



THE VOICE



OF THE GOLDEN GATE LETTER CARRIERS

BRANCH #214

NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

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FSS TSUNAMI ALERT!

The flat sorting monster

By Juan Dominguez, Shop Steward, San Rafael

In the last edition of **The Voice**, Branch 214 President Lili Beaumont wrote in her report that Flat Sequence System (FSS) machines were being placed in San Francisco, but that it was not going to affect any of the Branch 214 stations or cities. That information was updated at the Branch meeting on April 7, 2011. In that meeting President Beaumont informed the membership that FSS was going to be implemented in Marin County and parts of San Francisco by mid July 2011. Later, in May, the San Francisco District did another 180 and announced that

Concord had 78 routes before FSS. It now has 48.

Marin County and San Francisco **would not be** affected on this go around. This is good news for Branch 214 for now.

When FSS hits

When FSS hits our cities, what does that mean for us? Well, it means that we should get ready for some serious additions to our routes. It means that we should get ready for a lot of routes to be abolished. It means that a lot of our fellow carriers in our stations might be exceded.

When FSS hits, be prepared for longer street time.

What we know about FSS machines is that they are incredibly accurate and that they hardly have any flaws in them. They will save the Post Office an average of 1 to 2 hours of office time per route, in some places more.

If 2 hours per route is saved...

Think about it. If they are saving 2 hours per route and your office has 50 routes, that is 100 hours of savings. If the routes in your office average 5 hours on the street, 5 divided into 100 = 20. That means that 20 routes can

When FSS hits, get ready to lose routes.

be abolished from an office of 50 routes, plus five T6 positions. That means 25 carriers from your office can possibly lose their positions and some possibly exceded.

...we may lose 90 positions out of 250 in Marin

In Marin County alone we have about 250 routes. I anticipate that we will lose anywhere from 70 to 100 routes and as many as 20 T6 positions. That is as many as 90 positions abolished.

If this is not enough to slap you with a reality check, I don't know what is. Yet some carriers continue to do a lot of their street work in the office. They load their parcels in office time, they load their DPS in office time, they

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Branch 214 notes:



Photo by Ivars Lauersons

Karen Eshabarr, Branch 214 Executive Vice-President, recognized as one of the state's major union activists, being introduced to the delegates at the San Diego state convention.



Photo by Ivars Lauersons

Kim Truong, Branch 214, at right, sitting among San Francisco delegates, holding jacket awarded to legislative liaisons to California members of the House of Representatives at the San Diego state convention.

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Food Drive Contest Entries

- Sammi Law, 1ST PLACE, 94103 Townsend
- Cynthia Lee, 2ND PLACE, Excelsior
- Denise Briones, 3RD PLACE, San Leandro Main
- Vivian Lin, Honorable Mention, Stonestown
- Owen Park, Honorable Mention, Stonestown
- Elson Poon, Honorable Mention, Golden Gate
- Marlo Aniciete, San Leandro Main
- Ainah Briones, San Leandro South
- Denisen M. Briones, San Leandro Main
- Ramil Briones, San Leandro South
- Joshua Chang, Excelsior
- Justin Chang, San Rafael
- Michelle Chang, San Rafael Main
- Crystal Cheung, Excelsior
- Jovin Cheung, Excelsior
- Kayla Curameng, Marina
- Julianna Gil, Marina
- Reena Hapa, Mendell
- Yazi Juarez, Marina
- Janel Lacanlale, West Portal
- Zachary Lacanlale, West Portal
- Shirley Lee, Excelsior
- Synclaire Lee, Sausalito
- Joshua Park, Stonestown
- Edmond Poon, Golden Gate
- Mario Daniel Sandoval, San Leandro Main
- Valeria Sandoval, San Leandro Main
- Lauren Tran, Stonestown
- Wilber Yap, San Rafael Main
- Wilyza Yap, San Rafael Main

Carrier work changing with automation

Routes to become mostly street time

By Lili Beaumont, President

The state of the Postal Service is changing ever so quickly. Following are some of the changes that have occurred since the last **Voice** issue, and some new news.

Management has announced that Daly City and Redwood City will be placed on the schedule for Flat Sequence System (FSS). They are listed as “back up” sites when FSS is implemented. Implementation is scheduled in June 2011 for most of the other peninsula Associate Offices. Although unsubstantiated, there is also rumor that a FSS machine will be housed in the North Bay P&DC in Petaluma to sequence sort the flats in Marin County. At the 53rd State Convention in San Diego this end of April, guest speaker NALC President Fred Rolando indicated that the Postal Service is in talks with the company that manufactures these FSS machines to create a “smaller version” of the FSS machines, so it is possible that smaller P&DCs may eventually house some of them.



Mostly street time ahead

FSS forces a route's total time to be dominantly street time. Routes with FSS have twenty to forty-five minutes of total office time. The rest of the time is street time. So a station with 130 routes may lose 25 routes due to FSS. To avoid this, if possible, carriers should begin crediting

Routes with FSS have only 20 to 45 minutes of office time.

their routes with as much street time as contractually possible. Duties like proper clock ring moves, loading parcels and other mail into the truck, handling 3M mail per relay, culling collection mail properly, etc., should be done on street time to document the work as “street time work”. Carriers should not touch their DPS mail while on office time. Take the time on the street to handle DPS mail.

