

MAIL CALL

Published by
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SERVING
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VOLUME NO. 28

CIRCULATION 1000

JAN/FEB 2015

FROM THE DESK OF THE PRESIDENT

Greeting Brothers and Sisters!

Let me start out by congratulating all of our new regular carriers, formerly known as PTF's. As of the first of the year, management has been busy cleaning up vacancies and trying to get all of our PTF's converted. So far, it looks like they've succeeded. Now onward and upward toward getting CCA's converted as well. In a local Union President's meeting with the Sierra Coastal District Manager last week, he stated that they will be converting 16 CCA's in Pasadena and another 4 CCA's in Glendale. As of this writing the 16 CCA's from Pasadena were converted on Saturday February 21, 2015.

Also in this meeting, we were given a presentation showing a new toy, recently acquired by USPS. This toy is called Delivery Street Management (DSM). The system basically tracks and times letter carriers from the time they scan the hot case until they scan return to office.

This system is web based and uses DOIS, MSP, and RIMS (GPS) to track carrier activity and compare it to the latest 3999 data. Once a carrier scans their hot case, the clock starts. Management can look at one screen in a zip code and see all routes in that zip code to determine whether a carrier is on time, late, or early on a route. This is done by different colors assigned to the route. In other words if Route 1 is on time, it is indicated in black. If Route 2 is late, it is indicated in red. If Route 3 is ahead of schedule, it is indicated in green.

Management can also see any parcels or accountable pieces that are scanned. They can see if the item is delivered, notice left, or not delivered. They can see if the carrier back tracks for any scannable items.

They can see when a carrier is out to lunch and where they are. They can tell when an LLV is parked longer than the normal time at a location. There is a map function that shows where carriers have been and where they are supposed to be going.

The eventual goal for this system is to provide the supervisors with tablets (IPAD, Galaxy Note etc), which the supervisor can take on the street into their zip code and pull up their routes while on the street in order to locate the carrier nearly instantaneously, and question why they are behind in time. Currently, in some offices, they are already calling carriers into the office. Carriers are being questioned as to why there are variances and discussing the events that took place on their routes the previous day. They are called the vital few. Every week management has a list of the carriers that they feel are performing poorly. They identify who these carriers are and then discuss the previous day's activities with them. So far, there has not been any discipline issued in any of our offices based on this new system.

The District Manager has instructed management to find out why if any carriers are 45 minutes or more above their projected office and street times.

Some of our offices are sharing this information with the union, inviting us to stand-ups, and showing examples of how this system works. While others (most of our offices), are keeping all of this a secret, not wanting to share any information with the carriers. So, if your management team has shared this information with you, then you know what is around the corner. If your management team has not shared this information with you, then heed my warning and watch out for those lurking about.

Desk of President – Continued Page 2

Desk of President – Continued

All in all, if management were to do the right thing with this system, it could not only be used to check on slower performing carriers, it could also be used to show that 99% of our carriers are doing the right thing, thus validating that some of these routes are, in fact, too long. I will not hold my breath waiting for management to use this tool as a positive reinforcement for carriers that are doing a great job.

If you happen to be called into a discussion about this new system, or for any other issue, I recommend that you ask your manager/postmaster/supervisor if this discussion can lead to discipline? If they answer anything other than “No,” then you tell them you want to speak with your shop steward prior to answering any of their questions. So, if they say “maybe, I don’t know, yes, we will see,” then you need to tell them you will be happy to answer their questions after speaking with your steward.

Whenever a supervisor asked me about what I was doing on the street I had one simple answer. “I was delivering the mail.”

As I am writing this, we have been summoned to a meeting with the District Manager in Santa Clarita. The topic is regarding the new scanners and texting. So without knowing the contents of the meeting it seems inevitable that we will soon be texting back and forth with our supervisors. Along that same line, I am being asked about the scanners and the stylus. I will see if I can get an answer for that as well.

