

MAIL CALL

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SERVING

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JULY/AUG 2021

FROM THE DESK OF THE PRESIDENT

Retroactive Back Pay/Pay Increases – On August 20, 2021, Career City Letter Carriers received their long awaited adjustment for the retroactive back pay as determined by the National Agreement. The retroactive pay was from Nov. 23, 2019 through Apr. 9, 2021. The back pay includes two general wage increases and three Cost of Living Adjustments (COLA). In addition, effective Aug. 28, 2021, letter carriers will receive the fourth COLA amount of \$1,934. There are two additional general wage increases effective Nov. 20, 2021 and Nov. 19, 2022 set for 1.3% each and three additional COLAs with amounts to be determined. Furthermore, effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the current basic salary schedule.

Our City Carrier Assistants also received their retroactive back pay on August 20, 2021 for two general wage Increases of 2.1% each and will receive two additional general wage Increases of 2.3% each, effective on Nov. 20, 2021 and Nov. 19, 2022. This is a great opportunity for all carriers to take advantage of the additional income and increase their retirement contributions.

Shop Steward Keith Lineman – I would like to take this opportunity to congratulate Shop Steward Keith Lineman from Verdugo Viejo Station in Glendale for reaching his retirement with the Postal Service. I met Keith when I was hired in Glendale in October of 2004. Keith has been, and still is, a great asset to the carrier force and an advocate for the union since I've known him. Keith would help new carriers, like me in 2004, learn about our rights as carriers and encourage us to attend union meetings in order to expand our knowledge. Once I became the full-time president of our Branch, Keith stepped up and fulfilled my position as the shop steward at Verdugo Viejo station.

Keith has been a great shop steward, helped the Branch tremendously throughout the past years and will continue to do so. **Thank you, Keith, for all your hard work and dedication.**

Financial Secretary – I would also like to congratulate Amy Lee, letter carrier from Glendale/La Crescenta Post Office who was appointed Financial Secretary on August 10, 2021. Amy has been very involved with the union for about a year and has shown great potential skills working with Branch records/financial data and is willing to take on the responsibilities of the financial secretary, along with other assigned duties. We look forward to our continued work with Amy, as she will be an asset to our Branch. **Welcome Amy!!**

In Solidarity – There is Strength in Unity –
by Serop Karchikyan



President Karchikyan installing Amy Lee as Financial Secretary

Recall. What's the big deal?

It is the Big Deal. The result of the Governor Newsom recall is extremely important to all of California, but especially to letter carriers, USPS employees/retirees, labor, and to anyone who sends or receives mail. I hate to start out with the cons but I don't see anything to be gained by voting "yes" on the recall. Among the Republican candidates running for governor, not one of them has any real qualifications or ability to run our state. If you want another governor to run our state, the election is little more than a year away anyway.

As employees of USPS, we risk increased exposure to COVID every day. The Republican candidates have all stated that, if elected, they will eliminate mask mandates and any vaccination requirements. Do we really want this current surge to escalate? Just as the kids go back to in-person learning at our schools. Just as we are resuming in-person union meetings and resuming a social life with family and friends, do we want to risk COVID and another Isolation phase?

An additional concern: You might not realize that our senior Senator, Dianne Feinstein, is 88. Yes, time has a way of catching up with us all. If she is unable to complete her term, a Republican governor has the authority to appoint her replacement. With this one change, the slim majority the Democrats have in the Senate would evaporate. So much for HR 2382 (repeal of the USPS pre-funding mandate) coming to a vote, or any other postal reform? This one-issue ballot may tempt some of us not to vote, but we ALL need to vote/must vote, and please vote **NO**. My NO vote on the Recall ballot is in the mail. **Is yours?**

Jan Siechert, Retired Pasadena Letter Carrier



Shop Stewards/Fact Findings/Safety – By Calvin Rich

As you might imagine, shop stewards play a vital role for letter carriers in our local branch. When issues arise at your post office, chances are a shop steward is involved in finding a solution. Whether those issues are contractual or disciplinary, the steward is tasked with resolving them with local management. Stewards are also involved with representing carriers in Investigative Interviews or as most carriers know them by, "fact-findings." Fact-findings are management's investigation of an issue that involves carriers and those carriers may be subject to discipline. Letter carriers have Weingarten Rights which means you have the right to union representation during a fact-finding. Unfortunately, the law does not mandate management to inform employees of their Weingarten Rights. This means that if the employee doesn't ask for union representation, management can and will do their investigation without the steward present.

