wanda Kay Melton (San Leandro)
- Da C. Nguyen (180 Napoleon – West Portal)
- Thanh A. Ong (Mission Annex - Bryant)
- Charlee Phutsangdee (San Rafael)
- Candy R. Riddell (Novato)
- Rodolfo Grado Rodriguez (Novato)
- Leng C. Tran (EPC)
- Shannon L. Wells (San Anselmo)
- Zin Ni Wint (San Leandro)
- Donald K. Wong (Golden Gate)
- Yang Yang (San Leandro)
- Shaw Pee Yaung (San Leandro)

ACHIEVEMENTS III



Photo by Ray Fong

Sean Wade, at left, received the Saxsenmeier scholarship awarded annually to children of California members of the NALC. John Beaumont, center presented it at the July branch meeting as proud father Jack Wade looked on. The scholarship is named after a former president of Branch 214.



Photo by Ivars Lauersons

Rafael Rodriguez at the July 2006 branch meeting.



Photo by Ivars Lauersons

Newly elected shop steward Ghan Gee Chang of Station F at the July branch meeting.

A fine investment

COLCPE – Insurance for your future!

By John Beaumont, President
California State Association of Letter Carriers

Almost every member enters into various contracts guaranteeing protection against specified losses in return for premiums paid. These contracts are known as our insurance policies. We have policies that protect our health, homes, vehicles, and other assets. In addition almost every member carries some sort of life insurance

to protect their family's future. Signing up for these various policies is our way to provide financial protection for our families and ourselves against loss or financial harm. ***Taking this into account why are we not all investing in insuring the future of our jobs through a small investment in COLCPE?***



COLCPE (Committee On Letter Carriers Political Education) is our protection to help elect those in Congress who have agreed to protect the future of the Postal Service as well as our benefits. ***This fund is non-partisan in nature and supports candidates regardless of political affiliation as long as these repre-***

(continued on page 15)



Photo by Herb Mitchell

NALC president Bill Young addresses delegate at the California State Association of Letter Carriers convention in Sacramento in May 2006. On podium at right, Secretary-treasurer Carol Maggio, at left, State President John Beaumont and in back, State Vice-President Harold Kelso.



Photo by Herb Mitchell

Democratic candidate for governor of California, Phil Angelides, speaks to the delegates at the California state convention in May 2006. The delegates endorsed him for governor.

Beaumont (continued from page 14)

sentatives stand up for you and your future! All our other insurance policies revolve in one way or another around our employment in the United States Postal Service and the benefits our union has negotiated from them. To help protect your future we are asking each and every member to give just \$5 per pay period or \$10 per month automatically to COLPCE. Active carriers can have this taken directly from your paycheck through Postal EASE or through an Electronic Funds Transfer through your checking account to our National COLCPE program. Retirees can also have their bank do an Electronic Funds Transfer or they can have the OPM easily direct a donation in their behalf from their annuity.

Regardless of the voluntary automatic deduction method you choose a small amount monthly from each of us will help strengthen COLCPE to protect our interests and be your insurance for the future! *Please take a couple minutes and sign up for automatic deduction and join with your brother and sister Branch 214 members who have already been donating using this method to protect our future:*

JOHN BEAUMONT	KIN LUK
LILIBETH BEAUMONT	CAROL MAGGIO
SPENCE BURTON	SHARON MANANSALA
ALFREDO CASTILLO	STEPHEN McCAFFREE
STEPHEN CRISAFI	KIAN McCARTHY
JEFFERSON CROWL	RONALD MEI
ARNALDO CRUZ	MICHAEL MILLS
JUAN DOMINGUEZ	MELVIN MOORE
RAY FONG	ROBERT MURRAY
MICHAEL FRIDEGER	ELDRIDGE POOLER
ANTHONY GALLARDO	DANIEL PRICE
SHEILA GARDNER	KAREN SCHULER
ROLAND GARSHOL	WILLIAM SEEKAMP
SUSAN GARSHOL	DAVID SLOPAK
LAWRENCE GERIGK	JEROME TERCERO
CHARLES GONZALEZ	WILLIAM THORNTON
PATRICIA GUTIERREZ	KIM TRUONG
DAVID JANG	CHERRY VARGAS
PETER LACANLALE	JOHN WADE
TUAN LE	PUI WONG



Phil Angelides, Democratic candidate for governor enters the hall of the California state convention in Sacramento in May to the applause and later endorsement of the letter carriers.