Apartment houses no longer sequenced

Management also announced that DPS high-rise sortation will no longer sequence sort apartment deliveries. DPS mail for apartment deliveries will come to the route sorted to the cluster box only. It will no longer be

in apartment number order if the delivery is to a cluster box or arrow lock. If this is not happening on your route, you must report it to your supervisor so they can have “Address Management Systems” fix your route's DPS sortation plan. Under no circumstances should you fix that mail on office time. Even though it is an irritating and frustrating struggle, you should fix that mail on street time. In the long run, you and your route will benefit from it because for each day management fails to fix it, the problem will lengthen your street time which will minimize any additions to your route. This is critical since we're entering another route adjustment period.

Another JARAP agreement

Effective May 1, 2011, National announced that they had signed another agreement with the Postal Service to conduct another round of JARAP or Joint Alternate Route

Credit all contractually valid street time as street time.

Adjustment Process. There will be two schedules for the JARAP. The data period for the stations scheduled first will be March and April, 2011. The data period for the stations scheduled second will be April and May, 2011.

Training to provide correct street time credit

Branch 214 is presently scheduling and conducting after-work “know your rights” meetings to train our

(continued on page 4)



Photo by Ivars Lauersons

President Lili Beaumont, wearing the food drive T-shirt, addresses caucus of 34 Branch 214 delegates to the California State Association of Letter Carriers convention in San Diego, April 29, 2011. The caucus was called to decide how to vote at the convention (unit rule or not) and to discuss issues to be voted on. A complete list of the delegates appears elsewhere in this issue.

Beaumont (continued from page 3)

carriers on the revised provisions of the new JARAP agreement as well as teach them how to decipher the data and some of the forms involved in the data analysis process so they can give more educated feedback for their routes during their consultations. We received excellent feedback from carriers who attended our first meeting on May 20, 2011 with Branch 1280 and Branch 1427. Stay tuned as we announce more of these meetings in June. Thanks go to Sidney Wong (from Diamond Heights station and NALC District Team member), Jun Buccat (Branch 214 Secretary-Treasurer), and Tony Gallardo (NALC Lead District Team member) for putting the training materials together, and leading the meeting.

Fiscal health of post office

Management sources informed me that during one of their events, Postmaster General Patrick Donahoe announced that the Postal Service will make payroll this fiscal year and maybe the next. If making payroll

Follow action in Congress on postal matters and be prepared to act.

becomes in jeopardy because of the Postal Service's obligation to first prefund the Retirees' Health Benefit Fund, he will default on that obligation in order to make payroll. Nevertheless, currently there is legislation in Congress that will address this prefunding obligation if passed. But some of the legislation out there may not be good for letter carriers' jobs. That is why it is more critical now than ever before for letter carriers to be in tune with what the national, state and local unions are advising with regards to the legislation out there. Carriers should be educated on the union's position on these issues and act on the union's request, especially as our contract ends this November. It is very important for carriers to educate the public on the truths about the Postal Service and dispel some of the myths about the Postal Service that the public believes are truth. On a daily basis, carriers should be looking at our national website, nalc.org, for updates. Also, carriers should join the e-Activist network which will alert them via email or mail when very important information arises.

State convention report

The 53rd State Convention took place in San Diego at the end of this April. The resolution submitted by our branch was accepted by the delegation at the state convention. This resolution requested the national union to look into the legal possibility of requiring non-dues paying carriers (we call them non-members or scabs) to pay an agency fee to the Muscular Dystrophy Association that is equal to the amount of branch dues paid by union members per pay period. Also, our own John Beaumont (from 94102 in San Francisco and former Branch 214 Secretary-Treasurer) was re-elected by acclamation along with his entire Executive Board, and Branch 214 (the San Francisco area) put forward and was accepted with great enthusiasm as the site for the 2014 State Convention. All in all, I'd say our branch had a pretty good convention.

More pay on paycheck

Finally, the projected accumulation toward the ninth and final contract COLA under the 2006-2011 National Agreement stands at \$832 following the May 13th release of the Consumer Price Index (CPI) for April. This final COLA of the National Agreement will be based on the July 2011 CPI. The projected accumulation for the 2012 retiree COLA was 2.9 percent following the release of the April CPI. Because there was no retiree COLA for 2010 or 2011, the 2012 retiree COLA will be determined by comparing the average CPI during the third quarter of 2011 and the average during the third quarter of 2008.



NALC President Fred Rolando spoke to the almost 900 delegates at the state convention in San Diego. Alternating seriousness and humor, he outlined the problems facing carriers and the post office in today's difficult political climate.

Photo by Ivars Lauersons

Dominguez (continued from page 1)

move their vehicles in office time, they case their DPS, they milk the office time and then run their routes to make it in 8. That is no exaggeration. I see this behavior daily.

