

NALC

4317 NEWS
1770 E. LANCASTER AVE.
SUITE 9
PAOLI, PA 19301

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* January - February 2020 *

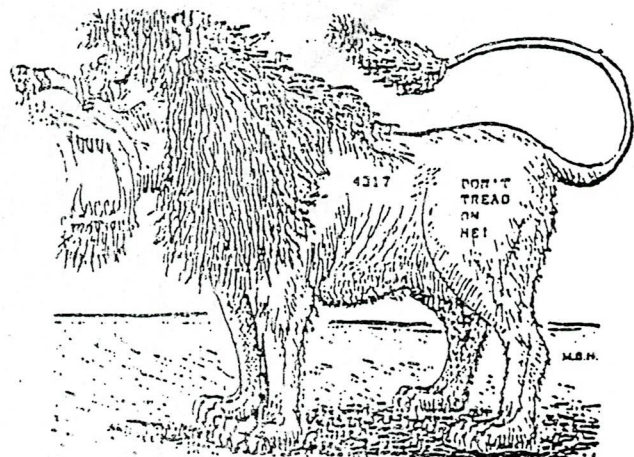
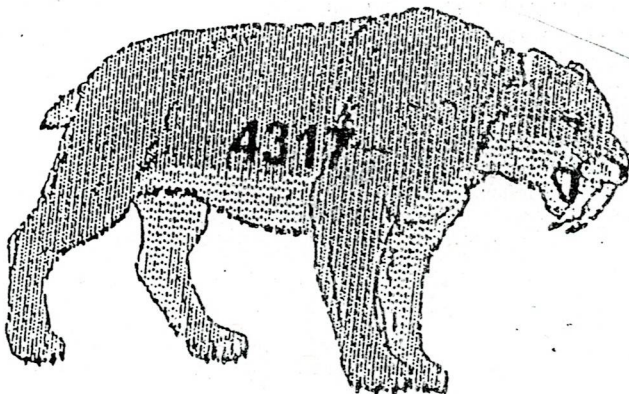
The next two meetings of Branch 4317 will be on Wednesdays, March 4 and April 1 at the Downingtown VFW at 4601 W. Lincoln Highway. There are directions on page three of this newsletter. The meeting will begin at 7:30 P.M.

BRANCH 4317 NEWSLETTER EDITORIAL POLICY - This newsletter is published by Branch 4317 for the members of this branch. This newsletter is written by Letter Carriers and for Letter Carriers. Sadly, over the years, some sensitive managers have gotten copies of our newsletter and become upset over its contents. In order to protect those managers, we request that all Branch members carefully safeguard their copies. If any manager should get a copy, we would suggest that they not read it. In this way, they will have no cause to be offended by anything in it.

BRANCH WEBSITE - This is a reminder that you have access to our website at WWW.NALC4317.org. Please feel free to check in and see the meeting minutes and other info.

RETIREMENT NEWS: First off we would like to thank everyone who came to the January meeting to celebrate the retirement of Downingtown Carrier Phil Burns. I can tell you from personal experience that Phil was a great Carrier. We wish Phil the best in his retirement.
Paoli - Next, congratulations to Donna Moore who retired in January. We will be having her retirement celebration at the March meeting.
Exton - Carrier Robert Lee Kelly retired on January 31. We will be celebrating Lee's retirement at the April meeting.

We would all like to thank these three (former) Carriers for their years of service and loyalty to the Union.



President's Report
February, 2020

In December Branch 4317 was notified that a charge of Unfair Labor Practice had been brought against the branch by the National Labor Relations Board (NLRB). The "Basis of the Charge" was:

"Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith."

Obviously I can't give any specific details about the case but an active Branch 4317 member felt that the branch did not provide adequate representation. We immediately contacted our National Business Agent and they put us in touch with the law firm that handles these cases for Region 12. We have been in touch by telephone and email with a lawyer from the firm and they sent a response to the NLRB on December 24. The steward involved in the incident that prompted the complaint followed the contract to the letter and our conclusion is that the allegation is false and our response to the NLRB stated the same. Branch 4317 has as of this writing not received any further notice from the NLRB.