One last note: Once again, we have officers from the Office of Inspector General (OIG) in our stations investigating letter carriers. Once again, they are playing good cop with the carriers. And again, the agenda of the officers is to dismantle the letter carrier. It is imperative that if for ANY reason you are asked to speak with members of the OIG, Postal Inspectors, Postal Police that you DO NOT sign anything and that you do not answer ANY QUESTIONS until you have spoken with your shop steward and you have union representation. Regardless of what they ask you, your answer is “I will be happy to answer your questions as soon as I speak with my shop steward.” No if’s, ands, or butts!!!!

Deliver the mail safely and efficiently.

Strength and Unity Brothers and Sisters

By Mike Wyly

What makes a leader?

Communication Being able to clearly convey your vision to your team is extremely important. If you can’t describe what you want done, the team won’t be working toward the same goal. Healthy lines of communication are vital when training new members and creating a productive environment. Your team will learn to trust and depend on you.

Honesty When you are responsible for a team of people, whatever ethical beliefs you hold for yourself, it’s important to raise the bar even higher. Your organization and its members are a reflection of yourself and if you make honest and ethical behavior a key value, your team will follow suit.

Commitment You need to lead by example if you expect your team to work hard and produce a successful organization. There is no greater motivation than seeing the leader in the trenches working alongside everyone else, showing that hard work is being done on every level. By proving your commitment to the team, you will not only earn the respect of your organization, you will also instill that same hard work ethic among your team. You not only want to create a reputation for working hard, you also want to be known as a fair leader. Once you have gained the respect of your team, they are more likely to accept the challenge to deliver their best.

Delegate Imparting your vision is essential to creating a successful organization and learning to trust your team with that vision makes it possible to progress and go to the next level. Delegating tasks to the appropriate team members is one of the most important skills you can develop as your organization grows. The key to delegating is to identify and capitalize on the strengths of your team members. If they enjoy the tasks you delegate, they are more likely to put more thought and effort behind them, and you will have proven to the team that you trust and believe in them.

Creativity Some decisions aren’t easy. You may be forced at times to deviate from your set course and make an on the spot decision. This is where your creativity will prove to be vital. It is during these critical times that your team will look to you for guidance and you may be forced to make a quick decision. As a leader, it is important to learn to think outside the box and to choose which of the options is best. Don’t choose the first or easiest solution.

Sometimes it's best to give these issues some thought and even turn to your team for guidance. Utilizing all possible options before making a hasty decision can achieve the end results you were aiming toward.

Confidence There will be days where the future of your organization is worrisome and plans aren't going accordingly. The most important thing is not to panic. Part of your job as a leader is to maintain the team morale. Keep confidence levels up by assuring everyone that setbacks are normal. The important thing is to focus on the larger goal. A calm and confident leader helps keep the team feeling the same. Your team will take cues from you, so if you are in control, your team will pick up on that feeling. The key objective is to keep everyone working and moving ahead.

Humor Morale is linked to productivity. It is your job as a leader to instill positive energy. That's where your sense of humor will pay off. If you are constantly learning to find humor in the struggles, your environment will become a happy and healthy space where your team members look forward to being a part, rather than dreading it. Make it a point to crack jokes with your team. It's these short breaks from the task at hand that help keep productivity levels high and morale higher.

Positive Attitude You want to keep energy levels up and your team motivated toward the continued success of the organization. Whether that means providing snacks, coffee, an occasional outing or just listening to someone's problems, remember, everyone on your team is a person. Keep the mood of the environment a fine balance between fun and productivity.

Intuition There is no set of instructions on what to do when leading your team during troubled times. The higher the risk, the greater the pressure; everything is uncertain. This is where your natural intuition kicks in. Your team will look to you for guidance when something unexpected occurs. Drawing on past experience is usually good strategy, as is reaching out to your mentors for support. Eventually the decision will be up to you and you will need to depend on your gut instincts for answers. Learning to trust yourself is as important as your team learning to trust you.

