



THE Mail Bag NEWS

- ★ SOLIDARITY
- ★ EDUCATION
- ★ ORGANIZATION



OFFICIAL PUBLICATION OF TRI-VALLEY BRANCH 2902
NATIONAL ASSOCIATION OF LETTER CARRIERS AFL-CIO

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MEMBER: LOS ANGELES FEDERATION OF LABOR, AFL-CIO

MEMBER: TRI-COUNTIES CENTRAL LABOR COUNCIL, AFL-CIO

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Being Grateful

By James Perryman, President

What does it mean to be grateful? I once heard that being “grateful” means being “appreciative.” Some might think it means not complaining about what they don’t have, rather appreciating what they do have. While all these things are good, they don’t always make a person grateful. If someone doesn’t respect the process of achieving what we have, it becomes a hindrance towards the solution to get more. People sometimes forget that it’s the gratefulness that contributes to improvement. Most people who aren’t grateful, often forget the hard work it took to get what they have achieved.

Currently, regular Letter Carriers are required to work unwanted overtime, including their days off, and it sucks! Additionally, PTFs and CCAs work excessive consecutive days, get burnout and often quit. I hear the frustration of Carriers during my monthly station visit and try to offer words of hope and encouragement. At times I find myself having to defend the union for the Postal Service staffing problems. One may ask, why are Carriers blaming the Union. In my opinion, people are sometime like three legged stools. If any one of the legs is longer or shorter than the other, and you try to sit on it, you will tip over. We human beings are much like that three-legged stool. We are made up of mind, body, and soul.

If we think that being grateful means only for what we had in the past, our lives are out of whack due to frustration. Despite the current circumstances, we should appreciate the jobs we have and how the NALC has provided security for our future. Don’t blame NALC for the Postal Service’s shortcoming in recruitment. Furthermore, the Union can’t force anyone to stay and/or apply to work for the USPS. However, the Union will continue to advocate, promote and assist in the retaining and/or hiring of City Letter Carriers while enforcing contractual compliance to maintain proper staffing at installations throughout the nation.

State and Region 1 Training

The California State Association of Letter Carriers (CSALC), and the Region 1 National Business Agent (NBA) Keisha Lewis held a series of training classes and a rap session for all Region 1 branches in San Diego on Friday, March 31, 2023 and Saturday, April 1, 2023. These classes were attended by Branch 2902 officers, myself included, and many of our Stewards (see accompanying photo on this page). I attended three classes as follows: Article 8, Discipline, and File Preparation. The three classes that I attended were well taught and highly informative. The consensus amongst our officers



Pictured above is the crew of Stewards and Officers who attended the training session put on by the Region 1 National Business Agents Office in San Diego.

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Being Grateful

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and Stewards was that *all of the classes* attended were well taught and highly informative. Excellent job by NBA Keisha Lewis' office and her Regional Administration Assistance (RAA), Allan Rios, Jeff Frazee, Colleen Karnthong, and Jay Laviolette.

Rap Session

The session was good and informative, but I will only provide brief highlights of what I deemed to be currently important as follows:

CSALC President Herald Kelso called the rap session to order on April 1, 2023 and introduced the National Officers in attendances. NALC Vice President James Henry was present at the rap session, via WebEx, and he spoke about the collective bargaining process for a new contract. He described, pay increases, benefits and job security are always important topics to discuss during contract negotiations. However, "an all-career work force and the safety of Letter Carriers are priorities for the current and new CBA," said Henry. Furthermore, he indicated that President Renfroe has been addressing safety issues with the highest level of Postal management and Congress.

Additionally, the Union is still working on a settlement with the Postal Service regarding the Juneteenth holiday pay for 2021.

NBA - Keisha Lewis & Assistants report as follows: There are 382 grievances pending arbitration in Region 1, which is the highest in the nation.

