

MAIL CALL

Published by
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SERVING
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VOLUME NO. 31

CIRCULATION 1000

JAN/FEB 2018

FROM THE DESK OF THE PRESIDENT

IT IS ABOUT TIME!!!!

That was heard around the country as our brother and sister CCA carriers FINALLY received their long awaited back pay from the Postal Service. At first it was thought that they would be receiving it around Christmas time, but management kept pushing back the date, claiming they needed more time to get the process going. So congratulations to all of our CCAs on finally receiving their much deserved back pay. Don't spend it all in one place!!

CCA – Q&A

Some other questions that seem to keep popping up from time to time regarding CCAs are as follows:

Can CCAs be required to remain on "stand-by" or remain at home for a call-in on days they are not scheduled to work?

- **No**

Does the five-day break between CCA 360-day appointments refer to five calendar or work days?

- **Five calendar days.**

How are CCAs considered when applying the Letter Carrier Paragraph?

- **CCAs are considered as auxiliary assistance. Accordingly, management must seek to use CCAs at either the straight-time or regular overtime rate prior to requiring letter carriers not on the overtime desired list or work assignment list to work overtime on their own route on a regularly scheduled day.**

Is there a limit on the number of hours CCAs may be scheduled on a workday?

- **Yes, CCAs are covered by Section 432.32 of the Employee and Labor Relations Manual, which states: Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the PMG (or designee), employees may**

not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters, Postal Inspectors, and exempt employees are excluded from these provisions.

Do CCAs receive Night Differential or Sunday Premium?

- **CCAs receive Night Differential as defined in Article 8.7 of the National Agreement. CCAs do not receive Sunday Premium.**

Do CCAs have a work hour guarantee?

- **Yes, CCAs employed in post offices and facilities with 200 or more workyears (Glendale, Pasadena, Santa Clarita) of employment have a four hour work guarantee and CCAs employed in all other post offices have a two hour work guarantee.**

May CCAs be permanently reassigned from one post office (installation) to another during their appointment?

- **Yes, provided the employee's current appointment is being voluntarily terminated. To avoid a break in service a permanent reassignment to a different installation must be effected on the first day of a pay period.**

When does a CCA become eligible for a uniform allowance?

- **Upon completion of 90 work days or 120 calendar days of employment as a CCA, whichever comes first.**

How is the uniform anniversary date determined for a CCA who is converted to career status?

- **The employee retains the same anniversary date held as a CCA.**

Desk of the President – Continued Pg.2

Desk of the President – Continued

If a CCA does not use the full allowance before his/her appointment ends, does the allowance carry-over into the next appointment when the appointment begins before the next uniform anniversary date?

- **Yes, however, the CCA cannot purchase uniform items during his/her five calendar day break between appointments. If the full annual uniform allowance is not used before the next anniversary date, the remaining balance for that year is forfeited.**

Is there a waiting period for a new CCA (no former experience as a career city letter carrier or city carrier transitional employee) before the employee can opt on a hold down?

- **Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement there is no additional waiting period for applying for/being awarded a hold-down when the employee is converted to career.**

Can a CCA be taken off an opt (hold-down) in order to provide a part-time flexible employee assigned to the same work location with 40 hours of straight-time work over the course of a service week (Article 7, Section 1.C)?

- **Yes, a CCA may be "bumped" from an opt if necessary to provide 40 hours of straight-time work over the course of a service week to part-time flexible letter carriers assigned to the same work location. In this situation the opt is not terminated. Rather, the CCA is temporarily taken off the assignment as necessary on a day-to-day basis.**

These and other questions and answers can all be found in the CCA Resource Guide that was distributed to all new CCAs after they were hired. You may also find the guide at www.nalc.org under "New Member Tools."

Our CCAs are encouraged to attend regularly scheduled membership meetings held at our union hall every 2nd Tuesday of the month starting at 7:00 p.m. located at 1310 N. Oxford Avenue Pasadena 91104. It is at these types of meetings that all of our members can get together and ask and answer questions regarding our jobs. As a CCA you have a long road ahead of you in your chosen career. Your daily life can be more positively impacted if you know and understand how to exercise your rights as guaranteed by your NALC membership. Make an investment in your future and start attending union meetings.

