

MAIL CALL

Published by

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

SERVING

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VOLUME NO. 37

CIRCULATION 1000

JAN/FEB 2024

From The Desk of the President

Fellow brothers and sisters – we continue to receive many complaints about carriers being overworked beyond their daily and weekly work schedules. If this occurs in your office, please notify your shop steward or the Union office, if there is no steward in your station. There may be grievances filed for the violations. As a reminder, work hour limits are stated in Article 8.5 of the Joint Contract Administration Manual (JCAM) as follows:

Maximum Hours—12 Hour Limit. The overtime limits in Article 8.5.G apply only to full-time regular and full-time flexible employees. However, ELM Section 432.32 provides the following rule that applies to all employees: 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. Because this language limits total daily service hours, including work and mealtime, to 12 hours, all letter carriers not on the ODL or Work Assignment List (including PTFs and CCAs) are effectively limited to 11½ hours per service day. This is true whether or not a meal break is taken. This rule also applies during the penalty overtime exclusion period (December). However, the ELM also permits the collective bargaining agreement to create exceptions to this general rule. The only exception to this rule in the NALC National Agreement is for full-time employees on the ODL or Work Assignment List who, in accordance with Article 8.5.G, “may be required to work up to twelve hours in a day.” Since work, within the meaning of Article 8.5.G does not include mealtime, the total hours of daily service for carriers on the ODL may extend over a period of 12½ consecutive hours. This exception does not apply to full-time employees who are not on the ODL or Work Assignment List.

In a nutshell, this means that Regular Carriers not on the overtime list, PTF’s and CCA’s are limited to working 11 ½ actual work hours in a day, not including mealtime. With the mealtime included, the maximum work hours in a single day is 12 hours. So, if a Regular Carrier is not on the overtime list, a PTF or CCA clocks in at 8:00 a.m., then they need to be off the clock by 8:00 p.m.

A Regular carrier on the Work Assignment List or on the Overtime Desired List can work up to 12 hours, not including mealtime. With a mealtime included, it becomes 12 ½ maximum work hours in a single day, excluding the December period. The maximum 60 hours in a service week applies to full-time carriers. On October 19, 1988, the national parties signed the following Memorandum of Understanding (M-00859):

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12 or 60 hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the Employer may exceed the 12 and 60 hour limitation with impunity.

As a means of facilitating the foregoing, the parties agree that excluding December, once a full-time employee reaches 20 hours of overtime within a service week, the employee is no longer available for any additional overtime work. Furthermore, the employee’s tour of duty shall be terminated once he or she reaches the 60th hour of work, in accordance with Arbitrator Mittenhal’s National Level Arbitration Award on this issue, dated September 11, 1987, in case numbers H4N-NA-C 21 (3rd issue) and H4C-NA-C 27 (C-07323). National Arbitrator Snow held in A90N-4A-C 94042668, November 30, 1998 (C-18926) that the Memorandum of Understanding above (M-00859) provides the exclusive remedy for violations of the 12 and 60 hour work limits in Article 8.5.G.2.

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Desk of President – Continued from Front Page

Carriers should always follow instructions of Management to avoid disciplinary action and keep track of your daily and weekly work hours. Notify the Union immediately upon violation of the work hours provisions, for a timely grievance to be filed. PTF's and CCA's are not guaranteed a non-scheduled day during a service week, however they are limited to the maximum 12 hours a day limit. Certain Districts have created a policy to provide a non-scheduled day during the service week to not overwork those carriers. However, this is not a contractual rule for which a grievance can be filed if local Management does not comply. It is simply a policy that upper Management wants local Management to achieve.

There have been times, due to staffing and mail volume when Management may need PTFs and CCAs to work beyond 7 days without a non-scheduled day, but there shouldn't be any favoritism or disparity in treatment between the carriers. If Management keeps scheduling the same PTF or CCA carrier to work beyond 7 days without a non-scheduled day and does not schedule the others to do the same, the Union can certainly file a grievance based on favoritism and/or disparity in treatment.

Also stated in Article 8.5 of the JCAM is Management improperly mandating Regular carriers not on the overtime list or the Regulars on the Work Assignment List to either work off their assignment on a regular scheduled day or on their non-schedule day. In order for Management to comply with Article 8.5 of the JCAM, Management needs to work the Overtime Desire List Carriers up to 12 hours, CCA's and PTF's 10 hours, ask for volunteers to work off their assignments, all prior to mandating a Regular carrier not on the overtime list or Work Assignment List to work off their assignment on any given day. In addition, Management needs to mandate by juniority on a rotating basis. Again, if this violation occurs in your office, advise your shop steward or the union office immediately.