The USPS discovered errors in the instruction roll-out for scanning and recording start times; and has fixed the problem with time lapses from when Carriers

actually begin operating the Mobile Delivery Device (MDD), which requires scrolling through the menu prompts before scanning the work ID badge to begin tour. The program has been corrected and should retroactively enter the start time when the MDD is initially activated by the Letter Carrier. Also, Carriers should be able to obtain the scanner and clock in on the device immediately.

Lunch time entries on the MDD should be compressed once Carriers leave the geofence. There is no requirement for Letter Carriers to enter lunch time on the scanner except when taking authorized extended lunch.

Currently, there is an issue when the scanner fails. When this happens, Carriers will be required to begin tour again when using a replacement scanner during the day. The reason is because the MDDs do not currently have the ability to communicate and/or transfer data from one scanner to the other. Corrections will be made in TACS manually by supervisors until the problem is fixed. All current technical issues with the recording of time on the MDD are being addressed at headquarters.

Access to the LiteBlue site may take up to six months to restore from the date of this State Training due to the installment of added security.

Robberies are on the rise and all incidents should be reported to the Business Agent's office immediately.

RWCA - Tammy Seastrand mentioned, when filing an OWCP claim related to an on-the-job robbery, medical documentation will be need from a licensed psychologist.

The new Letter Carrier guide is available online to view/order, visit the members only portal at nalc.org

John Beaumont, Assistant to the National President, Legislative and Political Organizing discussed - The importance of the Letter Carrier Political Fund (LCPF) and reached out to all branch Presidents nationwide to promote plans and events that will increase participation in membership contributions for our Political Action Committee (PAC).

Lastly, the NALC's National RAP Sessions is scheduled for November 17, 2023 through November 19, 2023 in New Orleans.

Letter Carrier Political Fund

We have a lot of work to do in our on-going effort to educate our membership regarding the importance of donating to the Letter Carriers Political Fund (LCPF). Our LCPF Coordinator, Alex Lopez, is doing an outstanding job trying to get the membership to buy in to the importance of the LCPF with regards



Pictured above are the crew who helped to get ready for this year's Food Drive by insuring that the postcards are distributed to the proper offices. Left to right are David Hyman, Susan Degenhardt, Louie Rodriguez, Mary Stanley, Matt Hill and Ray Hill. Jeff Ross was also a part of the crew but someone had to take the picture! Thanks to all of you for helping to make this year's Food Drive another successful event.

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Deemed Desirable!

By Albert Reyes, Executive Vice President

On Friday, March 31 and Saturday, April 1, 2023, Stewards and Officers from Branch 2902 attended training classes hosted by Region 1 National Business Agent Keisha Lewis and the California State Association of Letter Carriers. In attendance from Branch 2902 were five newly-certified Stewards. The training classes were held in San Diego, CA.

The training classes consisted of Article 8, Article 16, and File Development. The courses gave critical insight into essential file development. The two-day training allowed us to communicate and share ideas on best defending management’s attempt to violate the contract. The classes were well taught, with handouts and an opportunity to ask questions regarding specific incidents.

In the evening, after class, we went to a Padres’ baseball game at Petco Park. The Padres lost 4-1 to the Colorado Rockies. It was great to hang out with the new Stewards and get a chance to get to know each other outside of the daily grind of the Postal Service. This experience was educational and fun, and I look forward to the success of each Steward and their future.

Deemed Desirable

Management has started up with “Deems Desirable” once again. Management claims that Deems Desirable is due to employees abusing sick leave. No number of callouts trigger this attendance-related process. However, management has placed employees on Deems Desirable for three callouts. The same goes for discipline, regardless of history of abuse or unscheduled absences.

In some offices management has demanded medical documentation for sick leave and insisted that documentation contain an exact diagnosis and prognosis regardless if the call-out was less than three days. The Employee and Labor Relations Manual (ELM) Section 513.361 states, “For periods of absence of three days or less, supervisors may accept the employee’s statement explaining the absence.” Management “may” accept the employee’s statement is often what management leans on to justify their request for medical documentation.