Clashes of culture

Ugliness hits workroom floor in San Francisco

By Bill Thornton, Vice President

San Francisco is experiencing what may euphemistically called a cross fertilization from another District (Let's not use the vulgar expression for that.) The other district had a history of playing fast and loose with regulations, particularly in regards to injured employees. As an example the other district reportedly did not recognize the existence of the CA-16, which allows a carrier to see his/her own doctor after an injury.

Injured carriers harassed



Particularly disturbing are what appears to be abdication by the parties of management responsibility under Art. 13, 20CFR10, etc., that protects injured employees. This includes grievance decisions at higher levels that are disturbing. There is sense of doom for injured carriers given the national initiatives on injured employees, and the entrance into San Francisco of managers from another district with a history of disdain for carrier rights.

Within this context, it is believable that one of the *pooh bahs* tried to persuade an employee that he/she should not

Carriers threatened with termination during stand up talks/injured carriers harassed.

file an injury claim. This is a violation of federal law. Other managers have confronted injured carriers with quick medical assessments of their conditions—*you look healthy to me and I will end your compensation.* Hello!

Numbers and performance standards

Now it appears that the management *pooh bahs* may not be *getting the numbers*. I. e. the carrier productivity is not up to the expectations of higher *pooh bahs*. So this may be why there are highly paid *pooh bahs* frequenting the stations and stalking individuals. Carriers are reminded that *there are no daily standards*. Eighteen and Eight is a tool only for route inspections/adjustments. All you are expected to do is produce an honest day's work for an honest day's pay.

Extra contractual requests

Carriers are also advised that they do not have the responsibility to *manage* their mail, The same old reporting requirements on 3996s apply as per the M-41. Branch 214 offices have never participated in such extra contractual stuff like *carrier commitment* or other types of self- management. Carrier responsibility is met by reporting on Form 3996 when unable to complete all duties as enumerated in 131 of the M-41. Management decides what is to be done with the mail.

Standup talks in some stations threaten termination for not finishing deliveries.

The stand up talks in some stations that threaten termination for not finishing deliveries are nonsense as long as carriers fulfill their reporting requirements as outlined above. Carriers report. Management decides. *Any* curtailment should be recorded and approved by management on Form 1571, curtailment slip. Let us reflect on the *Memorandum on Violence and Behavior in the Workplace*. It states there that getting the numbers is not an excuse for violating the memorandum and creating a hostile environment.

Stewards attacked/placed on emergency suspension

We're not in Kansas anymore.

—Dorothy, *The Wizard of Oz*

If you want to in one fell swoop undermine the enforcement of the contract and run things unencumbered by such annoyances, the easiest way would to take out the stewards that enforce that contract. Attacks on stewards are a change fi-om previous normal strains in Labor/Management relationships to one of vindictiveness, hostility, mendacity, duplicity, you name it.

The scenario—one of the representatives from the Postmaster's office confronts a stewardcarrier about a work practice she considers improper. This is the opening, because the manuals clearly state that carriers are to follow instructions of supervisors. Then she waits briefly

There are no daily standards. Eighteen and Eight is for route inspections.

to see the response. Most likely this will happen as the carrier is *pinned in* the case, easily visualized given the normal case configuration. It may be done in such a

(continued on page 17)

Thornton (continued from page 16)

way as to avoid witnesses, particularly possible friendly witnesses.

When one of the stewards was thrown out of the building, it conveniently was done in the office in the middle of the afternoon, with little chance of the steward/carrier having someone contradict management's made up charges. If there is not immediate compliance, with 100% agreement, the Postmaster's representative continues, escalating verbal harassment. If the steward/carrier reacts, he or she may be brought in office, where the verbal barrage continues.

In one case the steward was initially accused of physical contact/threatening behavior involving management. Then there is the subterfuge to place the steward/carrier on emergency placement under article 16.7. In another instance, the steward allegedly called the Postmaster's representative a liar and was placed in 16.7. This is an

Postmaster representatives have provoked carriers.

emergency placement that is included under Article 16 of the discipline procedure. It is intended in theory to allow management to remove an employee, pending an investigation, when the employee may be a threat to themselves, others, or the postal service.

