

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**

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FROM THE DESK OF THE PRESIDENT

I would like to wish everyone **“Safe and Happy Holidays.”** As we approach the Holiday Season, Covid-19 cases are flaring up again across most of our offices. We must remember to take all safety precautions, prevent exposure, and stay Covid-19 free. As a reminder, in the unfortunate situation when a carrier is positive for Covid-19, the carrier can file a CA-1 Claim for Covid-19 with the Department of Labor - Office of Workers Compensation on ecomp.dol.gov.

I would like to take this opportunity to congratulate the newly elected National Officers of the NALC. Our elected leadership will take office in January 2023. The results of the election are available on nalc.org and in the NALC Bulletin released on October 27, 2022. I would like to congratulate and thank our soon-to-be former National President Fredric Rolando and National Business Agent (NBA) for Region 1, Bryant Almario, on their retirement and all the demanding work and endless hours they have dedicated to looking out for the best interest of Letter Carriers. I would also like to acknowledge and congratulate Keisha Lewis, President of Branch 1100, for being elected as the NBA for Region 1.

Accidents and injuries have been on the rise in the past few months. Carriers must report all accidents and injuries immediately regardless of the severity. Reporting an accident and or injury at the end of the day may also be considered late notification. Management has been issuing discipline to carriers not necessarily for the accident and/or injury, but for carriers reporting the accidents and injuries late. In case of an accident, even if there is no damage to a vehicle(s) and/or property, it must still be reported to Management immediately so Management can complete their investigation. In some cases, a carrier might be involved in a minor vehicle accident where there is no damage to either parties' vehicle. The customer might say “it's no big deal, don't worry about it.”

The customer may later report the accident to a Postal Service supervisor. The carrier will likely be issued discipline for not reporting the accident or reporting it late.

In case of injury, the same rule applies. If a carrier feels a pinch, pop, potential or minor injury which does not lead to instant pain or incapacitation while in the performance of their daily duties, it must still be reported to Management immediately. Once the carrier reports the incident of a potential or minor injury, a carrier has the option to refuse medical attention and continue to perform their duties if the injury is not serious. However, it must still be reported immediately. If the potential or minor injury progresses and becomes more serious, the carrier at that time can seek medical attention either from a Postal Service Contract Doctor or their own Physician of choice and file a work-related claim/injury with Office of Workers Compensation. In most cases, reporting the potential or minor injury will not lead to discipline unless the carrier fails to follow safety rules and regulations which lead to the injury in the first place. Most often, discipline is issued if the potential or minor injury was reported late once the carrier feels pain. Carriers will often state during an investigative interview the reason the injury was reported later was because they were not in pain at the time. Management will take this opportunity and issue the carrier discipline for reporting an injury late. Working safe can prevent most of these issues, however, accidents and injuries can still occur despite how safe you work and how aware you are of your surroundings. As we head into winter months, we face potential slip, trip, and fall accidents while working in the rain, working in the dark and walking through debris created by fallen trees and plants, which can create unforeseen hazards. Paying attention to your surroundings and not being distracted can play a significant role in preventing most accidents.

**Be safe. Happy Holidays. In Unionism,
Serop Karchikyan**

BRANCH 2200 CONVENTION EXPENSE POLICY

1. Eligibility and guidelines are offered in By-Laws, Article V
2. Branch motion determines how many delegates and the expense parameters. Generally, travel (flight/train car-mileage/parking), meals and lodging are paid
3. If convention(s) is within Los Angeles or Southern CA area, mileage and parking or public transportation (Metro/Metrolink) may be paid, depending on membership motion – delegates are often encouraged, and may be required, to share transportation/carpool when possible
4. If a delegate chooses to drive, rather than flight/train, they may be reimbursed for mileage and parking not to exceed the amount approved for flight or train travel. If carpooling, mileage/parking will be paid to the driver and the Branch will consider the number of persons transported
5. Mileage is paid one-way from home to airport/train and one-way from airport/train station to home
6. Delegates will pay ½ room cost if they indicate on Branch convention form/questionnaire that they do not wish to share a room with another delegate or if their “preferred” delegate is unavailable. The Branch will not require a delegate to share a room with a member of the opposite sex
7. If a single room is available due to uneven delegate numbers, the Branch president will decide who receives the single room (generally based on officer rank/title or years with the union, but other factors may be considered)
8. The Branch president is not required to share a room with another delegate
9. Employee delegates of the Branch receive meals and incidentals per diem following IRS rules. Amount per day as granted by location. Travel Days are prorated at 75% of full day per diem. Checks to be issued within one to two weeks prior to travel
10. Branch non-employee (independent contractor) delegates receive an amount equal to employee per diem rate to be issued within one to two weeks prior to travel. Non-employee delegates are responsible for any potential tax consequences. If amount exceeds \$600 in the calendar year, the Branch will issue Form 1099 to IRS unless receipts are provided. If no Form 1099 (under \$600) is required to be filed by the Branch, the non-employee is responsible for reporting income to IRS for tax purposes
11. Meals (if known) provided by the event will be deducted from per diem/expense amount
12. An amount set by the membership may be deducted from per diem/expense amount for the Delegate Dinner at the National Convention
13. Any reimbursable expenses must be submitted on Expense Report Form with itemized receipts or documented mileage within 60 days of convention
14. Generally, delegates are expected to attend all convention sessions and training classes that are held within the same day and may be required to return a portion of their per diem for non-attendance
15. There is no payment for lost time