What this instance does point out is that the Union has an obligation to protect all the carriers against all discipline. There have been instances over the years when shop stewards have been questioned, and sometimes harassed, for filing grievances to protect a particular carrier who, in someone's opinion, doesn't deserve the protection, or protecting a carrier who is accused of actions some see as indefensible. My answer has always been that we are legally obligated and this charge proves that. We can not pick and choose who we are protecting or when. As union representatives all we do is make sure management abides by the contract at all times, especially when issuing discipline, but we aren't miracle workers, and I can tell you from personal experience that every time that we save a carrier's job when it looked like there was no way their job could be saved it was because all we had to do was point out how management screwed up during the discipline process.

Speaking of management screwing up I want to remind everyone that whenever you give any paperwork to management, keep a copy. Filling out a 3971 for scheduled leave, fill it out in triplicate, there is a place on the form "Signature of Supervisor and Date Notified" have a manager sign that when you hand them the form and return 1 copy to you. By signing they are only acknowledging receipt of the request not approving the leave. (You will probably have to explain that to the manager.) But insist on getting it signed, that is proof of the time and date of your request. If you hand in medical documentation for leave, keep the original. If you fill out a vehicle repair tag, keep a carbon. You can't depend on management to not lose any paperwork.

Tom Wallace

MEETING LOCATION:

Downingtown VFW
4601 W. Lincoln Highway (Business Route 30)
Downingtown, Pa. 19335

The Downingtown VFW is located on Business Route 30 (Lancaster Avenue) between Downingtown and Thorndale.

Directions from the east are as follows:

1. Take business 30 west. You can pick up the the westbound route 30 bypass in Frazer.
2. Exit at Route 322 east. Turn left off of the exit.
3. This will put you on rt 322 or Horseshoe Pike. Go .2 miles and turn right at the light onto Lloyd avenue.
4. Go .9 miles on Lloyd avenue until you come back to business route 30. Turn right onto business Route 30. (Or West Lancaster Ave.)
5. Go .2 miles and the VFW will be on your right.

M.D.A. Bowlathon Report

On Sunday January 12, 2020 members and friends of Branch 4317 gathered at The Bowling Palace in Downingtown, Pa. to bowl and raise money for the cure of Muscular Dystrophy. When all was said and done \$517.00 was raised. Everyone had a grand time. Special thanks to those listed below for making this event a success.

The Benner Family

Keesha Brown

Jeff Buzzard

Gary Cywinski

Chris Damato

Rick Freda

Kenny Goods

Jessica

Dick Kilgore

Rick Lasak

Ed Lency

The Luzi Family

The Miller Family

Brian MacElroy

Regina Moyer

Kia Newkirk

The Recchitongo Family

Bill Saar

Dan Smith

Chad Stevens

Mike Thomas

Triston

The Trolio-Mitchell Family

Jonathon Williams

The Worthington Family

Miller

EXTON

SAFETY! SAFETY! SAFETY!

As we are all aware, our office finished the 2019 year with three vehicle accidents in forty days; therefore, the Safety Team is spending a lot of time in and around our office to ensure we are following USPS safety rules and regulations. Our Safety Captain is instructed to speak EVERY DAY ON SAFETY. LISTEN! DO IT! Safety is a part of our daily routine and duties.

In addition to safety, sickness is a part of life and it tends to get in the way of having the ability to come to work. With that being said, you should "bank your sick leave"; meaning save your sick time for unfortunate circumstances. If for some reason you are required to be absent from work for a lengthy period of time, you will be able to continue to receive income because you "banked your sick leave".

On a lighter note, Damon Reid, Jr. has converted to being a regular carrier. Robert Duffy was awarded route 27. Jason Cole was awarded route 6. Finally, Robert Lee Kelly retired January 31st with 31 years of service. YES LEE KELLY RETIRED! Lee thank you for 31 years of great service. Congratulations!

