



THE Mail Bag NEWS

★ SOLIDARITY
★ EDUCATION
★ ORGANIZATION



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

PROUDLY REPRESENTING: AGOURA, ARLETA, CALABASAS, CHATSWORTH, FILLMORE, GRANADA HILLS, MISSION HILLS, MOORPARK, NEWBURY PARK, NORTH HILLS, NORTH HOLLYWOOD, NORTHRIDGE, OJAI, OXNARD, PACOIMA, PORT HUENEME, RESEDA, SAN FERNANDO, SANTA PAULA, SIMI VALLEY, SYLMAR, THOUSAND OAKS, VENTURA, WESTLAKE AND WOODLAND HILLS

MEMBER: LOS ANGELES FEDERATION OF LABOR, AFL-CIO

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

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Branch Officer Installation, A Time to Rejoice

By James Perryman, President

On January 18, 2024 Tri-Valley Branch 2902 held our Installation of Officers Dinner at the Jon Gaunce Union Hall. Attending guest included Region 1 Regional

Administrative Assistant (RAA) Jeff Frazee, California State Association of Letter Carriers (CSALC) President Harold Kelso, Union Retired Dispute Resolution Team (DRT) member Joe McDonough, my wonderful wife, Kris Perryman accompanied with my amazing daughter, Jasmyne Perryman. Our guest of honor was NALC's Director of Life Insurance James W. "Jim" Yates. I had heard Jim speak at National Conventions before but never had the opportunity to speak to him until a couple of hours before our installation dinner. Jim did a great job installing our officers and afterwards he addressed the membership regarding MBA insurance/savings plans, safety of Letter Carriers, contract negotiations, and some of the proposed legislation currently being debated in Congress. He

reminded the membership of the importance of contributing to the Letter Carrier Political Fund (LCPF) so that the NALC can support politicians who vote favorably on legislation that

directly affects our livelihoods.

State President Harold Kelso provided updates on the Federal Fairness Act (H.R. 5995) and RAA Frazee addressed our membership about the overall grievance report for 2023 and legislation report on "Enough is Enough" rallies.

I would like to thank our guest for attending and speaking at our Installation Dinner. And, a special thanks to Jim Yates for making the long trip from Washington D.C. to California to attend our Installation Dinner, install the branch officers, and speak to the membership afterwards. All of you are welcome here anytime you care to visit our branch.

Moreover, I want to give a heartfelt thank you to our Branch Trustee/Thousand Oaks



Pictured above is National Officer Jim Yates, Director of Life Insurance, flanked by the newly-elected Branch 2902 President, James Perryman and Executive Vice President Albert Reyes as they were sworn in at the January Union Meeting in Chatsworth. Congratulations to both of our very hard working executive officers on this well deserved honor.

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Branch Officer Installation

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Shop Steward Rochelle Harvey, for her hard work in preparing the Union Hall for our Installation dinner. Her decoration and dinner preparations contributed to making the night exciting and memorable. Lastly, thank you to all who attended the ceremony and for making the special occasion wonderful. And, congratulations to President Emeritus Ray Hill for winning the Membership Drawing Jackpot of \$702.50 after the meeting.

Ready to Serve

I also appreciate and thank the membership of Branch 2902 for electing me and our current leadership team to another three-year term. We anticipate the next three years to be busy and also successful for our branch. While we will continue to focus and work towards our goals, we will also stay vigilant in addressing the concerns of our members. The voice of our membership will be heard as we continue to protect the integrity of the collective bargaining agreement through contract enforcement and by educating our fellow Letter Carriers. Our members are the back-bone of this branch, which gives the branch leaders and Shop Stewards the ability to undo a wrong or unjust action in the

workplace committed against Letter Carriers while providing a solid foundation and solidarity within our local union.

We'll also continue to provide political awareness and participate in legislative matters to fight attempts by some politicians in Congress to rob Letter Carriers of existing rights and benefits, which includes Letter Carriers' rights to work in a safe environment.

Laws passed in Congress may be positive or negative depending on the nature of the law being changed or created. Therefore, as branch leaders, we'll continue our efforts to promote the Letter Carrier Political Fund (LCPF) and E-Activist to ensure that letter carriers have a seat at the political table.

Furthermore, I stand by what I say, "Every Member Has A Voice." And, it will be an honor and privilege to serve this great branch. I can assure you that the officers of this branch will strive to improve conditions for our membership in the next three years and beyond. Steel sharpening steel, is what our branch members represent and I'm whole heartily thankful for the opportunity to be the leading voice, and the sharpened steel to represent the union members of Tri-Valley Branch 2902. The results of the elections are published in this issue of the *Mail Bag News*.