It always benefits carriers to be educated in the contractual provisions and to know your rights as outlined in the JCAM. If carriers don't know these provisions and their rights, it makes it easy for Management to abuse carriers and to work them beyond their maximum daily and weekly work hours. It should be noted that if you don't make the Union aware of these violations, Management may continue to overwork carriers in your office. And it may also be noted that any carrier may report to the Union that other carriers' rights are being violated. **If you see something, please, say something!**

– In Unionism, Serop Karchikyan –

And....From the Desk of the Vice-President

Brothers and Sisters, I want to apologize for my short article last time around. I needed time to review the Branch's work in 2023.

Branch 2200 filed a little over 650 grievances in the seven cities within our jurisdiction. This number is more than 150 grievances over our total in 2022. As I write this article, we are on track to surpass 2023's grievance total by 30% (not the goal) if Management keeps breaking the contract at the rate they are doing so.

Management has the power and the ability to reduce the grievances filed. However, the Union's focus this year will be on grievance compliance, safety, and the proper distribution of overtime. These issues, along with the rest of the National Agreement, will surely keep our stewards busy enforcing the contract.

If you're interested in becoming a steward and taking up this fight, below are a few things you can do to prepare.

- Keep delivering the mail safely and in accordance with the M-41 handbook. Also, read Management's instructions of how to supervise city carriers (M39 handbook)
- Come to our steward trainings and membership meetings (Wednesday evenings) to build education and confidence in yourself
- Make sure you have a hobby and separate your personal life from your work life. It can be time consuming and stressful at times protecting the rights of letters carriers, therefore having healthy boundaries will make you more successful

I hope to see new faces at the next steward and membership meetings. Don't forget to check in on your fellow active and retired letter carriers to ensure they are doing well. **In solidarity, Calvin Rich**



TREASURER'S REPORT JANUARY-FEBRUARY 2024

INCOME	JANUARY	FEBRUARY				
NALC Active Rebate	38,579.70	26,047.63	JANUARY-FEBRUARY TRANSFERS			
NALC Retiree Rebate	0.00	0.00	FROM	TO		AMOUNT
Direct Dues	339.50	372.99	Checking	Convention		5,170.18
Interest-Dividend	1,157.02	1,154.68	Checking	Mikita		100.00
Other Income	0.00	0.00	Checking	Building		5,170.18
			Convention	Checking		1,741.33
TOTAL INCOME	\$40,076.22	\$27,575.30				
EXPENSES	JANUARY	FEBRUARY				
Branch Picnic	0.00	0.00				
Building Maintenance	720.69	0.00				
Car Allowance	500.00	500.00	ACCOUNT BALANCES			
COP Meeting	590.84	206.50	12/31/2023			
Food Drive	0.00	848.88	General Fund			\$138,724.06
Gardening	0.00	144.00	Mikita Scholarship			\$4,389.06
Insurance	0.00	291.00	Building Fund			\$359,761.18
Internet	108.80	108.80	Convention/Training			\$112,875.69
Mail Call	0.00	131.41				
MDA	60.00	0.00	TOTAL ACCOUNTS			\$615,749.99
Meeting Meal/Raffle	79.99	0.00				
Mileage	75.98	0.00				
Miscellaneous**	0.00	140.00	ACCOUNT BALANCES			
Office Expenses	122.57	344.73	1/31/2024			
Office Supplies	453.68	670.16	General Fund			\$143,956.31
Officer Benefits	2,097.82	2,703.69	Mikita Scholarship			\$4,439.25
Officer/Steward Salary	16,496.75	22,973.13	Building Fund			\$362,703.28
Payroll Taxes/Filing/Use Tax	1,690.26	1,904.72	Convention/Training			\$114,830.78
Per Capita Tax	0.00	80.75				
Postage	129.99	177.99	TOTAL ACCOUNTS			\$625,929.62
Retiree Banquet	200.00	0.00				
Retiree Bonus	150.00	0.00				
Seminars/Education	0.00	919.83	ACCOUNT BALANCES			
Telephone	130.42	130.32	2/29/2024			
Utilities	293.12	69.65	General Fund			\$142,656.47
Website Fees	152.93	0.00	Mikita Scholarship			\$4,489.43
			Building Fund			\$366,946.88
			Convention/Training			\$116,341.97
TOTAL EXPENSES	\$24,053.84	\$32,345.56				
NET INCOME	\$16,022.38	-\$4,770.26	TOTAL ACCOUNTS			\$630,434.75

