



BRANCH 193 Bulletin

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

Messages from the President

No. 7-05 September - October 2007

Danny Laffan

As we were all accepting the fact our new contract would be the product of an arbitrated settlement announced near the end of the year, our National Officers surprised us all. President Bill Young and his negotiating team were able to reach a tentative agreement with the Postal Service. An agreement that could be sent to the membership for ratification. If approved by the active letter carriers this agreement will provide reasonable wage increases, cost of living adjustments and important protections against contracting out our work.

The mere fact that President Young kept the lines of communication open during this difficult period is commendable. It seemed as though the parties had finished their discussions and were preparing their cases for the selected arbitrator. Reaching a tentative agreement at this late hour is unusual to say the least. It shows that our leadership is willing to take chances when they feel our membership will benefit. They are able and willing to think outside the box and deliver for letter carriers. Thank you President Young for the outstanding leadership you are providing this great Union. Your efforts and the efforts of all those around you are truly appreciated.

Ratification Ballots Are in the Mail

All active letter carriers who are members of the NALC should have received information regarding the ratification of the tentative agreement. The packet included a copy of the tentative agreement, instructions for voting and a ballot. Ballots must be returned by September 6th to be counted. Look the information over carefully and then vote and return your ballot as instructed. This agreement covers the next five years so take the time to cast your vote on what the future will hold for letter carriers.

COLCPE Donors Recognized

California State Association of Letter Carriers President John Beaumont attended our August Branch meeting and recognized 22 members of Branch 193 who donate to COLCPE through automatic deduction. John told us National President Bill Young is encouraging all letter carriers to make their donations to COLCPE by means of automatic deduction. John presented 2007 pins to those who use automatic deduction. I truly feel that we can improve significantly in this area and next year when John comes I hope his list will be much longer. Thanks to those who do use this method to support our efforts to level the playing field in Congress. If you have followed our efforts to address the Postal Service's attempts to contract out our work, you have seen the importance of being able to access members of Congress to support our efforts. Take a few minutes and sign up to donate to COLCPE. If you need more information, please contact your shop steward. *continued on the back page*

Low Summer Mail Volumes Create Problems *Submitted by Danny Laffan*

Traditionally mail volumes during summer months are lower than most of the year. This year the lower volumes coupled with a new management program that measures a unit's efficiency by the percent of "available pivot time being captured" have created problems in the relationship between letter carriers and their immediate supervisors. Carrier workload estimates are being ignored and carriers are being instructed by their supervisors what time they will leave the office and how much pivot they will carry. When carriers call from the street requesting additional time to complete the assignment they are talked to in a demeaning manner. They are questioned about what is wrong with them, what have they been doing or they are told that they need to give a fair day's work for a fair day's pay. These negative interactions are creating problems on the workroom floor.

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Election Notice

This is official notification to all members of Branch 193 that nominations for the following officers and delegates will be held at the October 10, 2007 Regular Branch meeting. Nominations will be held for the mid-term vacancies of Second Vice President, one Trustee position, Health Benefits/MBA representative and delegates to the 2008 National convention and 2008 California State convention. Candidates must accept nomination at the meeting, or if absent, in writing. The election of the officers and paid delegates will be conducted by secret mail ballot. As per Branch by-laws, the ballots will be mailed to all members at least 20 days before the election. The election will be on Wednesday, December 12, 2007. The deadline for submission of ballots is 4pm, December 12, 2007. Results of the election will be announced at the December Regular Branch meeting.

Patrick Mulligan,
Rec. Sec. Br. 193

OFFICERS

Danny Laffan *President*
Stanley Halfacre *Vice President*
Pat Mulligan *Recording Secretary*
Sharon Epp *Financial Secretary*
George Katai *Treasurer*
Gene Lorenzo *Sgt at Arms*
Guillermo Martinez *Legislative Liaison*
Tom Stewart *Trustee*
Laurie Lykam-Halfacre *Trustee*
Jas Nijjar *Trustee*
Joe Rosa *Trustee*
Guillermo Martinez *Trustee*

