

MAIL CALL

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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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VOLUME NO. 32

CIRCULATION 1000

JULY/AUG 2019

FROM THE DESK OF THE PRESIDENT

Dear Brothers and Sisters,

Following is the last installment of the top 4 charges in disciplinary actions in 2018. I have written regarding attendance, safety, and scanning, and am following here with the lead in for almost every grievance that comes across my desk in terms of disciplinary actions: **FAILURE TO FOLLOW INSTRUCTIONS.**

As carriers, we are to follow Management's instruction unless it is illegal or unsafe, regardless as to whether we believe that it makes sense to do so. "Failure to follow instructions" discipline may include safety, attendance, overtime, performance and conduct. Carriers who tend to complete their duties in a different manner from Management's direction may be subject to discipline. Often, Management will instruct carriers to perform duties which may violate the National Agreement and our Collective Bargaining Agreement. However, as inappropriate as it may seem, as carriers, we are to follow Management's instructions, unless the instruction is illegal or unsafe. You are strongly encouraged to file a grievance after the fact, if the instruction is improper or violates the National Agreement.

Unauthorized overtime has been a common "failure to follow instructions" disciplinary action issued to carriers for simply not calling Management by 2:00 pm or 3:00 pm (depending on office) when additional overtime is needed to complete their assignment for the day. If you are going to need or might need additional overtime, call the office and let your supervisor know as soon as you are aware or by the time instructed to do so.

Too many carriers try to be a hero and take it upon themselves to attempt to make Management's unrealistic goals without calling for additional overtime or auxiliary assistance. As a result, carriers are issued discipline for working overtime without notifying Management. Remember, it is Management's responsibility to approve or disapprove the overtime to carriers to complete the assignment, and not the carriers own decision to work overtime.

If Management does not approve the overtime or provide auxiliary assistance requested by a carrier on a PS Form 3996 in the morning, the carrier's responsibility is to call Management by the instructed time from the street and notify them as to how much time is still needed to complete the assignment. At this point, Management has three choices. Management may authorize the carrier to work the overtime to complete the assignment, send the carrier auxiliary assistance, or instruct the carrier to bring the mail back to the office. If a carrier calls from the street and requests additional overtime and Management does not authorize the overtime, but instructs the carrier to complete the route and be back on time, the carrier should bring mail back to the office and be ready to clock out by the time which was authorized, complete a PS Form 1571 (cut slip) and notify Management that the mail was returned to the office.

Management may be upset that the mail was brought back, but the carrier followed Management's instruction and only worked the overtime that was authorized. At this point, Management may instruct the carrier to go back out and finish the route or send another carrier to do so, and these carriers would also be required to follow Management's instruction.

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Desk of President – Continued from front page

Another example of “failure to follow instructions” is a carrier delivering a route out of sequence for whatever reason. Unless it is illegal or unsafe to deliver the route as it is set up by Management, the carrier must follow the line of travel and delivery sequence when performing their assignment. If there is an issue with the current line of travel and/or sequence of the delivery, a carrier should notify Management to correct the issue in the Redbook, prior to delivering the route out of sequence. The same goes for the mode of delivery: if the route is set up for park and loop, the carrier should not dismount the deliveries.

Scheduling an employee to work on a non-scheduled day, holiday/designated holiday and working overtime on their own or another route may be an improper instruction. The carrier should contact their shop steward or call the union office to attempt to intervene prior to the event taking place. However, in cases when the instruction must be completed at the immediate time given, the carrier should follow the instructions and then notify their local shop steward by requesting union time, or contact the union office with a faxed or emailed statement, or by calling the union office.

If an improper instruction is given to the carrier, the carrier may discuss the instruction with Management to prevent a grievance. However, if Management does not agree, the carrier is to follow instructions and then file a grievance. Remember, carriers are not paid to manage the Postal Service, we are paid to perform the duties of a letter carrier. It is Management’s responsibility to manage the Postal Service and our responsibility to follow instructions in order to prevent discipline.

The internal SPM will help the Postal Service improve service. The system offers a more accurate view of operational performance, allowing the Postal Service to fix problems more quickly. This will improve customers’ experiences, which will allow the organization to boost satisfaction, drive loyalty, and grow revenue. The SPM sample scan, at times, doesn’t work well or accurately when the alert pops up on the scanner. Many carriers have complained that the alert pops up while driving out to the route, on another street, or after passing the actual delivery. However, the carrier is still responsible for acknowledging the sample alert, not to ignore it. The Postal Service knows the system needs improvement for the accurate delivery location, so we all know it’s not a perfect system.

The carriers simply must make certain that the alerts are not ignored and are actually acknowledged with a scan. The scan could be “already passed that address” or “no mail for that delivery.” Making the proper scans will improve customer service, prevent loss of revenue and keep carriers from being issued discipline. So make sure you scan every alert, every day.

Remember, “failure to follow instructions” is the leading cause of discipline and one that is relatively easy to avoid.