Pictured above is the entirety of the Officers of Branch 2902 as they are sworn in to their positions. It was a very festive night enjoyed by all.

Letter Carriers Rights to Use of Leave

A question that I receive from Letter Carriers while conducting station visit is, “why does management issue discipline to Carriers for using sick leave that is earned?” During the last 4 years (approximately), there has been an increase in discipline for alleged irregular attendance. The majority of these cases are not for just cause. For example, (3) unscheduled sick leave occurrences does not solely constitute irregular attendance. One’s opinion about what is considered regular verses irregular attendance is subjective and can vary case by case. However, some supervisors have attempted to create a blanket attendance policy for employees that does not exist in Postal handbooks, and/or the National Agreement.

It is important for Letter Carriers to know his or her rights when requesting sick leave benefits which is a right that is earned. I have provided information to educate members on leave rights as follows. Leave provisions outlined in the National Agreement as well as in the various USPS handbooks and manuals are extremely important benefits which all Letter Carriers enjoy are as follows in part:

ARTICLE 10 LEAVE

Article 10. Article 10 contains the National Agreement’s general provisions concerning the leave program. Article 10 guarantees continuation of the leave program (Sections 1-2), outlines the national program for the use of annual leave through vacation planning (Sections

3-4), provides for sick leave (Section 5), and states certain additional leave rules concerning minimum leave charges and leave without pay (LWOP) (Section 6).

Annual leave is paid vacation time. The rate of annual leave earnings is based on “creditable service,” that is, total cumulative federal service (employment), including certain kinds of military service (ELM Section 512.2, Determining Annual Leave Category).

New employees earn annual leave but are not credited with the leave and may not take it prior to completing 90 days of continuous employment (ELM Section 512.313(b)). There is an exception for employees who transfer without a break in service.

Annual leave is paid at an employee’s regular straight-time rate and is limited to a maximum of eight hours during any single day.

As explained further below, letter carriers typically use annual leave in three ways:

1. By annual bidding in advance, based on seniority, on vacation time as specified in this Article and in the Local Memorandum of Understanding (LMOU);
2. Other requests for annual leave, as needed throughout the year.
3. Emergency annual leave taken for emergencies.

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Honoring Advance Commitments For Annual Leave.

Article 10.4.D requires management to honor annual leave approved in advance, in nearly all circumstances.

Sick Leave. Article 10.5 provides for the continuation of the sick leave program, whose detailed regulations are contained in the ELM Section 513. Section 513.1 defines sick leave as leave which “insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy and confinement, and medical (including dental or optical) examination or treatment.”

Sick Leave Use. Letter carriers apply for sick leave, either in advance or after returning to work, by submitting a PS Form 3971. When an employee has an unexpected need for sick leave, he or she must notify the appropriate postal authorities as soon as possible of the illness or injury and the expected duration of the absence. Upon returning to work, the employee must submit a PS Form 3971 (ELM Section 513.332).

While the rules and regulations governing leave for City Carrier Assistants are different than the rules and regulations for career Letter Carriers, CCAs have many rights and benefits regarding leave as follows in part:

City Carrier Assistant Employees. City Carrier Assistant employees do not earn sick leave. Rather, they receive “annual” leave to be used for rest, recreation, emergency purposes as well as illness or injury.

Again, all categories of leave are requested by submitting a PS Form 3971, *Request for or Notification of Absence*. Letter Carriers should always request for a copy of their submitted PS Form 3971 with management’s date notified and disposition. If management fails to provide you a copy of your PS Form 3971, request to see your Shop Steward so they can investigate immediately. Also, be advised that management has to answer your request for leave in a timely manner. If this does not happen, don’t wait. Request to see the Shop Steward immediately.

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Election Report

Prepared by Diane Dozal, Election Committee Chairperson

1,721 ballots were mailed to members at their last known address on Thursday, November 30, 2023.

401 ballots were received by the committee and accepted for the count.

32 ballots were returned as undelivered for various reasons.

57 ballots were received late and/or without return labels or without signatures and were not counted.

Office Voting Numbers

Agoura	7	Ojai	2	Santa Paula	4
Chatsworth	15	Oxnard	22	Simi Valley	38
Fillmore	1	Pacoima	15	Thousand Oaks	55
Moorpark	5	Port Hueneme	2	Ventura	25
N. Hollywood	46	Reseda	14	Woodland Hills	37
Northridge	28	San Fernando	82		

The cost of the election totaled \$2,586.90. These costs were for pre-stamped envelopes, printing the envelopes, ballots and instructions, and the rental of a post office box.

