

MAIL CALL

Published by

ANTHONY TRIPOLINO BRANCH 2200, N.A.L.C.

SERVING

**Altadena, Glendale, La Canada, Montrose, Pasadena
Santa Clarita, South Pasadena, Sunland and Tujunga**

Phone: 626-798-6122

www.nalc2200.org

Fax: 626-798-6457

VOLUME NO. 34

CIRCULATION 1000

MAY/JUN 2021

FROM THE DESK OF THE PRESIDENT

Summer – As we move into the hot summer months ahead, we must be mindful of heat related issues and illnesses. Carriers should be extremely cautious when working in the heat, as exposure to extreme heat for hours can cause HEAT STROKE, HEAT EXHAUSTION and even DEATH. Stay cool when possible while working in these hot conditions by using cooling towels, wearing hats and loose clothing. This will allow your body temperature to stay cooler throughout the day. Consistently hydrate throughout the day while working, as well as prior to work and after work. Carriers must remember, water alone will not fully hydrate you. We also have to include electrolytes while consuming liquids as our bodies sweat out a lot of the sodium and other important vitamins and minerals which keep us going. Such drinks which include electrolytes are Coconut Water, Sport Drinks such as Gatorade and Powerade, Pedialyte, Electrolyte Infused water and Electrolyte Tablets. Fruit smoothies and shakes also work well when consumed throughout the day along with water. Avoid drinking sodas and other beverages that will dehydrate you.

Preventing Heat Related Illnesses – Signs of Heat

Exhaustion: fainting or dizziness, excessive sweating, cool, pale and clammy skin, nausea or vomiting, rapid and/or weak pulse and muscle cramps. In the unfortunate event that you experience these symptoms, you should first call 9-1-1, notify management, get to a cool (air-conditioned) area if possible, drink water if able, and take a cool shower or use a cold compress. **Signs of Heat Stroke:** throbbing headache, no sweating, body temperature above 103 degrees, red, hot and dry skin, nausea or vomiting, rapid and strong pulse, and you may even lose consciousness. In the event you experience these symptoms, immediately call 9-1-1, notify management, take immediate action to cool yourself down until medical assistance arrives. **Stay Cool, Safe and Hydrate out there my brothers and sisters.**

City Carrier Assistants (CCA) Conversions – City Carrier Assistants (CCA's) who have reached 24 months of service after May 8, 2021, will be converted to Part Time Flexibles (PTF's) within their installation on the first day of the third full period once the 24-month period is reached. Once the conversion occurs, the former CCA will start as a new career carrier with a new seniority date (date of conversion) and will be paid out their remaining annual leave balance. Once converted, the PTF's will have a window of opportunity to enroll into their benefits within 30/60 days. The new PTF's will be sent instructions from the Postal Service on how to enroll into benefit programs. Make sure to follow the instructions and enroll before the cutoff period. NALC has its own **NOT-FOR-PROFIT** health benefit plan that I would encourage you to consider. The link to their website is: nalchbp.org

COVID-19 Updates – With Covid-19 finally, albeit slowly, fading away and mask restrictions being lifted across many places in the country, the Postal Service is still requiring all employees to wear masks while working indoors at the Post Office. This instruction is coming from Postal Service Headquarters and must be followed, regardless if you have been vaccinated, or not. Even though COVID-19 is fading away, there is still a possibility of spreading the virus. Letter carriers must follow management's instructions by complying with the Postal Services rules and regulations. Failure to do so will lead to disciplinary action.

Shop Steward Training – On the first Tuesday evening of every month, we welcome any member interested in learning about the union/NALC and how to protect yourself and others.

You could be the next shop steward in your office??!?!?