**1187 Bonus (\$100)/Carrier Holiday Gratuity (\$40)

GENERAL MEMBERSHIP MEETING – January 10, 2024

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 our departed brothers and sisters since the last meeting. The roll call was answered by eleven officers and stewards in good standing. Motion (Lee/Lineman) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Motion (Rich/Lee) passed to excuse Jan Siechert from the April meeting. Christmas card including a \$60 check was read from member, Alan Yang, and motion (Collier/Grossi) passed to donate the \$60 to MDA. Motion (Siechert/Lee) passed to waive the reading of the bills spreadsheet, they be accepted as printed and emailed, and warrants be drawn and bills be paid. Motion (Rich/Lineman) passed to waive the reading of the Treasurer's Report and accept as emailed and printed for members at the meeting. Motion (Trieu/Siechert) passed to accept the following applications for membership: M. Bangert, Z. Bibb, O. Borrayo, E. Chavesta, P. Claro, T. Espiritu, S. Fariss, N. Freude, H. Godoy, J. Gonzalez, N. Gonzalez, T. Griggs, E. Guandique, K. Hayes, D. Herrera, D. Honick, S. Kim, M. Lee, J. Manio, C. Martinez, E. Milton, A. Montano, G. Navarro, S. Nunez, J. Ramos, T. Robins, R. Rodriguez, G. Saggeth Jr, M. Therasse VII, A. Valdivia, E. Vargas, J. Viudez, T. White.

Food Drive and Audit committee reports were given. Discussion on safety blitzes, route adjustments, and District trying to stop "no lunches." Motion (Siechert/Burskey) passed to accept the Executive Board recommendation #1: that the Branch pay up to 16 hrs lost time or non-scheduled pay for up to 8 members, selected by the president, to attend the Region 1 Training in Las Vegas. The Branch to pay for flight up to \$200 (bags/seat included) or mileage for carpool travel (minimum of 2 members), two nights lodging, per diem, and travel/mileage to airport/hotel. Motion (Siechert/Trieu) passed to accept recommendation #2: that the Branch send up to 12 eligible delegates and pay up to \$650 per paid delegate for flight (bags/seat included), to the 2024 National Convention in Boston. Branch to also pay for lodging, per diem, and travel/mileage to airport/hotel. Motion (Trieu/Lee) passed to accept recommendation #3: that \$50 be deducted from each delegate per diem check to defray costs of the Delegate Dinner at the 2024 National Convention with Branch to make payment for cost exceeding \$50 per delegate. Motion (Siechert/Lee) passed to adjourn the meeting at 7:43 p.m. Submitted by

Nancy Norman
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – February 14, 2024

The meeting was called to order via Zoom and in-person 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 our departed brothers and sisters since the last meeting, including the passing of Las Vegas Branch 2502 President Glenn Norton. The roll call was answered by ten officers and stewards in good standing. Motion (Lee/Lineman) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Motion (Rich/Lee) passed to waive the reading of the bills spreadsheet, they be accepted as printed and emailed, and warrants be drawn and bills be paid. Motion (Siechert/Lineman) passed to waive the reading of the Treasurer's Report and accept as emailed and printed for members at the meeting. Motion (Lee/Roldan) passed to accept the application for membership from J. Cardenas. **Welcome!!**

MBA Representative Vinh Trieu reported on programs for disability insurance and retirement programs for City Carrier Assistants. Visit nalc.org for more information. Legislative Liaison Carolyn Zorn spoke on HR82 and encouraged members to contact congressional representatives for their support. Also discussed a petition drive on 2/17/24 regarding the homeless crisis. Sister Zorn updated on the MDA Shoe Drive with posters to be available, a donation of \$25 made to MDA, and requesting contact if you're able to sew. Health Benefits Representative Keith Lineman reported on USPS/health benefit plan changes coming in January 2025 with information and zoom webinars available at: <https://www.keepingposted.org/pshb-lunch-learn-seminars.htm>. Food Drive coordinator Rob Burskey updated on cards and bags for this year's Food Drive. Audit Committee Chair Leroy Collier announced the Branch audit will take place Feb 27th and any member is welcome to observe. Brother Collier and Sister Zorn shared their experience at the MLK Breakfast/Celebration last month. Motion (Collier/Siechert) passed unanimously that Branch 2200 endorse Adam Schiff for U.S. Senate. Motion (Siechert/Trieu) passed unanimously to accept the Executive Board recommendation that Branch 2200 go on record in support of the attached/emailed/printed proposed resolution for an "Open Bargaining and Contract Campaign." (See next page) Branch members spoke on scanner issues, vehicle safety and LiteBlue issues were addressed and route adjustments coming this Fall were discussed. Motion (Lee/Trieu) passed to adjourn the meeting at 8:49 p.m.