Changes and/or additions to this policy may be made at any time by a majority membership vote.

Generally, policy changes will not be made retroactively.

Membership Approval on 12-13-2022

GENERAL MEMBERSHIP MEETING – November 8, 2022

The meeting was called to order via Zoom and in-person at 7:00 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 eleven officers and stewards in good standing. Gerardo Jarquin and Ricardo Garcia, carriers from Glendale, were introduced and welcomed to the meeting. Motion (Siechert/Rich) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Motion (Rich/Siechert) passed to excuse Keith Lineman from the November meeting. The National Committee's decision in response to Carolyn Zorn's appeal was read to the membership.

Motion (Rich/Siechert) passed to waive the reading of the Treasurer's Report and accept as printed and emailed to members at the meeting. Motion (Rich/Rhodes) passed to waive the reading of the bills as emailed and printed for members at the meeting and warrants be drawn and bills be paid. Motion (Siechert/Rich) passed to accept the following applications for membership: E. Carcamo, M. Laguerre, M. Maldonado, J. Marrufo, R. Soto, K. Zaragoza. WELCOME! Reminder that Holiday "Thank You" postcards are available for purchase.

Carolyn Zorn updated on current legislative bills and the importance of contributing to the Letter Carrier Political Fund (LCPF) which helps our representatives defend the issues regarding the Postal Service. Trustee, Leroy Collier, confirmed that the Branch audit will be November 29th. President Karchikyan announced open season for 2023 health insurance coverage is November 14th- December 12th with discussion on the NALC/ Aetna Medicare Advantage Plan for retirees and those approaching retirement. Also announced that next month will be the in-person attendance raffle and all winners must be present to win. Holiday meal for December membership meeting will be catered by Stonefire Grill and is scheduled for 6 p.m. Motion (Siechert/Lee) passed to adjourn the meeting at 7:59 p.m.

Submitted by,

Nancy Norman
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – December 13, 2022

The meeting was called to order via Zoom and in-person at 7:02 p.m. by President Serop Karchikyan. The pledge of allegiance was led by Sergeant-at-Arms Ric Roldan. There was a moment of silence for departed brothers and sisters since the last meeting including former Financial

Secretary Frank Costanzo, former national officer Dale Hart, Glendale retirees: Louis Kapustin, Cheun "Kent" Chow, Larry Martinez, Jan Siechert's mother, and Milwaukee Letter Carrier, Aundre Cross, who was killed while delivering his route. The roll call was answered by thirteen officers and stewards in good standing. Motion (Siechert/Temblador) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Motion (Rich/Siechert) passed to excuse Vinh Trieu from the November meeting. Motion (Rich/Siechert) passed to waive the reading of the bills as emailed and printed for members at the meeting and warrants be drawn and bills be paid. Motion (Siechert/Temblador) passed to waive the reading of the Treasurer's Report and accept as printed and emailed to members at the meeting.