Johnita Crabb

Paoli Report - There's been lots of bidding and lots of movement. There were 9 positions posted in January. The bidding was completed on February 1 and 7 jobs were awarded. Two T-6 jobs, both in Wayne, went unbid. Four of the positions were ours. A T-6 job went to Rob Jones. Route 3 went to Mike Wesley. Route 23 went to Man Ky Wong. Route 29 was awarded to Lisa Layne. This left Routes 11 and 32 open. Lydell Kellam left the postal service, so Route 31 is also open. Two Wayne Carriers have also retired in the past few weeks, so we have about 10 open assignments throughout the facility.

Congratulations to Donna Moore on her retirement. We will be having a retirement celebrations at the May 4 Union meeting.

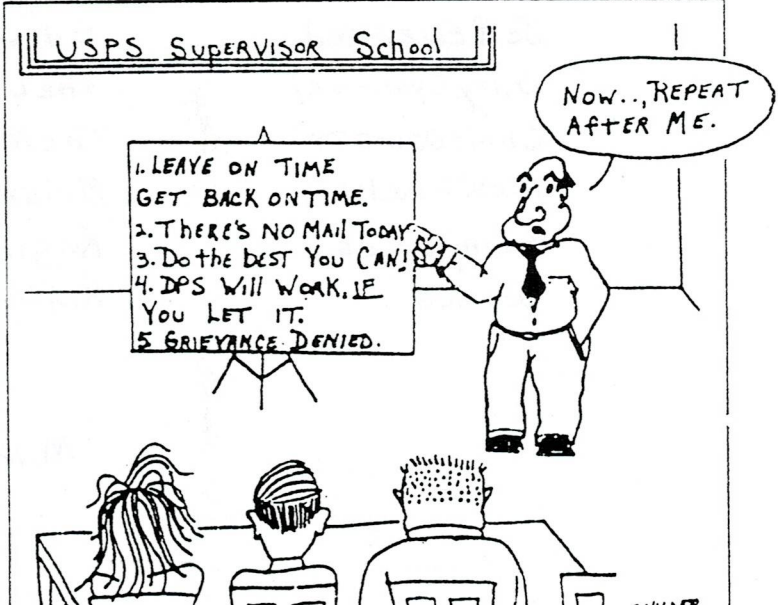
Because of a nationwide violation of the CCA cap, a number of Carriers in our branch have been converted to regular. In Paoli, Mike Volpe was promoted on February 1. Hopefully, soon, Mike will get his own assignment.

On a less pleasant note, management has turned the workroom floor into a daily battleground. We are in a building full of inexperienced supervisors and 204Bs. They act as if they have no understanding of what it takes to deliver mail or how to comply with the contract. On a daily basis we are told we have down time. This allows management to circumvent the contract, by using non-odl Carriers on other assignments.

For a while we were bringing ODL Carriers in at 10 A.M on their non-scheduled day. Grievances were filed and we may have stopped this.

Rick Benner

To err is human...
...to forgive is against
company policy.



Nixon No Match for Postal Workers

"The strike that stunned the country," read the headline in *Time* magazine.

Maybe *Time* was stunned. But 200,000 postal workers had a different view. For them, the Great Postal Strike of 1970 was the moment they were "standing 10 feet tall instead of groveling in the dust," as a Manhattan letter carrier put it. They got fed up, joined together, and transformed both the Postal Service and their own lives forever.

Postal workers were part of eight separate craft unions, including the National Association of Letter Carriers (NALC). But they (like all other federal employees) were denied the freedom to bargain collectively over wages. And like all federal employees, they were forbidden to even advocate for the right to strike.

By 1970, full-time employees started out at \$6,176 (\$34,641 in 2010 dollars). After 21 years of hard work, they averaged only \$8,442 (\$47,351 in 2010 dollars). It was a struggle just to survive on these wages, especially in big cities. Plenty of postal workers actually qualified for food stamps.

After years of debating but not acting on raising the pay of postal workers, Congress finally acted—sort of. In March, 1970, the Senate Post Office Committee reported a bill that would give postal workers a 5.4 percent pay increase, which was less than the rate of inflation. But then came word that Congress wouldn't even act on that bill for three or four weeks.