We really hope to see you all there.

LETTER CARRIER POLITICAL FUND (LCPF)

As far as all of our members are concerned, we have a very tough uphill political battle approaching. As a National Organization whose future depends on passage of the right bills and other legislation, we need to be top of mind for as many of our elected and potentially elected Senators and Congressional Representatives as is possible. There is truly only one way that we can do that: financial support. Our

national office has many people working around the clock to best determine which elected officials or candidates will best support letter carrier interests. Remember all it takes is the swipe of a pen to start eliminating items beneficial to letter carriers. That is why it is so important that we join together to use our influence to make sure that we elect as many political officials that support our rights and benefits.

We have an old organization (COLCPE) with a new name. The Letter Carrier Political Fund (LCPF) was recreated so that letter carriers across the country could join hands and fight to make sure that the right politicians were voting in the most favorable way to support letter carriers jobs and retirements. In order for this to be successful we all need to participate in giving.

Even if it is only a few dollars per pay period, the more people we can get to support our LCPF the stronger we will become in the political arena. That's where our jobs and benefits can be tossed around and eliminated. Please consider joining our fund and help protect your job as well as your retirement benefits. For more information please contact me at the union office. When you are approached about joining this fund, take advantage of the opportunity to fight for your job and retirement security.

ROUTE INSPECTIONS

Route inspections have been announced in the following zones: (91202 - March 31) (91201- April 7) (91214 - April 14) (91204 - May 5) (91203 - May 12) (91321 - May 12) (91354 - May 19). You should continue to do your route the same way every day.

Remember, first and foremost, above all else, BE SAFE OUT THERE. All we do is deliver pieces of paper. No need to rush around whatsoever. A fair days pay for a fair days work. Be safe and efficient.

In unionism

Mike Wylly
President

The Letter Carrier Political Fund will use money it receives at the national and local levels to contribute to and otherwise assist candidates for federal office who favor legislation in the interest of NALC, without regard to their party affiliation, and to undertake other political spending as permitted by law. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, staff, or their immediate families living in the same household. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 per calendar year. Any monetary guideline included with the solicitation amount is merely a suggestion – an individual is free to contribute more or less than the guideline suggests and the NALC will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute. You have a right to refuse to contribute without any reprisal.

GENERAL MEMBERSHIP MEETING – January 9, 2018

No meeting due to lack of quorum.

WHAT HAPPENS AT A UNION MEETING:

- Vote on Branch activities
- Get information
- Learn job responsibilities
- Know your rights
- Protect your job
- Vote on By-Law changes

COME TO A MEETING!!

Any member of the Branch is entitled to a copy of the Branch By-Laws.

You may request a copy at a Branch meeting or by calling the Branch office.



GENERAL MEMBERSHIP MEETING – February 13, 2018

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 a moment of silence for recently departed brothers and sisters, including the passing of Ric Roldan’s father. The roll call was answered by twelve officers and stewards in good standing. Motion made to waive the reading of the minutes of the December meeting (Rhodes/Costanzo). Amended to read the minutes. Motion passed to accept the minutes of the December meeting, as read (Costanzo/Rhodes). December bills read, motion passed that warrants be drawn and bills be paid (Burskey/Costanzo). January bills read, motion passed that warrants be drawn and bills be paid (Burskey/Temblador). Motion passed to excuse Serop Karchikyan, Frank Costanzo, Artur Aghakhanyan from the January meeting and Vinh Trieu from February meeting (Kasenko/Costanzo).

Motion passed to accept and welcome the following new members: Milton Aleman, Lilly Antunez, Christopher Artale, Kevin Bolanos, Gohar Chitchian, Steven Franceschi, Luis Gomez, Patricia Guerrero, Sean Hong, Joseph Lagos, Erik Lopez, Jenny Millares, Stephanie Rhodes, Karl Roxburg (Temblador/Kasenko).

