



BRANCH 193 Bulletin

Campbell ♦ Gilroy ♦ Los Gatos ♦ Milpitas ♦ Morgan Hill ♦ San Jose ♦ Saratoga

Messages from the President

No. 3 - 10 July - August 2010

Laurie Duarte

Warm weather is finally here and with the routes longer on the street be sure to drink plenty of liquids to keep yourself hydrated, wear loose clothing, use plenty of sunscreen and wear some kind of hat to protect your eyes. Make sure to secure the vehicle and roll the windows all the way up when you are out of sight of the vehicle. The Kids are out of school for the summer and they will be playing with family, friends and pets so please be careful when driving and while delivering the mail please be safe. Take the time you need to do the job the right way which is also the safe way, from casing up dog warning cards in the office, going to the door to obtain the customer's signature if needed, not exceeding the posted speed limit, parking legally, etc. You are getting paid to do the job the right way so do it the right way and you will have nothing to worry about. Management should never tell you or instruct you to do something unsafe, illegal or immoral so if you feel that this is happening please see your Shop Steward.

Flat Sorting System (FSS)

The latest update for the Flat Sorting System process is that the implementation date has been pushed back until sometime in February 2011. I will keep you informed when I receive more information.

Joint Alternate Route Adjustment Process (JARAP)

On April 29, 2010 NALC and USPS signed another Memorandum of Understanding (MOU) M-01720 for the purpose of route adjustments. The new process is named Joint Alternate Route Adjustment Process or JARAP. In this process just like the last process there will be teams involved: Local Office Contact (LOC), District Lead Team (DLT) and Area/Regional Teams all consisting of 1 NALC and 1 USPS Management representative. Some of the changes from the past IRAP and MIARAP processes are that a mandatory stand-up that was developed by National will be given to all carriers affective. Volume data will be looked at closely and if your route shows that you have 10% less volume than the data used in the last adjustment period then your route maybe a candidate for the JARAP process both the NALC and USPS will be looking at this data and have the right to select which routes/zones that will go through the JARAP process. The smaller zones may also be using a computer generated way of adjusting routes called COR (Carrier Optimal Routing). COR is to be

used jointly and must be consistent with the applicable provision of the M-39 Handbook but this way of transferring territory by using a computer program can cause problems so input by the Carrier is extremely important.

So far I have been notified that the following San Jose offices may be affected: Bayside, Blossom Hill, Robertsville, St. James Park, and Westgate. AO offices: Milpitas, Campbell, and Saratoga.

If you are affective by the JARAP process it is very important that you look over the information that is being used to evaluate your route and let the LOC know if you see something that doesn't make sense. You can request a copy of the PS Form 3999 (one day walk) during the consultation process, a copy should be provided to the you as soon as practicable and if after reviewing the PS 3999 you have any comments write them down and make sure to notify the LOC so that they can be forwarded to the DLT's for consideration. It is very important that you play an active role in this process so speak up if there is something that you don't understand or doesn't make sense.

Even if you are not going to go through the JARAP process it is very important that your route data is correct do not perform street duties while in the office or vice versa. All the route adjustment processes have been very data driven so take your two 10 minutes breaks and your whole 30 minute lunch your body and route deserves the time if you shorten or skip a break your route shows that it takes less time on the street than it deserves.

Notice of State Convention Delegate Election

This is the official notification to all members of Branch 193 that nominations for the position of Delegate to the 2011 State Convention in San Diego, CA will be held at the October 13, 2010 Regular Branch Meeting. Candidates must accept the nomination at the meeting, or if absent, in writing. The election will be conducted by secret ballot. As per Branch by-laws, the ballots will be mailed to all members at least 20 days before the election. The deadline for submission of ballots is 4:00pm, December 8, 2010. The election results will be announced at the December 8, 2010 Regular Branch Meeting.

The Branch 193 Bulletin is published by Branch 193, National Association of Letter Carriers, AFL-CIO. Opinions expressed in this publication are not necessarily those of Branch 193. We invite all members to contribute articles for publication. The Editor retains the right to edit, delete, or reject any article for the good of the Branch.

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Did you know that

The following statement was jointly signed by the NALC and other Postal Union's in the wake of the tragic shooting of postal workers in Royal Oak, MI in Nov. 1991. All Union's promised to rid the Postal Service of the harassing, intimidating, and abusive behavior and committed to treating people with dignity, respect, and fairness for ALL POSTAL EMPLOYEE'S as a fundamental human right.