Thank you to the volunteers who helped stuff, seal, open and count the ballots. Sue Degenhardt, Jeff Ross, Frank Salazar, Matt Hill, Ray Hill, Paulette Dyer, Lori Stewart, Lisje Limpo, Bev Sucich, Dan Gorman, Paul Drapkin, Fred Shaw, and Jim Stevens.

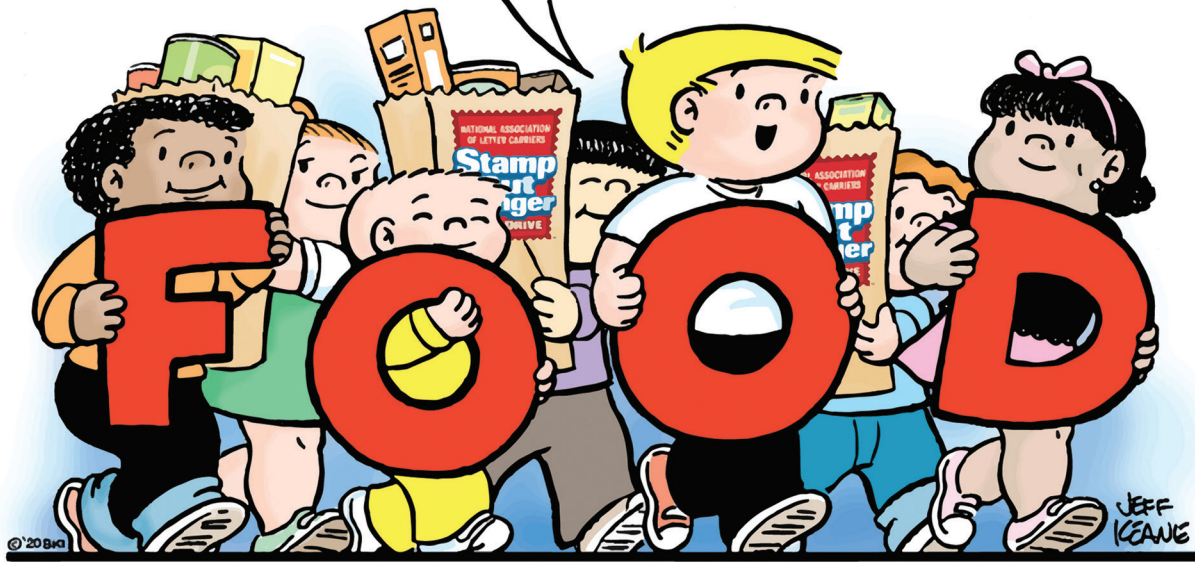
Election Results

President	# of vote
Guy Nohrenberg	170
James Perryman	228

Executive Vice President	# of votes
Durim Kamberi	111
Albert Reyes	285) *correction

MAY 11, 2024

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners





This Will Never Happen to Me: Robbed at Gunpoint

By Albert Reyes, Executive Vice President



When applying for a Letter Carrier position, one of the many things potential hires are educated with is learning to protect themselves against dog bites. There are many other issues; however, preventing dog bites is essentially linked to carrying mail. There is no denying that the work of a Letter Carrier is dangerous. Daily driving and delivery duties have resulted in accidents. A twisted ankle, a smashed finger, a bump on the elbow, or even a tiny bee sting can cause a traumatic injury. Not to mention dog bites.

These injuries can lead to long-term issues, such as muscle and tendon sprains, broken bones, torn ligaments, or even more severe outcomes. Injuries happen throughout a Letter Carrier's Day. With this being said, the Letter Carrier is protected by Federal law for those who suffer an on-the-job injury by providing certain benefits to them. The law applies to all Letter Carriers, both career and non-career—including city carrier assistants (CCAs).

Some injuries happen over time, such as carpal tunnel, tendinitis, and other overuse syndromes, including shoulder, hip, and back issues. The Federal Employees' Compensation Act (FECA), enacted in 1916, protects Letter Carriers and provides benefits such as full payment of medical expenses, medical appointments, partial payment of lost wages, and compensation for permanent impairments to specific body parts and functions. If you are injured on the job, always notify your supervisor immediately.