Carolyn Zorn reported on MDA Fund Raising and a raffle drawing at next membership meeting. Sister Zorn also reported on legislative issues and involvement with other unions to combat the political/corporate efforts to destroy the labor movement as a whole. Rob Burskey reported on upcoming Food Drive on May 12th this year.

Executive Board recommendations passed, as follows:
 1) the Branch make a donation of \$1000 to the Branch 183 Fire Relief Fund (Burskey/Temblador) 2) the Branch fund an educational mailing to members in the Branch regarding the Letter Carrier Political Fund (Burskey/Zorn) 3) the Branch send Carolyn Zorn and Leroy Collier to the LA Trade Tech 40th Anniversary Celebration at a cost of \$200 per person (Zorn/Costanzo).

President Wyly reported on changing management personnel, Amazon parcels, and on-the-job injuries. Members encouraged to contact the union office for any on-the-job injury. Motion passed to adjourn the meeting at 8:22 p.m. (Temblador/Burskey).

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT JAN - FEB 2018

INCOME	JAN	FEB					
NALC Active Rebate	24,839.84	24,778.80					
NALC Retiree Rebate	0.00	0.00					
Direct Dues	350.07	155.36					
Interest-Dividend	67.99	97.09					
Other Income	0.00	0.00					
TOTAL INCOME	\$25,257.90	\$25,031.25					
EXPENSES	JAN	FEB					
Building Repairs/Improvements	0.00	0.00					
Car Allowance	400.00	400.00					
COP Meeting	297.19	0.00					
Equipment Maintenance	0.00	0.00					
Gardening	535.00	0.00					
Insurance	0.00	0.00					
Internet	90.00	90.00					
Mail Call	0.00	0.00					
Meeting Refreshments	0.00	0.00					
Mileage	0.00	378.99					
Miscellaneous	100.00	1,300.00					
National Convention	0.00	0.00					
Office Expenses	378.35	90.41					
Office Supplies	594.74	127.49					
Officer Benefits	2,145.65	2,010.34					
Officer/Steward Salary	13,872.48	14,196.02					
Payroll Taxes/Filing	2,231.88	1,239.31					
Per Capita Tax	43.75	32.50					
Postage	87.99	246.99					
Professional Fees	0.00	0.00					
Property Taxes	0.00	0.00					
Retiree Banquet	0.00	0.00					
Retiree Bonus	100.00	-50.00					
Seminars & Education	0.00	0.00					
State Convention	0.00	0.00					
Telephone	152.61	156.47					
Utilities	235.33	29.25					
Website Fees	148.24	0.00					
TOTAL EXPENSES	\$21,413.21	\$20,247.77					
NET INCOME	\$3,844.69	\$4,783.48					



ACCOUNT BALANCES

1/31/2018

General Checking	\$138,723.81
Mikita Scholarship	\$5,325.15
Building Fund	\$250,656.00
Convention Fund	\$45,167.15

TOTAL ACCOUNTS	\$439,872.11
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ACCOUNT BALANCES

2/28/2018

General Checking	\$140,981.39
Mikita Scholarship	\$5,375.36
Building Fund	\$250,746.03
Convention Fund	\$46,855.76

TOTAL ACCOUNTS	\$443,958.54
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NON-MEMBER ROSTER - BRANCH 2200