In the two instances it was a cheap, tawdry and dishonest use of the procedure. Both occurred within three days in late June.

Is there a reason why any instructions should have not gone through the chain of command, other than an opportunity for these people to antagonize and to possibly get someone to react improperly?

Winking, smirking and other offenses

The staffer asked a carrier if he had winked at her. This same pooh bah had complained that a branch officer had *smirked* at her.

Stewards have been singled out and placed on emergency suspension.

Funny, but potentially tragic. Several cases in the East Bay, in another Branch, management set up carriers for a fall. In one particularly disgusting case, in a small East Bay branch the union branch president/carrier innocently put a hand gently on a manager's shoulder, and was accused of assault. The removal was not reversed.

Union responds

These attacks on stewards are clearly violations of the National Labor Relations Act and are Unfair Labor Practices.

When confronted with such nonsense you do not have to immediately prove your heroism to protect your dignity. The game is not over when you are subject to this

The union can respond with grievances EEOs and Unfair Labor Practices.

abuse masquerading as proper management instructions correcting improper carrier practices. It probably is unnecessary to repeat the need of utilizing your various protections. The responses do not immediately end the crap, but are steps that have to be taken in that process.

Despite how we might feel at the time, we are not giving up our dignity when a manager is f...g with us. Looking at the positive side, even though you give up some rights you have outside of the work floor, particularly about behavior, speech, etc. at work you have protections that you don't immediately have on the street. You will not likely be a victim of road rage, or a drive by shooting, and instances of people dying from so-called *going postal* are statistically remote. But especially in a unionized place, it's a fairly controlled environment.

The assault on steward/carriers is scattershot, and evidence needs to be gathered at the site of the management atrocity, and acted upon through established procedures including grievances, EEOs, legal assistance, if necessary, etc.

And remember that letter carriers get paid by the hour. And don't wink at the manager.



Photo by Ray Fong

Novato Shop Steward Kathy Rojas (left) and Novato Carrier Maria Seguinte at a recent branch meeting.

Cease fire

We are not enemies

By Ivars Lauersons, Editor

There has never been a worse time to work in the post office in the twenty-eight years of my experience. I speak as a letter carrier from one station in San Francisco, so I don't know how universal this feeling is. For a multi-billion dollar business to act so against the core of our business – the delivery of mail accurately and timely to our customers – seems absolutely crazy.

I've been looking for some over-arching theme, unsuccessfully, as to what has gone wrong.



There are the usual suspects.

One is harsh management with punitive actions to intimidate the carriers.

Another is the daily DOIS/carrier commitment show, which has no contractual basis.

A third is the bonus driven, so called, numbers game, where figures that are reported may or may not be accurate.

Yet another reason may be the view that carriers are robots, interchangeable despite age, abilities, physical condition and whose job can be done just as well by a low paid, no benefits casual.

For a multi-billion dollar business to act so against its own interests is simply crazy.

Finally, there is contempt for the union as a partner in making sure the contract is followed.

We are surrounded

It seems as if the carriers are under a long-term siege. Think of a medieval town that's been surrounded. Inside are the carriers trying to carry on a normal life (delivering mail.)

Outside the walls is management lobbing suspensions, letters of warning into town, shouting slogans to put the fear into carriers, such as "DOIS says you're one hour under," "Get off the street by six o'clock." The wall separating the two sides is the union, and all gates in this wall that might lead to communication are shut from the outer, or management side.

Besides the image of a medieval town under siege, the relations seem medieval as well. It is as if we are not working for the same business, serving and getting paid by the same customers.

Technology to beat us down

Technology is used to beat down the carriers instead of using it as a useful tool to make work easier. Management appears automation crazy. Our most common misuse of technology is the use of DOIS to attempt a speed up of carriers. In spite of multiple instances of the national union pointing out the errors in the system, nothing has changed on the workroom floor.

Technology is used to beat down carriers.

DPS goes from the machine to the customer mailbox without any human intervention. We are told, don't pull vacation holds, don't pull mark-ups, don't pull miscases, don't correct names, don't touch the DPS mail.

