



# BRANCH 193 Bulletin

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

## Messages from the President

No. 2 - 09 March - April 2009

**Danny Laffan**

A series of storms rolled through the Bay Area and Northern California over the last few weeks sometimes creating difficult circumstances for letter carriers as they went about their “appointed rounds”. We are blessed in this area since weather like this is the exception rather than the rule, nonetheless; delivering the mail in this environment requires that additional attention be given to the safety of yourself and others around you. Taking the time to do the job safely should never be overlooked just to return to the office by a certain time. Carriers will tell me that they would rather “do what they have to do” in order to get back “on time” rather than call their supervisor and request the additional time needed to perform their job in a safe manner. I often hear stories of “being in a hurry” when a carrier receives discipline for safety violations. Giving in to the feeling of being pressured to perform at some discretionary rate established by a supervisor, manager or computer program is a mistake that many letter carriers are making recently. This is unacceptable. When I hear this excuse, it bothers me. Letter carriers need to understand their first priority must be safety and taking the time to perform your duties in a safe manner can never be compromised. Carriers will tell me that management has told them not to call the office to request additional time needed. If additional time is needed you are required to call and make that request, otherwise you are exposing yourself to discipline for failure to follow instructions as required by the M-41 manual. When carriers do call, they hear nonsensical responses such as “go ahead and finish the route but the time is not authorized” or “we’ll be talking to you in the office tomorrow morning”. This is also unacceptable and must change. Carriers and supervisors need to work together to try and determine the amount of time that will be needed to complete an assignment on a given day. Neither party should dictate what must or will be done. The communication during

the “morning dance” must be clear and to the point not full of tactics that discourage reaching a reasonable agreement. We must move past the “every carrier is out there goofing off” and “no supervisor knows what they are talking about” mentalities. Treating each other with dignity and respect must replace the shenanigans that are occurring on too many workroom floors lately. Engaging in petty arguments will only lead us down a path to confusion and chaos. We are losing sight of the fact that we need to work together for the betterment of the Postal Service. If we continue to get caught up in the above mentioned mentalities there is no way we will be able to respond to the challenges the future holds for us. I encourage each and every letter carrier and their supervisors to make a commitment to each other to work towards improving the effectiveness of the communication that takes place on a daily basis during the morning rounds. Avoid the behaviors that tend to breakdown relationships such as telling and ordering. Work toward finding common ground (the things you can agree upon) and go forward from that point until you reach an agreement. The more we understand each others roles and responsibilities; the better equipped we are to

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### OFFICERS

- Danny Laffan .....President
- Laurie Duarte ..... Vice President
- Bill Cunningham ...Second Vice President
- Pat Mulligan .....Recording Secretary
- Sharon Epp .....Financial Secretary
- Stanley Halfacre.....Treasurer
- Guillermo Martinez.....Sgt at Arms
- Jackie Lanto ..... HBP/MBA Rep
- Jim Miller .....Trustee
- Laurie Lykam-Halfacre .....Trustee
- Kelvin Kamachi .....Trustee
- Joe Rosa .....Trustee
- Lin Zhou .....Trustee
- Guillermo Martinez.....Legislative Liaison

### Branch 193 Bulletin

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communicate effectively. Take the time to gain a better understanding of the individual with whom you are communicating and the conversation will become more effective. The key to success in using this strategy is giving it the time needed to develop. Don't let minor setbacks destroy the effort. Agree to disagree then look at what behaviors caused the breakdown in your attempt to communicate. Address those behaviors by letting the other party know how those particular behaviors made you feel and make a suggestion of how the situation could have been handled more effectively. I realize that for many people reading these suggestions that they may seem to be naïve or unrealistic. From my perspective, if we don't address the issue of how we communicate with each other and create a focus on improving that process we will be leaving out the most crucial element of the change that is needed within our organization. Our chances of effectively dealing with the challenges that the future holds will be crippled without an improvement in the way that we communicate with each other and a better understanding of each others roles, responsibilities, mandates and challenges. I encourage you to do your best to help bring about this change. It starts with a willingness to try and continues with

a commitment to succeed. Get onboard and do what you can to make a difference.

