

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**

Phone: 626-798-6122

www.nalc2200.org

Fax: 626-798-6457

VOLUME NO. 36

CIRCULATION 1000

JUL/AUG 2023

From The Desk of the President

Contract Negotiations – Over the past couple months, several carriers have asked me about an update with our contract negotiations. Our contract expired on May 20, 2023, but it remains in full effect until the new contract is finalized. Prior to the expiration of the contract, the NALC and USPS were negotiating for the new collective bargaining agreement. However, they could not come to an agreement prior to the expiration of the contract. A mandatory 60-day mediation process followed the expiration of the contract for the parties to attempt to reach a new agreement. The mediation process also expired, and the parties have not yet reached an agreement. Any unresolved disputes that have not been agreed upon will be addressed in interest arbitration which is final and binding. The parties will select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator. During the interest arbitration process, the parties will present their case and supporting evidence for their proposals for the new agreement. Once this process is completed, we will have the new agreement with both sides having been represented. The NALC is working very hard along with our lawyers to get the best agreement that our hard-working carriers deserve. A few of the disputes that the NALC is fighting for are: of course, higher wages, but also better working conditions, more staffing, and a safer work environment. Once the new agreement is finalized, the carriers will receive any wage increases in a lump sum payment, retroactive to the date of our contract expiration. Hopefully, there will be a new agreement by the end of the year.

Route Inspection/Adjustment – The fall 2023 joint route adjustment process is going to be starting soon and the joint teams are going to be evaluating certain offices selected for the process. One of the issues that arises during the route inspection process is “loading time.”

With the past few offices the teams have inspected, loading times has been excessive (from 45 minutes to over an hour) which may affect the overall evaluation time. One of the issues that I have noticed which causes the excessive loading time is carriers not handling small parcels and chunks on office time. Rather, the carriers were handling the small parcels and chunks while loading their vehicles. Carriers must case or tray small parcels and chunks on office time as it is an office function. The reason why this is important is because we get office credit to perform this duty during our office time. If carriers handle the small parcels and chunks on street time, then carriers are cheating themselves out of the office time evaluation. As a result, the office time is greatly reduced and is not factored in when they evaluate the route. When the carrier moves to street time while loading, they tray the small parcels and chunks on street time which increases their loading time dramatically. As a result, Management thinks the carrier is playing games by increasing their loading time on purpose and will challenge how long the route actually is. If the carrier is not performing this function on office time, it can also lead to discipline as the carrier is not following the flow chart and working in accordance with Handbook M-41 and M-39. Another issue that Management has challenged is comfort stops. What carriers must keep in mind is that when evaluating the routes, the teams are looking at an entire year of data. The teams know exactly what the carrier is doing daily, where they are, and how long they are there for. So, if a carrier uses a comfort stop at a certain location for a whole year, and during the week of inspection changes their comfort stop location to a further location, the team is going to see that change and deduct the extra travel time it took for the comfort stop. Or if a carrier uses 3 comfort stops a day during the year of evaluation and during the week of inspection, they use 6 comfort stops, the team is also going to see that and deduct the extra time.

Desk of President continued – Page Two

Desk of President – continued

The key is to be as consistent as possible every day for the best data. The better the data is, the better the route evaluation and adjustment will be. Don't cheat yourself out of time you need to do your route. Make sure you take your breaks and lunches, follow all safety rules and provisions and work by the book.

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



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

Without naming names, I would like to tell a troubling true story of a recent call that I received from a fellow carrier who needed advice and help with a workroom floor issue. The grievant informed me that they were under the impression that another letter carrier in the office was lying to them about the rules and procedures found in the contract related to the grievant's specific concern. When I asked the grievant what the other carrier was telling them, I quickly noticed that not only was the carrier wrong, but the misinformation was being done on purpose for the carrier to benefit from the grievant's lack of experience and knowledge of the contract. I also learned that it was more likely than not that the carrier was working tactically with Management to coerce the grievant into believing this lie to be absolute truth.

I realized at this point that I was not only going up against Management but against an experienced carrier who was circumventing the contract to deceive an uneducated and new letter carrier. There were many avenues I could have taken as a steward, including filing grievances for harassment and intimidation with proof that Management knew about it and allowed it to continue. However, I realized that this route would only put a band aid on the root cause of the issue. (Side Note: Make no mistake, I am watching these individuals and will grieve accordingly should the issue persist). As a steward and officer of this Branch, my job is to file grievances when Management violates the contract. Even more importantly, my job is to educate letter carriers to know their rights found in our national/local agreements, handbooks and manuals, and the law to ensure carriers know when a violation arises.