LAST NAME	FIRST NAME	POST OFFICE	PL	REG/CCA	LAST NAME	FIRST NAME	POST OFFICE	PL	REG/CCA
Choi	Mong	Altadena	10	R	Frigillana	Abraham	Pasadena	0	R
Gonzalez	Heather	Altadena	10	R	Garcia	Johnny	Pasadena	4	R
Ragay	Edwin	Altadena	10	R	Germann	Daniel	Pasadena	3	R
Syavong	Norkham	Altadena	0	R	Ho	Raymond	Pasadena	7	R
					Kim	Sung	Pasadena	3	R
Banh	Kelly	Glendale	121	R	Lam	Tung	Pasadena	8	R
Bilemjian	Ara	Glendale	161	R	Lennick	William	Pasadena	999	R
Diep	Cuong	Glendale	104	R	Manju	Mohammed	Pasadena	6	R
Duran	Maria	Glendale	161	R	Mejia	Gerald	Pasadena	5	R
Esguerra	Benito	Glendale	141	R	Monell	Westley	Pasadena	6	R
Garcia	Raymond	Glendale	104	R	Moreno	Jose	Pasadena	4	R
Gasparian	Meridjan	Glendale	151	R	Nguyen	Minh	Pasadena	6	R
Hovhannesian	Azad	Glendale	104	R	Phan	Johnny	Pasadena	5	R
Isajani	Derik	Glendale	161	R	Trac	Tam	Pasadena	1	R
Jung	Eddie	Glendale	121	R	Valdez	Ruby	Pasadena	7	R
Khuu	David	Glendale	141	R	Victorio	Rodel	Pasadena	5	R
Nguyen	Hung	Glendale	107	R	Wang	David	Pasadena	1	R
Phung	Phan	Glendale	161	R	Xu	Bing	Pasadena	7	R
Rodriguez	Linda	Glendale	161	R					
Sanchez	Andrea	Glendale	141	R	Amado	Christopher	Santa Clarita	740	R
Soldatenko	George	Glendale	104	R	Davinroy	Andrew	Santa Clarita	320	R
Suh	Uk Sun	Glendale	141	R	Dominguez	Rocky	Santa Clarita	0	R
Sung	Peilang	Glendale	161	R	Frasca, Jr.	Carmine	Santa Clarita	320	R
Tang	Danny	Glendale	161	R	Froerer	Michael	Santa Clarita	120	R
Wen	Raymond	Glendale	104	R	Lartigue	Kim	Santa Clarita	120	R
					Lartigue	Peter	Santa Clarita	120	R
Trang	Chinh	La Canada	101	R	Navarro	Junzky	Santa Clarita	120	R
					Safarians	Alvat	Santa Clarita	620	R
Arvizo	Aurora	Pasadena	4	R	Spasoff	Carl	Santa Clarita	620	R
Asuncion	Joel	Pasadena	6	R	Wieczorek	Paul	Santa Clarita	520	R
Barsamian	Razmik	Pasadena	6	R	Ybarra	Jose	Santa Clarita	120	R
Chau	Sy	Pasadena	3	R					
Chavez	Anthony	Pasadena	10	R	Helstrom	Paula	Sunland	320	R
Chen	Juo Luen	Pasadena	7	R	Srithathu	Rawat	Sunland	320	R

Branch 2200 will pay \$100 to the first member (President not eligible) to sign up a non-member in a pay status on this list, with a completed, signed Form 1187. Payment processed upon completion of probation and first successful deduction. See your shop steward for forms or contact the Branch office at 626-798-6122. Our goal is 100% Membership!!

**Meeting Attendance
January/February 2018**

Officers:

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

Stewards:

Verdugo Viejo 05/08: Serop Karchikyan – E/P
Verdugo Viejo 06: Thor Kasenko – E/P
La Crescenta: Artur Aghakhanyan – E/P
Pasadena GMF 01: Kevin Nguyen – A/A
Jackie Robinson 03/04: Carolyn Zorn – P/P
Tujunga: Rob Burskey – P/P
South Pasadena: Vinh Trieu – P/E
La Canada/Montrose: Tina Giancanelli – P/P

HIGH SCHOOL SENIOR??

**Mikita Scholarship
Application
Return by April 1st**

**To Those Who Have Been Around the
Block More than a Few Times:**

If you believe you have been a member of NALC for more than 50 years, please telephone our office for ordering a Gold Card. We do not wish to miss anyone deserving a Gold Card from National Headquarters Office.



Muscular Dystrophy Association

MEMBERSHIP MEETINGS

Tuesday, March 13th

7:00 p.m.

Tuesday, April 10th

7:00 p.m.

Union Office

1310 N Oxford Ave

in Pasadena

MDA Fundraiser Raffle

Tuesday, March 13th

at the union meeting

See you there!



**NALC BRANCH 2200
1310 N OXFORD AVE
PASADENA CA 91104**