In 1996 National Arbitrator Snow declared the Joint Statement is a binding contractual obligation that NALC may enforce through the grievance procedure. (M-01242 & M-01243)

Are you being treated with dignity, respect, and fairness that you deserve?

JOINT STATEMENT ON VIOLENCE AND BEHAVIOR IN THE WORKPLACE

We all grieve for the Royal Oak victims, and we sympathize with their families, as we have grieved and sympathized all too often before in similar horrifying circumstances. But grief and sympathy are not enough. Neither are ritualistic expressions of grave concern or the initiation of investigations, studies, or research projects.

The United States Postal Service as an institution and all of us who serve that institution must firmly and unequivocally commit to do everything within our power to prevent further incidents of work-related violence.

This is a time for a candid appraisal of our flaws and not a time for scapegoating, fingerpointing, or procrastination. It is a time for reaffirming the basic right of all employees to a safe and humane working environment.

It is also the time to take action to show that we mean what we say.

We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment, intimidation, threats, or bullying by anyone.

We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair day's work for a fair day's pay, does not justify actions that are abusive or intolerant. *"Making the numbers" is not an excuse for the abuse of anyone.* Those who do not treat others with dignity and respect will not be rewarded or promoted. Those whose unacceptable behavior continues will be removed from their positions.

We obviously cannot ensure that however seriously intentioned our words may be. they will not be treated with winks and nods, or skepticism, by some of our over 700,000 employees. But let there be no mistake that we mean what we say and we will enforce our commitment to a workplace where dignity, respect, and fairness are basic human rights, and where those who do not respect those rights are not tolerated.

Our intention is to make the workroom floor a safer, more harmonious, as well as a more productive workplace. We pledge our efforts to these objectives.

CONTRACT TALK

Article 16.10 of the National Agreement says; "The records of a disciplinary action against an employee shall not be considered in any subsequent disciplinary action if there has been no disciplinary action initiated against the employee for a period of two years.

Upon the employee's written request, any disciplinary notice or decision letter will be removed from the employee's official personnel folder after two years if there has been NO disciplinary action initiated against the employee in that two year period."

When writing your request you should start off your letter with:

As per Article 16.10 of the National Agreement, I am requesting that any and all Disciplinary action. Taken against me and that are two years, or older be removed from my files

To access your file, go to "liteblue.usps.gov" you will then have to enter your Employee ID. (It's at the top of your pay-stub) then enter your PIN number. Go to "My HR", then go to "eOPF". Then you will be able to access your files.

NALC National MDA Bowl-A-Thon

The second annual Bowl-A-Thon will be held on November 7, 2010. Bob Krauth and Moe Bedolla have volunteered to be the coordinators this year. All the information is not available at this time but circle your calendar and keep this date open so that you can come help support MDA and have a good time. Thanks go out to Bob Krauth and Moe Bedolla for taking on this task.

5-day is the Wrong Way

The NALC at the National level has launched a campaign to "Save Saturday Delivery".

What does this mean to you? JOBS and a secure PAYCHECK. This can only be achieved if we all take an active approach to this job saving campaign. That we educate the mailing public and our elected officials about how to save the Postal Service and steer them away from counterproductive reductions in service.

WHAT can you DO? NALC members reach out to allies in the community, especially small businesses that depend on Saturday delivery to submit comments to The Postal Regulatory Commission Website (prc.gov) in support of 6-day delivery (an active letter carrier should not ap-

proach businesses while on their route, in uniform or on the USPS clock).

Now take a minute and think about this scenario and it is just a scenario this has NOT HAPPENED I just would like the members to know how serious this is: The year is 2012 and the Union and Postal Service have a new contract which says that Regular Letter Carriers are only guaranteed to work 4 days in a service week and 32 hours in that service week and Congress has just passed that the Postal Service is going to deliver mail only 5-days in a service week. So instead of the T-6 position or Utility Carrier being removed from their position Management is exercising their right to work Regular Carriers only 4 days a week so now the T-6 carrier's would still have their swing it is just 4 routes. Can you afford to take

a pay reduction of 8 hours per week? If you and your spouse are both Letter Carriers can you afford 16 hours per week? City and State workers have had work furlough weeks do you think it couldn't happen to you?