Motion (Siechert/Aghakhanyan) passed to accept the following applications for membership: L. Campos, D. Chen, K. Cordero, J. Diaz-Molina, C. Lamont, D. Lipton, D. Logan Jr, L. Powell, S. Ramos, E. Segarich. **Welcome!** MBA Representative Vinh Trieu reminded members to review life insurance and beneficiaries. Leroy Collier reminded members to contribute to the Letter Carrier Political Fund (LCPF). HBP Representative Keith Lineman announced a new program called "Hello Heart" for members. Trustee Leroy Collier reported Branch audit was conducted on November 29th with the audit report pending. Rob Burskey reported on the new process for route adjustments called Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP). Motion passed to accept the following Executive Board recommendations: Rec #1 (Rich/Siechert) That the Branch accept the Convention Expense Policy as emailed/printed for members at the meeting. Motion (Siechert/Rich) calling for the question unanimously passed. Previous motion passed with vote of Yes: 13, No: 1. On the record is the objection of Leroy Collier to Item #3, 8, 10, 14. Rec #2 (Lineman/Siechert) That the Branch accept the General Expense and Mileage Policy emailed/printed for members at the meeting. Motion (Siechert/Rich) calling for the question unanimously passed. Previous motion passed with vote of Yes: 14, No: 1. On the record is the objection of Leroy Collier to bullet points 2, 6 in the 1st section and bullet points 2, 3 in the 2nd section.

December in-person raffle winners: **Carolyn Zorn – \$50 Trader Joes, Thomas Kindhart – \$50 Starbucks, Janet Siechert – \$50 Zankou Chicken, Carolyn Zorn – \$50 Home Depot.** Motion (Siechert/Lee) passed to adjourn the meeting at 8:30 p.m. Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT NOVEMBER-DECEMBER 2022

INCOME	NOVEMBER	DECEMBER				
			NOVEMBER-DECEMBER TRANSFERS			
NALC Active Rebate	23,633.80	23,722.29	FROM	TO		AMOUNT
NALC Retiree Rebate	0.00	227.53	Checking	Convention		3,788.49
Direct Dues	248.08	124.04	Checking	Mikita		100.00
Interest-Dividend	229.90	282.53	Checking	Building		3,788.49
Other Income	180.00	0.00				
TOTAL INCOME	\$24,291.78	\$24,356.39				
EXPENSES	NOVEMBER	DECEMBER				
Building Maintenance	0.00	0.00				
Car Allowance	500.00	500.00				
COP Meeting	0.00	0.00	ACCOUNT BALANCES			
Election	0.00	0.00	10/31/2022			
Food Drive	0.00	0.00	General Checking			\$179,172.09
Gardening	461.00	0.00	Mikita Scholarship			\$3,686.69
Insurance	0.00	2,387.00	Building Fund			\$320,713.22
Internet	93.80	93.80	Convention/Training			\$98,031.74
Mail Call	0.00	131.40	MDA LIABILITY (-)			0.00
Meeting Meal/Raffle	200.00	462.15	TOTAL ACCOUNTS			\$601,603.74
Miscellaneous**	0.00	100.00				
Muscular Dystrophy Assn	0.00	0.00				
National Convention	0.00	0.00	ACCOUNT BALANCES			
Office Expenses	127.92	104.47	11/30/2022			
Office Supplies	202.28	135.61	General Checking			\$178,002.79
Officer Benefits	1,729.74	1,751.72	Mikita Scholarship			\$3,736.84
Officer/Steward Salary	16,127.09	17,070.09	Building Fund			\$322,817.04
Payroll Taxes/Filing	1,299.01	1,395.19	Convention/Training			\$99,934.66
Per Capita Tax	0.00	75.00	MDA LIABILITY (-)			0.00
Postage	151.99	55.99	TOTAL ACCOUNTS			\$604,491.33
Professional Fees	0.00	2,250.00				
Retiree Bonus	150.00	-50.00				
Seminars/Education	0.00	0.00	ACCOUNT BALANCES			
Tax - Property	0.00	1,235.54	12/31/2022			
Telephone	128.47	128.46	General Checking			\$171,006.53
Utilities	282.95	17.08	Mikita Scholarship			\$3,787.00
Website Fees	50.00	0.00	Building Fund			\$324,976.16
TOTAL EXPENSES	\$21,504.25	\$27,843.50	Convention/Training			\$101,848.93
			MDA LIABILITY (-)			0.00
NET INCOME	\$2,787.53	-\$3,487.11	TOTAL ACCOUNTS			\$601,618.62

**1187 Signup Bonus

JOHN S. MIKITA

SCHOLARSHIP

The John S. Mikita Scholarship Fund, sponsored by Branch 2200 of the National Association of Letter Carriers, each year awards one \$1,500.00 scholarship to a child or grandchild of a member in good standing. Applicants must be high school seniors and must meet all of the following eligibility criteria in order to be considered for awards in the 2023-2024 competition.

ELIGIBILITY CRITERIA

Applicant must be son, daughter, grandchild or legally adopted stepchild of an active, retired, or deceased letter carrier of NALC Branch 2200.