Ability to inspire Creating an organization often involves a bit of forecasting. In the beginning, inspiring your team to see the vision of success is vital.

Generating enthusiasm for the hard work you all do is so important. To inspire your team is great for focusing on the future goals, but it is also important for the current issues at hand. When the morale is low and energy levels are fading, recognize that everyone needs a break now and then. Acknowledge the work that everyone has accomplished and commend the team for each of their efforts. It is the job of a leader to keep spirits up, and that begins with an appreciation for the hard work done by the entire team for the organization.

If these characteristics are inherent in your personality, you possess the qualities necessary to be a leader and we would like to invite you to attend our membership meetings and enlist in our organization as a Union Representative/Shop Steward. We would also like you to become an active team member of the Union to lead our organization into the future to help establish our goal toward greater success. Welcome, one and all to our membership meetings starting @7 p.m., every second Tuesday of the month. Looking forward to seeing you and our other members at the meetings of the NALC Branch 2200 located at 1310 N. Oxford Avenue in Pasadena. Any questions, call the Union Office at 626-798-6122.

Federico Roldan
Sergeant-at-Arms

Meeting Attendance
January/February 2015

Officers:

President Mike Wyly - P/P
Vice President Serop Karchikyan - P/P
Secy-Treas Nancy Norman - P/P
Financial Secy Frank Costanzo - P/P
Sergeant at Arms Ric Roldan - P/P
Health Benefits Rep Walter Washington - P/P
Trustee Donald Smith - P/E
Trustee Carolyn Zorn - P/P
Trustee Leroy Collier - P/P
MBA Representative Vinh Trieu - P/P

Stewards:

Verdugo Viejo - Serop Karchikyan - P/P
Raymond Annex 01: Kevin Nguyen - A/A
Raymond Annex 06: H.T. Tran - E/P
Jackie Robinson 03/04: Carolyn Zorn - P/P
Tujunga: Rob Burskey - P/P
South Pasadena: Vinh Trieu - P/P
La Canada/Montrose: Tina Giancanelli - P/P

GENERAL MEMBERSHIP MEETING

January 13, 2015

The meeting was called to order at 7:02 p.m. by President Mike Wyly. The pledge of allegiance was led by Sergeant-at-Arms Ric Roldan and there was a moment of silence for departed brothers and sisters since the last meeting. The roll call was answered by twelve officers and stewards in good standing. Motion passed to waive the reading of the minutes from the previous meeting, accepted as printed in the last issue of the Mail Call (Costanzo/Siechert). Motion passed to excuse Carolyn Zorn from the December meeting and H.T. Tran from the January meeting (Siechert/Costanzo). Motion passed that the warrants be drawn and bills be paid (Siechert/Burskey).

Motion passed to accept the following applications for membership: Wei Chen, Nidia Lopez, Augustin Mejia, Caren Morales, Brent Nicholas, Ignacio Palafox, James Trafford III, John Truong (Burskey/Siechert).

Welcome Brothers and Sisters!!

Rob Burskey updated on route inspections and adjustments with a start date of March 9th in Pasadena, 91105. Stewards should be verifying work hour/work load report that should be posted daily. Burskey followed with a brief update on food drive.

President Wyly updated on legislative issues and the new changes to mail processing. Carriers may have earlier starting time due to mail coming in late evenings.

Carolyn Zorn updated on MDA Camp in June and an upcoming MDA Walk in March. Carolyn also reminded members to continue bringing in old cell phones to be donated to MDA.

Motion passed to adjourn the meeting at 7:41 p.m. (Siechert/Rhodes).

Submitted by,

Nancy Norman
Secretary Treasurer

GENERAL MEMBERSHIP MEETING

February 10, 2015

The meeting was called to order at 7:00 p.m. by President Mike Wyly. The pledge of allegiance was led by Sergeant-at-Arms Ric Roldan and there was a moment of silence for departed brothers and sisters since the last meeting. The roll call was answered by twelve officers and stewards in good standing. Motion passed to waive the reading of the minutes from the previous meeting, to be printed in the Mail Call (Costanzo/Roldan). Motion passed to excuse Donald Smith from the meeting (Trieu/Costanzo).