8 hours on the route is not an 8 hour route

Most carriers think that if they average 8 hours on the route, their route is 8 hours and management can't add to the route. Wrong, wrong, wrong! Your office time will be chopped to bare bones, to percent to standard, meaning that all that time you have been wasting in the office, or all the time that you have been doing street functions in office time will disappear. If you have been averaging 4 hours on the street, that means that after FSS implementation you can absorb a 2 to 3 hour addition on your route.



We will have routes with 6 to 7 hours of street time. Senior carriers should be thinking of bidding

on mounted routes or routes with businesses in order to save their legs.

Is it too late to do anything? No

Is it too late to do something about FSS? Yes about getting rid of the machines. But we should not blame FSS for the long routes. The Post Office has to use technology as best as possible to save money. We must all change our dirty habits of trying to make the street easier by taking

When FSS hits, be prepared for excessing.

all the short cuts noted above and other short cuts I dare not mention.

Go by the book, be professional

We must go strictly by the book, we must be professional, work out of the satchel, put our seat belts on even when we are not being watched! Lock our doors, find legal parking. You get the picture. If you demon-

Yet carriers continue to do street work in the office.

strate that your route is already 6 to 7 hours long on the street, how much more time can they add to your route? Not much.

We are not exaggerating

Dear brothers and sisters, I am not exaggerating what I am telling you. This has already happened to our broth-

ers and sisters elsewhere, including our neighbors in San Jose and the East Bay. In Concord, California, a city that had 78 routes in November of 2010, it now has 48. They abolished 25 routes and 4 T6 positions. To date, no car-

The branch will do route protection seminars.

rier has been excessed, but that might not stay that way for long.

A tsunami is coming and we must prepare and prepare well, because many routes and jobs will be swallowed by these massive machines, and we can't be left scratching our heads asking what happened.

Branch training for carriers

The branch is getting ready to do massive route protection seminars and training. I encourage every letter carrier to attend, even if you think you are safe. We will explain how to best protect your route now, then and later as well as explain how the implications of the FSS tsunami will work and what it means to you.

The times are changing and we must change with them. Our jobs depend on it! In solidarity.

IN MEMORIAM

Charles Daniels (Retiree)

WELCOME NEW MEMBERS

Laureand Calma Jr. (Daly City)
Imelda Gonzalez (San Leandro)
A'tiffa Wilson (TE-180 Napoleon)
Jeffrey Yim (TE-180 Napoleon)

WEB NEWS, www.nalcbayarea.com

Visit our award winning website. Get forms, check manuals, link to national NALC website, see photos of Branch 214 stations, and more, more, more. Some areas are limited to shop stewards and union activists.

* * *

New to site – We have a link to Facebook for our members. We have an NALC Activist newsletter section which links you to the current and previous issues. Your feedback is appreciated.

Why give me five for COLCPE?

By Lynda Beigel, NALC 214 Retiree

Republicans are smirking in stupid glee
At the gullible ignorance of our citizenry,
So it's time to wake up and save ourselves:
Both active carriers and those on the shelves.
In our multiple languages man the phones
Or walk precincts or send a check....
Give cash or a hand, but please take a stand!

Firstly we must tell everyone we meet
That six-day delivery stays on the street
(since very few work a 5-day week in the slave trend,
And we'd lose 1/6 of our carriers and our long week-ends).

Talk about small retailers, home businesses too,
Packages, prescriptions, passports.... who knew!

Also point out prefunding has done the job for our
peers

And health benefits are prefunded for the next 40 years,
So it's time to let the USPS show its operational profit
to all

Instead of hiding it behind a phony 8-ball.

Say Collective Bargaining creates a proud population
That is home-owning, healthy, educated, of roughly
equal station

Including teachers, doctors, accountants—white collar
all;

Hairdressers pink, postal crafts blue collar and tall:
The nation's middle class are workers not smirkers.

What do we, the most highly rated
Federal workers do for our country's good will?
Customer connect sales, carrier alert, both underrated,
The largest national food drive's bill
And muscular dystrophy charity, all union-initiated.

True democracy can't exist in the two classes of
today;

So don't foolishly think with the middle class gone
away

You'll be in the upper stratum

And not hurt by the hungry masses at the bottom!

It's not the class, not the brains or education
But ethics that determine our station

And the fighting we do for others' futures

Will protect our own,

So give cash or a hand, but please take a stand!