Branch 193 Bulletin

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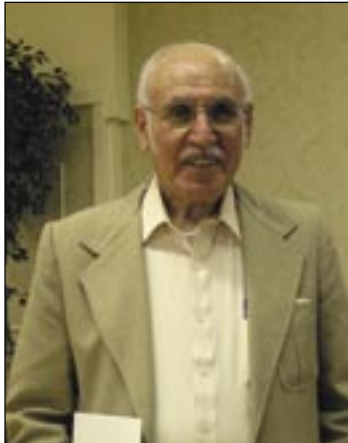
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Retirees Honored At July Branch Meeting



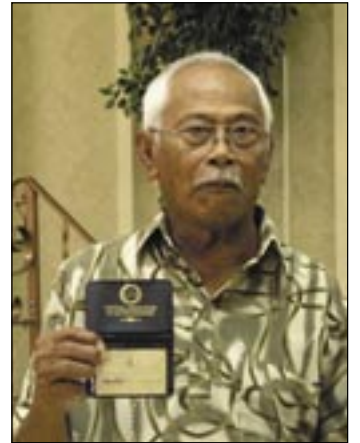
Branch 193 President Danny Laffan presented Retirees Nick Secola and Mike Lopez their 60 Year Pins and Silvestre Bado his 50 Year Gold Card at the July 11th Branch Meeting. A letter from National President Bill Young congratulating these long time NALC members on their achievement and thanking them for long time support of this great Union accompanied each award. President Young's letter also spoke to the courage these members had shown as they led the way to the benefits that we enjoy today. Times were tough in the days these fine gentlemen carried the mail. They stood by the Union in good times and bad. We are grateful for the sacrifices they made so we could enjoy the benefits we do today. Congratulations to all eighteen retirees who have received Gold Cards or Sixty Year Pins.



Nick Secola



Mike Lopez

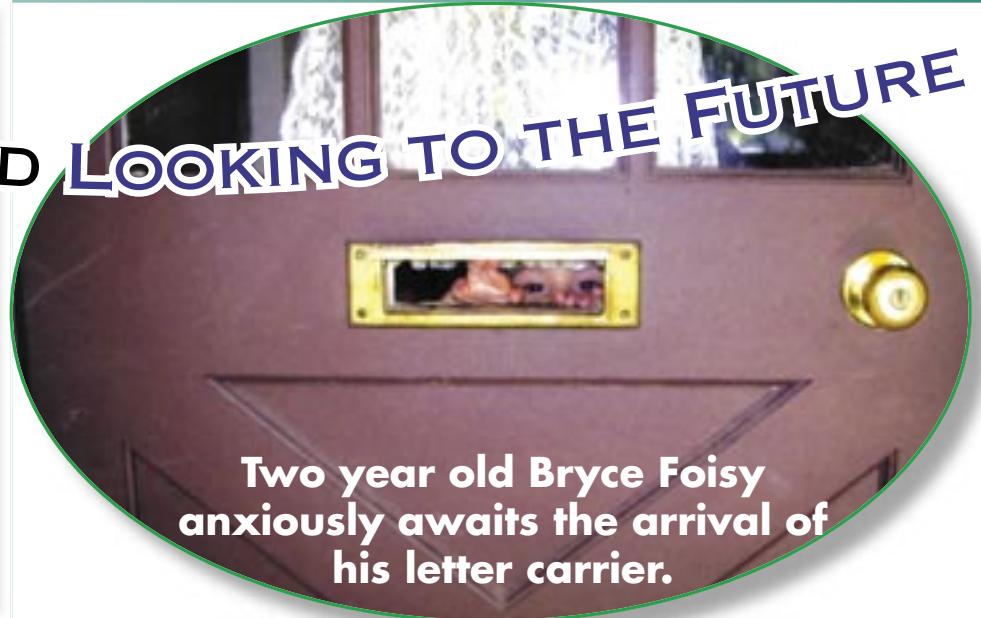


Silvestre Bado



REMEMBERING THE PAST AND

Letter Carrier Lawrence Keller Sr. driving a postal vehicle in San Jose 1947 July 4th parade.