Over the phone conversations with the grievant, we opened the NALC app and began to read the Joint Contract Administration Manual (JCAM) together and as I read it to the grievant, I made sure they understood the meaning of the language. The grievant's tone turned from confusion, anger, and helplessness into that of composure, confidence and enlightenment. I've found that investing our time in the education of our workforce has far more positive ramifications than just serving a grievance and informing a grievant that the issue is resolved. An educated letter carrier can achieve exponential growth of contractual rights on the workroom floor.

Furthermore, letter carriers must develop the urge to read and to become knowledgeable in life and on the workroom floor. Reading is an investment in yourself and can prevent you from being exploited at work, at home and in our society. Reading can lead you and future generations of your family out of poverty and into a better life. A workforce that reads is a workforce that Management will not be able to abuse or exploit. If you've gotten this far into reading my article, please become enlightened by reading the following language related to your rights at work regarding Safety:

Article 14 of the JCAM Safety and Health

Responsibilities. It is management's responsibility to provide safe working conditions; it is the union's responsibility to cooperate with and assist management in its efforts to fulfill this responsibility.

OSHA Act of 1970 Section 5. Duties

Each employer -(1.) shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees;

The **Postal Service is responsible** for the safety of its employees and in times where the Heat Index has reached high levels while we deliver the mail, Management is required to ensure heat hazards are abated and its workforce is properly trained to prevent injuries or deaths related to heat illness and heat stroke. I leave you with a quote: **"If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet he fears labor, he is a fool."**—Abraham Lincoln

In solidarity, Sisters and Brothers – Calvin Rich



2023 Summer Picnic @ Castaic Lake
 Thank you all for coming!
 We had over 120 participants with food, games, and sun. Lots of sun.
 We enjoyed grilled on site:
 Pork Ribs/Smoked Beef Brisket/Pork Tenderloin/Chicken/Rice/Green Salad
 Potato Salad/Pita Bread/Hummus
 Grilled Chili Peppers and Brownies.
 Also, face painting, 3-legged sack races, cornhole, bingo, and a water balloon toss.
 It was loads of fun!
Hope to see EVERYONE next year!!





GENERAL MEMBERSHIP MEETING – July 11, 2023

The meeting was called to order in-person at 7:05 p.m. by President Serop Karchikyan. The pledge of allegiance was recited and there was a moment of silence for our departed brothers and sisters since the last meeting, including Dylan Beaumont, son of Region 1 Political Liaison John Beaumont. The roll call was answered by nine officers and stewards in good standing. Motion (Siechert/Trieu) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Letter from the National office was read regarding the return of President Renfro from his leave of absence. Letter from State President, Harold Kelso, was read regarding the passing of Dylan Beaumont.

Motion (Temblador/Siechert) passed to excuse Leroy Collier from the July meeting. Motion (Rich/Lee) passed to waive the reading of the list of bills and be accepted as printed and emailed and warrants be drawn and bills be paid. Motion (Siechert/Trieu) passed to waive the reading of the Treasurer's Report and accept as emailed and printed for members at the meeting.

MDA Rep Carolyn Zorn and Vinh Trieu shared their experience at MDA camp in Lake Hughes. Sister Zorn also spoke on HR3721 Shipping Equity Act – allowing USPS to ship alcoholic beverages. President Karchikyan spoke on HR3481 Family Act-where up to 12 weeks of paid family and medical leave is provided, partially replacing the use of annual or sick leave. Contact your local congressional representative for their support on both of these bills. Contributing to the Letter Carrier Political Fund will also help lead the way!

Trustee Jan Siechert shared the next audit will be August 22nd. Brother Vinh Trieu is working on our website to fix the search engine issue. President Karchikyan addressed the Branch regarding fraudulent activity with FSA. Letters will be issued to those affected but carriers are also advised to review their paystubs. There was discussion on the importance of being cleared for accountable mail items. It was announced that tickets are available for the Branch Picnic at Castaic Lake on August 27th. Please contact the Branch if you would like to volunteer to help. The Branch thanked Amy Lee for providing the meal for the meeting.

Motion (Temblador/Giancanelli) passed to adjourn the meeting at 8:06 p.m.

Submitted by,

Nancy Norman
Secretary-Treasurer

GENERAL MEMBERSHIP MEETING – August 9, 2023

The meeting was called to order via Zoom and in-person at 7:05 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. Alfonso Samano, Pasadena carrier, was introduced to the membership. The roll call was answered by twelve officers and stewards in good standing. Motion (Rich/Temblador) 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 Robert Burskey and Ric Roldan from the July meeting and Jan Siechert from the September meeting. Motion (Siechert/Lee) passed to waive the reading of the list of bills and be accepted as printed and emailed and warrants be drawn and bills be paid. Motion (Rich/Siechert) passed to waive the reading of the Treasurer's Report and accept as emailed and printed for members at the meeting. Motion (Temblador/Trieu) passed to accept the following applications for membership: I. Arellano Alvara, R. Babaiyans, W. Bloom, S. Desai, A. Hernandez, E. Iniguez, S. Kidd, R. Ratcliffe, E. Vargas, C. Williams V. **Welcome!**