### Annual Food Drive Coming

On Saturday May 9th letter carriers will be participating in this country's biggest single day food drive. On this day we not only deliver the mail but we also pick up food for the hungry. Food banks across the country will have their shelves filled with the donations from our customers. This year we will be trying a couple new strategies to increase awareness of our efforts. We will be contacting management shortly regarding permission for the distribution of plastic bags for donations to be placed into and the wearing of tee shirts promoting the food drive during the campaign. It is our hope that these changes will significantly increase the donations we receive. Look for more information in the near future. I would like to thank you for your assistance in this worthy cause. I understand there will be an increased workload on that day so be safe and take pride in the fact that you are helping feed those who are in need of assistance.

### In Closing

I would like to thank all those who help make our annual Members BBQ a success. We served over three hundred pounds of steak and one hundred twenty pounds of chicken along with beans, garlic bread, salad and desert to those in attendance. A good time was had by all. Mark your calendars for the Retirement Dinner Dance on May 2nd. Come down and enjoy an evening of good food, fun and camaraderie with your fellow letter carriers and their families. Get your tickets from your shop steward or call the Union Office.

I encourage everyone to keep abreast of the legislative efforts of the NALC in the upcoming months as we address issues that will keep the Postal Service strong in the future. The best way you can keep informed is to register with the NALC e-Activist program. Once registered the latest information and any call for action will be emailed to you. Registration is free so go to our website at [nalcbranch193.com](http://nalcbranch193.com) or [nalc.org](http://nalc.org) and sign up now. Get involved and stay informed, the job you save may be your own!!

## NALC Branch 193 Howard Quackenbush Scholarship

#### Eligibility Criteria:

Applicant must be son, daughter, grandchild or legally adopted child of an active, retired or deceased letter carrier. Stepchildren are eligible if they live with the member in a regular parent-child relationship. The applicant's parent or grandparent must be a member in good standing of the NALC at least one year prior to December 31, 2008.

#### Requirements:

Category I - Applicant must be in grade 12 of high school, have an SAT score of 900 or above and a 2.75 grade point average or above in their secondary school. Grade transcripts and a copy of the original printout of SAT scores must be mailed with the application.

Category II - Applicant must be in grade 13 or above and have a 2.75 grade point average or above, commencing with grade 13. Grade transcripts must be mailed with the application.

All category I and II applications must be postmarked on or before March 31, 2009

#### Regulations:

The scholarship is to be used toward pursuing an undergraduate degree at an accredited college of the recipient's choice. Winners may accept other college scholarship assistance in addition to the Branch 193

award. If the winner suffers certified serious illness, the scholarship will be held in abeyance for not more than one year.

#### Method of selection:

Eight \$1,000 scholarships will be awarded at the April 2008 branch meeting. Four names from Category I and four names from Category II will be drawn at random.

#### Terms of award:

A check in the amount of \$1,000 will be given to the winners after proof of entrance is given to Branch 193.

## Application for 2009 NALC Branch 193 Scholarship

I am the  son /  daughter  grandchild of  active /  retired /  deceased letter carrier,  
\_\_\_\_\_ of Branch 193

\_\_\_\_\_

first name middle name last name

In the city of \_\_\_\_\_ Station \_\_\_\_\_

Student's Name \_\_\_\_\_

first name middle name last name

Student's Address \_\_\_\_\_

city state zip

Telephone Number ( ) \_\_\_\_\_

Mail completed form to : NALC Branch 193, P.O. Box 5721, San Jose, CA 95150-5721.  
Must be postmarked by March 31, 2009.

#### Check one of the following:

**Category I:** *I am a senior in high school. Enclosed are copies of my SAT and grade transcripts from high school.*

**Category II:** *I am in the 13th grade or above. Enclosed is a copy of all my collage transcripts.*



## 2009 BBQ HELPERS

**Caterer** Frank, Eva, and Crew

**Set-Up** Steve Munyon, David Ranson Russell Wadahara

**Bar Servers** Alma Guzar Bob Bracken Dave Candillo Ray Gauthier Lin Zhou

**Cooks** Victor Barrientos Kelvin Kamachi Heng Sok Tom Tan Sancho Zabala

**Food Servers** Moe Bedolla Angel Montelorgo

**Clean Up** Rosie Lauli

**Misc. Helpers** Laurie Duarte Laurel Halfacre Stanley Halfacre

**Thank you everyone for coming to the 2009 Branch BBQ..... See you next year**



## NOTICES - NOTICES

### Safeguard/Smilesavers Dental Plan

The annual premium of \$36 for those enrolled in the Safeguard/Smilesavers Dental Plan is due NOW. Please make checks out to NALC Branch 193 and mail your payment to NALC Branch 193 P O Box 5721 San Jose CA 95150. If payment is not received your dental coverage may be suspended.