What about being robbed on the route at gunpoint? A conversation that needs to be had. In my career, many of my fellow Letter Carriers have had their LLVs and mailboxes on their routes broken into with mail scattered on the floor. Theft is on the rise. Now, unfortunately, being robbed at gunpoint is happening nationwide. Letter Carriers will often say this will never happen to me. The same may be true regarding dog bites; however, it's happening. USPS has a National Dog Awareness Week; what about robbery awareness?

According to the Postal website USPS.gov, "More than 5,300 Postal employees were attacked by dogs last year. This was a decrease compared to last year as the Postal Service continues its tradition of calling attention to this public health issue. The 2023 National Dog Bite Awareness Week was from June 4 to June 10. Last year's theme was

"Even good dogs have bad days." Spread the news of the campaign by using the hashtag #dogbiteawareness." Go to the USPS website to see the many years of awareness it has given the general public.

This awareness is essential and appreciated; however, finding information regarding Letter Carriers being robbed on the USPS website took more searching. I discovered that the United States Postal and Inspection Service "Announced expanded actions to protect Postal employees and the security of the nation's mail and packages as threats and attacks on Letter Carriers and mail fraud incidents have escalated concurrently with a national rise in crime." This was introduced over a year ago, in May 2023. "As crime rises, so do the threats against our public servants," said Postmaster General and Chief Executive Officer Louis DeJoy. "The men and women of the Postal Service are walking our nation's streets daily to fulfill our mission of delivering mail and packages to the American people. Every Postal employee deserves to work safely and be free from targeting by criminals seeking to access the public's mail." "We're doubling down on our efforts to protect our Postal employees and mail security. We are hardening physical and digital targets to make them less desirable to thieves and working with our law enforcement partners to bring perpetrators to justice," said Postal Inspection Service Chief



Gary Barksdale. Again, this was introduced in May 2023. On the NALC app, this awareness is front and center.

In recent months, NALC President Renfroe has spoken at rallies, bringing awareness to gun violence. “We’re here because this violence should come with an increase in protection, awareness, and community. But instead, as is often the case, it feels like we only have one another. Nearly every day, I learn of one of my members—Letter Carriers—being victim to some sort of violence. Targeted armed robberies, assaults, shootings—and yes, even murder—have now become part of our job. This should not be.”

Renfroe goes on to say, “More than 2,000 violent attacks have been inflicted on Letter Carriers across the country since 2020, with the majority involving a gun or other type of weapon. Of those, only 14 percent have led to an arrest and prosecution. The prosecutions that have occurred have often been at the local level, where penalties are not as severe as those available to federal prosecutors.” Does anyone think the Postal Service is sharing the recent robberies during the new hire orientation? I am going to say that’s a no.

Is being robbed at gunpoint part of being a Letter Carrier now? I would hope not. Letter Carriers must be protected at all times. Although the Postal Service has committed to “expanded actions,” this is insufficient. I have been part of

over a dozen stand-up talks at various offices regarding a Letter Carrier being robbed at gunpoint, and not once has anyone from the District shown up. Why? Are we not all part of the “Postal family?”

In the meantime, are supervisors educating Letter Carriers that they can file an on-the-job injury claim after being robbed? Again, no. Remember what I mentioned earlier? A Letter Carrier is protected by Federal law who suffers an on-the-job injury by providing certain benefits to them. The law applies to all Letter Carriers, both career and non-career—including city carrier assistants (CCAs). Being robbed at gunpoint may establish an injury that is hard to diagnose.

This unfortunate situation may have long-term effects or cause significant disability from work. The event may be so traumatic that the Letter Carrier will be out of work for days, weeks, or even months. The Office of Workers’ Compensation Programs (OWCP) has sole authority to decide all questions regarding the claimed injury. OWCP determines whether an injury is work-related. Whether wage loss compensation is payable, and all related issues. The Postal Service cannot decide whether an injury is job-relat-

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Treasurer’s Report

1/1/2024 - 1/31/2024

General Account

Previous Balance	\$40,525.84
Receipts	\$62,110.84
Sub-Total	\$102,636.68
Disbursements	\$73,141.70
Total-on-Hand	<u>\$29,494.98</u>

Payroll Account

Previous Balance	\$12,490.80
Receipts	\$50,000.00
Sub-Total	\$62,490.80
Disbursements	\$51,548.22
Total-on-Hand	<u>\$10,942.58</u>

General Account (New)

Previous Balance	\$92,363.64
Receipts	\$ 0.00
Sub-Total	\$92,363.64
Disbursements	\$1,654.84
Total-on-Hand	<u>\$90,708.80</u>

Payroll Account (New)