Do not allow management to convince you otherwise. This attempt to notify Carriers considered Deems Desirable is improper. The Employee and Labor Relations Manual (ELM) Section 513.361 also states, “Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see [513.39](#)) or when the

supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested.”

Furthermore, Section 513.364, “Medical Documentation or Other Acceptable Evidence: When employees submit medical documentation under these regulations, such documentation should be furnished by the employee’s attending physician or other attending practitioner. The documentation should explain the nature of the employee’s illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform their regular duties for the period of absence.” Many Carriers have expressed some concerns about management not accepting their documentation.

Management has tried to argue that they have the right to ask for the documentation but will say that more information is needed. “Medical statements such as “under my care” or “received treatment” are unacceptable evidence of incapacity to perform duties. Supervisors may accept proof other than medical documentation if they believe it supports approval of the sick leave application.” Carriers have asked their supervisor what information the note should say to be

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Pictured above is Wayne Madura from the Northridge P.O. as he accepts his Union Retirement Watch from Director of Retirees, Beverly Sucich at the February Retiree Luncheon. Congratulations Wayne, and enjoy that well earned retirement.

Deemed Desirable

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considered “acceptable.” Often management does not know how to answer that question.

Furthermore, in many cases, computerized telephone programs, such as the eRMS (the Enterprise Resource Management System), are used for employee call-outs. This is activated to inform certain employees to bring in medical documentation. In some cases, the system has labeled these calls Deemed Desirable. See your Shop Steward if this is happening. The Postal Service has used this technology to inform employees that they must bring in documentation to be approved for sick leave usage. Again this is improper.

In addition, Article 10 of the National Agreement also states that lists or groups of employees may not be required to submit medical documentation simply because management based their decision to activate the Deems Desirable option on particular employees. If management asks for documentation, then comply and grieve the instructions later. See your Shop Steward.

Management may implement local tardiness and sick leave policies; however, local attendance policies cannot be inconsistent with ELM 510. Additionally, any disciplinary action which results from local attendance policies must meet the just cause provisions of Article 16 of the National Agreement. If you have received any discipline, then immediately see your Shop Steward. Time and time again, management has shared with Carriers that the Union cannot do anything regarding Deems Desirable. This is far from the truth.

Employees are expected to report for work as scheduled; however, an employee’s illness may constitute an acceptable reason for being absent from performing the employee’s duties. Every request for sick leave should not automatically be subjected to a demand for medical documentation and proof of the legitimacy of the absence except as allowed by contract or permission of the employer.

Suppose an employee loses their valuable right to utilize sick leave for three days or fewer absences without medical verification. In that case, the Employer must ensure that the employee is notified and understands why this valuable right is being taken from them and the parameters under which the loss of this right will remain in existence. While all of these obligations are satisfied when management uses restricted sick leave, that is not the case under management’s current computerized system for responding to call-outs of three days or less.

Moreover, each incident must be made on a case-by-case basis and cannot be based on violating a blanket policy that management adopts to require documentation across a specific group of employees. If management instructs you to sign a Deems Desirable memorandum, see your Shop Steward immediately. Hold management accountable regarding your contractual rights under Article 10 and Section 510 of the ELM.

Be safe out there; if you haven’t done so already, download the NALC App! Congratulations go out to the newly-certified Stewards and their journey.

Being Grateful

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to job security. Currently, we have 4.75 % of our total local membership contributing to the LCPF, which is not enough to ensure protection of our wages and benefits from the whims of the politicians. I understand that many of our members are of the opinion that because they are paying dues to the union, they should not have to contribute to the LCPF. However, it is illegal for NALC to use dues money to donate to politicians and that is why voluntary donations to the LCPF are so important.