A good way to know whether management is doing a fact-finding is by simply asking the question: **Is this a fact finding?** Chances are, they will ask accusatory questions that pertain to something you may or may not have done. It is at this point that the union always advises carriers to stop talking and ask for a shop steward.

There are a wide variety of reasons for which carriers may be disciplined, but none more than **SAFETY** infractions. My most recent fact-findings involve representing carriers with safety infractions falling into two categories: unsafe driving practices and unsafe work practices while delivering the mail. More and more, I am finding that carriers are getting themselves into trouble by building bad habits and continuing to practice these bad habits throughout their career. Such unsafe work practice examples include: delivering the mail without a satchel, not wearing a seatbelt while operating the LLV, vehicle door open while crossing an intersection, no dog spray within reach, and wearing/using blue-tooth devices while on the street. Avoiding these specific behaviors will reduce your chances of management giving you a negative street observation and potentially disciplining you. It will also greatly diminish the chance of a vehicle accident and/or an on-the-job injury which may lead to lost time/pay from work. The end-game for working unsafe leads to negative outcomes that do not benefit letter carriers in the longevity of their working careers at the post office. On the contrary, working safe can have many positive effects for your body, your family, the post office and your career. Working safe is job security and so much more. The union and its members have spent decades fighting for safe work conditions, higher wages and better benefits through collective bargaining. Today's carriers enjoy those hard fought rights and by working safe we may all continue to do so. **In Unionism,**

Glendale Main Office Steward – Calvin Rich

GENERAL MEMBERSHIP MEETING – July 13, 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 twelve officers and stewards in good standing.

Motion (Lee/Rhodes) passed to accept the minutes from the previous meeting, as printed in the Mail Call and emailed to members present at the meeting with correction regarding Mikita Scholarship motion. Motion (Rich/Roldan) passed to accept the bills as emailed to members present at the meeting. Motion (Rich/Rivas Santamaria) passed to accept the Treasurer's Report, as printed in the Mail Call. Motion (Lineman/Trieu) passed to accept and welcome the applications for membership: Khalipha Abubakar, Christopher Acosta, Rogelio Arias, Hugo Castaneda, Christopher Dusek, Hector Pineda, Rafael Rodriguez, Arlene Romero, Jaime Sarabia, Adrian Vela. **Welcome!!** President Karchikyan introduced Stanley Liu (son of Pui Ng, Pasadena carrier) as the 2021 Mikita Scholarship winner. Mr. Liu was welcomed and congratulated. Legislative updates on Board of Governors and the Voting Rights Act. The May 13, 2021 audit report was read and a motion (Collier/Lineman) passed to accept the report. Carolyn Zorn reported on MDA raffle collection of \$675 total (\$455 cash) and the drawing winners were: Wilta Oneal from Glendale Main Office and our Sergeant at Arms Ric Roldan. Brother Roldan donated his Lucille's \$50 Gift Card for the next Branch raffle.

Motion passed to accept the Executive Board recommendations: #1 (Zorn Trieu) That the Branch donate \$4000 to the Stamp Out Hunger Donor Drive to be distributed as follows: \$1000 each to Santa Clarita Food Pantry, Glendale Salvation Army, Foothill Unity Center, and \$500 each to TUMC Bailey Center and Holy Family Church. #2 (Zorn/Burskey) That the Branch send up to 13 paid delegates to include \$75 per eligible delegate for Amtrak travel to San Diego State Convention and mileage to/from home and Amtrak station. Branch to also pay for lodging and per diem for eligible delegates. Announced that the new LMOU's (except Glendale at impasse) are posted on Branch website. There were updates on state convention, the issue of CCA's on call, and announcement that August meeting will be hybrid (in person and zoom). Motion passed that President Karchikyan vote unit rule for the upcoming CSALC election of officers. Motion (Burskey/Trieu) passed to adjourn the meeting at 9:16 p.m Submitted by,

Nancy Norman, Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – August 10, 2021

The meeting was called to order via Zoom at 7:07 p.m. by President Serop Karchikyan. The pledge of allegiance was led by Keith Lineman and there was a moment of silence for departed brothers and sisters since the last meeting, specifically for Rich Trumka. A tribute to AFL-CIO President Trumka was read. The roll call was answered by twelve officers and stewards in good standing.