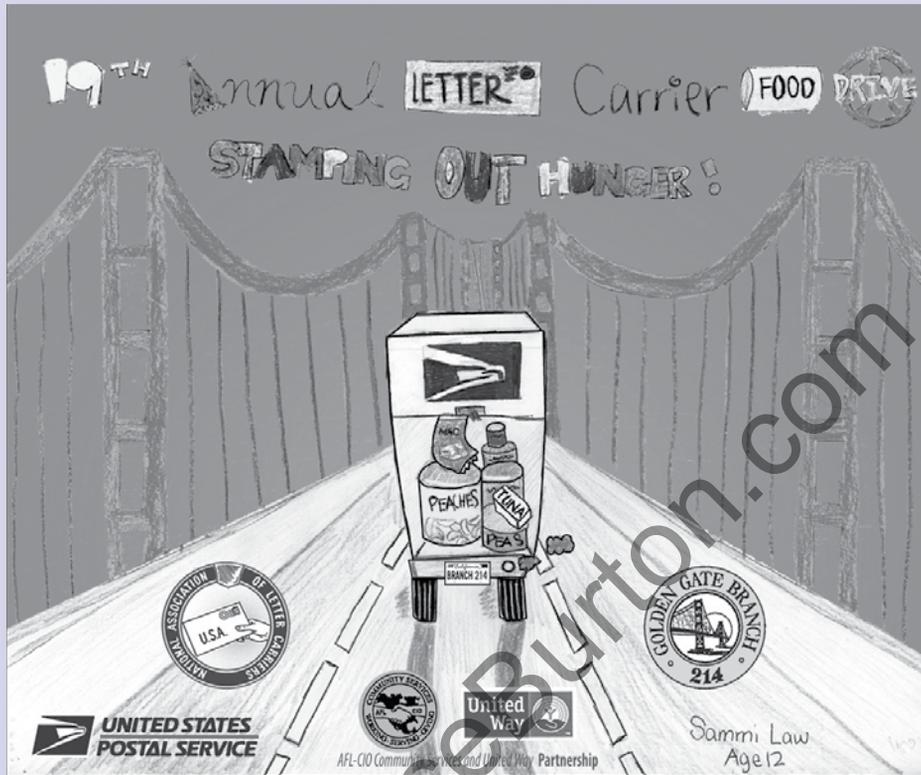
©2011 Lynda Beigel



Photo by Ivars Lauersons

At the state convention in April veterans of the 1970 Postal Strike were asked to stand to be recognized. In a group photo (not all participants are shown) Branch 214 participants present were retired carrier Lynda Beigel, lower left, kneeling, and active carrier Mike Callahan, fifth from right.

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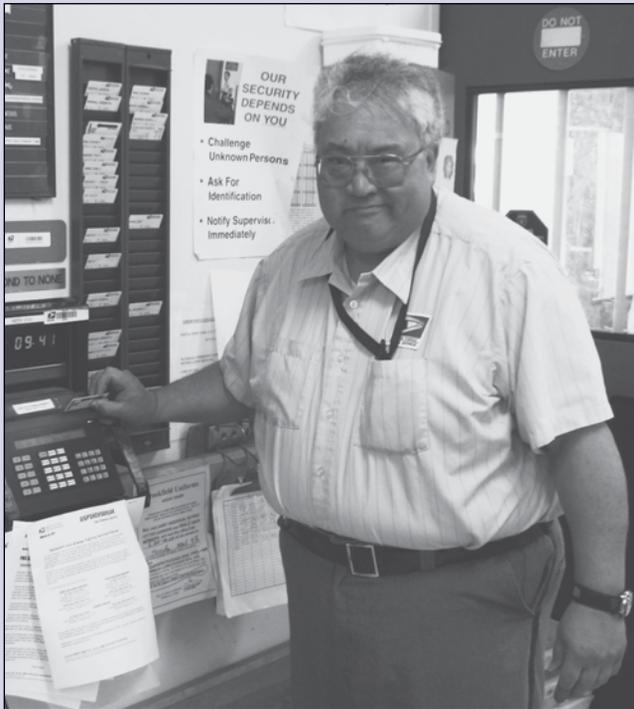


Photo: Branch 214 archives

Carrier Kenneth Zane Jr. taking his last punch on April 1, 2011 at Belvedere/ Tiburon Station.

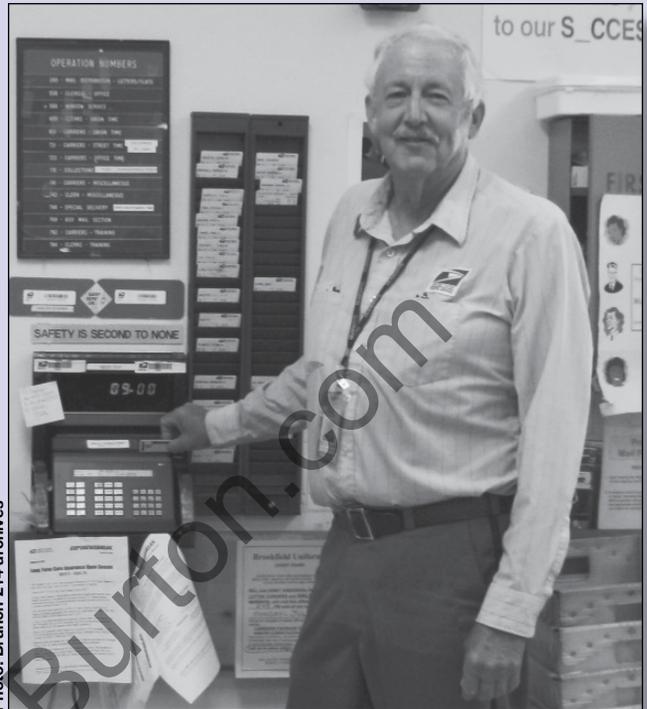


Photo: Branch 214 archives

Douglas Sederberg takes his last punch on May 3, 2011 at Belvedere/Tiburon Station after 31 years of service.