Postal workers contrasted their treatment with the 41 percent salary hike Congress had given itself just the year before. They were furious.

The delay by Congress was the last straw. On March 17, New York City letter carriers voted to defy the law and go on strike. Clerks and other postal workers refused to cross their picket lines. Then, the wildcat strike suddenly spread across the country. By the following week, 200,000 postal workers from New England to California had walked off the job. *Time* called it the largest walkout ever against the Federal government.

President Richard Nixon vowed to crush the postal workers. "We have the means to deliver the mail," he claimed. It was a hollow claim. He dispatched 23,000 Army, Marine, and Air Force personnel to New York City to process the mail, but without proper training, there was no way they could do the job. Meanwhile, courts were busy serving injunctions and imposing fines against union leaders.

Finally, the Post Office Department figured out it needed postal workers.

It went into serious bargaining with the postal unions. Within one day, they reached a preliminary agreement and the postal workers went back on the job. After a final agreement was hammered out a month later, the postal workers won a 6 percent wage increase—and that summer, President Nixon signed the Postal Reorganization Act that gave the postal workers an additional 8-percent raise.

They won another big victory. Under the newly reorganized Postal Service, postal workers now had rights they never had before.

They could bargain collectively for wages, benefits and working conditions. And while they were still prohibited from striking, they achieved a binding arbitration process for resolving contract disputes.

One who took part in the strike and witnessed everything that followed was a young postal worker in Cleveland, Bill Burris, who in 2001 was elected APWU president. He now says, "The most important achievement of the strike was winning the right to bargain collectively. By standing together, we had become a real union."

It's important to remember the sacrifices and battles that our brothers and sisters went through before us. It should remind us that our benefits aren't granted; they were fought hard for. We should all think about their sacrifice as we go into negotiations for our next contract. In 1970, there was no time for complacency. As it was in 1970, there is no need for complacency in 2016.

Let's all remain union strong!

A POSTAL HISTORY:

The Post Office was founded in the United States on July 26, 1775 by the 2nd Continental Congress. Benjamin Franklin was the First Postmaster General. He served for 4 months. George Washington was the first person on a stamp in 1847.

Since then he's been on stamps more than anyone else.

Collection Boxes weren't blue until 1971. Before they were different colors including olive green after WWI.

The village of Supai Arizona gets mail delivered by mule.

There are over 100,000 veterans employed by the Postal Service.

The oldest continuously operating Post Office in the U.S. is in Hinsdale, New Hampshire.

It was a general store before being converted in 1816.

We deliver more than 212 billion pieces of mail yearly to more than 144 million addresses in the U.S., Puerto Rico, Guam, the American Virgin Islands and American Somoa.

In April 1940 Booker T. Washington became the 1st African American on a stamp.

In 1639 the 1st Post Office was established in a tavern in Colonial Boston.

In 1847 stamps came into use for the 1st time. Prior to that the receiver paid the postage.

Lots of people refused them and the Post Office spent a great deal of money to return the envelopes.

The Postmaster General has a higher annual salary than the Vice President and the 2nd highest in the Federal Government. The President makes \$400,000, the

Postmaster General makes \$276,840 and the Vice President makes \$230,700.

We deliver 47% of the Worlds mail.

Employees travel 1.4 billion a year to deliver the mail.

OUT THERE



Out there



N.A.L.C. BR-782-BAKERSFIELD, CA.

Park and Neutral:

When doing curbside delivery it is important to be safe. Over the years, we have had disagreements with supervisors doing route inspections. Below is the correct way to handle your delivery with right side delivery vehicles.

1. On level streets or roads, placed the vehicle in neutral and firmly put your foot on the brake pedal while collecting mail or placing mail in the mail box.
2. On hills, place the vehicle in park. Once again make sure that you put your foot firmly on the brake.