Motion passed to accept and welcome the applications for membership from: Ben Abnous, Angelica Arshakyan, Saba Asghari, Jaymee Doza, Mohammed Haque, Lance Harper, Beatrice Howard, Jeffrey Montenegro, Charles Peck, Robert Regino, Darren Rice, Walter Washington, Andre Zarookian (13) (Siechert/Burskey). **WELCOME!!**

MDA Coordinator Carolyn Zorn reported on the MDA Walk at Griffith Park in March, date to be determined. Carolyn Zorn also reported on the Pasadena mayoral race and that Jacque Robinson has always supported the NALC and the Postal Service.

Rob Burskey updated on the Food Drive and discussion regarding bags and cards.

Discussion followed regarding Delivery Street Management (DSM), scanners that are in or coming to the stations. New scanners are GPS and time sensitive to show when/where parcels are delivered and where a carrier is at any given time.

Motion passed to accept the Executive Board recommendation that the Branch send up to ten members, at the President's discretion, to the Congressional Breakfast in April (Burskey/Zorn).

Discussion held regarding different postal job assignments, COLCPE, new vehicles and route inspections.

Motion passed to adjourn the meeting at 8:01 p.m. (Burskey/Zorn).

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT JAN/FEB 2015

INCOME	JAN	FEB
NALC Rebate- Benefits	4,125.16	2,731.92
Retiree Rebate	0.00	0.00
Active Rebate	25,504.57	17,868.43
Direct Dues	472.12	377.24
Food Drive T-shirt Sales	0.00	0.00
Picnic Ticket Sales	0.00	0.00
Interest-Dividend	206.54	185.78
Other Income		0.00
TOTAL INCOME	\$30,308.39	\$21,163.37



EXPENSES	JAN	FEB
Branch Picnic	0.00	0.00
Building Repairs/Improvements	0.00	0.00
Car Allowance	400.00	400.00
COP Meeting	386.00	0.00
Food Drive	0.00	153.00
Gardening	461.00	0.00
Insurance	0.00	1,612.00
Internet	108.64	109.64
Mail Call	105.43	0.00
Mileage	390.32	0.00
Miscellaneous	112.47	0.00
National Convention	0.00	0.00
Office Expenses	379.87	92.81
Office Supplies	251.14	58.92
Officer Benefits	2,704.33	1,793.08
Officer/Steward Salary	17,726.35	11,409.02
Payroll Taxes/Filing	2,382.50	923.97
Per Capita Tax	39.25	27.50
Postage	155.49	67.99
Professional Fees	0.00	187.50
Property Taxes	0.00	0.00
Retiree Bonus	0.00	0.00
Seminars & Education - DC Lobby	0.00	3,059.60
State Convention	0.00	0.00
Telephone	199.23	202.88
Utilities	221.40	43.14
Website	143.52	0.00
TOTAL EXPENSES	\$26,166.94	\$20,141.05



			ACCOUNT BALANCES	
			2/28/2015	
			General Checking	\$9,393.88
			Mikita Scholarship	\$4,568.61
			Building Fund	\$237,069.57
			Convention Fund	\$36,096.45
			TOTAL ACCOUNTS	\$287,128.51
NET INCOME	\$4,141.45	\$1,022.32		



Letter Carriers Participating in CPR Training



MEMBERSHIP MEETINGS

Tuesday, March 10th

7:00 p.m.

and

Tuesday, April 14th

7:00 p.m.

Union Office

1310 N Oxford Ave

in Pasadena

**OUR ANNUAL OPPORTUNITY
TO GIVE BACK
TO OUR COMMUNITIES
IS COMING**

**FOOD DRIVE
SATURDAY, MAY 9th**

**NALC BRANCH 2200
1310 N Oxford Ave
Pasadena CA 91104**