



BRANCH 193

Bulletin

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

Messages from the President

Laurie Duarte

Contract Update

The final and binding 2011-2016 National Agreement was announced on January 11, 2013. By now most of you have received a letter from our National President, Fredrick Rolando on a summary of the new collective-bargaining agreement awarded by the interest arbitration board. In short active carrier's will receive a total of 3.5% wage increase (1% in Nov 16, 2013, 1.5% in Nov 15, 2014, and 1.0% in Nov 14, 2015) seven COLA's between now and 2016 the two COLA's calculated in 2013 will be deferred and paid in 2014 along with January 2014 COLA which will be effective the second full pay period after the release of the January 2014 Consumer Price Index. Uniform allowance will increase from \$371 to \$390 this year, \$399 in Nov 2013, \$409 in Nov 2014, and \$420 in Nov 2015. All existing PTF's will be converted to full-time regular's status over the term of the contract, so by the end of the contract May 20, 2016 all current PTF's will become regular and the PTF classification will be phased out. The existing no-layoff provision that applies to all career city carriers with at least six years of service was renewed as well as the 2006 contractual ban on sub-contracting city carrier work. Health premium cost will shift 1% per year to city carriers from the Postal Service. In 2014 the Postal Service will contribute 78% of premiums, 77% in 2015, and 76% in 2016.

The TE category will be eliminated within 90 days and all TEs will be eligible to accept new non-career positions as City Carrier Assistants consistent with their test results and legal requirements, which will make up the pool that the Postal Service must fill as new career jobs going forward; CCA's will be hired for career job openings in their installations in order of their "relative standing" (a kind of seniority) with credit for their time employed as TEs. Under Article 21 CCA's will be will

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be eligible for health insurance after one year and beginning in Plan Year 2014 the Postal Service will make a by-weekly contribution to the total premium equal to the greater of (a) \$125, or (b) the minimum required by the Patient Protection and Affordable Care Act, and applicable regulations, for self-only. They also will qualify for regular carrier uniform allowances and will be covered by the opting provisions of Article 41.2.B.4.

For more information on the contract you can go to nalc.org as well as more information will be available in your March Postal Record

Passing of NALC President Emeritus Vincent Sombrotto

Vincent Sombrotto, 89 who was the 16th NALC national president from 1978 to 2002 passed away on January 10, 2013. Vincent helped make many extraordinary changes in the letter carrier craft such as the pivotal 1970 wildcat postal strike that led directly to the creation of the modern United States Postal Service, seven highly productive rounds of collective bargaining that provided basic wage increases in every contract, preserved uncapped cost-of-living adjustments, improved letter carrier working conditions, turning COLCPE into one of the largest and most effective political action committees in the labor movement, winning reform of the Hatch Act, the NALC Food Drive, and established Carrier Alert. When Vincent spoke he spoke with authority and with years of wisdom he was a strong Union Leader that held the membership as his top priority he will be surely missed by many. God Bless You and Thank You Vincent for all you did for the NALC and its membership may you rest in peace

2013 Branch Scholarship

An application for the 2013 Howard Quackenbush Scholarships is located in this bulletin. All eligible high school seniors and college students are encouraged to apply. The Branch will award eight \$1,000 scholarships by random draw at the April 10, 2013 Branch Meeting. Deadline for submission of applications is March 31, 2013. If you have a child or grandchild entering or attending college don't miss out on this opportunity..

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..

Branch 193 Bulletin

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Branch 193

National Association of Letter Carriers

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Check Out Our Website at:
www.nalcbranch193.com

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Branch 193 Shop Stewards

Almaden Valley Pam West
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 Saratoga Candice Wurthmann
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 Willow Glen Gabriel Cruz, Art Gallegos,
 & Christine Mata

Important Dates

Feb 13 Regular Branch Meeting-Branch History Presentation
 Feb 18 **Presidents Day Holiday**
 Feb 27 Executive Board Meeting
 Mar 13 Regular Branch Meeting-**Branch Members only BBQ**
 Mar 27 Executive Board Meeting
 Mar 31 **Easter Holiday**
 Apr 10 Regular Branch Meeting- **Scholarship Drawing**
 Apr 24 Executive Board Meeting
 May 8 Regular Branch Meeting
 May 27 **Memorial Day Holiday**
 May 29 Executive Board Meeting
 June 12 Regular Branch 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.

Jay Meadows

Selso Meza

Vincent Sombrotto

Minoru Tanaka



Members Only BBQ

The Annual Members only BBQ will be held on Wednesday, March 13, 2013. A choice of steak or chicken with all the fixings will be available. Tickets are \$5 and will be available from your shop steward starting in February. Dinner will be served between 6:00-7:45 pm. Retirees are free of charge just a phone call to the Union Office 408-288-8138 is needed so we can be sure to have enough food. Remember this event is for members only. Mark the date on your calendar and come join your fellow carriers for an evening of great food and camaraderie.