Previous Balance	\$59,970.26
Receipts	\$0.00
Total-on-Hand	<u>\$59,970.26</u>

Convention Fund

Previous Balance	\$220,317.28
Checking Acct #7 .15% rate-USPS-CU	Dividend/Int. \$28.07
(Active & Retirees 1620 x \$2 per By-Laws)	\$3,240.00
Total of Convention Fund	<u>\$223,585.36</u>

C.D. (6 mos) .350% rate-Premier CU-#1	\$91,880.29
C.D. (6 mos) .250% rate-Premier CU-#2	\$12,480.21
C.D. (1 yr) .598% rate Premier CU- #3	\$117,721.64
MM Cert #21 26 wks .200% rate-USPS-CU	\$26,466.57
MM Cert #18 26 wks .250% rate-USPS-CU	\$24,661.23
MM Cert #19 26 wks .250% rate-USPS-CU	\$72,832.68
MM Ckg #8 26 wks .250% rate-USPS-CU	\$47,304.57
C.D. (6 mos) .380% Priority One CU	\$34,155.01
Shares acct USPS-CU	\$7.11

Total of Contingency Fund **\$427,509.31**

Retiree Fund
Retiree Luncheon **\$6,949.02**

Mary Stanley
Financial Secretary-Treasurer



CSUN Scholarship Opportunity

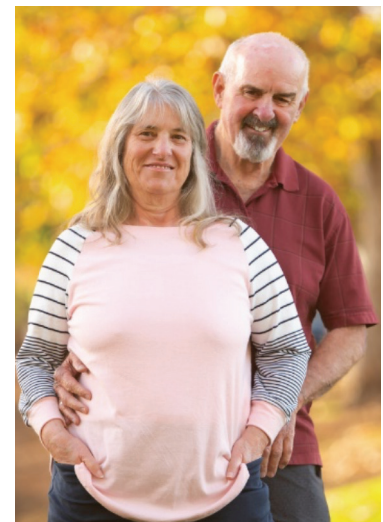
Do you have a student planning to attend CSUN Fall 2024?

The **Guravitz-Shaw Scholarship** is available for kids of NALC members. Fred Shaw, a CSUN graduate, retired from the Woodland Hills Post Office after 36 years on the job. Fred and his wife, Lisa Guravitz, then moved to Carpinteria where Fred served on the City Council and Lisa serves on the Fire Board. They feel very fortunate to be able to offer this Annual \$1,000 scholarship.

Requirements are as follows:

Applicants:

- Must be a child of members of the National Association of Letter Carriers (NALC), whether active, retired, or deceased.
- Priority will be given to applicants whose parent is or was (if deceased) an NALC member from the Tri-Valley Branch 2902.
- Must submit verification of union membership (parent, whether parent is active, retired, or deceased).
- Must have a GPA greater than or equal to a 2.50.
- Award is intended for the 2024-2025 academic year.
- Students may apply and be awarded more than once.
- All CSUN students (Frosh-Seniors) who meet criteria regardless of financial need or citizenship status are encouraged to apply.

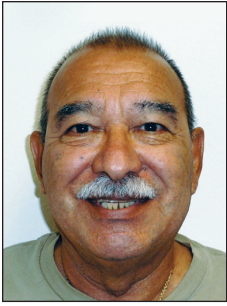


Apply through the CSUN Financial Aid Office:

Login to the Matador Scholarships portal to begin the general scholarship application and once completed, search for the scholarship with either “Guravitz” or “Shaw” or <https://csun.academicworks.com/opportunities/4367>.

Application period is February 14, 2024 through May 8, 2024.

One recipient will be randomly drawn from the eligible applicants.



New Year, Updated Benefits

By Joe Gutierrez, Branch 2092 Health Benefits Representative

Greetings everyone. The new year is here and for those of you who joined the NALC health plan, hopefully you are seeing the benefits of your new health plan.

The plan added and expanded many features for 2024. I will list some of them and go over some to better help you understand what is in the changes.

- Behavioral Coaching Program
- Expanded Hearing Aids
- Skin Cancer Screening
- Gender Affirmation
- Telehealth Dermatology
- A1C Testing
- Infertility
- Broad Vaccine Network

and of course SilverScript Prescription Drug with \$600 Medicare Part B reimbursement.

Let's talk about hearing aids. As we get older, and in some cases age may not be the determining factor, we may start to lose our ability to hear. The plan now gives a benefit of \$2,500 for hearing aids, with replacements covered every three years. It also increased the benefits for children through age 18 to \$2,500, with replacements covered annually. You can go to discount outlets such as Costco or Sams Club and pay out of pocket and submit a receipt to the plan for reimbursement.