LOOKING TO THE FUTURE

Two year old Bryce Foisy anxiously awaits the arrival of his letter carrier.

Photo submitted by proud grandpa Morgan Hill carrier Dave Ayala

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



**NALC - 193 Day At
The Races**

\$27.00 per Adult

\$10.00 per child 17-under

Sunday, September 30, 2007

Includes

- General Parking
- Admission and Reserved Tables seating in the Turf Club
- Complimentary Racing Program
- Lunch Buffet with Coffee, Tea & Ice Tea
- Turf Club: 11:30pm
- Buffet Times: 12:30pm to 2:30pm
- First Race: 1:15pm
- Last Race: 5:15pm

See your Shop Steward for Tickets

This is a MDA fundraiser
Tickets are limited so act fast

Low Summer Mail Volumes Create Problems

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Many carriers have told me that they will skip breaks and lunches to get back “on time” so they don’t have to call in for additional time and listen to their supervisor’s nonsense. They say it is just easier for them that way. Skipping breaks and lunches never has nor will it ever be the answer to this situation. Any carrier who gives up their breaks and lunch to keep their supervisor happy needs to stop immediately. You are not helping the situation, in fact; you are creating a false image of how long it takes you to complete your assignment. Those thirty, forty or fifty minutes you are giving to avoid calling for additional time needed will haunt you in the long run. No carrier should be required, expected or allowed to work off the clock and that is in reality what you are doing when you skip your lunch. I could go on describing all the negative interactions that are impacting the relationship between letter carriers and their supervisors; however, I would rather make a couple suggestions I believe will address the problems.

Letter carriers need to take more pride in the work they do. We are the best in the world at what we do and it’s about time we recognize that fact. We provide an important service to the American public. We are respected for the job we do by our customers. Providing the best possible service to your customers should be your goal not some bogus numbers management’s computer shoots at you. Carriers who depend on their supervisor to tell how they are doing are looking in the wrong place. The supervisor’s job is to get more work from you so their opinion is going to be tainted by the need to show constant improvement. Pride in the work you do comes from within. It is the

sense of fulfillment you get when you know you have done your best. Pride is internal not external. When we look to others for our sense of well being we allow ourselves to be influenced by other’s perception of us. The determination of whether you are doing your best must come from within. You be the judge. Do not allow others to judge you based on someone else’s ability. We all know when we are doing the best we can; keep yourself operating at that level and there is nothing more that you can do. Come to work each day with a clear head and a good attitude. Do the best you can and take pride in your work. Leave work at work - do not allow the negatives we have to deal with at work to impact your family life. My most powerful memories of when I started working as a letter carrier in the early seventies are those of the sense of pride the senior carriers took in their work. They were confident in the fact they were providing the best possible service to their customers. They were part of the neighborhood. They knew the families on the route and took great pride in delivering important correspondence to their people. Safe, efficient and reliable service to the customers were the goals not some manipulated numbers. I firmly believe that restoring that sense of pride in our work is the best way to offset management’s attempts to minimize our efforts. When you know you are doing the best you can it is easy to keep management’s negative comments in perspective.

In an attempt to not be viewed as one-sided on this issue I offer the following food for thought to line supervisors. I believe your job is one of the most difficult in the Postal Service. On a daily basis you interact with twenty, thirty and sometimes even more individuals. Blending all those personalities with the mood you are in on any given day can be extremely challenging. Couple that with the fact that you are judged by the work others are performing and the difficulty of the job

become apparent. So how do you deal with this situation? First, recognize that the employees are your most valuable asset. Treat them, as you would want to be treated. Behavior that alienates employees should be avoided. Give carriers the resources, encouragement and support they need to be successful in providing the best possible service to our customers. Since you are being judged by numbers others produce it is important that you understand the concept of discretionary effort. It is the difference between doing the job to the best of one’s ability and just doing what is required. The amount of discretionary effort you get from the carriers you supervise drives the “numbers” upon which you are judged. If carriers just did what is required (minimum standards) our organization would have failed many years ago. Carriers are giving and will continue to give discretionary effort. The amount of discretionary effort is driven by the way the carriers perceive they are being treated. I offer that it is critical for line supervisor to understand this concept and work to keep capture that discretionary effort through effective communication and treating carriers with dignity and respect. Carriers want to come to work, do their job in a safe and efficient manner then return home to their families. Your understanding, support and encouragement will go a long way in resolving some of the issues we are facing today.