CONGRATULATIONS TO OUR NEW RETIREES

Santiago Acheta Willow Glen

David English Blossom Hill

Nilo Aniel Willow Glen

David Kawahara Blossom Hill

Louise Chane Cortese

Frank Mendoza Los Gatos

Levi Cruz Morgan Hill

Patricia Naranjo Gilroy

Valentin Dalo Los Gatos Dell

Herminio Vargas Foothill

Moving

Let us Know of any changes in your mailing address!

Name _____

Address _____

City _____ State _____ Zip _____

Telephone number _____

Mail changes to: NALC Branch 193, P. O. Box 5721, San Jose CA 95150

Deadline

The Deadline for the April/May 2013 issue of the Branch 193 Bulletin is **Friday, March 22, 2013**. 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

JACKPOT

Kurt Hoffman from Bayside was not at the December Branch Meeting, **Joe Sigala** Retiree was not at the January Branch Meeting, when their names were called for the jackpot. Come down to the monthly membership meeting every 2nd Wednesday of the month and maybe you could walk away with a little extra cash in your pocket. February's jackpot is worth \$1,000.00.

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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, 2012.

Requirements:

Category I - Applicant must be in grade 12 of high school, have an SAT score of 1300 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, 2013

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 2013 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 2013 NALC Branch 193 Scholarship

I am the son daughter grandchild of active retired deceased letter carrier

Member's Name _____ of Branch 193
First M.I. Last

In the city of _____ Station _____

Student's Name _____
First M.I. Last

Student's Address _____
Street 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, 2013.

Check one of the following:

Category I:

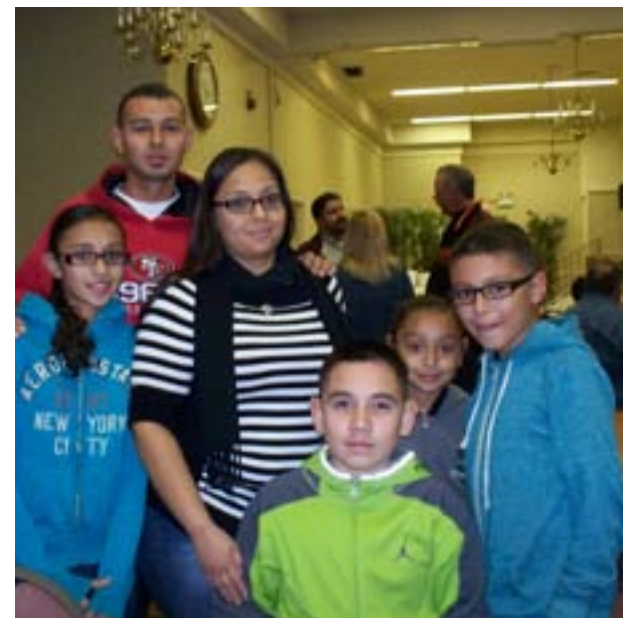
I am a senior in high school enclosed are copies of my SAT and grade transcripts from high school.

Category II:

I am in the 13th grade or above enclosed is a copy of all my college transcripts.

Branch Holiday Party

On December 12, 2012 approximately two hundred, members and family attended the Branch's Annual Holiday Party. Everyone had nachos, spaghetti, salad, garlic bread, and dessert. The face painters and balloon twisters were a big hit as always and Santa made a special visit making the little ones wishes come true for all the good little boys and girls. I hope all enjoyed the night. Thanks to Tommy Rivera, Angel Montelongo Jr., Christine Mata, Tommy Jean, Laurel Halfacre, Bill Cunningham, Steve Munyon, Armando Davalos, Rosie La'auli, Bob Neitro, Barbara Estrada, Andrea Hernandez, Gene Lorenzo, and Tom Stewart for helping to make this another successful holiday event for Branch 193.



DO YOU KNOW?

You probably know that as a Letter Carrier you have the responsibility to Follow Instructions given to you by your Supervisor, Manager, Postmaster or any other Management personnel. Under the Handbook M-41 (City Delivery Carriers Duties and Responsibilities) section 112.21 states "Obey the instructions of your manager". In the Employee and Labor Relations Manual (ELM) section 665.15 Obedience to Orders states "Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels".

But Letter Carriers also have rights when it comes to managements instructions if that instruction has to do with your safety, is illegal, or immoral you don't have to follow those instructions. So for example if you don't think it is safe or legal to cross the street unless you use the signal or crosswalk you don't have to follow that instruction. If management tells you to park in the red while delivering the mail and parking in the red is illegal then you don't have to follow that instruction. But you do need to tell management why you are not going to follow the instruction. If the instruction has nothing to do with your safety, isn't illegal, or immoral but you think might be against the Contract, Handbook's, or Manuals then follow the instruction given to you and request in writing that you would like to speak with your Shop Steward so you can find out if the instructions are correct and in compliance.

SAFEGUARD / SMILESAVERS DENTAL PLAN

The annual \$60.00 premium for the Safeguard/Smilesavers Dental Plan is now due for 2013. 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 by March 31, 2013 your dental coverage will be cancelled.