**In Solidarity
Serop Karchikyan**

Hurricane Harbor – 2019 – Branch Picnic



Good time was had by all.....
Let’s get everybody out
and away from work next year!

GENERAL MEMBERSHIP MEETING – July 9, 2019

The meeting was called to order at 7:10 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 recently departed brothers and sisters since the last meeting, specifically for Patrick Tracey, retired member from La Canada and Ruben Tate, President Emeritus of Branch 52. The roll call was answered by thirteen officers and stewards in good standing.

Motion passed to accept the minutes from the previous meeting, as read (Costanzo/Washington). Bills were read, motion passed that warrants be drawn/bills be paid (Burskey/Siechert). Motion passed to adopt the Treasurer's Report, as read (Burskey/Trieu).

Order of business was suspended to welcome National Legislative and Political Organizer John Beaumont. Brother Beaumont addressed the membership, updating on many legislative issues, and expressing the importance of being involved and contributing to the Letter Carrier Political Fund (LCPF).

President Emeritus Leroy Collier was acknowledged for his 50 years of membership in the NALC and was awarded a Gold Card and lifetime membership in the NALC.

Congratulations Brother Collier!

Motion passed to accept the brothers and sisters applications for membership from Mary Agee and Shayne Van Valkenburg (Temblador/Siechert). **Welcome!!**

MDA Coordinator Carolyn Zorn reported on MDA collection of \$416 for meeting meal and raffle and updated on MDA Summer Camp.

Motion passed to accept the recommendation from the Executive Board that the Branch send Zorn, Aghakhanyan, Burskey and Karchikyan to Officer Training, providing travel, lodging, per diem, and wages (Costanzo/Siechert).

President Karchikyan reported on the pilot program for Consolidated Casing taking place at the Grand Central station in Glendale.

Motion passed to adjourn the meeting at 8:57 p.m. (Temblador/Costanzo).

Submitted by,

Nancy Norman
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – August 13, 2019

The meeting was called to order at 7:04 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 recently departed brothers and sisters since the last meeting, specifically for David McCullough, retired member from Glendale and Jun Iledan, retired carrier from South Pasadena. The roll call was answered by thirteen officers and stewards in good standing.

Motion passed to accept the minutes from the previous meeting, as read (Costanzo/Trieu). Bills were read, motion passed that warrants be drawn and bills be paid (Burskey/Temblador). Motion passed to adopt the Treasurer's Report, as read (Burskey/Siechert).

The order of business was suspended to welcome and congratulate Michael Du, son of Letter Carrier Huy Du from Glendale. Michael was the winner of the 2019-2020 Mikita Scholarship Award and will be attending UCLA. A big **CONGRATULATIONS** to Michael Du!!

Motion passed to accept the brothers and sisters applications for membership from the following: Luis Arriaga, Nayiri Boghozian, Silvia Coto, Joshua Evins, Jeffrey Galatowitsch, James Keller, Raymond Loza, Jeanette Navarro, Alejandro Ruiz (Siechert/Costanzo). **Welcome!!**

Health Benefit Representative Washington updated on changes regarding NALC health coverage at Whittier facility. Legislative Liaison Carolyn Zorn updated on House and Senate postal issues and encouraged all members to contact congressional representatives and to sign up for the Letter Carrier Political Fund. Carolyn Zorn also reported \$105 was collected for MDA from the meeting meal.

Announcement on Retiree Banquet being held on Sunday, September 29th at Lancers restaurant in Burbank.


President Karchikyan reported on recently attended Rap Session, regarding new LLVs, cameras in LLVs, CCA conversions and consolidated casing.

Motion passed to adjourn the meeting at 8:29 p.m. (Temblador/Reese).

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT JULY-AUGUST 2019

INCOME	JUL	AUG				
NALC Active Rebate	24,660.34	24,344.04				
NALC Retiree Rebate	0.00	0.00				
Direct Dues	114.40	600.80				
Interest-Dividend	297.12	299.27				
Other Income						
TOTAL INCOME	\$25,071.86	\$25,244.11				
						