Nancy Norman
Secretary-Treasurer

Addendum to Branch 2200 Meeting Minutes 02-14-2024

Open Bargaining and Contract Campaign Resolution

Whereas: NALC national contract negotiations are a time when NALC members are most able to shape the direction of our union, the methods we use to fight for our demands, and set the priorities we fight for to improve the lives of letter carriers

Whereas: The NALC's power in the fight for a strong contract is increased when the union involves and mobilizes its members and engages its customers - the American public - about the biggest issues facing letter carriers. The broader public can sympathize with our issues - including overwork and a rising cost of living while wages have stagnated - because they are fighting the same problems in their workplaces.

Whereas: Having an active rank and file ensures the long-term viability of our proudly democratic union by creating new leaders and activists nationwide

Whereas: Other unions like the United Auto Workers, Teamsters, and Writers Guild of America - have successfully conducted visible contract campaigns involving large numbers of members and the public to strengthen their negotiating position and make gains in pay, benefits, working conditions, and workplace dignity.

Whereas: Many unions issue frequent bargaining updates with side-by-side comparisons of union and management proposals, in order to increase transparency, inform, agitate, and mobilize their members and the public, therefore be it

Resolved: that NALC Branch 2200 calls on the national NALC to

- 1) Organize an active, vibrant contract campaign that involves and mobilizes members and the public, in stations and in the street, throughout the country to help us achieve the strongest possible contract at the bargaining table.
- 2) Hold rallies involving every branch leading up to the formal start of negotiations highlighting our main demands, and throughout a contract campaign when necessary, activating the membership at certain key points in negotiations.
- 3) Post frequent side-by-side bargaining updates of contract negotiations on the website and in NALC bulletins.

MEMBERSHIP MEETINGS

Wednesday, March 13th

@ 7:00 p.m.

Wednesday, April 10th**

@ 7:00 p.m.

Meeting Meals starting at 6:00 p.m.

In-Person/Zoom

1310 N Oxford Ave

in Pasadena

Zoom Check in @ 6:50 p.m.

Meeting Meals are Back!!

Meals will be served @ 6:00 p.m.

prior to the membership meeting.

Each month explores a different food such as, chicken/veggie kabobs, pasta, BBQ beef, zankou chicken, pizza etc.

Bring your appetite and your fellow letter carrier friends

Meeting Attendance January/February 2024

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 – P/P

MBA Representative Vinh Trieu – P/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: Artur Aghakhanyan – A/A

La Canada/Montrose: Tina Giancanelli – P/A

Pasadena/San Marino: Kevin Nguyen – A/A

Tujunga: Rob Burskey – P/P

POSTAL SERVICE HEALTH BENEFITS (PSHB) UPDATE

Postcards announcing the upcoming PSHB Special Enrollment Period (SEP) have been sent to Postal Service annuitants, indicating that they may be able to participate in the upcoming Medicare Part B SEP. The PSHB SEP applies to certain Postal Service annuitants (retirees) and family members who are entitled to Medicare Part A but were not enrolled in Medicare Part B as of January 1, 2024.

The SEP begins April 1, 2024, and runs through September 30, 2024, giving everyone a full six months to make their decision. Individuals eligible for the SEP will receive a notification and information on how to participate in the PSHB SEP, via U.S. Mail in March 2024. Please be sure to keep your mailing address updated with the US Office of Personnel Management (OPM).

Individuals are encouraged to visit www.keepingposted.org for the most up to date information on the PSHB SEP and program implementation. A new PSHB 5-part educational video series providing more information on the PSHB program, the SEP, and future Medicare enrollment options is now available on the Keeping Posted website. You can also receive updates and information by signing up for text message notification by texting "PSHBP" to 39369.

**By Keith Lineman
Health Benefits Representative**



Retirement luncheon. It's been 5 years!

Please join us on April 21st

**for the 17th annual retirement banquet
celebrating our NALC retirees!**

All NALC members are welcome. See flyer for details.

HIGH SCHOOL SENIOR

A reminder....\$1500 Award

**Mikita Scholarship Applications
are due in our office no later than**

April 1, 2024