In Solidarity – There is Strength in Unity –

by Serop Karchikyan

INTRODUCING MYSELF, “YOUR” NEW SHOP STEWARD



Calvin Rich – at work

In May 2017, I was hired to carry mail in the city of Glendale as a City Carrier Assistant (CCA). From Day One, I have been interested in learning the “rules of the game” pertaining to carrying mail and my rights included in our

collective bargaining agreement (CBA) with the Postal Service. The reason is simple; if I know my rights as an employee and the proper methods of doing my job, then I’ll stay out of trouble. This worked for me for about a year, but soon, I began to realize that something was missing in my office. The more knowledge I gained reading contractual rights, the more violations I observed being done to carriers by local management. Many times, I wondered if these so called violations were grieved or if our local Union branch knew about them. In many instances, I became aware that some carriers did not know management was breaking the contract. I learned that what our office was missing was, in fact, a “shop steward.” What is a shop steward? They are carriers just like you but are also trained in the “art” of filing grievances. They are the foot soldiers of the NALC and their job is to make sure that management abides by the CBA. About a year ago, I was honored to be certified as a shop steward by the President of our local Branch 2200, Serop Karchikyan, for the Glendale Main Office. My goal as a shop steward is to provide knowledge to all carriers who have questions about their rights. I am also here to investigate issues that may be violations of your rights. Please feel free to reach out to me or any other steward if you have any issues in your office.

GRIEVANCES! WHAT ARE THEY & HOW DO I FILE ONE?

The year 2020 was a type of year not seen in over 100 years. With the COVID-19 pandemic, Letter Carriers have faced workplace obstacles and hazards that have not been typical contractual issues within our National Agreement with the Postal Service. Perhaps this is one explanation as to why our local Branch 2200 surpassed the number of grievances filed for letter carriers in the year 2020 compared to previous years.

Or perhaps it is that we are counting more shop stewards and/or more effective stewards in more stations. It could also be that many steps have been taken by our employer to change the operation and efficiencies of the Postal Service. These changes affected a few post offices within our Branch, with one being the Case Consolidation Testing in Glendale Grand Central Post Office. These changes have put a spotlight on letter carriers' biggest asset in defending their contractual rights; which is the right to the grievance procedure.

What should the carrier do if they become aware of what may be a violation? First, they should ask Management for time “on-the-clock” to speak to a shop steward. How? It is best to put it in writing by way of PS Form 3996, when you request auxiliary assistance or overtime for your route in the morning or in the event the issue comes up.

Always request copies of your PS Form 3996, as they may be needed later.

Management should make every effort to contact a union representative, as soon as possible. If they are unable to accommodate your request that day, they should let you know when this time will be granted.



Calvin Rich – at play

Additionally, management is required to inform the local Union of your request. If management does not follow up with you then you should write a statement to the Branch by way of fax (626-798-6457) and/or email (nnorman.nalc2200@gmail.com), so this matter can be addressed by the Union. Please include the copy of your PS Form 3996 in the fax or email as this is evidence showing your request for union time.

Please note that I am in the office most of the day on Wednesdays and will be glad to take calls and field questions. We're here to help! My brothers and sisters, I hope this finds you well.

In Unionism,

Glendale Main Office Steward – Calvin Rich

GENERAL MEMBERSHIP MEETING – May 11, 2021

The meeting was called to order via Zoom at 7:02 p.m. by President Serop Karchikyan. 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, and for Barbara Gillespie of Ybarra & Gillespie, our Branch CPA firm. The roll call was answered by thirteen officers and stewards in good standing. President Karchikyan announced the training of Amy Lee for the position of Financial Secretary.

Motion (Siechert/Rhodes) passed to waive the reading of minutes from the previous meeting and accept as printed in the Mail Call. Motion (Siechert/Trieu) passed to waive the reading of the bills and accept as emailed to members present at the meeting. Motion (Siechert/Roldan) passed to waive the reading of Treasurer's Report, accepted as printed in the Mail Call. Motion (Burskey/Aghakhanyan) passed to accept and welcome the applications for membership: Derrick Avila, Enrique Bautista, Victor Castaneda, Kevin De Anda, Elizabeth Diaz, David Genova, Jill Grayson, Scott Kim, Eddie Park, Diana Rosales.