Many of us have become complacent and think that our wages and benefits, including our Thrift Savings Plan (TSP) and retirement benefits, are etched in stone and completely untouchable. Nothing could be farther from the truth. As Frank Salazar always preached throughout his years as our President, everything we currently have can all be taken away with the stroke of a legislative pen. In the grand scheme of things, 5 bucks a pay period isn’t too much to ask to protect our precious benefits and livelihoods.

Fallen NALC Brothers Report

We mourn the loss of the following Branch Members:

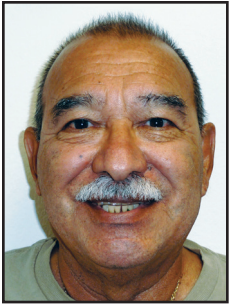
Doug Abbitt, Retired Letter Carrier who worked at the Woodland Hills Post Office; 54 years of union membership, and a Gold Card Member of the NALC.

Richard Lowe, Retired Letter Carrier who worked at the Agoura Hills Post Office; 54 years of union membership, and a Gold Card Member of the NALC.

Michael L. Smith, Retired Letter Carrier who worked at the Thousand Oaks Post Office; 17 years of membership with the NALC.

Branch 2902 mourns the loss of these union members. We appreciate their service and we send our deepest sympathies to their families, friends and colleagues.

That’s all for now and I’ll be back with more. God bless you all.



Why Settle for Anything Less When it Comes to Your Health?

By Joe Gutierrez, Tri-Valley Branch 2902 Health Benefits Representative

Greetings to all my fellow health benefits members. Today I thought I would write a few lines about our great NALC Health Plan. We are now six months into the year and I am sure most of us has at one time or another had to use the health plan we have chosen. I know I have been preaching to you about changing from health plans that are not the Union Plan, but at times it seems to fall on deaf ears. I know of one plan that is \$200 more expensive and yet you still belong to it, why? The plan is exactly the same as the NALC in benefits paid to doctors, hospitals, etc, but yet you refuse to change.

Not much more I can do or say. The NALC Plan has many different plans to address the many needs of our Letter Carriers. We have a High Option Plan that is great for families or high-risk members. We also have plans that are shaped for those of you who are single or those of you that are fortunate enough to have very few medical problems and only see a doctor once or twice a year.

I encourage everyone to go on the OPM website and compare the health plans available to us. You will be surprised that the NALC Plan is the third largest plan in the federal employees health care plans.

Besides the regular benefits available to our members that are as good or in some cases better than other plans, we offer other benefits. Hinge Health is one of many. If you suffer from back, knee, shoulder, hip or neck pain, the plan has a program where you receive sensors that you wear which guide you through exercise sessions that take just 10 to 15 minutes. Hinge Health also offers unlimited access to a one-on-one health coach to personalize and help tailor the program to you.

There are also weight loss, drug addition and mental health programs available to our members. I encourage all our members to read the brochures and see all the benefits available to us besides the great medical benefits.

Those of us who have the high option plan and are 65-years old and older were given the opportunity to join Aetna Advantage. I took the plunge and have been extremely happy. All my doctors, therapists, dentists, hospitals, etc, have accepted the plan with no problems or questions. I hope to be at the next meeting to go over this and other benefits with our plan.



Pictured above are (L-R) James Sanchez, Leonel Ramirez and Nancy Beck (all three from the San Fernando P.O.), and Paul Iwasaki (North Hollywood P.O.), as they receive their Retirement Watches at the May Union Meeting. Congratulations to all and wear the watches in good health.



Pictured above is retiree Ralph Otte as he accepts his 55-year Union Pin at the April Retiree Luncheon. Thanks Ralph, for all your years as an NALC member.



Having a Living Trust is the Best Benefit

By Chris Alessi, MBA/NSBA Representative

Every adult needs a Living Trust, because it instructs the Successor Trustee who will receive the assets of the deceased. With a Living Trust you will control the distribution of your property and it will protect your loved ones too. Naming a Successor Trustee is very important. It must be someone **who you can trust** to carry out the instructions of your will, make financial decisions that can affect your estate's value, make sure final bills are paid and distribute assets as you specified.

