

MAIL CALL

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SERVING

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CIRCULATION 1000

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FROM THE DESK OF THE PRESIDENT



Fellow brothers and sisters, PARCEL VOLUME – As many of you have witnessed, mail and parcel volume have declined compared to previous years. There have been rumors that the Postal Service could lose its contract with Amazon, which is set to expire on October 1, 2026. This partnership has been a major revenue source for USPS (over \$6 billion annually). However, negotiations for a new agreement have reportedly stalled.

Under Postmaster General David Steiner, USPS is moving away from direct, exclusive contracts with partners such as Amazon. Instead, the Postal Service plans to hold a “reverse auction” in early 2026, requiring shippers to bid competitively for last-mile delivery capacity. This could potentially lead to a breakup of the current arrangement and increased in-house delivery by Amazon. Regardless of which business model USPS ultimately adopts, it is critically important for carriers to understand that accurate parcel scanning has a tremendous impact on the Postal Service’s reliability metrics. Reliability plays a major role in how shippers evaluate USPS performance. The better our scanning scores and service performance, the stronger USPS’s position will be when negotiating future contracts and competing for parcel volume.

CCA COMPLIMENT – If declining mail and parcel volume were not challenging enough, Postmaster General Steiner has also indicated plans to hire City Carrier Assistants (CCAs) up to the contractual complement limit nationwide, as specified in Article 7.1.C.1 and 7.1.C.2 of the Joint Contract Administration Manual (JCAM):

7.1.C.C. City Carrier Assistant Employees (CCAs)

The city carrier assistant work force shall be comprised of noncareer, bargaining unit employees, as follows:

- 1. City carrier assistants may perform the full range of letter carrier duties. The number of city carrier assistants who may be employed in any reporting period shall not exceed 15% of the total number of career city carriers in that District.*
- 2. In order to meet the fundamental changes in the business environment, including, but not limited to flexible windows which may be necessary to develop and provide new products and services, the Employer has the right to hire up to 8,000 CCAs in addition to those authorized in paragraph 1, above. The number of such city carrier assistants who may be employed in any reporting period shall not exceed 8% of the total number of career city carriers in that District. CCAs hired under this Section will be so designated on their PS Form 50.*

It is important to remember that the CCA complement applies at the district level, not at the individual city or installation level. As a result, some installations may see a higher concentration of CCAs than others. While this may feel uneven or unfair, USPS is within its contractual rights as long as the district does not exceed the limits outlined in Article 7.1.C.1 and 7.1.C.2.

With declining mail and parcel volume combined with increased CCA hiring nationwide, overtime opportunities have decreased significantly in many areas. Many carriers have expressed concern about the lack of overtime in recent months. However, overtime is not guaranteed and should never be relied upon as part of your base income. Full-time carriers are guaranteed eight hours per day and forty hours per week. Financial planning should be based on those guaranteed hours, with overtime treated as supplemental income rather than dependable income.

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Desk of President – Continued from Page 1

While current conditions may feel difficult, circumstances can change depending on future business developments and contracts that USPS may secure.

ROUTE COUNT AND INSPECTION – USPS has also been conducting Route Counts and Inspections in many installations due to declining volume. If your installation was not impacted in 2025, it is likely to occur in Spring or Fall 2026. And here is the bottom line:

- Work by the book. Every day.
- Do not run your route
- Do not skip breaks
- Do not skip lunch
- **DO NOT WORK OFF THE CLOCK**

When you cut corners, you are not helping anyone. You are hurting yourself, your route, and every carrier in your zone when adjustments are made during inspections. Working for free only weakens our position and reduces future work hours. If you want to volunteer your time, there are plenty of organizations that could use the help. USPS is not one of them.

These are challenging times. Volume is uncertain. Contracts are uncertain. Overtime is uncertain. The one thing that should not be uncertain is our professionalism and our discipline.