Food Drive Coordinator Rob Burskey introduced and presented the Branch Stamp Out Hunger check to the Foothill Unity Center. Motion (Temblador/Rich) passed to excuse Walter Washington from July meeting. Branch 1100 vaccination clinic information was read. Motion (Rich/Temblador) passed to waive reading of minutes from previous meeting and accept as emailed and printed for members at the meeting. Motion (Siechert/Rich) passed to waive reading and accept the bills as emailed and printed for members at the meeting. Motion (Siechert/Rich) passed to accept the Treasurer's Report, as emailed/printed for members at the meeting.

Motion (Temblador/Siechert) passed to accept the applications for membership: Md Ali, Joseph Bulahan, Rutthikar Dieovilai, Bradley Dubose, Ofelia Fierro, Brandon Hayman, Desiree Huang, Melvin McCrory, Diego Robledo Medina, Roberto Mena Andrade, Jaime Morales, Nedrea Morgan, Jose Mosqueda, Andrew Rafner, Vivian Rodriguez, Yolanda Rubio, Ashley Shepherd, Esteban Torres, Anthony Vallejo, and Heidi Vanvalkenburg.

Welcome to all!!

Updates were given on MDA (including October raffle), MBA, legislative issues and LCPF. Amy Lee was appointed and sworn in as our Branch Financial Secretary. **Congrats!**

Motion passed to accept the following Executive Board recommendations: #1 (Siechert/Burskey) That the Branch pay lost time or non-scheduled pay for up to ten trainees, selected by the president, to attend training at the state convention on 11-18-21 and #2 (Siechert/Temblador) That the Branch pay for one night lodging, meals/per diem, up to \$75 train travel, and mileage to/from train station for training attendees. Amendment (Collier) that the Branch pay whatever rate charged for train travel was withdrawn. Motion (Lineman/Temblador) passed to adjourn the meeting at 8:56 p.m

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT JULY/AUGUST 2021

INCOME	JULY	AUGUST				
NALC Active Rebate	22,105.32	33,710.94	JULY-AUGUST TRANSFERS			
NALC Retiree Rebate	0.00	0.00	FROM	TO		AMOUNT
Direct Dues	444.40	215.52				
Interest-Dividend	82.95	83.17	Checking	Convention		3,561.05
Other Income	0.00	0.00	Checking	Mikita		100.00
TOTAL INCOME	\$22,632.67	\$34,009.63	Checking	Building		2,000.00
			Convention	Checking		0.00
			Mikita	Checking		1,000.00
EXPENSES	JULY	AUGUST				
Building Maintenance	0.00	0.00				
Car Allowance	500.00	500.00				
COP Meeting	0.00	0.00	ACCOUNT BALANCES			
Food Drive	0.00	4,000.00	6/30/2021			
Gardening	450.00	0.00	General Checking			\$205,780.86
Insurance	72.00	4,781.00	Mikita Scholarship			\$5,383.67
Internet	90.80	90.80	Building Fund			\$294,877.08
Mail Call	98.85	0.00	Convention/Training			\$89,677.85
Mikita Scholarship	1,000.00	0.00				
Mileage	19.60	87.92	TOTAL ACCOUNTS			\$595,719.46
Miscellaneous**	0.00	0.00				
National Convention	0.00	0.00				
Office Expenses	42.43	42.43	ACCOUNT BALANCES			
Office Supplies	93.06	217.63	7/31/2021			
Officer Benefits	1,592.00	1,592.00	General Checking			\$204,693.88
Officer/Steward Salary	15,482.06	19,425.52	Mikita Scholarship			\$5,433.90
Payroll Taxes/Filing	1,289.86	1,583.46	Building Fund			\$295,942.92
Per Capita Tax	34.00	41.50	Convention/Training			\$91,457.79
Postage	167.99	487.99				
Professional Fees	0.00	0.00	TOTAL ACCOUNTS			\$597,528.49
Property Tax/Use Tax	0.00	0.00				
Retiree Bonus	50.00	100.00				
Seminars & Education	0.00	0.00	ACCOUNT BALANCES			
State Convention	0.00	0.00	8/31/2021			
Telephone	126.39	126.39	General Checking			\$203,785.14
Utilities	241.06	10.93	Mikita Scholarship			\$4,484.10
Website Fees	0.00	0.00	Building Fund			\$297,008.82
TOTAL EXPENSES	\$21,350.10	\$33,087.57	Convention/Training			\$93,262.17
			MDA LIABILITY			0.00
NET INCOME	\$1,282.57	\$922.06	TOTAL ACCOUNTS			\$598,540.23

From the desk of: Nancy Norman. Below is an article by our new Financial Secretary, Amy Lee! She has come to the table with much enthusiasm, new ideas, fully ready to jump into our financial and other aspects of Branch life. In just a few months, Amy has exceeded our expectations in terms of handling much of the Branch business/finances and then some. During her small amounts of down time (when Serop and/or I are distracted by phones/members or each other with something we're working on), Amy is busy trying to clean up and organize the office. For those who have been to the union office, you know what an undertaking that is. But, starting with small corners and shelf by shelf, little by little, things are clearing up. We are very grateful to have her!
Without further ado, here's Amy.....