MDA Coordinator Carolyn Zorn updated on the \$5 MDA drawing at the Branch picnic. Our Health Benefits Representative Keith Lineman reported on a retiree mailer regarding health benefits transitioning in 2025. For info, visit: <https://www.opm.gov/healthcare-insurance/pshb/> Brother Rob Burskey reported on the TIAREAP route inspection process. President Karchikyan and Vice-President Calvin Rich discussed HIPP falsification and heat-related/safety issues in the workplace, advising carriers to check LiteBlue/HERO for attendance at training courses. Motion (Rich/Siechert) passed to accept the Executive Board Recommendation #1 That the membership authorize up to \$1000 for Branch picnic decorations, game supplies and prizes/gift cards. Motion (Burskey/Trieu) passed to accept Recommendation #2 That the Branch pay expenses for Calvin Rich, Amy Lee, and Jan Siechert to attend officer training in San Antonio, TX or Pittsburgh, PA. Branch to pay up to 32 hours lost time from USPS or non-scheduled hours and pay travel, lodging and per diem.

Reminder that tickets are available for the Branch Picnic at Castaic Lake on August 27th. The Branch thanked President Karchikyan for providing the meal for the meeting. Motion (Siechert/Temblador) passed to adjourn the meeting at 8:20 p.m.

Submitted by,

Nancy Norman
Secretary-Treasurer

TREASURER'S REPORT JULY - AUGUST 2023

INCOME	JULY	AUGUST				
NALC Active Rebate	38,555.16	25,335.18	JULY-AUGUST TRANSFERS			
NALC Retiree Rebate	0.00	0.00	FROM	TO		AMOUNT
Direct Dues	364.32	685.60	Checking	Convention		5,111.22
Interest-Dividend	989.44	888.05	Checking	Mikita		100.00
Other Income	0.00	0.00	Checking	Building		5,111.22
			Convention	Checking		576.84
TOTAL INCOME	\$39,908.92	\$26,908.83				
EXPENSES	JULY	AUGUST				
Branch Picnic	0.00	787.37				
Car Allowance	500.00	500.00				
COP Meeting	238.96	0.00	ACCOUNT BALANCES			
Food Drive	119.21	0.00	6/30/2023			
Gardening	162.00	0.00	General Checking			\$155,699.18
Insurance - Professional Liability	0.00	3,087.00	Mikita Scholarship			\$4,087.98
Insurance - Property Liability	0.00	2,116.00	Building Fund			\$341,240.66
Internet	103.80	108.80	Convention/Training			\$106,940.67
Mail Call	119.94	0.00				
Meeting Meal/Raffle	74.58	75.00	TOTAL ACCOUNTS			\$607,968.49
Mileage	0.00	0.00				
Miscellaneous**	107.98	0.00				
Office Expenses	473.45	125.94	ACCOUNT BALANCES			
Office Supplies	476.15	179.85	7/31/2023			
Officer Benefits	1,784.82	3,308.70	General Checking			\$167,156.12
Officer/Steward Salary	16,720.62	24,359.73	Mikita Scholarship			\$4,138.16
Payroll Taxes/Filing	1,351.28	1,985.61	Building Fund			\$344,271.45
Per Capita Tax	41.75	0.00	Convention/Training			\$108,685.11
Postage	201.99	105.99				
Professional Fees	0.00	0.00	TOTAL ACCOUNTS			\$624,250.84
Retiree Bonus	200.00	200.00				
Seminars/Education	0.00	0.00				
Telephone	125.89	126.01	ACCOUNT BALANCES			
Utilities	238.17	13.42	8/31/2023			
Website Fees	0.00	0.00	General Checking			\$154,271.91
			Mikita Scholarship			\$4,188.34
			Building Fund			\$348,183.81
TOTAL EXPENSES	\$23,040.59	\$37,079.42	Convention/Training			\$111,512.12
NET INCOME	\$16,868.33	-\$10,170.59	TOTAL ACCOUNTS			\$618,156.18