I am just trying to get across to you the backbone of the Union that we need to take an active approach to saving our own jobs. If you are not a member of e-activist sign up now at nalc.org. If you are not signed up to contribute to COLCPE (Committee on Letter Carriers Political Education) sign up now at nalc.org just \$5.00 a paycheck now may help with your future. If you need help signing up please contact your Shop Steward or the Branch Office.

Tony Cortese FOOD DRIVE

On behalf of Branch 193, I would like to thank all carriers and management for their hard work in supporting the 18th Annual National Food Drive. Thank you also to Bob Krauth, all station coordinators, and stewards who are all a great help in coordinating this very important event at each of your stations. I understand and appreciate all that is needed from everyone to ensure that this day is a success. Through all our efforts we help keep the shelves full through the summer and fall at the Second Harvest Food Bank.

This was our 2nd year passing out plastic bags

and wearing Food Drive T-Shirts. I realize the additional time and workload involved with the bags; however, they greatly increase customer participation. (see chart below) The T-Shirts seem to be well liked by carriers. All extras ordered by the branch were gone as soon as they hit the workroom floor. You can pre-order your shirt or cap early next year from your shop steward.

Thanks again to everyone who volunteers their time on this day and the many weeks prior. A JOB WELL DONE!!

Theresa Hernandez



Retirement Dinner

The Annual Retirement Dinner was a great success. Everyone had a great time. Honored Retiree's in attendance where Mike Herrera, Dorman Louie, Rebecca Pinto, Charlie Monroe, Robert Arakelyan, and Lucy Laffan. Also receiving their 50 year Membership Gold Card was Harry Wadahara and 60 year Membership pin were Pete Rondero, Ernie Lipari, and Ralph Perrotti. Special thanks to Danny Laffan- Master of Ceremony, Laurie Halfacre- supplies and check-in, Stanley Halfacre, Guillermo Martinez, Vera Krauth, Danny Laffan, Lucy Laffan, Ben and Spiff- setup, Bob Krauth and Dorman Louie- Photos, Bill Cunningham, Kelvin Kamachi, Lin Zhou, Victor Barrientos, Tommy Jean, and Sharon Epp- bartenders, Tommy and Tyler Rivera- clean-up, and Vince Ramirez-DJ for helping make the evening a success.



	2007	2008	2009	2010
	146,361	98,103	191,808	166,293
FOOD DRIVE RESULTS				
STATION	FY 2009.....		FY 2010	
Almaden Valley	12127	8332		
Bayside.....	2666	3396		
Berryessa.....	7450	8186		
Blossom Hill	13085	11629		
Cambrian Park	10145	7825		
Campbell	8906	7085		
Foothill	5084	5956		
Gilroy	5687	7213		
Hillview.....	14528	12170		
Los Gatos Dell	5578	8068		
Los Gatos Main.....	13261	4206		
Milpitas	4392	6655		
Morgan Hill.....	12157	8665		
Parkmoor.....	8305	7072		
Robertsville	14537	12428		
Saratoga.....	15087	11098		
Seven Trees	9301	12492		
St. James Park	6883	5759		
Station D	2736	1461		
Westgate.....	11419	9623		
Willow Glen.....	8474	6974		
TOTALS.....	191808	166293		

Anthony J Cortese Post Office Building

Earlier this year California State Association Letter Carrier President, John Beaumont met with Congresswoman Zoe Logren and Congressman Mike Honda with letters of support from constituents and other information to support the possibility of having a San Jose Post Office renamed to recognize and honor Tony Cortese past President of Branch 193 and a Strong Labor Leader. This resulted in HR 4543 a bill to designate the facility of the United States Postal Service located at 4285 Payne Avenue in San Jose, CA (Westgate Station) as the Anthony J. Cortese Post Office Building. The bill ended up with 49 of the 53 California Congressional Delegation co-sponsoring and passed the House of Representatives by a 370-0 vote. It is now being taken up by the Senate Committee on Homeland Security where it is expected to easily clear for a vote. This will be a celebration and recognition of one of the NALC's finest leaders. I would like to thank John Beaumont and everyone that wrote letters supporting the renaming of Westgate Post Office to the Anthony J. Cortese Post Office. At this time there is not an official date as to the renaming but it should happen sometime in August or September.