A healthy relationship between carriers and their line supervisor is critical to the success of the Postal Service. It is my hope that the concepts brought forth in this article will help you better understand how this relationship can be improved. This relationship cannot be allowed to deteriorate; we must make an adjustment as soon as possible. The work method changes we are facing in the not so distant future will require a healthy working relationship between letter carriers and management to be successfully implemented. Start preparing for the future today.

Welcome New Members

Darilynn Ashworth	Sukhdip Kaur
Dennis Benipayo	Hung Le
Ralph Ceaser	Ngoc Lu
Ronn Deas	Gilbert Martinez
Jaspa; Dhillon	Khin Mu
Hasan Dulic	Louie Saguiguit
Teresa Guardado	Tejinder Singh
Jessei Hayag	Preetpal Sohi
Surinder Johl	Ruben Tamoz
Manpreet Kaur	Ken Troung

In Memoriam

Deepest Sympathy to the families & friends of our departed sister.

CHARLES ASEA

Tentative Agreement Reached on Contract

5-Year Agreement Sent to Membership for Ratification

Highlights of Agreement

- 5 General Wage Increases totaling 8.85% (\$4200)
- A \$686 Lump Sum COLA plus nine other COLAs
- Protections Against Contracting Out Letter Carrier Work
- Increase in Employee’s Contribution to Health Plans Starting in 2009 and totaling 5% over the life of the Contract
- Abolishment of the Use of Casual Employees
- Replace Casuals with Transitional Employees Capped at 3.5%
- 2.5% yearly increase to Uniform Allowance
- Agreements Regarding Route Evaluations and DPS Flat Implementation
- Resolutions of National Level Disputes
 - The Third Bundle, DOIS, COR, S-999 Mail and FSS Roll Out

See the August Postal Record for additional details on the proposed contract. A complete copy of the Tentative National Agreement, including all MOUs and related documents, will be sent to every active member once it is finalized. A ratification vote will be announced as soon as possible. If the contract is ratified, a National Training Conference on implementing the new agreement will be scheduled.

Branch 193 Shop Stewards

Almaden Valley.....	Dan Degn & Pam West
Bayside.....	Al Navarette & Bob Foster
Berryessa.....	Henry Semillano & Ron Bingham
Blossom Hill	Steve Munyon & Bill Cunningham
Cambrian Park	Herman Echevarria & Ray Gauthier
Campbell.....	Mike Harding & Rosie La'auli
Station D	Vittorio Forde
Foothill.....	Art Parrilla
Gilroy	Debra Masten
Hillview.....	Manny Aguilar & Hector Barrientos
Los Gatos	Kevin Janton
Los Gatos Dell	Ian Davies
Milpitas	Mike Campbell & Lin Zhou
Morgan Hill.....	Angel Montelongo
Parkmoor.....	David Judd & Vacant
Robertsville.....	Paul Allen & Theresa Hernandez
St. James Park	Laurie Duarte & Kelvin Kamachi
Saratoga.....	Candice Wurthmann
Seven Trees	Herb Olivera & Moe Bedolla
Westgate.....	Tommy Rivera & Barbara Estrada
Willow Glen.....	Leo Torres & Bob Krauth
Collection Officer.....	Vera Martinez-Krauth

Important Dates

August 29	Executive Board Meeting
Sept 12	Regular Branch Meeting
Sept 26	Executive Board Meeting
Sept 30	Day at the Races - MDA Fundraiser
Oct 10	Regular Branch Meeting
Oct 24	Executive Board Meeting
Nov 14	Regular Branch Meeting

Branch Meetings begin promptly at 7:30 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

NOTICES - NOTICES

ATTENTION FUTURE LEADERS

Regional Administrative Assistant Brian Voigt and State Association President John Beaumont will be conducting training for new and future shop stewards on Sunday, November 4, 2007 at the Italian American Heritage Hall located at 425 N 4th Street, San Jose, CA 95112. The training will begin at 9AM and end at 3PM. Valuable information regarding being a Union representative and active participation in the legislative arena will be presented. Anyone interested is welcome to attend. Take some time and come learn how you can be an important part of protecting the rights of letter carriers. Contact your shop steward for more information.