Foot orthotics now have an allowance of two pairs annually, which is a great benefit for Letter Carriers. Everyone should have their feet checked, if only to find out if you have any foot problems.

SilverScript Prescription. This is a new addition to the plan for those of us who have Medicare parts A and B. Once you enroll in the plan, you will receive a reimbursement of \$600 to help pay the premium. The biggest fear or misconception is that medications will cost more. Your prescription cost will be the same and in some cases lower. The NALC has insured that members will never see a higher cost share.

One of the nice things about this plan is it is not tied to open season, so you may opt out at any time and also opt in. This means you can enroll and see if the plan saves you money. If not, and you are unhappy, you can always opt out of the plan at any time and go back to your previous plan. You will have to register online at "LOG IN/REGISTER" and then "Employee Registration." You will answer a few question and create a username and password. If you have any questions give me call and I will try to help you or at least answer your questions.

Until next time, stay healthy.

SECURE AND EASY SLIDE DOG SPRAY HOLSTER!

VIDEO



[HTTPS://YOUTUBE/2BEN69t6CnQ](https://youtube.com/2BEN69t6CnQ)



BUY



<https://a.co/d/3DvZAuM>

FOR ALTERNATIVE BUYING OPTIONS OR BULK ORDERS PLEASE CALL- (818) 239 6153



CCA Retirement Savings Plan

By Chris Alessi, MBA/NSBA Representative

The Maturity Income Plan is for all the CCAs out there. The MBA has an Excellent Plan for you, as long as you are a member of the NALC. You can start up right away just by contributing as little as \$15 a pay period. The new interest rate for 2024 just got bumped up to 3.25%.

You can contribute annually, \$7,000 if you are under 50 years old and up to \$8,000 if you are 50 years old and above. This is a great way to start your nest egg growing, you can choose how much you want to contribute and how often. There are tax-deferred benefits that can be deducted from your federal tax with a Traditional IRA. In addition, your earnings accumulate tax free until time of withdrawal.

There are tax-free benefits with a Roth IRA if you have had the plan for at least five years and you are at least 59½ years old at time of withdrawal, you'll pay no tax at all.

These plans are also good for your spouse and children 18 years and older. Your NALC stands behind every policy written by the MBA which was created in 1891. There are income limits on these plans. For those who choose a Traditional IRA, you can earn up to \$87,000 for singles and up to \$143,000 for married couples. For a Roth IRA, you can earn up to \$161,000 for singles and \$240,000 for married couples. There is also a deferred annuity plan where you can

put in as much as you want with no income limits. It's tax deferred until time of withdrawal at which time you will pay taxes on the earnings only, not the principle. You can choose how you receive your savings with monthly payments as long as you live, a joint annuity payable during the joint lifetimes of two people, and a lifetime annuity with a guaranteed minimum 5, 10, 15, or 20 years. If you need cash, you can keep the plan and make partial withdrawals any time after one year, subject to certain minimums and limitations. However, during the first six years you'll pay a surrender charge. You also can surrender your plan for its full cash value anytime.

All CCAs who choose this plan can transfer their funds from a Traditional or Roth IRA to the Thrift Savings Plan (TSP) once they become Career Letter Carriers and the surrender charge will be waived. I highly recommend this plan. Personally, it was the best thing I ever did. I started my plan back in 1998 back when the interest rate was 7.5% with a 4.5% guarantee minimum. I am so glad I made the choice to get the Roth IRA. If you have any questions please don't hesitate to call me.

In closing I wish you all great spring and be safe out there, God Bless You all.

Branch Officer Installation

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Remember, in order to resolve a leave request dispute as soon as possible, the request should be in **writing**, meaning, **(PS FORM 3971)**. This will give you and the Shop Steward the best tool to act immediately to correct the issue, which may help avoid pay discrepancies or missed scheduled leave opportunities.

Also, While the use of sick leave is a right that Letter Carriers have earned, all Postal employees are still required to be regular in attendance. Be mindful, unscheduled leave that is not protected under the Family Medical Leave Act (FMLA), is subject to review and may be counted as an unscheduled absence on an employee's attendance record, via PS Form 3972. Note: The Family and Medical Leave Act (FMLA) is a federal law that entitles eligible employees to time off to care for a new child, to care for a seriously ill family member, and for an employee's serious medical problems.

FMLA is **not** considered a leave; rather it's considered a coverage/ protection. When any type of leave that is covered/ protected under FMLA, scheduled and/or not scheduled, such leave should not be used in disciplinary action towards an employee.