And now we are told that the introduction of automated flats will make our life as carriers even easier by reducing office time. The good news is that this particular technology is not just around the corner.

What now?

We have some positive efforts. The Customer Connect program is one. The language of the Pacific Area is another.

"We have always done a great job..."

The Pacific Area Vice President Al Iniguez says in the June 2006 "Pacific Area Update," "Whether facing situations out of our control – such as earthquakes, floods or other natural disasters – or taking care of things we can control such as individual job performance, revenue generation and work unit safety – we have always done a great job preparing ourselves to provide excellent service to our customers."

And our President Bill Young says in the July 2006

Maybe there is no overarching explanation.

"Postal Record," "Dealing with the workroom floor issues that affect our members is one of the most important duties I share with the other officers of this great union. Letter carriers expect us to achieve results, as they should."

We have contract talks coming up. Money, as always, is number one. We're likely to take a hit in the health care contribution. But let's not forget the workroom floor...

What you can do about

Changes

By Carol Maggio, Assistant Secretary-Treasurer

Not everyone likes changes. Letter Carriers especially do not like changes. Many letter carriers in the branch and through out the US are going through route changes due to the adversarial stance USPS management has taken in the route inspection process. Even our co-leader process was not the true co-leader process we had experienced in years past. Now carriers are finding themselves with territorial changes they may not want and others may find their routes eliminated in the overall scheme of changes.

While everyone says change is good, maybe it would have been more palatable if the process was approached in a more reasonable manner, rather than CORE, DOIS, and other assorted computer figures that someone who never carried a route before figured that they knew how to do it best.



Did you run your route?

The questions arise, did you carry your route in a professional and safe manner the year prior to the route inspection. Or, did you run your route to get home earlier because of pressing childcare issues or maybe you just don't like commute traffic. The honest answer is that we have these issues and want to get home earlier. The problem then stems from

In route inspections the post office took an adversarial stance.

that, we did not carry our routes professionally and safely. So now we are getting an addition to the route, or a territorial change. In a station this all adds together and you may find routes eliminated. Sure you may have high seniority, but it doesn't protect you when you get that unpalatable territorial change you did not want.

Route inspection classes

Did everyone in your station come to the training classes for route inspections given by the branch officers once a week, sometimes two times a week, starting in January? No, we have the records to show who attended. So everyone may not have been familiar with all the paperwork and what they needed to do. This may have hurt your station in the overall process, and it certainly doesn't make

it the union's fault. The branch still continues to battle management on the adjustments, at the 60-day review, etc.

Bottom line, find someone to deal with your childcare issues and put on a relaxing CD/Tape for the commute

Technology is used to beat down carriers.

drive home. Deal with the issues, put yourself in a position to carry your route professionally and safety. Starting now, do it right.

And it's a contract year.

As always in a contract year (the negotiations for the new NALC contract with the USPS starts at the end of August as the contract expires in November) management starts a downward spiral of things like, adversarial route inspections, attacks on shop stewards, attacks on

If you come to route inspection classes...

members, an unwillingness to extend grievances, denied AL, restricted sick leave. Again, be a professional and safe letter carrier. Your shop stewards need your support and members need to support each other. If you notice management doing something wrong, tell your shop steward. If you see a manager attack your shop steward, listen and be a witness.



Daniel Soo Hoo joins the last punch bunch.

Mar (continued from page 1)

During those union route inspection classes the main concerns from the carriers' perspective were, #1-The supervisor never told me it was wrong, and #2-Once route inspection is over we will all be back to normal.

The average bear

Let's take the first point...the supervisors were all smarter than the average bears. The data from the week of inspection and the seven random weeks show most carriers are undertime and management has the right to adjust those routes to get an eight hour day of work from each one of us.

The supervisor never told me

The supervisor never told me that I had to fill out a 3996 if I knew I wasn't going to be able to complete my route in 8 hours. The supervisor never told me that I had to fill out a 1571 if I had to leave the office on time for an eight hour day, but I didn't have time to do my mark-ups and case 3 days old standard mail.