- Protect your route
- Protect your hours
- Protect each other

In Solidarity – Serop Karchikyan



February 22nd Rally – Burbank Post Office



GENERAL MEMBERSHIP MEETING – January 14, 2026

The meeting was called to order via Zoom at 7:03 p.m. by President Serop Karchikyan. The pledge of allegiance was led by Sergeant-at-Arms Gabriel Gonzalez and there was a moment of silence for our departed brothers and sisters since the last meeting. The roll call was answered by fourteen officers and stewards in good standing. Motion (A Gonzalez/G Gonzalez) passed to waive the reading of the minutes from the previous meeting and accept as emailed/printed for members at the meeting. A Christmas greeting from Edward Killian was read to the membership. Motion (Siechert/G Gonzalez) passed to waive the reading of the bills spreadsheet, accepted as emailed/printed, warrants be drawn and bills be paid. Motion (Siechert/Norman) passed to waive the reading of the Treasurer's Report and accept as emailed/printed for members and amended (Norman/Siechert) to include revised November Treasurer's Report.

Applications for membership were welcomed: Jacques Alerte, Abel Avalos, Justin Byrd, Michael Cheng, Misael Del Hoyo, Matthew Grifferty, Kevin Guinto-Rodas, Richard Lee, Lanceperry Maniquis, Matthew Mazany, Steven Molinos, Jackson Muir, Alexis Negron, Kirby Rodriguez, Rene Roman, Alan Sarmiento Moral, ~~James Sittingdown~~, and Dawn Wells.

The following Executive Board recommendations were moved and accepted: #1 (A Gonzalez/Siechert) that the Branch send eligible for paid expenses delegates to the 2026 convention in L.A. paying for lodging, travel and per diem. Delegates declining lodging to be paid for mileage, convention site parking and/or train fare daily and for receipted meal expenses up to the per diem amount. All delegates to contribute \$50 to the Delegate Dinner. Any active USPS carrier/delegate may bill the Branch for up to 20 hours LWOP. #2 (G Gonzalez/Trieu) that the Branch pay up to 8 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, on 4/30 and 5/1/2026. The Branch to pay for flight or mileage for carpool travel (minimum of 2 members), two nights lodging, per diem, and travel-mileage to airport/hotel. #3 (Siechert/G Gonzalez) that the Branch send Adrian Gonzalez to officer training in San Antonio TX from 3/16 to 3/19/2026 with pay for up to 16 hrs lost time. The Branch to pay for flight, lodging, per diem, and travel/mileage to airport/hotel.

Adrian Gonzalez was appointed as Secretary-Treasurer. Committee reports were given. MDA Coordinator Zorn gave a Year End report for a total of \$3084.61 raised. President Karchikyan addressed the new retirement process.

The members thanked Jan Siechert for the meeting meal. Motion (Zorn/G Gonzalez) passed to adjourn the meeting at 8:38 p.m.

Adrian Gonzalez
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – February 11, 2026

The meeting was called to order via Zoom at 7:00 p.m. by President Serop Karchikyan. The pledge of allegiance was led by Sergeant-at-Arms Gabriel Gonzalez and there was a moment of silence for our departed brothers and sisters since the last meeting. The roll call was answered by thirteen officers and stewards in good standing, including new shop steward Arman Markarian at Grand Central in Glendale. Motion (Norman/Trieu) passed to waive the reading of the minutes and accept as emailed/printed, with a correction to omit James Sittingdown from the list of new members. Motion (Siechert/G Gonzalez) passed to waive the reading of the bills spreadsheet, accepted as emailed/printed, warrants be drawn and bills be paid. Motion (Norman/G Gonzalez) passed to waive the reading of the Treasurer's Report and accept as emailed/printed for members at the meeting.

Applications for membership were welcomed: Gabriella Aguayo, Kiloli Ah-hing, Tiana Burciaga, Eric Castellanos, Alaundra Charles, Young Chun, Edgar Davila, Jay Gerig, Dulce Gonzalez, Christopher Hemmen, Jeff Lamb II, Juan Martinez, Kevin Mejia, Rafael Montes Jr, Raymond Morales, Sevada Nazaryan, Obed Nieto, Arnoldo Orozco Orozco, Jennifer Osorio, Albert Rios, Gerardo Rios, Frank Romo, David Torres Jr, Ariana Venturo, Justin Virata, Vittorio Virgili, Erick Zoltzman and FT Regular Jay Wright.