 An advertisement featuring a smiling man in a white polo shirt sitting in the driver's seat of a car, holding up a set of keys. The text is overlaid on the image in a handwritten style.

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*APR = Annual Percentage Rate. All loans subject to credit approval. Actual rate offered is determined by the applicant's individual credit profile; your rate may be higher. Rate shown includes 1/4% discount with direct deposit to your PPCU Checking account. Rates are subject to change without notice.

Once again, flats on the arm

Doing it wrong for so long we think it's right

By Bill Thornton, Vice President

Recently, there have been reports of supervisors/managers telling carriers that they should be carrying a certain amount of flats on their arms.

Hello!

There are no requirements to carry any flats on your arm(s).

Looking at Handbook M-41 that provides the work procedures for carriers, it is indicated in Chapter 32, the procedures for foot and park and loop routes.

32 Delivery of Ordinary Mail Matter

321 Foot Routes

321.1 Unstrap the first bundle of mail.

321.2 Verify the street, block, and number with street sign and number on first house.

321.3 Peel off the letters and circulars for the first house from bundle carried in the hand, and the flat mail from bundle **standing on end in the**



satchel [emphasis added]

323 Park and Loop Routes

323.1 Description

Delivery of mail on park and loop routes is basically the same as for foot routes with relays.

A Step 4 on the issue came in June 11, 1982 H1N-FC-C-1155: *The current instructions contained in Part 321.3 of the M-41 Handbook are **controlling**.* [emphasis added] *It is not a requirement for a carrier on a foot route to carry 4 inches of flats on his arm while delivering mail. Carriers **may*** [emphasis added] *opt to carry flats on his arm...*

Carriers are not required to carry flats on their arm on the street.

In another Step 4 agreement April 5, 1984 H1N-1E-C-25147 in a decision related to fingering mail between stops, it was stated that... Flat mail is normally withdrawn from a satchel...

Standard Training Program for Letter Carriers United States Postal Service Delivering Foot Route: When Delivering Foot Routes: When delivering the mail on foot routes, the carrier must unstrap the first bundle, verify the

*street, block and street number with street sign and number on first house. Combine the mail in your hand with the mail from your satchel at each delivery point. **Mail should be carried in the hand and satchel only.*** [emphasis added] *Delivering park and loop routes: Delivering on park and loop routes is basically the same as for foot routes with relays. The vehicle is used as a moveable relay box from which the carrier withdraws mail, **placing the mail into the satchel before beginning each relay.*** [emphasis added]

Satchel Carts

The use of satchel carts is described in Section 118, M-39.

In reference to the issue of *flats on the arm* for people who use satchel carts, a 1982 case addressed that issue at Step 4 of the grievance procedure, in a letter dated January 5, 1982 in Case Number H8N-5H-C-21012. In dispute was whether carriers had to carry 4 inches of flats on their arms while using a satchel cart... *Part 321 of the M-41 handbook provides instructions on the delivery of ordinary mail by foot route. It does not differentiate between foot routes with or without satchel carts.*

The bottom line is: **With satchel carts the flats would go in the satchel and carrying flats on the arms while using a satchel cart is contrary to the standard procedures as indicated in M-41, M-39, etc.**

More than a technical issue

The issue, especially now, is more than a technicality. As street time increases it becomes that much more important to use procedures that allow the carrier to perform their job in a safe and professional manner.

Many carriers, contrary to what is stated in the manual, have become comfortable with carrying flats on their arms. But at what cost? This is particularly true for people that have medical limitations, especially involving hands, arms, shoulders.

Carriers should not be doing anything that is beyond their medical work limitations.

Ergonomics to be considered

But even if a carrier does not have current work limitations, there is the danger of new injuries resulting from practices that are ergonomically questionable. While there are requirements to carry multiple bundles within certain guidelines, there is no requirement to carry flats on your arm. Multiple bundle handling may increase the possibility of injuries, especially relating to arms, hands, wrists, shoulders, etc.

Why add to the mix of possible injuries by doing something potentially hazardous?

There certainly are variations in the way carriers deliver mail but some consistency that allows for a continuing safe and healthy method is desirable.

(continued on page 11)

Herb & Adrean Mitchell Present

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Questions: Call Herb, 707-557-0541 or 415-710-3090

Thornton (continued from page 10)

Confusion by a supervisor

When a supervisor tells a carrier to carry a certain amount of mail in their arm they are confusing it with the office requirement to have a certain amount of inches of flats on the arm when casing mail.

Some carriers may find that carrying flats in a satchel may create other problems, e.g. turning your neck/shoulder to remove flats.

But certainly, this would not be the problem when using the satchel cart.

The Step 4 gives carriers the option of carrying flats on the arm but it is not required.