The supervisor never told me to fill out another 3996 after I returned back to office from being approved for 1 hour overtime in the morning, but I had to take an extra 30 minutes because the bus I was riding back to the station sideswiped a double parked UPS truck. The supervisor never told me not to load my parcels into my vehicle during my break time because I needed the hamper to be empty for my DPS & residual mail later. The supervisor never told me that I had to return back to the station to pick up the splits of my 2 hours overtime on another route and move my clock rings onto the new route because I'd

The problem lies within each of us.

rather wait in the morning crying to the other carriers to please hurry up.

The supervisor never told me that I should be parking my vehicle on the correct park points, instead of in the middle of the block, because I'd rather pull down my route out of sequence and didn't want to bother the supervisor to have my route adjusted to reflect overburdened blocks. The supervisor never told me not to load my satchel cart so high with mails and parcels that I can barely maneuver along the city streets without tipping over, because I didn't want to make another trip back to the relay box and incur more wear and tear on the rubber wheels.

The supervisor never told me not to rubber band all my stops, case DPS mails, collate "marriage mails" or book the mails within magazine, because I noticed in the latest issue of Pacific Area Update that the District needed rep-

resentatives in the upcoming Summer Olympics Mail Delivery Speed Trials.

Carriers should know by now

Supervisors don't have to tell us these things because we as letter carriers should have known by now what our duties, responsibilities and rules are. Webster's Dictionary defines supervisor as, *noun, to watch over and direct (work, workers, etc.); oversee.* The Postal Dictionary defines supervisor as, verbal, babysitter, a juggler of numbers to match the variances. Supervisor duties are to

Cluster boxes and longer street times are the attacks on carrier work.

input numbers for reports and to have somebody deliver today's mail.

Back to normal-or not

The second point...back to normalcy. The management yellow brick road to the land of route cuts took a wicked turn. In 2004 Headquarters was looking into the cloudy crystal ball and noticed that declining first-class mail volume and increasing usage of automation would help cut the major expenditures of the Postal Service, namely labor.

In the processing sector they are moving forward in consolidating plants. In the transportation sector they are entering into more outsourcing with private trucking companies. In the window clerks sector they are installing more lobby APC (automated postal center) machines.

In the carrier delivery sector they are implementing a two-pronged attack plan. First, any new development is now required to install cluster boxes instead of door-to-door service. The second part is to decrease the carrier's office time and increase the street time, thereby eliminating routes by increasing route coverage areas.

In the management sector they tried and halted a program to allow a Postmaster to work in and manage two post offices at the same time. Their union objected because it was detrimental to customer service. When we, the workers, complained about the same reasoning, management will claim we are a self-serving.

Lies and deceptions... two human traits that I have personally encountered for a long time, mainly due to my lapse in judgment or plain stupidity. The Postal Service has been relying on these two traits for ages, mainly because it gets the mail delivered, or they cannot come up with any better excuses!

I have been asked many times, why I am so bitter? It could be on the fork of the yellow brick road. I chose the left road of mismanagement and malcontent. I am still

(continued on page 21)

Mar (continued from page 20)

waiting for Doc Brown and his DeLorean car to set me back on the right road. Then there is always Forrest Gump, and he was right that we all have a destiny...some are born to lead, some are born to be creative, some are born to be righteous. And I was born to be a pain in management's rear end.

In my position I am able to assimilate all three sides of the Postal Service. Management – their lack of foresight in programs and leadership. Postal workers – many are very dedicated and hard working. Then there are those that take this job for granted and don't appreciate how lucky they are to be working in the USPS. Customers who depend on us for those timely deliveries but have many unanswered questions, like why whenever I call the Post Office the answer would be – we would check on it – no call back; why I got my neighbor's mail; why I got a 3849 when I was home, and why my mail person is delivering mail at 10 PM. After a fun-filled day in the office, I would endure another 8-hour shift at home dealing with paranoia, repetitiveness and forgetfulness.

My father has an excuse... he has Alzheimer's. How about those carriers that break the rules or make the same mistake again and again-even after being told by management not to do it, or even going as far as being disciplined and they still keep on doing it...they have "Alzzdon'tcare?"