EXPENSES	JUL	AUG				
Building Repairs/Improvements	0.00	0.00				
Car Allowance	500.00	500.00				
Charitable Donations	0.00	0.00				
COP Meeting	0.00	0.00				
Food Drive	0.00	0.00				
Gardening	0.00	0.00				
Insurance	1,670.00	2,693.00	Checking	Convention	4,915.38	
Internet	80.00	80.00	Checking	Mikita	100.00	
Mail Call	112.37	112.37	Checking	Building	3,000.00	
Mikita Scholarship	1,000.00	0.00	Convention	Checking	291.96	
Mileage	0.00	310.88	Mikita	Checking	1,000.00	
Miscellaneous**	0.00	264.90				
Office Expenses	100.08	100.01				
Office Supplies	477.09	148.91				
Officer Benefits	1,423.46	1,562.40	General Checking		\$186,828.18	
Officer/Steward Salary	13,182.50	13,283.38	Mikita Scholarship		\$5,229.02	
Payroll Taxes/Filing	1,092.94	1,102.92	Building Fund		\$267,726.60	
Per Capita Tax	40.50	33.00	Convention Fund		\$53,800.97	
Postage	197.49	67.99				
Professional Fees	0.00	3,412.50	TOTAL ACCOUNTS		\$513,584.77	
Property Tax/Use Tax	0.00	0.00				
Retiree Banquet	0.00	0.00				
Retiree Bonus	100.00	300.00	ACCOUNT BALANCES			
Seminars & Education	291.96	2,209.29	8/31/2019			
Telephone	120.91	120.91	General Checking		\$185,424.98	
Utilities	188.43	0.00	Mikita Scholarship		\$4,279.21	
Website Fees	0.00	0.00	Building Fund		\$269,013.73	
TOTAL EXPENSES	\$20,577.73	\$26,302.46	Convention Fund		\$55,463.45	
NET INCOME	\$4,494.13	-\$1,058.35	TOTAL ACCOUNTS		\$514,181.37	

** Glendale Carrier Meeting

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	Germann	Daniel	Pasadena	3	R
Ragay	Edwin	Altadena	10	R	Gonzales	Gary	Pasadena	3	CCA
Syavong	Norkham	Altadena	0	R	Ho	Raymond	Pasadena	7	R
					Lam	Tung	Pasadena	8	R
Aviles	Edith	Glendale	107		Lennick	William	Pasadena	1	R
Banh	Kelly	Glendale	121	R	Manju	Mohammed	Pasadena	6	R
Bilemjian	Ara	Glendale	161	R	Mejia	Gerald	Pasadena	5	R
Diep	Cuong	Glendale	104	R	Moreno	Jose	Pasadena	4	R
Duran	Maria	Glendale	161	R	Nguyen	Minh	Pasadena	6	R
Esguerra	Benito	Glendale	141	R	Phan	Johnny	Pasadena	5	R
Hovhannesian	Azad	Glendale	104	R	Trac	Tam	Pasadena	1	R
Isajani	Derik	Glendale	161	R	Truong	John	Pasadena	6	R
Jung	Eddie	Glendale	121	R	Valdez	Ruby	Pasadena	7	R
Khuu	David	Glendale	141	R	Victorio	Rodel	Pasadena	5	R
Phung	Phan	Glendale	161	R	Wang	David	Pasadena	1	R
Rodriguez	Linda	Glendale	161	R					
Soldatenko	George	Glendale	104	R	Amado	Christopher	Santa Clarita	740	R
Suh	Uk Sun	Glendale	141	R	Chavez	Anthony	Santa Clarita	620	R
Tang	Danny	Glendale	161	R	Davinroy	Andrew	Santa Clarita	320	R
Wen	Raymond	Glendale	104	R	Frasca, Jr.	Carmine	Santa Clarita	320	R
					Lartigue	Kim	Santa Clarita	120	R
Trang	Chinh	La Canada	101	R	Lartigue	Peter	Santa Clarita	120	R
					Navarro	Junzky	Santa Clarita	120	R
Asuncion	Joel	Pasadena	6	R	Spasoff	Carl	Santa Clarita	620	R
Barsamian	Razmik	Pasadena	6	R	Wieczorek	Paul	Santa Clarita	520	R
Carrillo, Jr	Ismael	Pasadena	7	R	Ybarra	Jose	Santa Clarita	120	R
Chau	Sy	Pasadena	3	R					
Chen	Juo Luen	Pasadena	7	R	Helstrom	Paula	Sunland	320	R
Estrada	Angela	Pasadena	1	R	Srirathu	Rawat	Sunland	320	R
									55

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
July/August 2019**

Officers:

President Serop Karchikyan – P/P
Vice President Carolyn Zorn – 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 Leroy Collier – P/P
Trustee Artur Aghakhanyan – P/P
Trustee Rob Burskey – P/P
MBA Representative Vinh Trieu – P/P

Stewards:

Glendale Verdugo: Keith Lineman – P/P
La Crescenta: Artur Aghakhanyan – P/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/P
La Canada/Montrose: Tina Giancanelli – P/P
Santa Clarita Main Office: Scotty Reese – P/P

MEMBERSHIP MEETINGS

Tuesday, September 10th

7:00 p.m.

Tuesday, October 8th

7:00 p.m.

Food usually served @ 6 p.m.

Listen, Learn, Eat, Enjoy

Union Office

1310 N Oxford Ave

in Pasadena

**Branch 2200 Retiree Banquet
September 29th at 1:00 p.m.
Invitations/registration forms
will be mailed to Retirees
Active carriers may
call the Branch office for
registration form
626-798-6122**



Meet our Scholarship Winner – Michael Du
L to R: Carrier Huy Du, Michael Du, President Karchikyan

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