MDA/Carolyn Zorn reported on upcoming Branch raffle of Lucille's gift cards to raise funds for MDA. Legislative Liaison Zorn reported on the USPS Board of Governors and numerous HR and Senate bills regarding USPS issues. Audit Committee Chair, Leroy Collier, updated on audit scheduled for May 13th at 7 a.m.

Newly converted career carrier, Robert Howe, from Pasadena was introduced. President Karchikyan announced and congratulated the Mikita Scholarship winner, Stanley Liu, son of Pasadena Carrier Pui Ng.

President Karchikyan reported on the CCA conversions to full-time (FT) and part-time flexible (PTF) status, and highlighted the numerous differences between CCAs and PTFs. President Karchikyan also addressed issues regarding COVID vaccinations and Emergency Employee Federal Leave. Discussion followed on discontinuing MSP street scans, mandatory overtime, special route inspections, and on future zoom vs in-person union meetings.

Motion (Siechert/Roldan) passed to adjourn the meeting at 8:47 p.m

Submitted by,

Nancy Norman
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – June 8, 2021

The meeting was called to order via Zoom at 7:01 p.m. by President Serop Karchikyan. 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 thirteen officers and stewards in good standing.

Motion (Siechert/Rhodes) passed to accept the minutes from the previous meeting, as emailed to members present at the meeting. Motion (Siechert/Trieu) passed to accept the bills as emailed to members present at the meeting. Motion (Siechert/Trieu) passed to accept the Treasurer's Report, as emailed to members present at the meeting. Motion (Siechert/Roldan) passed to accept and welcome the applications for membership: Kelly Delia, Destiny Harris, and Marissa Hesse. **Welcome!!**

Announcement for MDA raffle drawing at the July membership meeting: please have tickets and money to the union office by Tuesday, July 6th.

Food Drive Coordinator Burskey announced that the Food Drive has been cancelled for 2021. The Stamp out Hunger donor drive continues.

Motion (Siechert/Burskey) passed to accept amended recommendation from the Executive Board that the Branch raise the Mikita Scholarship Award from \$1000 to \$1500. Motion (Siechert/Washington) passed to accept recommendation from the Executive Board that the Branch send Carolyn Zorn and Leroy Collier to the Washington DC Lobby Event in November, 2021. Branch to pay for flight/travel, lodging, per diem, and 32 hours of LWOP wages and/or By-Law wages.

Rob Burskey introduced newly converted Part Time Flexible Kelvin Nunez Beltram from Tujung, interested in becoming a shop steward. **Big welcome to Kelvin!**

President Karchikyan fielded questions on mandated overtime, red book edits, vehicle problems, and CCAs annual leave upon conversion. There was discussion on the change in express mail standard for delivery times.

Motion (Burskey/Trieu) passed to adjourn the meeting at 8:44 p.m

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT MAY/JUNE 2021

INCOME	MAY	JUNE				
NALC Active Rebate	21,984.45	22,189.64	MAY TRANSFERS			
NALC Retiree Rebate	0.00	228.75	FROM	TO	AMOUNT	
Direct Dues	157.76	144.40				
Interest-Dividend	82.28	79.94	Checking	Convention	4,548.63	
Other Income	0.00	10.00	Checking	Mikita	100.00	
TOTAL INCOME	\$22,224.49	\$22,652.73	Checking	Building	2,000.00	
			Convention	Checking	0.00	
EXPENSES	MAY	JUNE				
Building Maintenance	0.00	0.00	ACCOUNT BALANCES			
Car Allowance	500.00	500.00	4/30/2021			
COP Meeting	0.00	0.00	General Checking		\$208,343.39	
Food Drive	0.00	0.00	Mikita Scholarship		\$5,283.22	
Gardening	0.00	0.00	Building Fund		\$292,747.69	
Insurance	0.00	0.00	Convention/Training		\$85,107.33	
Internet	90.80	90.80				
Mail Call	98.85	0.00				
Mileage	139.73	0.00	TOTAL ACCOUNTS		\$591,481.63	
Miscellaneous**	200.00	0.00				
National Convention	0.00	0.00				
Office Expenses	103.99	42.43	ACCOUNT BALANCES			
Office Supplies	122.27	18.93	5/31/2021			
Officer Benefits	1,609.98	1,592.00	General Checking		\$206,151.78	
Officer/Steward Salary	14,665.83	15,328.74	Mikita Scholarship		\$5,333.45	
Payroll Taxes/Filing	1,228.07	1,293.38	Building Fund		\$293,813.41	
Per Capita Tax	0.00	68.00	Convention/Training		\$86,862.85	
Postage	167.99	135.64				
Professional Fees	0.00	0.00	TOTAL ACCOUNTS		\$592,161.49	
Property Tax/Use Tax	0.00	0.00				
Retiree Bonus	50.00	100.00				
Seminars & Education	0.00	0.00	ACCOUNT BALANCES			
State Convention	-142.60	0.00	6/30/2021			
Telephone	126.59	126.59	General Checking		\$205,780.86	
Utilities	205.34	3.75	Mikita Scholarship		\$5,383.67	
Website Fees	0.00	0.00	Building Fund		\$294,877.08	
TOTAL EXPENSES	\$19,166.84	\$19,300.26	Convention/Training		\$89,677.85	
NET INCOME	\$3,057.65	\$3,352.47	TOTAL ACCOUNTS		\$595,719.46	