The carriers must realize that management did not achieve their goal in the latest round of route inspections

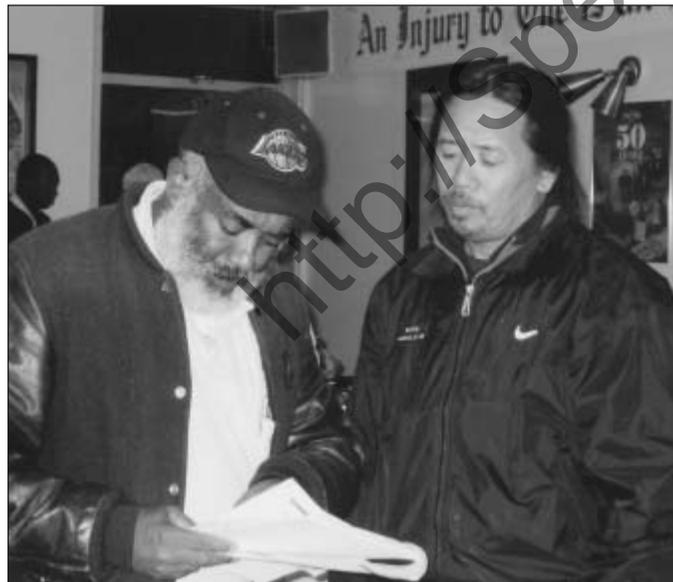


Photo by Ray Fong

TV 214, the branch television show, staff Carl Bryant, left, and David Mabalatan, in discussion about training films, a record of conventions, and other concerns of letter carrier life at a branch meeting at the ILWU hall.

and reductions and they will be back. Therefore we all must follow the golden rule of doing our job professionally, consistently and safely.

Ever noticed that the Postal Service loves quotations? This one I found inside a relay box:

If your principle goes against others, do what your conscience says. It is you who must live with the decision, not them.

—Confucius-in-training 2005 BS

(To be continued.)



Photo by Ray Fong

Kian McCarthy at work in *The Voice* editorial offices.



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Photo by Ray Fong

For each election Branch 214 selects a non-partisan committee to handle the procedure and to count the ballots. The chair again for the election was Dennis Mackler (shown on page 2 of this issue.) Other members of the committee, from left, Tyree McKinney, Ivars Lauersons, and retirees Daniel SooHoo and Ralph Selleck.

ANNUAL DINNER / DANCE HONORING THE RETIREES

Saturday Night, September 9, 2006 • No Host Cocktails 6:00 PM

🌀 **Deadline !!! Send Money by September 1** 🌀

Italian American Social Club, 25 Russia (off Mission), San Francisco

Theme: *Black & White Night! Wear Black & White!*

Delicious dinner with wine 7:00 PM

Roast Beef Italiana, Roast Chicken Rosemary plus antipasti, salad, pasta, dessert, etc. (Vegetarian upon request)

Dancing after dinner 🌀 Music by Luis Romero 🌀

Tickets \$25 for members and guests—Send coupon below

🌀 *Branch members who retired between May 2005 and September 2006 and guest receive complimentary tickets.* 🌀

Ticket Order – Mail to ANNUAL DINNER, Attn: Carol Maggio, NALC 214, 2310 Mason St., 4th Flr., San Francisco, CA 94133

Member's Name _____ Phone # _____

Address / City / Zip _____

Reserve _____ tickets @ \$25 each. Tickets will be at the door. Enclosed is my check or money order for \$ _____

Guests name(s) _____

_____ I retired in 2005 – 2006. Reserve my complimentary tickets. _____ Number of vegetarian meal(s) requested.



GOLDEN GATE BRANCH 214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
2310 Mason Street, Fourth Floor
San Francisco, California 94133
415-362-0214 • 800-4BR-0214 • Fax 415-392-NALC



OFFICIAL REQUEST FOR A SPECIAL ROUTE INSPECTION

I feel that I qualify for a special route inspection under the provisions of part 271g (et al) of the Methods Handbook M-39, as modified by various Memorandums of Understanding between the USPS and the NALC dated after July 20, 1978.

Therefore, I am hereby requesting a Special Route Inspection be completed on my route within four (4) weeks of this request. Furthermore, I request that my route be permanently adjusted to eight (8) hours daily work within the time frame cited in the appropriate manuals memoranda.