Elvis Presley's estate was worth \$10 million at the time of his death in 1977, but without the benefit of proper estate planning, 73% of the estate went towards legal fees, estate administration costs, and estate taxes, leaving only \$3 million to his daughter.

While people often think that only the elderly need to have a Living Trust, it is advisable for adults of all ages to have one. It is especially important for parents with minor children, even if they don't have significant assets. Without a Living Trust, the government may decide who will become your children's guardian. In order to have a say in who will care for your children, should you die before they reach adulthood, you must draft a Living Trust to state your wishes.

Even adults without families can benefit from having a

Living Trust. You have worked hard to earn what you have, your home, your car, your bank accounts, shouldn't you have a say in how it will be distributed in the event of your death? Without a Living Trust, your wishes will be irrelevant, and the state will decide how to distribute your estate. Precious heirlooms, that you may wish to give to a friend upon your death, may instead be sold at auction and the money may go to the government. In order to make sure that your estate is handled according to your wishes, and that your money is given to your family, a friend, a charity, or other organizations of your choice, you must have a Living Trust.

According to the United Way, 60% of Americans die without having a Will or Living Trust, leaving the government to decide how to distribute their estate. If you want to have the final decision about how your estate is distributed after you pass on, **a Living Trust is a Very Vital Document.**

It is important to keep your Trust up to date. If you have a new child after you draft your Trust, you must update the Trust to include that child, even if you wish to state the child will receive no part of your estate. In most jurisdictions, if you don't name all your heirs, they or their legal guardian(s) will have the right to contest your will.

In order to make sure that your Trust is up to date you should review your Trust after any of the following events:

You get married or divorced (a change in marital status may void your Trust), You are unmarried, but have a new partner or the amount of money and/or property you own changes significantly. Perhaps you have moved to another jurisdiction (some states do not recognize out-of-state Trusts as valid). Your Successor Trustee or a significant beneficiary in your Trust dies. There is a birth or adoption of a child in your family. You change your mind about the provisions in your will. All of these significant events can have an effect on your Trust.

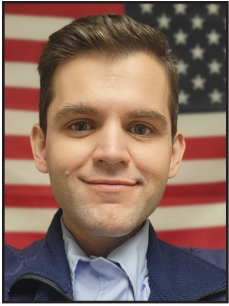
While the legal fees associated with hiring a lawyer to draft a Trust are a deterrent for many Americans, there are many do-it-yourself options that are available that eliminate this obstacle. It is now quick and easy for anyone to write their Living Trust. As uncomfortable as it may be to think about it, we are all going to die. By drafting a Trust, you ensure that your family is taken care of, and that your estate is handled according to your wishes, not the will of the government.

In closing we all should never forget our great brother, Jon Gaunce, first President and founder of Tri-Valley Branch 2902 who fought hard for our Carriers and all working people. Jon would have been 68 on May 23rd.

I wish all our brothers and sisters a very happy Memorial Day and a great summer ahead. God bless you all.



Pictured above is Louie Rodriguez as he accepts his Retirement Watch from President James Perryman at the April Union Meeting. Congratulations Louie on all your years of service and enjoy that retirement.



Always Prioritize Safety

By Durim Kamberi, Simi Valley Shop Steward

As members of the National Association of Letter Carriers, we share a common goal of ensuring that we perform our duties safely and in accordance with Postal Service policies. As City Letter Carriers, we play a vital role in delivering mail and packages to our patrons, but this work can also be physically demanding and hazardous. Therefore, it is essential that we prioritize safety and adhere to the guidelines that have been put in place to protect us.

Article 14.1 of the National Agreement states in part;

Section 1. Responsibilities

It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force. The Union will cooperate with and assist management to live up to this responsibility. The Employer will meet with the Union on a semiannual basis and inform the Union of its automated systems development programs. The Employer also agrees to give appropriate consideration to human factors in the design and development of automated systems. Human factors and ergonomics of new automated systems are a proper subject for discussion at the National Joint Labor-Management Safety Committee.