**Saxsenmeier Donation

BRANCH 2200 GRIEVANCE LOGS: LIES, DAMNED LIES, AND.....STATISTICS!!

Year	How Many								
2000	274	2005	340	2010	316	2015	332	2020	1174
2001	356	2006	253	2011	576	2016	520		
2002	372	2007	335	2012	502	2017	553		
2003	507	2008	292	2013	461	2018	567		
2004	398	2009	365	2014	389	2019	904		

GRIEVANCE PROCEDURE STEPS - WHERE SETTLEMENT OCCURRED

Year	Contractual	Disciplinary	Informal A	Formal A	Step B	Pre-Arb/Arb	Withdrawn	Pending	
2019	449	455	414	344	53	16	33	44	
2020	836	338	672	357	41	17	32	55	

BREAKDOWN BY CITY POST OFFICE

Year	Altadena	Glendale	La Canada	Pasadena	Santa Clarita	South Pas	Sunland	Tujunga	TOTALS
2014	Under	79	43	108	101	39	4	15	389
2015	Pasadena	65	26	92	104	29	2	14	332
2016	2014-2016	151	6	135	193	23	1	11	520
2017	20	158	9	176	148	27	7	8	553
2018	19	146	8	177	182	21	1	13	567
2019	47	345	64	250	147	37	8	6	904
2020	27	510	61	183	316	15	34	28	1174