Management has over the years conveniently ignored this section of the M-41 and one can reasonably speculate

As street time increases, carriers should work in a safe and professional manner.

that has to do with the general speed up and attempt to reduce labor costs.

Carriers may want to reexamine methods of street work and reconsider 321 of the M-41 as it relates to the safe and professional performance of street duties.

State Compensable Delegates

Lili Beaumont
 Lynda Beigel
 Roberta Bojo
 Jun Buccat
 Mike Callahan
 Ghan-Gee Chang
 Simon Dang
 Juan Dominguez
 Karen Eshabarr
 Sheila Gardner
 Larry Gerigk
 Enrico Hapa
 Arnold Jones
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 Kaming Lau
 Norma Leonardo
 Stan Lew
 Frances Lopez

Bradford Louis
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 Val Palattao
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 Vicki Sawicki
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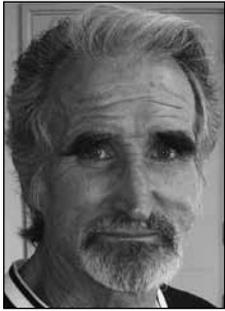
Arnold Tiletile
 (non-compensable)

One hundred year struggle

Carriers and Tarriers

By Dennis Urtiaga, Visitacion Carrier

“Drill, Ye Tarriers, Drill” is an American folk song first published in 1888 and attributed to Thomas Casey (words) and much later, Charles Connolly (music). The song is a work song, and makes references to the construction of the American railroads in the mid-19th century. The tarriers of the title refer to the Irish workers drilling holes in rock to blast out railroad tunnels. It may mean either to tarry, as in delay, or to terrier dogs, which dig their quarry out of the ground.



The lyrics of this tune seem to draw a parallel to the adversity that we in the letter carrier craft deal within the daily ritual performed per se. Essentially, “ours is not to reason why; ours is but to do or die”. Then again, as management would phrase it, in lesser terms of prose, “just shut up and do it”.

Drill ye Tarriers, Drill

*Every mornin' when the boss
Come 'round
To chase the gang to the
Quarry ground
For hard work Johnny is
A driving lad
And if you don't hustle
You get in bad
So drill ye tarriers drill*

*For it's work all day
No sugar in your tay
Twelve long hours
And six hours pay
So drill ye tarriers drill*

Twelve hours work, six hours pay

All right, so there might be an exaggeration to a degree, but only slightly speaking. The truth of the matter is that

Supervisors feel our nose should be to the grindstone.

at one time or another, we have seen those declared to be the powers that be stand around the time clock watching carriers punch in. And we have also had it called to our attention when our casual conversations were interrupted by those who felt our nose should be totally to

the grindstone. I told one of those stooges “I work here, I don't hibernate here”. Basically, it all comes down to this. When all is said and done, we are ‘salt of the earth workers and they are hierarchy of toil lurkers’. Even with those supervisors that I have an agreement, unspoken to be sure, to conscientiously pursue the matter of doing our timely route, there is a line drawn in the sand. When all is said and done, at day's end, they are what they are and we are who we are. For all intents and purposes, we are at two opposite ends of the spectrum.

*Foreman's name was John McGann
We found he was a blame mean man
Last week a premature blast went off
And a mile in the air went big Jim Goss
So drill ye tarriers drill
Yea drill ye tarriers drill
When the next payday came around
Big Jim one dollar short was found
'What for' says he and this reply
'You're docked for the time you
Were up in the sky
So drill ye tarriers drill
Yea drill ye tarriers drill.*

And don't get hurt on the job

Adding insult to injury, on more than one occasion, I have heard of carriers getting hurt doing their job, on workers' compensation denied or cut off in pay that they are entitled to. I have also experienced this type of treatment. There are cases where carriers are denied their

Because of the big load, I started in the middle of the block.

claim, thus forcing them to use sick or annual leave to get by. If a carrier is not fortunate enough to have any leave on the books, obviously some lean times tend to come about. In cases where carriers are forced to use personal leave, they have to fight like hell to get their time back when disability or compensation is finally acknowledged.

My own tale of woe

About 11 years ago, I was hurt on the job. It was during an election period. I was doing route 3404 in Visitacion. The previous day, a carrier had brought back a pretty large bundle of flats. They were hidden under a tub of mail. This split consisted of 132 deliveries, yes, the 100-200 block of Blythedale had 132 deliveries. And that wasn't the biggest split on the route. The block of 50-100 Brookdale had over 150 deliveries and the 1700, 1800, and 1900 block of Sunnydale had 212 deliveries.

(continued on page 13)

Urtiaga (continued from page 12)

Looking at the 40 or 50 deliveries, I decided to do the split in a practical way and start at the top half of the split, to avoid carrying deadweight the first 80 deliveries. Work smarter, not harder, as we are often advised. I parked at the middle of the block. As I was unloading the 2nd half of the block, a car with defective brakes came up to park behind me and coasted into me, clipping me and knocking me into the street.