**John Beaumont's son Memorial Flowers

NON-MEMBER ROSTER - BRANCH 2200

LAST NAME	FIRST NAME	POST OFFICE	PL	REG/CCA	LAST NAME	FIRST NAME	POST OFFICE	PL	REG/CCA
Gonzalez	Heather	Altadena	10	R	Frigillana	Abraham	Pasadena	0	R
					Gonzales	Gary	Pasadena	6	R
Banh	Kelly	Glendale	121	R	Ho	Raymond	Pasadena	7	R
Daghbashyan	Rafik	Glendale	161	R	Lam	Tung	Pasadena	8	R
Esguerra	Benito	Glendale	141	R	Mejia	Gerald	Pasadena	5	R
Hovhannesian	Azad	Glendale	104	R	Moreno	Jose	Pasadena	4	R
Isajani	Derik	Glendale	161	R	Phan	Johnny	Pasadena	5	R
Kim	Ki Hoon	Glendale	0	CCA	Truong	John	Pasadena	6	R
Mazariegos	Thelma	Glendale	162	R	Victorio	Rodel	Pasadena	5	R
Ngo	Danny	Glendale	121	R	Wang	David	Pasadena	1	R
Phung	Phan	Glendale	161	R					
Rodriguez	Linda	Glendale	161	R	Chavez	Anthony	Santa Clarita	620	R
Soldatenko	George	Glendale	104	R	David	Noel	Santa Clarita	620	R
Suh	Uk Sun	Glendale	141	R	Davinroy	Andrew	Santa Clarita	320	R
Wen	Raymond	Glendale	104	R	Navarro	Junzky	Santa Clarita	120	R
					Ybarra	Jose	Santa Clarita	120	R
Luu	Hong	La Canada	101	R					
					Helstrom	Paula	Sunland	320	R
Asuncion	Joel	Pasadena	6	R	Srirathu	Rawat	Sunland	320	R
Barsamian	Razmik	Pasadena	6	R					
Carrillo, Jr	Ismael	Pasadena	7	R	Mousesian	Vahik	Tujunga	500	R
Chau	Sy	Pasadena	3	R	Sugiarto	Albertus	Tujunga	500	R
Estrada	Angela	Pasadena	1	R					

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!!

A Trustee's Duties – Part 1

Hi! This is my second year as a trustee. I've taken some online classes - to get the fundamentals but I still have a lot to learn. I'm the whippersnapper in the group of trustees. Leroy and Rob helped me to find my feet. Thanks, you two.

As trustees we make sure the Branch spends its money on things that the members have approved and that have the appropriate documentation. Yearly, there are two Branch audits. The trustees reconcile accounts, bills, taxes, hourly wages, and branch work sheets. Monthly, we review the bills that the branch has paid out during the previous month and/or future expenditures, including time spent on Union business. There can be one-page bills or multiple pages for one account or employee. The bills are usually reviewed by the date of our Executive Board meeting, which is on the first Wednesday of each month. The secretary-treasurer (Nancy Norman) and financial secretary (Amy Lee) organize the documents for review. Thank you, Nancy and Amy, you two make our lives easier.

If you have (zoom) registered for the monthly membership meeting, as a member, you will have a chance to review: the monthly expenditures, treasurer's report and minutes from the previous meeting. These items are emailed to members and printed copies are available at the union office the evening of the membership meeting. If you have questions, you can email the branch beforehand or ask at the monthly branch meeting. It takes a motion, a second, and a membership vote to waive the reading of these items, and to accept the items as presented. For me, the monthly meeting is precious time to share information and stories both local and national; to ask questions of the President, officers, shop stewards and other letter carriers, and to share upcoming changes. The meetings are now being held on the second Wednesday of the month at the Union house (1310 N Oxford Ave in Pasadena) or on Zoom. They start at 7:00 p.m. and end by 9:00 p.m., unless there is a need and a majority votes to extend the meeting.

I enjoy being a trustee. It is a great way to give back to the Union and keep abreast of what's happening and to learn of any concerns at the Branch and National level. Reading or skimming the monthly Postal Record helps keep us up to date on what's happening at National and throughout the country. Once a Letter Carrier, always a Letter Carrier.

FYI, my USPS career began in 1976. Were any of you born yet? Cheers!

Jan Siechert
Trustee

MEMBERSHIP MEETINGS

Wednesday, September 13th

@ 7:00 p.m.

Wednesday, October 11th

@ 7:00 p.m.

In-Person/Zoom

1310 N Oxford Ave

in Pasadena

Zoom Check in @ 6:50 p.m.

Note: Meeting Night is now on Wednesdays
Raffle Tickets for In-Person Attendance
Drawing in December
MEETING MEAL STARTING AT 6:00 P.M.!!!

Meeting Attendance

July/August 2023

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 – E/P
Health Benefits Rep Keith Lineman – P/P
MBA Representative Vinh Trieu – P/P
Trustee Leroy Collier – E/P
Trustee Rob Burskey – E/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/P
Pasadena GMF 01: Kevin Nguyen – A/A
Pas Jackie Robinson 03/04: Carolyn Zorn – P/P
Tujunga: Rob Burskey – E/P

“The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.” – John F. Kennedy.
Please help us be better! Come to a meeting!!