Motion (Trieu/Siechert) passed to accept the Executive Board recommendation that the Branch purchase refreshments up to \$200 for the rally on February 22nd in Burbank.

Sister Zorn reported on the political action fund and the LA county fed's support of various labor strikes. President Karchikyan updated the members on the upcoming food drive and the significance of the NACI arbitration award.

The members thanked Nancy Norman for the meeting meal. Motion (Zorn/Ramos) passed to adjourn the meeting at 8:13 p.m.

Adrian Gonzalez
Secretary-Treasurer

TREASURER'S REPORT JANUARY-FEBRUARY 2026

INCOME	JANUARY	FEBRUARY				
NALC Active Rebate	27,607.68	27,838.46	JANUARY-FEBRUARY TRANSFERS			
NALC Retiree Rebate	0.00	0.00	FROM	TO		AMOUNT
Direct Dues	502.69	235.73	Checking	Convention		4435.70
Interest-Dividend	1,246.92	1,160.35	Checking	Mikita		100.00
Other Income**/Grievance Settlements	250.00	1,016.78	Checking	Building		4435.70
			Convention	Checking		6060.87
TOTAL INCOME	\$29,607.29	\$30,251.32				
EXPENSES	JANUARY	FEBRUARY				
Branch Picnic	0.00	0.00				
Car Allowance	560.00	600.00				
Clothing-Uniform Allowance	0.00	0.00	ACCOUNT BALANCES			
COP Meeting	0.00	0.00	12/31/2025			
Food Drive	0.00	0.00	General Fund			\$102,187.95
Gardening	180.00	0.00	Mikita Scholarship			\$4,093.00
Insurance	0.00	1,523.00	Building Fund			\$438,007.12
Internet	95.25	95.25	Convention/Training			\$91,233.22
Mail Call	25.28	0.00				
Meeting Meal/Raffle	91.62	0.00	TOTAL ACCOUNTS			\$635,521.29
Mileage	0.00	0.00				
Miscellaneous	50.00	128.41				
Office Expenses	387.31	316.85	ACCOUNT BALANCES			
Office Supplies	105.26	886.82	1/31/2026			
Officer/PT Benefits	3,589.03	2,027.32	General Fund			\$95,671.02
Officer/Steward Salary	22,289.28	16,427.12	Mikita Scholarship			\$4,143.18
Payroll Taxes	2,643.11	2,895.84	Building Fund			\$441,130.78
Per Capita Tax	39.50	99.00	Convention/Training			\$90,282.47
Postage	134.99	110.99				
Professional Fees	0.00	0.00	TOTAL ACCOUNTS			\$631,227.45
Property Tax	0.00	0.00				
Retiree Bonus	0.00	0.00				
Seminars/Education	678.00	1,424.80	ACCOUNT BALANCES			
Telephone	99.19	99.35	2/28/2026			
Utilities	359.78	89.60	General Fund			\$98,364.11
Website Maintenance	70.00	0.00	Mikita Scholarship			\$4,193.34
			Building Fund			\$444,186.39
TOTAL EXPENSES	\$31,397.60	\$26,724.35	Convention/Training			\$89,629.57
NET INCOME	-\$1,790.31	\$3,526.97	TOTAL ACCOUNTS			\$636,373.41
** Costco Rebate/Settlements						

SHOP STEWARD'S CORNER



What Exactly happens at the Union Office?

Branch 2200 represents letter carriers across eight different cities. In the past, not every city had its own shop steward, but those days are behind us. Today, every city in our branch has a shop steward on the workroom floor working to protect members' rights and address problems as they arise.

That work doesn't stop on the workroom floor. Each grievance creates paperwork that requires follow-up. When local management and the shop steward can't agree on a remedy then the grievance must be appealed. The union office handles much of this process on behalf of your shop stewards so that the stewards can stay focused on representing members locally.