Responsibilities. *It is management's responsibility to provide safe working conditions; it is the union's responsibility to cooperate with and assist management in its efforts to fulfill this responsibility.*

One of the most effective ways we can maintain a safe working environment is by using PS-Form 1767. This form is used to report any unsafe conditions or practices that we encounter in our daily work. By filling out this form, we can document hazards, near-misses, and injuries that occur on the job, as well as any corrective actions that were taken. This information is used by the Postal Service to identify and correct safety issues, and it can also be used in support of a myriad of issues from grievances to workers' compensation claims, if necessary.

Section 14.2 of the National Agreement states in part;

Cooperation

The Employer and the Union insist on the observance of safe rules and safe procedures by employees and insist on correction of unsafe conditions.

Mechanization, vehicles and vehicle equipment, and the work place must be maintained in a safe and sanitary condition, including adequate occupational health and environmental conditions. The Employer shall make available at each installation forms to be used by employees in reporting unsafe and unhealthful conditions. If an employee believes he/she is being required to work under unsafe conditions, such employee may:

(a) notify such employee's supervisor who will immediately investigate the condition and take corrective action if necessary;

(b) notify such employee's steward, if available, who may discuss the alleged unsafe condition with such employee's supervisor;

(c) file a grievance at Formal Step A of the grievance procedure within fourteen (14) days of notifying such employee's supervisor if no corrective action is taken during the employee's tour; and/or

(d) make a written report to the Union representative from the local Safety and Health Committee who may discuss the report with such employee's supervisor.

However, it is important to note that simply filling out PS-Form 1767 is not enough. It is also crucial that we follow established safety procedures and guidelines, such as using proper lifting techniques, wearing personal protective equipment, and taking breaks as needed to avoid heat stress/exhaustion. We must be vigilant and proactive in identifying and addressing potential safety hazards in our daily work, as this not only protects us but also helps ensure that we can continue to provide excellent service to our patrons.

As City Letter Carriers, we are exposed to a variety of hazards on a daily basis. These can include slippery surfaces, uneven terrain, aggressive animals, extreme temperatures, and traffic hazards, among many others. It is important that we take the necessary precautions to protect ourselves from these hazards, and to report any incidents or near-misses that occur. We should always be aware of our surroundings and take steps to minimize risks whenever possible.

At times, we may encounter resistance from management or coworkers when it comes to safety issues. It is important to remember that we have the right to refuse work that we believe is unsafe and that can, potentially, result in loss of

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Social Security Fairness Act Winds It's Way Through Congress

By David Hyman, Branch 2902 Trustee & Political Liaison

Greetings Sisters & Brothers! The 118th Congress is moving along with the Social Security Fairness Act of 2023. This is a bill that is strongly supported by the NALC. The House version of this bill, HR 82 by Garret Graves (R-LA) and Abigail Spanberger (D-VA) has 219 co-sponsors including all four of our local House members. The Senate version, S 597 by Susan Collins (R-ME) has 27 co-sponsors including our two senators, Dianne Feinstein and Alex Padilla. This bill will repeal the government pension offset which affects millions of federal retirees covered by the CSRS retirement system.

The NALC is also strongly supporting the Comprehensive Paid Leave Act for federal employees. The house version is HR 856 by Don Beyer (D-VA) and none of our local House Representatives are on this bill yet. So far there are 29 co-sponsors on this bill. The Senate version is S 274 by Brian Schatz (D-HI) and has ten co-sponsors including Senator Alex Padilla. This bill will provide up to 12 weeks of paid family and medical leave for federal employees if passed. Senator Padilla grew up in the northeast San Fernando Valley and had previously represented this area in several different local elected positions. Some of our previous bills have not been introduced yet covering shipping alcohol through the mail, door delivery and delivery standards.