Finally, Letter Carriers should review the (Letter Carriers Resource Guide), to familiarize with each leave provision to be able to take full advantage of these contractual rights. In the meantime, please notify your Shop Steward immediately to file a grievance, if necessary, when leave provision violations occur in your office.

Reminder

The NALC Stamp Out Hunger Food Drive is scheduled for May 11, 2024. Branch 2902 continues to be actively

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Languishing Legislation in a “Do Nothing” Congress

By David Hyman, Branch 2902 Trustee & Political Liaison

Greetings Sisters & Brothers! Less than nine months until the present “Do Nothing” Congress in power can be replaced. No significant bills have been passed in the last year, just the usual gamesmanship of picking a new House Speaker twice, impeachment and censures attempts of public officials, and briefly extending the funding of government expenditures.

During the last two years of Nancy Pelosi’s leadership, the Congress passed the American Rescue Plan, the Infrastructure Bill, and lowered Medicare drug prices, including placing a cap on insulin prices to \$35 per month. The American Rescue Plan allocated \$66 billion to cut childhood poverty in half, plus increased access to the Affordable Care Act by 4.6 million Americans. The Bipartisan \$1.2 billion Infrastructure Bill addressed rebuilding roads, bridges and expanding broadband access to rural America.

There have been a few additional co-sponsors on the legislation the NALC has been following. The Social Security Fairness Act, HR 82, now has 308 co-sponsors. The Senate version, S.597, has 50 co-sponsors and needs 60 to override a potential filibuster. All our local House Representatives and both Senators are on these two bills as co-sponsors.

The Comprehensive Paid Leave for Federal Employees Act, HR 856, has 39 co-sponsors. The Senate version, S.274, has 11 co-sponsors, including our Senator, Alex Padilla. None of our local Congressional representatives are on the House bill yet. HR 3721, the USPS Shipping Equity Act still has 17 co-sponsors – none from our area. The Federal Retirement Fairness Act, HR 5995, has 74 co-sponsors, including Julia Brownley from our area. House Resolution 376, the Door-to-Door Delivery resolution, has 36 co-sponsors, including soon to be retiring Tony Cardenas. I suspect there will be a lot more co-sponsors on these bills after the primaries when the legislators can focus more on these bills, most of which they have previously supported.

As I previously mentioned, Los Angeles Mayor Karen Bass is the daughter of a Branch 24 Letter Carrier, and the President of the Los Angeles Federation of Labor, Yvonne Wheeler is the daughter of a Louisiana Letter Carrier.

Spring training is here. Save up your money if we are to do another group Dodgers game. After acquiring Ohtani and Yamamoto, Kershaw will return later this summer. Maybe these new additions can get us past the first round in the playoffs.



Branch Officer Installation

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involved in the annual Letter Carrier Food Drive; collecting a whopping 330,154 pounds of food over the past (3) years that was distributed to local charities and food banks from Studio City to Ojai. That’s 330,154 pounds of food collected by Branch 2902 Carriers over the past three years. Awesome work!

As the need for food assistance is still more significant than ever, we want to allow everyone to continue to meet that need and help our local community food pantries or banks. The Stamp Out Hunger Donor Drive is a drive with a single mission, to feed the hungry in America, and as always, with your help, we will succeed!

Fallen NALC Brother Report

In closing, we mourn the loss of Branch Member Bill J. Egan, Retired Letter Carrier who worked at the Simi Valley

Post Office. Brother Egan retired in 2003 and was a branch member of the NALC for 45 years. We also mourn the loss of Branch Member Richard E. Bundy, Retired Letter Carrier who worked at the San Fernando Post Office. Brother Bundy, who was a Gold Card member; retired in 2014 and was a branch member of the NALC for 55 years. Unfortunately, I didn’t get a chance to meet Bill, but I have heard great things about him. I’ve worked with Richard who mentored me when I began my career as a Letter Carrier. He was a friend and I will always be grateful for his wisdom in life and work experiences that he shared. Branch 2902 mourns the loss of these union brothers. We appreciate their services 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

KNOW YOUR RIGHTS

T-6 Agreement (Br. 2902)

A full-time regular letter carrier, called in to work on a non-scheduled day shall work his or her full-time duty assignment, provided there is a vacant route of the string to which the T-6, utility carrier may be assigned, provided that the T-6 carrier agrees to change. Otherwise, the carrier working on a non-scheduled day will be assigned where needed.

Holiday Scheduling

THE METHOD OF SELECTING EMPLOYEES TO WORK ON A HOLIDAY.