I still shudder to think of the severity of my injuries had the driver not turned his wheel at the last second and avoided pinning me between both vehicles. As a result, I 'only' suffered painful contusions.

A car clipped me and knocked me into the street.

I was rushed to S.F. General Hospital where I laid on a cot in the hall answering 1001 questions before being given a sedative to ease the pain. About 3 hours had elapsed before the postal manager and a 204B supervisor arrived at the hospital. The painkiller had set in and I was kind of light-headed. I told them that I had been informed by the medical staff that my injuries were not critical injuries. The postal manager told me just before leaving to call in the morning if I could come in to work. He also said that I wouldn't have to carry mail. If I hadn't been so drugged at the time, a few choice words would have probably come out of my mouth.

Upon returning to work a few weeks later, I was asked why I had deviated from the normal starting point of delivery, not even considering the extra bundle that I had to compensate for. That's the post office, no good deed goes unpunished. In the time prior to returning to work, I had been on workers compensation. I was docked a few days at one point because my claim was mishandled by the office. I was eventually compensated, but not without having to force the issue. The comedy of errors was not a matter of laughter; disbelief yes, laughter no.

Safety is fine as long as you make your schedule.

All these years of working at the post office has made one thing perfectly clear. The safety that is stressed is all good as long as the scheduled time is not exceeded. Still, as I've told more than a few carriers, "It doesn't come easy, it doesn't come cheap". As I alluded to earlier at the time of my accident, we have to work smarter, not harder, a notion that seems to go over our mis-managing personnels' heads.

Mail some letters

First class letter carriers deliver "First class mail"

By Sheila Gardner, Trustee

Are we so busy these days that we can't mail a letter or two? I know that convenience can save us time by using our computers, cell phones, e-mail, etc. Have we forgotten that we too are in the Communication Business and we sell stamps to deliver the mail? It's called "Job Security."

- **FACT:** First Class Mail has dropped considerably over the last decade.

- **FACT:** There are approximately 275,000 Letter Carriers Nationwide. If every Letter Carrier sent just one letter a week, that is \$121,000 X 52 weeks, for a total of \$6,292,000.

- **FACT:** There are approximately 800,000 USPS Craft Employees nationwide. If every USPS Craft Employee sent just one letter a week, that is \$352,000 X 52 weeks, for a total of \$18,304,000

JUST THINK IF EVERYONE SENT TWO OR THREE LETTERS.DO THE MATH.

WE CAN MAKE A DIFFERENCE!

What can U.S. letter carriers, retired letter carriers and other USPS employees do about it? It's really simple. For those who request statements and use on line bill pay, put your money where your mouth is and be the First Class Letter Carrier that you are. Buy USPS stamps and mail away. Save your job and be accountable. I challenge you.

For those of us that use the mail for most communications, and there's nothing like getting a card, invitation, package for that special occasion, I commend you. Call me old fashioned.



Photo by Ivars Lauersons

Former NALC President Bill Young thanked the delegates after being honored by the state convention for his past work.



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Approved Budget— April 1, 2011–September 30, 2011

	Spent	Projected
	10/1/10– 3/31/11	4/1/11– 9/30/11
Expense		
1. Salaries, FT, PT, Stewards, Assignment Time:		
President's Salary (FERS)	32,410.97	35,126.00
Executive Vice President's Salary (FERS)	30,633.31	34,210.00
Vice President's Salary (CSRS)	32,859.69	36,613.00
Secretary-Treasurer's Salary (FERS)	31,565.47	34,210.00
Field Director Salary (FERS)	31,565.47	34,210.00
Asst. Secretary-Treasurer's Salary (FERS)	31,565.47	34,210.00
Health Benefits Representative Salary (CSRS)	1,281.60	1,282.00
Sgt/Arms, MBA, EEO, S&H, Trustees, Dir of Org (8)	5,767.20	5,768.00
Shop Steward Salary	42,858.10	44,055.00
Assignment Time/Paid Time and Services (excl. Voice, Ed)	13,596.37	14,750.00
Leave Replacement	955.92	—
TOTAL	255,059.57	273,434.00
2. Officer, Steward Expenses		
President's Expenses	2,424.35	3,500.00
Executive Vice President's Expenses	1,247.82	2,000.00
Vice President's Expenses	1,910.50	3,000.00
Secretary-Treasurer's Expenses	1,803.07	3,000.00
Field Director Expenses	2,698.83	3,500.00
Asst. S/T Expenses	1,732.32	3,000.00
Misc. Expenses (Other Officers & Stewards)	734.77	750.00
Leave Reimbursement	3,818.10	1,000.00
Officer's Leave Fund (30% of potential liability)	—	—
TOTAL	16,369.76	19,750.00
3. Taxes & Officer's Benefits		
Officer's Benefits	42,578.99	44,200.00
Payroll Taxes	24,668.08	25,000.00
Property Taxes	5,594.26	5,640.00
TOTAL	72,841.33	74,840.00
4. Building/Office Expense		
Building Maintenance & Repair	1,074.36	3,000.00
Hall Rental/RWC Office	4,650.00	1,600.00
Loan Payment/Mortgage	13,646.70	13,650.00
Janitorial Service Office	2,760.00	2,800.00
Office Utilities (Phone/Water)	6,329.22	6,400.00
Printing	2,996.04	3,000.00
Insurance (Disability/Business Liability/Bonding)	5,396.00	5,000.00
Insurance (Representational Liability)	—	—
Maintenance (Security/Service Contracts/Serv-Maint)	3,936.32	4,000.00
Computer Expenses	5,158.36	6,000.00
Office Supplies/Equipment/Office Expense	6,917.12	6,000.00
Postage	5,619.75	6,000.00
Payroll Services	985.36	1,200.00
TOTAL	59,469.23	58,650.00
5. Building Corporation		
BC Construction Costs	—	—
BC Elevator	544.18	1,200.00
BC Garbage	358.63	400.00
BC Insurance & Property Tax	3,420.19	5,600.00
BC Janitorial	1,946.82	1,950.00
BC Office Expense	—	—