Applicant's parent/grandparent must be a member in good standing of NALC at least one year prior to making application or one year prior to death. Applicant must be a high school senior when making application and must submit the form provided on the reverse side, signed by the NALC member. This form must be returned to Branch 2200 by April 1, 2023.

REGULATIONS

Scholarship is to be used toward pursuing an undergraduate degree at an accredited four-year college of the recipient's choice. Winners may accept other college scholarship assistance in addition to the Branch award.

Any change of schools must be done only with permission of the Branch Scholarship Committee. If winner suffers certified serious illness, scholarship will be held in abeyance for not more than one year.

If applicant decides to attend a two-year college first, the scholarship money will be held in abeyance for up to two years until entry in a four-year college.

If unusual conditions are going to require an interruption in schooling, recipient must state reason(s) in writing to the Scholarship Committee and request that scholarship be held in abeyance. Request(s) will be reviewed by the Committee and a decision rendered. If the Branch member is suspended from the Branch, discontinues union membership, or enters supervision, scholarship will be canceled.

TERMS OF AWARD

The members of the Scholarship Committee will judge applicants each year. Winners are judged on the basis of secondary school records (50%), personal qualifications based on biography outline and essay responses (50%). If no suitable applicant applies, the award will be carried over to the following year, with an additional second award in the amount of \$500.

Decisions of the judges are final. Only the winner will be notified no later than June 1, 2023.

Award money is to be used for required college fees and course materials. **Scholarship payment will be made directly to the school, upon notification by the winner of enrollment in an accredited four-year college.**

APPLICANTS **MUST** RETURN A) THIS COMPLETED APPLICATION WITH ESSAY RESPONSES AND B) AN **“OFFICIAL”** TRANSCRIPT OF SECONDARY SCHOOL RECORDS, **TO ARRIVE NO LATER THAN APRIL 1, 2023** AT:

**JOHN S. MIKITA SCHOLARSHIP
NALC BRANCH 2200
1310 N OXFORD AVE
PASADENA CA 91104**

Applicant's Name _____ Son/Daughter/Grandchild of _____
(Name of Branch 2200 Member)

Home Address of Applicant _____

City _____ State ____ Zip _____ Phone () _____

I certify that I am a member in good standing of NALC Branch 2200 for more than one year and that I have not been in supervision nor have I applied to be in supervision for at least two years. I also realize that application to become a supervisor would result in cancellation of this scholarship, if awarded to my child or grandchild.

Signature of NALC Parent/Grandparent/Guardian _____

Station/Post Office of Parent/GP/Guardian _____ Employee ID# of Parent/GP/Guardian _____

Name of Branch President _____ Name Vice-President or Secy-Treasurer _____

Approximately how many union meetings your parent/grandparent has attended in the last 10 years _____

BIOGRAPHICAL DATA (Please write legibly)

What awards have you received and with what clubs or organizations have you been affiliated?

_____ (attach additional page, if needed)

Please state hobbies, outside interests, and any additional information that you would like considered by the Committee _____

_____ (attach additional page, if needed)

On a separate page, please write a brief essay/response to the following questions:

1. How will you use your degree and advanced learning to improve our society and make the world a better place for the next generation to work, live, and play?
2. Why should you be chosen to receive the Mikita Scholarship?
3. What inspired you to the subject of your study or was there a person or an event that motivated you toward completing and achieving a degree?
4. How have labor unions impacted your life and in what ways might you help strengthen the labor union movement?

BRANCH 2200 GENERAL EXPENSE and MILEAGE GUIDELINES

- Direct payments to officers/stewards/members must be submitted on the Branch Expense/Mileage Report form
- Form requires president's initials, review by secretary-treasurer and/or trustee(s) prior to membership approval at Branch meeting
- Expense form to be submitted to the Branch for approval of payment no more than 60 days after the expense was incurred or within 60 days following the event
- Submit a minimum of one day prior to membership meeting to be considered at that meeting
- Expenses require itemized receipts (no alcohol) with recipient keeping copies of documentation until they have received payment from the Branch
- Under most circumstances, pre-approval by the membership or by the Branch president is required
- GSA/IRS Per Diem rate is paid to employees for overnight stay on union business

Mileage is generally approved under the following conditions:

- Travel to stations, assigned by the president, after reporting to union office for work
- Membership motion or Branch president approval prior to travel
- May be required to carpool to save mileage/parking expense
- Submitted on Expense Form with online maps (Google Maps, Waze, etc) documentation

Mileage generally will not be paid for:

- To/from the union office for meetings
- Reporting to/from home to the union office when receiving an hourly wage
- Volunteer activities/events/meeting meals and incentives
- Outside events/meetings that are not directly assigned to a member or approved by the Branch president or membership

Changes and/or additions to this policy may be made at any time by a majority membership vote.