The union office also receives phone calls and emails from letter carriers with questions or concerns about possible contract violations. These are reviewed and then forwarded to the appropriate shop steward so issues can be addressed as quickly as possible. To stay organized and effective, we maintain a grievance database for each city. This allows us to research past cases when similar issues arise. Some grievances occur frequently and may include monetary remedies. However, remedies are based on the city where the violation occurred, not just the type of grievance, which makes accurate record-keeping essential.

Office staff scans and stores grievance documents in our local network files so officers can access them from any location. Physical grievance files for all of our cities are securely maintained at the union office. Once a grievance is fully resolved, a notice is mailed to the grievant to close out the case. If a monetary remedy is involved, we track it until we've received proof that the remedy has been completed. It is helpful to us if you follow-up on payment grievances if payment isn't received within three pay periods following a monetary settlement.

All of this behind-the-scenes work helps ensure your grievances are tracked, appealed when necessary, and resolved properly—so your rights under the contract are enforced.

And Why This Matters to You

- Your grievances don't stop at the workroom floor – they're tracked, documented, and appealed when necessary
- Accurate records help strengthen future cases and protect monetary remedies
- Behind-the-scenes work at the union office allows your shop steward to focus on representing you locally

What You Can Do

- Let your steward or the union office know when you see a violation, yours or other carriers
- Let us know if a monetary remedy isn't paid in a timely manner – occasionally, these remedies fall through the cracks
- Call the office/email us – we want to know

Website: nalc2200.org

Office: 626-798-6122

Email: 2200.nalc@gmail.com

**By Daniel Germann
Shop Steward – Pasadena**



Adrian Gonzalez/Nancy Norman – New/Old Secy-Treas

After more than four decades, I'm leaving the secretary-treasurer position to some very capable hands. Hoping that everyone will welcome **Adrian Gonzalez** as our new Branch 2200 Secretary-Treasurer. Adrian has worked hard over the last year to embrace and embark on this new journey. He's detailed, he's serious, he's cautious, and most of all, he is dedicated with a strong sense of purpose to make conditions better, much better, for letter carriers. I've enjoyed every moment of working with him. My very best to you **Adrian Gonzalez!**

Nancy Norman, Financial Secretary

**Meeting Attendance
January/February 2026**

Officers:

President Serop Karchikyan – P/P
Vice President –
Secretary-Treasurer Adrian Gonzalez – P/P
Financial Secretary Nancy Norman – P/P
Sergeant at Arms Gabriel Gonzalez – P/P
Health Benefits Rep Keith Lineman – P/P
MBA Representative Vinh Trieu – P/P
Trustee Janet Siechert – P/P
Trustee Daniel Germann – P/A
Trustee Diana Rosales – P/P

Stewards:

Altadena: Carlos Ramos – P/P
Glendale Grand Central: Arman Markarian – O/P
Glendale La Crescenta: Artur Aghakhanyan – P/A
La Canada/Montrose: Tina Giancanelli – P/P
Pasadena/91103-04-05: Diana Rosales – P/P
Pasadena/91101-06-07: Daniel Germann – P/A
Pasadena/San Marino: Kevin Nguyen – A/A
Santa Clarita Newhall: Adrian Gonzalez – P/P
Santa Clarita MO: Scotty Reese – A/P
South Pasadena: Danielle Fisher – P/A
Sunland: Raymond Loza – P/P

MEMBERSHIP MEETINGS

Wednesday, March 11th

In-Person/Zoom*

@ 7:00 p.m.

1310 N Oxford Ave
in Pasadena

Wednesday, April 8th

In-Person/Zoom*

@ 7:00 p.m.

1310 N Oxford Ave
in Pasadena

Meeting Meals Year-Round @ 6 p.m.

*Zoom Check in @ 6:50 p.m.

High School Senior??

**Mikita Scholarship Application
Due no later than April 1, 2026
Please call the office 626-798-6122
for an application**



Secy-Treas Adrian Gonzalez and President Karchikyan

Weingarten Rights – Look forward to an article next month by Adrian Gonzalez about Weingarten Rights. Below is a preview:

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion.”

Further, come to a union meeting. Talk with Branch officers and shop stewards. Learn how to protect yourself and your co-workers. Education and knowledge of your rights and responsibilities can help you to keep management at a distance.