	Spent	Projected
	10/1/10– 3/31/11	4/1/11– 9/30/11
BC Professional Fees	740.34	750.00
BC Serv Maintenance	326.51	350.00
BC Utilities & Oper Expenses (PG&E/Water/Elevator Phone)	3,299.35	4,000.00
TOTAL	10,636.02	14,250.00
6. Fees & Dues		
Professional Fees	5,840.80	10,000.00
Affiliate Dues	6,919.70	6,500.00
TOTAL	12,760.50	16,500.00
7. Convention & Conferences		
Convention Fund	12,600.00	12,600.00
Conferences	13,159.22	7,200.00
TOTAL	25,759.22	19,800.00
8. Education		
Training	4,215.29	16,000.00
Issue Education/Labor 2011	708.81	—
Other: Books, Materials, NALC Supplies	436.91	500.00
TOTAL	5,361.01	16,500.00
9. Communications		
Voice: Lost Time Expenses	3,237.60	3,500.00
Website	13,470.00	10,600.00
TOTAL	16,707.60	14,600.00
10. Entertainment		
Good of the Order/Other Refreshments	3,089.21	4,000.00
Steward Brunch	6,473.52	—
Recreation/Picnic	239.13	—
TOTAL	9,801.86	4,000.00
11. Representational Expenses		
Representational Expenses	21.90	500.00
Contract / Picket Action / Legislative Action	474.64	500.00
TOTAL	496.54	1,000.00
12. Other		
Retirement and Other Gifts	2,391.59	3,400.00
New Member Services / Recruitment	200.00	1,000.00
Branch Elections wages	—	—
Food Drive	200.00	2,500.00
100% Union Celebration (\$4/person)	—	500.00
Branch Items	4,304.92	—
Miscellaneous	—	—
TOTAL	7,096.51	7,400.00
TOTALS	492,359.15	520,724.00

Projected Income	
	Projected Income
	4/1/11 – 9/30/11
Active Members	
× 1,620 members	501,228.00
Retired Members	500.00
Interest Income	1,000.00
Miscellaneous Income	18,000.00
PROJECTED INCOME TOTAL:	520,728.00
Total Projected Expenses	(520,724.00)
Projected Surplus	4.00

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BRANCH 214 FOOD DRIVE T-SHIRT CONTEST



Photo by Ivars Lauferis

First place winner in the 2011 Food Drive T-shirt contest was Sammi Law (age 12). Here she poses with her family after receiving the award at a ceremony at the May union meeting. From left, Father Herman Law, Townsend Zone 3 carrier, Sammi, Suki (15), mother Yuen Lam, and Branch 214 President Lili Beaumont.



Photo by Ron Caluag

Second place winner in 2011 Food Drive T-shirt contest Cynthia Lee poses with her family at a presentation at the May union meeting. From left, Branch 214 President Lili Beaumont, Cynthia (age 11), Shirley (9), Peter (4), father Gene Lee, Station F carrier, and mother Jie Ling. Third place winner, Denise Briones, age 11, daughter of San Leandro carrier Viente Briones, could not attend the presentation.

Branch 214 Meetings

Branch meetings, 7:00 P.M.

May 4, 2011	ILWU Hall, 400 North Point, SF
June 1, 2011	ILWU Hall, 400 North Point, SF
July 6, 2011	ILWU Hall, 400 North Point, SF

Steward meetings, 4:30 P.M.*

May 4, 2011	Union Office, 2310 Mason St., SF
June 1, 2011	Union Office, 2310 Mason St., SF*
July 6, 2011	Union Office, 2310 Mason St., SF

Retiree social meetings, 12:30 P.M.

June 6, 2011	740 Del Monte Ave., South SF
August 1, 2011	740 Del Monte Ave., South SF
October 3, 2011	740 Del Monte Ave., South SF

BRANCH FOOD DRIVE TOTALS 2011

San Francisco	96,142
Marin	102,000
San Leandro	35,000
Redwood City	16,258
Daly City	7,249
TOTAL	<u>256,649</u>

(Amount in pounds; totals as of May 17, 2011)