Generally, policy changes will not be made retroactively.

Membership Approval on 12-13-2022

FROM THE DESK OF THE VICE-PRESIDENT – First and foremost, I would like to take this opportunity to congratulate our Branch's letter carriers for a hard worked peak season. This has been the third year in a row that the Covid-19 pandemic has been a part of our work and personal lives. Covid has continued to cause many Post Offices in our Branch to be short staffed throughout 2022 as carriers tested positive for the virus. It is difficult to predict what 2023 will hold for us, but nonetheless I am confident you will continue to serve the public to the best of your ability. I would like to leave you with a poem that takes a page or two out of one of my favorites by poet Dylan Thomas.

Letter Carriers!

Do not go gentle into your routes. Though your bones may ache and shake from the freezing cold.

Rage, rage against the speeding clock that always yells "**Eight!**"

Wise carriers know not to run, for delivering for the People is a marathon and not a sprint race, yet they,

Do not go gentle into their routes. Good carriers, the last of a dying breed, Wear seat belts and satchels, but

They rage, rage through the Christmas parcels that fill their Long Lives. And to you my carrier who walks in the dark and never misdelivers a grandchild's letter to their gram gram! Do not go gentle into your route.

Rage, rage against the clock that always yells "**Eight!**"

**In solidarity,
Calvin Rich**

**Meeting Attendance
November/December 2022**

Officers:

President Serop Karchikyan – P/P
Vice President Calvin Rich – P/P
Secy-Treasurer Nancy Norman – P/P
Financial Secy Amy Lee – P/P
Sergeant at Arms Ric Roldan – P/P
Health Benefits Rep Keith Lineman – E/P
MBA Representative Vinh Trieu – E/P
Trustee Leroy Collier – P/P
Trustee Rob Burskey – P/P
Trustee Jan Siechert – P/P

Stewards:

Glendale Main Office: Calvin Rich – 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
Tujunga: Rob Burskey – P/P



In remembrance – Brother Costanzo

Moment of silence was rendered at the December membership meeting for our Branch's former Financial Secretary, **Frank Costanzo**. Frank served Branch 2200 for dozens of years. He stepped down from that position in July of 2020 when Zoom was our only option for meeting. Frank was a "people" person and the whole Zoom connection felt like not much of a connection at all. Here is a final farewell to Frank with a picture from our last retirement luncheon in October 2019. **He will always be remembered.**

MEMBERSHIP MEETINGS

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

**Tuesday, February 14th
7:00 p.m.**

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

HELLO HEART PROGRAM – NALC Health Benefit Plan members with high blood pressure issues have a new benefit for 2023 to maintain cardiovascular health. For qualifications, to register, and receive a free blood pressure monitor, members can go to: join.helloheart.com/NALC or text NALC to 75706.

IN REMEMBRANCE – As we remember our fellow carriers, both retired and active, who have passed away, we grieve. A surviving spouse and family members may not know what responsibilities will be suddenly thrust upon them. Fortunately, there is help from the NALC. Quite frequently, in the Postal Record magazine, an article entitled, "When an active letter carrier dies...", and "When a retired letter carrier dies...", is printed. This one-page article lists the steps that should be taken after the death of a letter carrier. The current Postal Record (Dec. 2022) has the article on page 37. It is a wonderful resource for the families in this most trying time. Every retired and active letter carrier should tear out or copy this page and keep it in a safe place with their important documents. Your family will thank you for it.

Keith Lineman, Health Benefits Representative

MORE IN MEMORIUM

Louis Kapustin – Branch 2200 Gold Card member. He was 87 years old and retired approximately 4 years ago
Cheun "Kent" Chow – Glendale carrier, Branch 2200 member, 49 years old
Dale Hart – Former Director of City Delivery and National Business Agent, serving the NALC for many decades
Aundre Cross – Milwaukee letter carrier, shot and killed while on his route delivering mail

We mourn the loss of all and extend our sympathies to family, friends, and coworkers

And Lastly.....

Fellow carriers, Branch 2200 would like to recognize and thank **Scotty Reese** for his service as a shop steward at the Santa Clarita Main Office. After 4 years, Scotty has decided to relinquish his position. Scotty was a staunch advocate for his fellow carriers and worked hard to make sure they were taken care of on the job. **We wish Scotty good luck in his future endeavors, and we will miss him.**