### Retirement Dinner

The Retirement Dinner will be on May 2, 2009. Tickets will be \$5.00. This is one of the best kept secrets. The food is great, there will be Dancing, and a nice evening out for you, and someone special.

### 2009 Branch Scholarship Information

An application for the 2009 Howard Quackenbush Scholarships is available from your shop steward, or at the office. All eligible high school seniors and college students are encouraged to apply. We will award eight \$1000 scholarship by random draw at our April Branch Meeting. Deadline for submission of applications is March 31, 2009. If you have a child or grandchild entering or attending college don't miss this opportunity.

### Welcome New Members

Manjeet Singh  
Mohinder Singh  
Albert Kalta

### CONGRATULATIONS TO OUR NEW RETIREES

Richard Herrera Blossom Hill  
Michael Hughes Cambrian Park  
Sharon Garinger Cambrian Park  
Diana Brito Foothill  
Michael Ford Foothill  
Juan Cortes Jr. Parkmoor  
Edwin Echaluze Parkmoor  
Thinh "Albert" Pham Parkmoor  
Michael Dove Willow Glen  
Jacqueline Lopez Willow Glen  
Archimedes Ramos Willow Glen  
Nguyet Vu Hillview  
Herberto Oliveira Seven Trees  
Kannie Chuang Campbell  
Mark Christensen Morgan Hill

### JACKPOT!!

Art Gallegos from Willow Glen Station was our lucky \$1,000.00 winner. At our Branch Meeting in February. Congratulations Art..

Francis Hanley retiree, missed out on the Jackpot in March. Now at \$250.00. And Francis missed out on a GREAT BBQ.

## Branch 193 Shop Stewards

Almaden Valley..... Dan Degn & Pam West  
Bayside.....Al Navarette & Bob Foster  
Berryessa..... Henry Semillano & Lawrence Wenceslao  
Blossom Hill.....Steve Miller & Joe Cerna  
Cambrian Park..... Ray Gauthier & David Martinez  
Campbell.....Rosie La'auli & Vacant  
Station D..... Vittorio Forde  
Foothill.....Art Parrilla  
Gilroy.....Debra Masten  
Hillview.....Manny Aguilar & Victor Barrientos  
Los Gatos.....Kevin Janton  
Los Gatos Dell. ....Ian Davies  
Milpitas.....Joel Baclig & Raj Kanda  
Morgan Hill.....Angel Montelongo  
Parkmoor.....David Judd & Sean McArthur  
Robertsville.....Theresa Hernandez & Al Denison  
St. James Park.....Chris North & Laurie Duarte  
Saratoga.....Robert Vanderpool  
Seven Trees.....Moe Bedolla & Ronnie D. Hodges  
Westgate.....Tommy Rivera & Vince Ramirez  
Willow Glen.....Bob Krauth & Jack Dusthimer  
Collection Officer.....Vera Martinez-Krauth

### Important Dates

Mar 25 Executive Board Meeting  
Apr 8 Branch Meeting  
Apr. 29 Executive Board Meeting  
**May 2 Annual Retirement Dinner**  
May 9 Tony Cortese Food Drive  
May 13 Branch Meeting  
**May 25 Memorial Day Holiday**  
May 27 Executive Board Meeting

Branch Meetings begin promptly at **7:00 PM:**

Italian American Heritage Foundation  
425 North 4th Street  
San Jose, CA 95112

Board Meetings begin promptly at 7:00 PM:

Union Office  
1060 Minnesota Avenue, Suite 9  
San Jose, CA 95125

### In Memoriam

Deepest Sympathy to the families & friends of our departed brothers and sisters.

Ruth Zigler

### DEADLINE!

The Deadline for the May/June 2009 issue of the Branch 193 Bulletin is Friday April, 24, 2009. News stories, articles, letters to the editor, drawings, cartoons, business cards, and/or photographs should be submitted to:

**Editor**  
**Branch 193 Bulletin**  
**P.O. Box 5721**  
**San Jose, CA 95150**