To my brothers and sisters of Branch 2200: My name is Amy Lee and I'm very excited about my journey into the union and am enjoying finding ways to be helpful, as well as learning the responsibilities of an officer position in our Branch. There is, for sure, a lot to learn, but I'm determined and have set my mind to it.



I've been with the Glendale Post Office since September of 2017. As most of us probably did, I applied to the post office with the idea of getting a great health benefit plan, starting my retirement, and having a pension plan. Prior to my career here, I was a personal trainer at Disney as well as a trainer for a number

of private clients for 5 years. Life was good. I was an entrepreneur with the most flexible schedule imaginable – the complete opposite of the United States Postal Service. But I wanted more – I didn't want my income to be based on someone else's and I needed to think of the long game because I knew I wasn't getting any younger.

Fast forward to about a year in as a CCA, I learned about MBA (Mutual Benefits Association) and the "CCA Retirement Savings Plan." It is a retirement plan that CCAs can start and then eventually roll into their TSP, once converted to career status. CCAs don't have a "retirement" account like regular carriers, so this was a beneficial option to jumpstart my future.

With the CCA Retirement Savings Plan, you're given an account number, they send you your quarterly balances, and the amount you choose (\$15-\$50) is directly taken out of each paycheck. Whether you are a CCA reading this or know a CCA in your office, I highly recommend this opportunity with the MBA. You can find the form needed to complete on the NALC app, at www.nalc.org, or ask your local shop steward. I am looking forward to getting to know all of you!

Amy Lee
Financial Secretary
Glendale/La Crescenta Letter Carrier



David Savillon – another La Crescenta carrier in our news!

Trending 09-01-2021 on Twitter feed at our National website (nalc.org): **Letter Carrier David Savillon keeps his eyes peeled for potential customers for the Postal Service. A business that sells secondhand clothing switched to USPS after using FedEx and UPS. After switching to USPS, it generated more than \$99,000 of revenue.**

CONGRATULATIONS DAVID – Thanks for your contribution to USPS and to the NALC!!

**Meeting Attendance
July/August 2021**

Officers:

President Serop Karchikyan – P/P
Vice President Carolyn Zorn – P/P
Secy-Treasurer Nancy Norman – P/P
Financial Secy – Amy Lee – O/P
Sergeant at Arms Ric Roldan – P/E
Health Benefits Rep Walter Washington – E/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, September 14th
7:00 p.m.**

**Tuesday, October 12th
Nomination Meeting
7:00 p.m.**

**In-Person/Zoom
1310 N Oxford Ave
in Pasadena
Check in is at 6:45 p.m.**

As long as the pandemic allows, we will be meeting in-person and via zoom (hybrid). Masks are required at all in-person meetings, whether you are vaccinated or not. If you have any topics or information that you would like to see discussed in the meeting, please let us know via email: nalc2200@gmail.com or call the Branch office at 626-798-6122 **SEE YOU ALL SOON!!!**

2021 Muscular Dystrophy Association (MDA) FUNDRAISING

February Meeting Raffle – \$304.00	Costco Rebate/Branch Donation – \$210.30
Pasadena Weenie Roast – \$52.00	July Meeting Raffle – \$675.00
TOTAL TO DATE: \$1,241.30	

Our next Branch raffle will be at our October meeting. Please see your shop steward or call the union office (626-798-6122) to purchase tickets. **Thanks for all the support for MDA!!**

BRANCH 2200 NOMINATIONS AND ELECTIONS 2021

Branch nominations are scheduled for our October membership meeting to be followed with our vote by mail election. By now, you should have received a Notice of Branch Nominations and Election as they have been mailed to all members' last known address. 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 continue in person. Please notify our office if you have not received a Notice of Nominations-Election and/or any change to your mailing address or email address. **Email: nnorman.nalc2200@gmail.com or Fax: 626-798-6457 or Phone: 626-798-6122**