MUSCULAR DYSTROPHY ASSOCIATION

Fundraisers for the MDA are being planned. We hope to be able to raise money for this important work. The NALC was the first national sponsor for Jerry's Kids and we would like to increase our contribution. We have a Day at the Races planned for September 30th at Bay Meadows Race Course. We are looking for volunteers to run other events such as a Bowl-A-Thon, Silent Auction, etc if interested please contact the Union Office.

GOLF TOURNAMENT MOVED TO SPRING

Due to circumstances beyond our control the planned Fall Classic Golf tournament is being moved to next spring. The availability of courses was very limited. We want the event to be a pleasant experience for all those who participate; therefore, the decision was made to move the tournament to the spring.

COLOR CODED CALENDARS

Members at the August Branch Meeting voted to purchase color coded calendars and sell them as a fundraiser for the Branch 193 PAC. The order will be placed shortly and the calendars should be available in October. The price will remain at four dollars per calendar. Check with your Shop Steward for more details.

HOLIDAY GIFT CARDS

A motion to purchase and distribute a \$60 Safeway Gift Card to all members who meet the established criteria was made by Mike Harding, seconded by Bill Frizell and passed by the members in attendance at the August Branch Meeting. Accordingly, all active members who have belonged to Branch 193 for more than six months and all retirees who were members for at least five years prior to retirement will receive a Holiday Gift Card. The cards will be mailed to the membership in early November so make sure we have your current address on file. As you know cards not received cannot be replaced unless the original first class mailing is returned to the Branch.

JACKPOT!!

Al Bruno from Parkmoor Station was not at the July Branch Meeting and Retiree Eufemo Jacob from Berryessa Station was not at the August Branch Meeting to collect the \$1,000 when their names were called for the jackpot.

Message from the President

continued from front page

September Bidding Cancelled

Management has notified the Branch that no bidding will take place in the month of September. Management is switching to a new Human Resources Program and no changes will be allowed until after September. This process is being phased in across the country. Other areas have shut down bidding earlier and a grievance has been filed at the National level addressing this issue. A grievance will be filed at the local level and held pending resolution of the issue at the National level.

Ten for Tony

In an effort to increase automatic donations to the Committee on Letter Carrier Political Education (COLCPE) and to follow the example set by our fallen President Tony Cortese; our Branch is con-

ducting a "Ten for Tony" campaign. It is our goal to greatly increase the number of members donating to COLCPE. Tony always preached the importance of contributing to this cause. As he left us he asked that the membership help themselves by making a donation to COLCPE. The Branch and many offices made group donations in his name. One time donations are appreciated; however we need to support this cause on a constant basis. The importance of legislative activity and the ability to effectively communicate our concerns to members of Congress must be maintained. Your automatic deduction of \$5 per pay period or \$10 per month will go a long way in ensuring that letter carriers and their families voices will be heard by the people who have the ability to represent our best interest. You can start you automatic deduction by going on line at www.liteblue.usps.gov, by phone through Postal EASE at 1-877-477-3273 or by filling out an Elec-

tronic Fund Transfer form and mailing it along with a voided check to National headquarters. Contact your shop steward or the Union Office if you need any help. As an incentive National is sponsoring a contest. Everyone who signs up for an automatic deduction or an allotment before November 30, 2007 will be eligible to win a Super Bowl XLII prize package. It consists of two round trip airline tickets to Tempe, Arizona for the big game on February 3, 2008, plus hotel accommodations for four days and three nights, a per diem and other perks. Invest in your future and you may be the lucky winner.

I want to thank Trustee Guillermo Martinez and Robertsville carrier Al Dennison for volunteering to lead our "Ten for Tony" campaign. I am sure you will be hearing more about this campaign soon. I look forward to being able to share some positive results in the near future.