Route number _____ Date _____

Name _____ Signature _____
(please print)

City _____ Station _____

RECEIVED: Supervisor or manager

Name _____ Signature _____
(please print supervisor/manager's name)

Date request received _____ Date inspection to begin _____

Please give copy to: Steward, union office, requesting carrier

GOLDEN GATE BRANCH NO. 214
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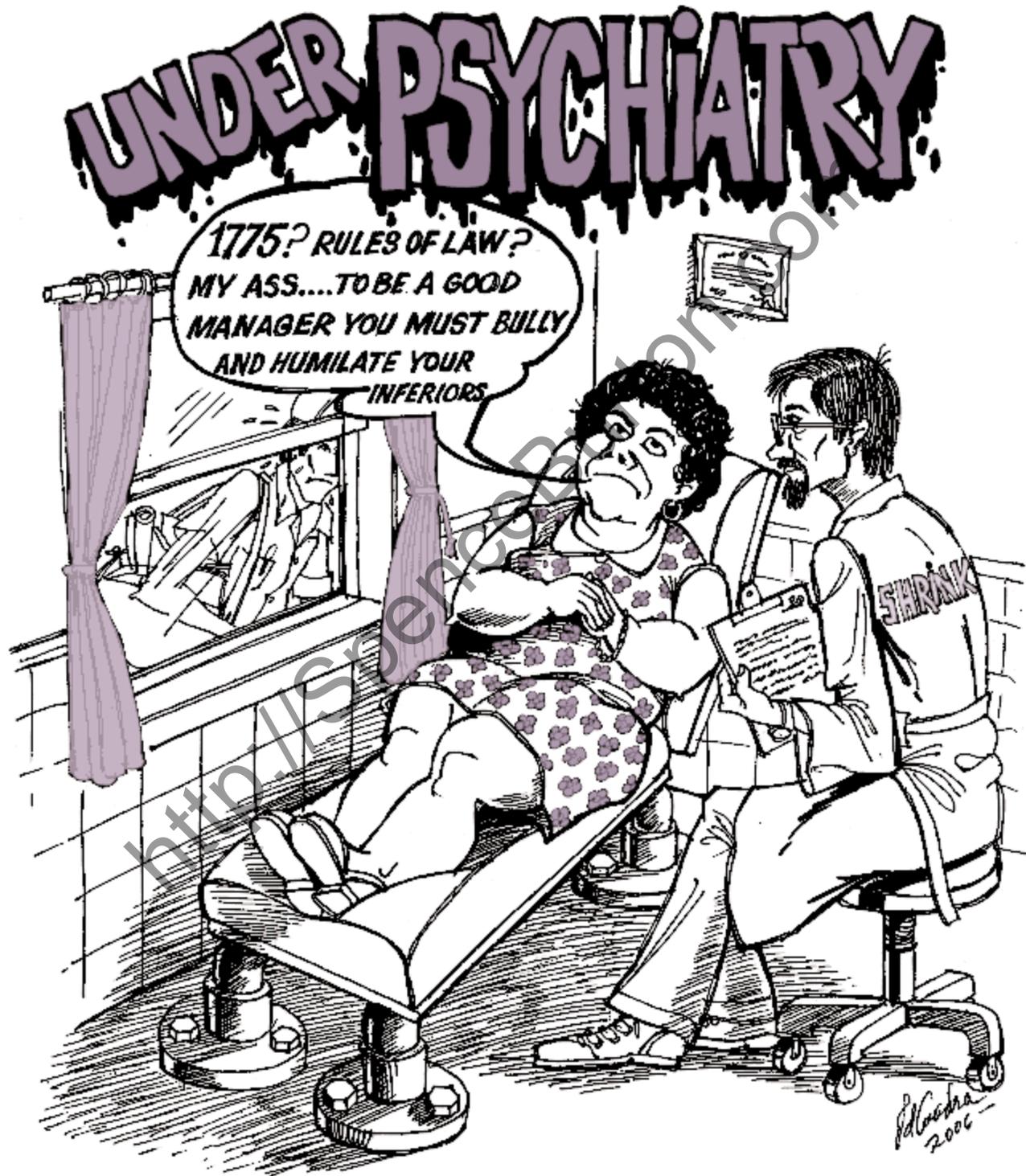


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