CCA'S, OUR FUTURE

by George Laham
Executive Vice-President

As I go around the offices, I hear mixed feelings coming from our regular, veteran carriers, CCA's are going to steal my overtime, CCA's are going to screw my route up, CCA's are not going to last, and what is the Union going to do about it.

As usual, the Postal Service is not keeping in touch with the local level supervisors, who cannot wait to move the CCA's through the system as fast as possible and crack the whip on them.

The supervisors at the local stations want to hire as many CCA's as possible. They are not concerned if these employees are working safe, if they have taken their breaks and lunch, if they have proper clothing ...

The Postal Service understands that these CCA's are our future, and they need to be treated with dignity and respect, and likewise our Union brothers and sisters on the workroom floor need to treat these employees as the human beings that they are.

Below is the history of the new job classification called City Carrier Assistant (CCA) that was created by the DAS Arbitration Award:

- The CCA work force is comprised of non-career

- city letter carrier bargaining unit employees.
- CCA employees shall be hired for terms of 360 calendar days and will have a break- in- service of 5 days between appointments.
- CCA employees do get night differential.
- CCA employees do **not** get Sunday premium pay.
- CCA employees do **not** get higher level pay.
- Any CCA employee who is scheduled to work and who reports to work in a post office with 200 or more work years of employment shall be guaranteed 4 hours of work or pay. CCAs at other post offices will be guaranteed 2 hours of work or pay.(This language is the difference between the old TE language and the new CCA one).

Uniforms:

When the CCA has completed 90 work days, or has been employed for 120 calendar days, whichever comes first, the CCA will be provided with an annual uniform allowance equal to the amount provided to career employees (currently \$464.00).[Refer to M-1822 for guidance with local postmasters].

Thanks
Br. 84



Making mounted deliveries with the vehicle in gear—Postal regulations require that carriers take the vehicle out of gear and place the transmission in either park or neutral when making a curbside delivery. M-0994 National Level Step 4 provides:

...employees performing curbside delivery, from right hand drive vehicles, shall follow the procedures of: (1) on level streets or roads, placing the vehicle in neutral (N), placing the foot firmly on the brake pedal while collecting mail or placing mail in the mail box; (2) on hills, placing the vehicle in park (P), placing the foot firmly on the brake pedal while collecting mail or placing mail in the mail box.

Most carriers are unaware of this requirement. That's not surprising, because in most places the Postal Service does not teach it, even though the *USPS Standard Training Program for City Letter Carriers* instructs: "When delivering curbside mailboxes, place vehicle in neutral on level ground or in park when on a hill." The reason is to prevent injury should the vehicle accidentally move while a carrier's arm is extended into the mailbox.

Stewards should require managers to abide by their own regulations and cease instructing carriers to violate them. They may try to claim that there's a past practice of doing otherwise, but a past practice does not override the clear and unambiguous language of the regulations.

October 2018 **The Postal Record**

Skipping blocked mailboxes—Some offices have a policy of skipping delivery when the mailbox is blocked by a car or some other obstruction. Carriers are told to bring the mail back and mark it as "box blocked"; it is not delivered until the obstruction is removed. This practice also is wrong and should cease. *Postal Operations Manual (POM)*, Section 632.14 states:

Where the approach to the mail receptacle located at the curb is temporarily blocked by a parked vehicle during normal delivery hours for the area, or snow or ice hampers the approach to the mailbox, the carrier normally dismounts to make delivery. If the carrier continually experiences a problem in serving curbside boxes and where the customer is able to control on-street parking in front of his or her mailbox but does not take prompt corrective action after being properly notified, the postmaster may, with the approval of the district manager, withdraw delivery service.

The *POM* makes it clear that if a box is blocked, the carrier must dismount to deliver the mail. This applies whether the box is blocked by a vehicle, a trash can or even snow. Delivery is withheld only if the problem is continual, i.e., repeated over a period of time, not occasional. Additionally, the customer also must have some control or ability to do something about the obstruction. Even then, delivery can be withheld only if the customer fails to remove the obstruction after being properly notified

and only if the postmaster has the approval of the district manager.



Nineteenth century Letter Carriers prior to the founding of the NALC