Recently, President Biden nominated Julie Su to serve as Secretary of the Department of Labor. She has been serving as the Deputy Secretary of Labor for

almost two years. She has a California connection. She attended High School in Cerritos, is a Stanford graduate as well as Harvard Law School graduate. Her legal specialty focused on civil rights and workers rights. Prior to serving as the Deputy Secretary of Labor, she served as the Secretary for the California Labor and Workforce Development Agency under Governor Gavin Newsom from 2019 to 2021. During Jerry Brown's last two terms as governor, Su headed California's Division of Labor Standards Enforcement (DLSE). Su also was the California Labor Commissioner from 2011 to 2018.

Senator Bernie Sanders was encouraging President Biden to nominate Sara Nelson, president of the Association of Flight Attendants. Upon Su's nomination, Nelson tweeted: "Fantastic news for the country." I was very clear from the very beginning that we already had someone eminently qualified for this position," Nelson said. "She's way more qualified for this job than I would be, depending on what you think the job should be, in terms of understanding policy and how to use it as a tool to help average Americans. She wants to be a strong adviser to a President who wants to be the most pro-worker President ever." Su now awaits confirmation by the US Senate.

The Dodgers are off to a good start. Stay tuned, there is a possibility of us getting group tickets to go on our own or with the L.A. Federation of Labor on Union Night.

Hope the food drive went well.

Always Prioritize Safety

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life and/or limb. By working together and advocating for our safety, we can ensure that our workplace remains as safe as possible.

In addition to using PS-Form 1767 and following established safety guidelines, there are a number of other steps that we can take to ensure that we are performing our duties safely and in accordance with Postal Service policies. These include staying up-to-date on dog warning cards, properly securing packages and mail in our vehicles, and maintaining good communication with our colleagues and supervisors.

By working together and sharing our knowledge and experience, we can continue to improve safety standards in our workplace.

I urge each and every one of you to prioritize safety in your daily work, and to make use of tools like PS-Form 1767 to report any unsafe conditions or practices that you encounter. By working together and following established guidelines, we can ensure that we are performing our duties in the safest and most efficient manner possible. Work safe, go home safe. All of our families are depending on it.

We deliver.



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Hermance Law

ESTATE PLANNING & CRISIS PLANNING ATTORNEYS



*Daughter of a
Letter Carrier*

THE TRUTH ABOUT ESTATE PLANNING, WILLS, TRUSTS & PROBATE

- A Will alone does **NOT** avoid probate court. A Trust **DOES** avoid probate court.
- Probate is **VERY** expensive and the fees are set by statute. Example, an estate of \$500,000 (FMV Home \$490,000 and \$10,000 in bank accounts) has **statutory fees of \$26,000**. This can be avoided with proper planning including a Trust.
- If you don't have a legal plan, everything **does not** automatically go to your spouse or kids. It passes via intestate law which may not be what you would want.
- If you don't have a legal plan and you can't make decisions for yourself, a judge will decide who gets to make decisions for you and it is expensive to go through.

WILLS | TRUSTS | PROBATE (SOMEONE PASSES AWAY) | TRUST ADMINISTRATION

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*Legal Advisory

RETIREEES LUNCH RAFFLE AT 12:30

MAY

Where: Golden Panda
1825 Madera Rd.
Simi Valley

When: Tuesday, May 16, 2023

Time: 11:00 am to 1:00 pm

JUNE

Where: Golden Panda
1825 Madera Rd.
Simi Valley

When: Tuesday, June 20, 2023

Time: 11:00 am to 1:00 pm

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Lori Stewart

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Email: Lschultz@aol.com

Office: 805.368.0444
Toll Free: 800.527.0606

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BRANCH #2902 OFFICERS

PRESIDENT

- James Perryman

EXECUTIVE VICE PRESIDENT

- Albert Reyes

SENIOR VICE PRESIDENT

- Alex Lopez

VICE PRESIDENT

- Walter Williams

FINANCIAL SECRETARY/TREASURER

- Mary Stanley

RECORDING SECRETARY

- Laura Rowe

DIRECTOR OF RETIREES

- Bev Sucich

MBA/NSBA REPRESENTATIVE

- Chris Alessi

HEALTH BENEFIT OFFICER

- Joe Gutierrez

SGT.-AT-ARMS

- Bob Golden

TRUSTEES:

- Marcos Aldrete
- Rochelle Harvey
- Ray Hill
- David Hyman
- Louie Rodriguez

WEBMASTER

- Larry Orcutt

SHOP STEWARD LIST

Agoura Hills Chief S.S.	Louie Rodriguez
Chatsworth Chief S.S.	Call Union Hall
Fillmore Chief S.S.	Connie Ramirez
Moorpark Chief S.S.	Kathi Albritten
No. Hollywood Chief S.S.	Louie Rodriguez
Chandler	Louie Rodriguez
Laurel Canyon	Louie Rodriguez
Studio City	Louie Rodriguez
Valley Village	Louie Rodriguez
Northridge Chief S.S.	Onefree Varela
Porter Ranch	Onefree Varela
Ojai Chief S.S.	Kathi Albritten
Oxnard Chief S.S.	Johnny Boyd
	Kathi Albritten
Pacoima Chief S.S.	Steve Dickerson
Reseda Chief S.S.	Oscar Cortez
San Fernando Chief S.S.	Martin Diaz
M.C.A. S.S.	Javier Torres
M.C.A. Alternate S.S.	Diane Dozal
North Hills S.S.	Javier Torres
North Hills Alternate S.S.	Diane Dozal
Sylmar / Main Office	Martin Diaz
Sylmar S.S.	Samuel Sabedra
Sylmar Alternate S.S.	Fernando Aguilar
Santa Paula Chief S.S.	Marcos Aldrete
Simi Valley Chief S.S.	Sal Lopez
Simi Valley S.S.	Durim Kamberi
Alternate S.S.	Glen Lopez
Mt. McCoy Station S.S.	Sal Lopez
Thousand Oaks Chief S.S.	Alex Lopez
	Walter Williams
	Rochelle Harvey
Alternate S.S.	Mary Stanley
Newbury Park S.S.	Alex Lopez
Ventura Chief S.S.	Laura Rowe
East Ventura S.S.	Anthony Casian
Woodland Hills Chief S.S.	Call Union Hall

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ATTENTION ALL DIRECT DUES PAYING RETIREES!

MEMBERSHIP DUES ARE DUE AND PAYABLE, JANUARY 1, 2023

Please remit your \$24
to the Branch Office:
21540 Prairie Street, #C
Chatsworth, CA 91311

Attn: Mary Stanley,
Financial Secretary-Treasurer

Calendar of Events

- | | | |
|------------|-----------|---|
| MAY | 4 | Executive Board Meeting* 6:00 pm
Executive Council Meeting* 7:00 pm |
| MAY | 13 | NALC Food Drive |
| MAY | 14 | Mothers Day |
| MAY | 16 | Retiree Lunch* 11:00 am
Golden Panda-Simi Valley |
| MAY | 18 | Regular Branch Meeting* 7:00 pm
Union Hall - Chatsworth (<i>Dinner served</i>) |
| MAY | 29 | Memorial Day - Holiday |
| JUN | 1 | Executive Board Meeting* 6:00 pm
Executive Council Meeting* 7:00 pm |
| JUN | 15 | Regular Branch Meeting* 7:00 pm
Union Hall - Chatsworth |
| JUN | 19 | Juneteenth-Freedom Day - Holiday |
| JUN | 20 | Retiree Lunch* 11:00 am
Golden Panda-Simi Valley
Cancelled |
| JUL | 4 | Independence Day - Holiday |
| JUL | 6 | Executive Board Meeting* 6:00 pm
Executive Council Meeting* 7:00 pm |

* Meetings subject to Covid-19 restrictions