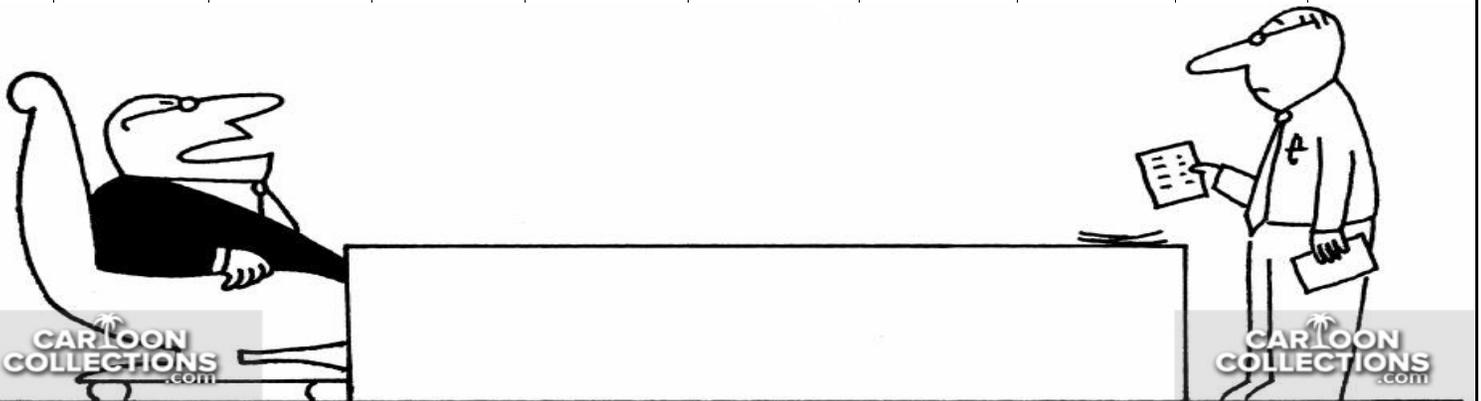
2019 Settlements Awarded = \$133,477**

2020 Settlements Awarded = \$221,530**

The numbers story: From Year 2000 to 2013, grievances were logged/counted only by the total number filed. Beginning 2014, we began tracking grievances digitally giving us the ability to track grievances by city/by last name/by issue/by settlement, etc. In 2019, we began to track monetary settlements as well. The amounts calculated are only for grievances with very specific monetary remedies. There were additional settlements not calculated in these numbers.

2020 was a rough year for all and by any standard. Our grievance numbers tell the story. In spite of that, President Karchikyan has been slowly building a team of stewards and the goal is a shop steward in EVERY unit. We would love for you to be part of this journey. Come to union meetings - learn about your rights and responsibilities!

This page was submitted by, Nancy Norman - Office Administration



Search ID: CG125605

Search ID: CG125605

“Well, get some new numbers or I’m getting a new numbers guy.”

**Approximate numbers. Total settlement amounts for each year are substantially higher.

**Meeting Attendance
May/June 2021**

Officers:

President Serop Karchikyan – P/P
Vice President Carolyn Zorn – P/P
Secy-Treasurer Nancy Norman – P/P
Financial Secy – Vacant
Sergeant at Arms Ric Roldan – P/P
Health Benefits Rep Walter Washington – P/P
Trustee Leroy Collier – P/P
Trustee Artur Aghakhanyan – P/P
Trustee Rob Burskey – P/P
MBA Representative Vinh Trieu – P/P

Stewards:

Glendale Main Office: Calvin Rich – P /P
Glendale V.V. 05: Iskui Dermendzhyan – P/P
Glendale V.V. 06 & 08: Keith Lineman – P/P
Glen La Crescenta: ArturAghakhanyan – P/P
La Canada/Montrose: Tina Giancanelli – P/P
Pasadena GMF 01: Kevin Nguyen – A/A
Pas Jackie Robinson 03/04: Carolyn Zorn –P/P
Santa Clarita Main Office: Scotty Reese – A/A
South Pasadena: Vinh Trieu – P/P
Tujunga: Rob Burskey – P/P

MEMBERSHIP MEETINGS

**Tuesday, July 13th
7:00 p.m.
via Zoom**

**Tuesday, August 10th
7:00 p.m.**

**In-Person/Zoom
1310 N Oxford Ave
in Pasadena**

Check in is at 6:45 p.m.

Beginning in August, we will be attempting in-person and zoom (hybrid) meetings. Hopefully, you will be able to choose attendance at the meetings from your home or in person at the Branch office.

If you have any topics or information that you would like to see discussed in the meeting, you may still let us know via email:

nalc2200@gmail.com

or call the Branch office at 626-798-6122

SEE YOU ALL SOON!!!

BRANCH 2200 NOMINATIONS AND ELECTIONS 2021

We are preparing for Branch nominations at our October membership meeting to be followed with our vote by mail election. Election results will be announced at our regular December membership meeting. We are hoping that the pandemic will remain well enough contained for our meetings to be in person beginning in August and for nominations in October. Time will tell. Please notify our office of any change to your mailing address and/or email address.

Name _____ Phone _____

Address _____ Apt # _____

City _____ State _____ Zip _____

Email Address _____

Return by mail to: NALC Branch 2200, 1310 N Oxford Ave, Pasadena CA 91104

Email: nnorman.nalc2200@gmail.com

By fax: 626-798-6457 or By phone: 626-798-6122