The method for selecting employees to work on a holiday is as follows:

1. Part-time Flexibles (PTFs)
2. Full-time and Part-time regulars who have volunteered to work on the holiday, or their designated holiday by seniority.
3. City Carrier Assistants (CCAs)
4. Full-time and Part-time regulars who have volunteered to work on their non-scheduled day by seniority.
5. Full-time and Part-time regulars who have not volunteered to work on the holiday, and whose holiday it is not: such employees shall be selected on a juniority basis.
6. Full-time and Part-time regulars who have not volunteered to work on the holiday, and whose holiday it is: such employees shall be selected on a juniority basis.

Work Assignment

“Work assignment” overtime was established by a memorandum of understanding dated May 28, 1985.

Full-time carriers signing up for “work assignment” overtime are to be considered available for up to 12 hours per day on regularly scheduled days. However, the parties recognize that it is normally in their best interests not to require employees to work beyond ten hours per day, and managers should not require “work assignment” volunteers to work beyond ten hours unless there is no equally prompt and efficient way to have the work performed.

Penalty pay would be due for work in excess of ten hours per day on four of five regularly scheduled days. Penalty pay would be due for overtime work on more than four of the employee’s five scheduled days.

Management may use an employee from the regular OTDL to work regular overtime to avoid paying penalty pay to a carrier who has signed for work assignment overtime; further management may assign any other carrier to perform the work at the straight time rate.

Signing up for the work assignment overtime does not create any entitlement or obligation to work overtime on a non-scheduled day.

T-6 or utility letter carriers would be considered available for overtime on any of the routes on their string.

Reserve letter carriers and unassigned regulars are considered available for overtime on the assignment they are working on a given day.

This Will Never Happen to Me

ed, including being robbed at gunpoint. OWCP differentiates between traumatic and occupational injury. It is traumatic when an injury is caused by work factors that occur at one point in the workday (knowing the time and place). A Form CA-1 is used to report the injury. When an injury is caused that occurs throughout the workday (over time), such as carpal tunnel, it is an occupational injury. A Form CA-2 is used to report the injury.

Carriers no longer need to file these forms with their supervisor. However, they must inform their supervisor immediately of the injury but can file these forms electronically via OWCP’s ECOMP web portal. ECOMP allows Letter Carriers to file claims and compensation forms and track their status through ECOMP. Documents can be electronically uploaded to existing OWCP claim files. I strongly encourage everyone to register at ECOMP to set up their profile.

NALC recommends using ECOMP for all claim filing.

continued from page 7

This provides a digital receipt. The ECOMP website can be found at ecomp.dol.gov. For those who have been robbed at gunpoint and want to file a claim, the burden of proving all elements of the claim is that a diagnosed condition exists, that work factors caused the condition, and that the identified work factors took place. Suppose a treating physician places an employee out of work for a significant amount of time. In that case, the documentation must support the days of absence and be submitted to the Postal Service. Proper documentation will be needed to support the claim. A police report, including eyewitness statements, doctor notes, pictures, or videos, will be helpful. OWCP requirements generally differ depending on whether the injury was traumatic or occupational. EAP is also available. The first EAP phone call or appointment is set up on the clock. The other scheduled appointments are on the individual’s time outside working hours. To get started, reach out to 1-800-EAP-4YOU (1-800-327-4968).



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*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.

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RETIREES LUNCH RAFFLE AT 12:30

MARCH

Where: Golden Panda
1825 Madera Rd.
Simi Valley

When: Tuesday, March 19, 2024

Time: 11:00 am to 1:00 pm

APRIL

Where: Golden Panda
1825 Madera Rd.
Simi Valley

When: Tuesday, April 16, 2024

Time: 11:00 am to 1:00 pm

Calendar of Events

- | | | |
|------------|-----------|--|
| MAR | 21 | Regular Branch Meeting* 7:00 pm
Union Hall-Chatsworth |
| APR | 4 | Executive Board Meeting* 6:00 pm
Executive Council Meeting* 7:00 pm |
| APR | 16 | Retiree Luncheon* 11:00 am
Golden Panda-Simi Valley |
| APR | 18 | Regular Branch Meeting* 7:00 pm
Union Hall-Chatsworth |
| MAY | 2 | Executive Board Meeting* 6:00 pm
Executive Council Meeting* 7:00 pm |
| MAY | 11 | NALC Food Drive |
| MAY | 12 | Mothers Day |
| MAY | 16 | Regular Branch Meeting* 7:00 pm
Union Hall-Chatsworth |

* Subject to Covid-19 restrictions

