

News 56



A publication of National Association of Letter Carriers Branch 56, Grand Rapids MI

Happy Holidays



Branch President Darrell Helsley

Good-bye Summer, hello Fall....

I don't even know where to start since my schedule has been crazy over the summer and now into the Fall and Winter months.

I hope everyone enjoyed their Summer and got out and experienced some vacation time with family and friends. That is one of the main reasons why we put ourselves through the tortures of being a letter carrier. It's a fun job but man it can wear you down mentally and physically as well.



I want to focus on the Consolidated Casing Initiative that you may or may not have heard of. One of our stations was selected to participate in this initiative and Wyoming was the chosen one.

NALC sent me to Oklahoma City, OK and the VP Don to Louisville, KY to be trained as NALC observers. We got to watch first hand as other stations suffered and struggled through this change in our letter carrier job duties. Basically, management placed anywhere from 4 to 6 routes into 1 case. Huh? Yep...They have made a group of carriers what they call "CASERS" and the remaining carriers are known as "STREETERS".

The casers are the only carriers who actually case routes. The streeters only carry mail. Weird concept huh? The NALC has put observers in every station that has the caser consolidation in place. (Over 59 to date) And yep, you guessed it, myself and Don are observing Wyoming with the help of a couple other Union reps when we are unavailable.

Management performed an adjustment on the zone(s) which eliminated a full-time route and aux route. Making 35 full routes and 1 aux route. 1 carrier lost their bid assignment which caused 3 lower seniority carriers to lose theirs as well. Management then established 8 groups. 4 of the groups contained 4 routes and 4 contain 5 which make up the 36 routes. The aux is included in this number and was moved onto 1 of the T-6 strings.

So how does this actually work? The casers who were randomly selected, maintain either 4 or 5 routes. They have 1 standard case, 2 wings and 1 ledge and each piece of equipment represents an entire route. Yes, an entire route. The entire route is spaced in 1" or ½" cells. The caser has 3 different routes in a case at a time. They do not use any blockers. They do use plastic cards with notes on them that they case in daily. The caser will case up each of the routes and pull them down separately and placed the pulled down route on caster trays. Once the 1st group of routes have been pulled, they then take the metal tubing that has the label stickers attached on them and flip them to another set of routes to start casing those routes up.

The streeters start showing up at 3 different start times. 08:00, 08:15 and 09:00. The streeters clock in, grab accountables, grab their orange pumpkin hampers which contain their parcels and push it over to the case where their route was placed on the caster. Grab their dps as they now have their route and push out to the loading dock. They load up their vehicles and head off into the neighborhood delivering a 7 hour and 45-minute route on the street.





The casers will continue casing all the routes getting them ready and the very last one is their route which is a shortened route. The casers will typically leave the office between 9:30 and 10:00 and will be done at 1:30 pm to complete their 8 hour day. Do the math, that means they started their day at 05:00 am.

The streeters will return from the streets in the pm and put any undeliverable mail in sluft trays that the casers will pick up and handle the following morning.

Only the casers are allowed to go to the cases and "ALL" carrier items are stored in their lockers.

The Wyoming carriers have done an outstanding job trying to deal with this initiative. Anywhere from 20 to 22 Postmasters and EAS personnel stared at and followed the Wyoming carriers during the 1st week of implementation. Our job as letter carriers is hard enough as it is, without adding this type of intimidation and then calling it a "test". I referred to that 1st week as management acted like they were visiting the zoo staring at the caged animals. How would you feel trying to sort 3 different routes for the 1st time and 20 plus people staring at you?

I generally do not use my space to bash on management, but this idea is just out in left field. Before Wyoming went live, all I heard from management was that they didn't want this either, it was forced on them by postal headquarters. That don't seem to be the same sentiment anymore. Management won't even give the steward information because they believe it falls under, "it's their right to do testing under Article 34".

The NALC did file a lawsuit to try and stop this initiative but as of me typing, we have not heard from the Judge.

The NALC also filed National level grievances on this matter, and they are scheduled for Arbitration at the end of November. The hope of the lawsuit was to stop the nonsense until the arbitrator could hear our case. We are still in a holding pattern with fingers crossed in hope this will end.

I could very easily see this being implemented Nationwide if the NALC loses this grievance. {my opinion only}. Please keep the Wyoming carriers in your thoughts and prayers as they deal with this initiative.

Until next time,

Darrell Helsley

President

616-328-9750





70-year Branch 56 Member

Darrell Helsley and Don Karl had the absolute honor to give Calvin E. Telman a plaque from NALC National President Fred Rolando. It was a pleasure to meet Calvin, his wife, and daughter. They even showed us a picture of a branch 56 Christmas party in which Calvin and his father were both carriers at the same time. They donated a picture of Calvin delivering mail in 1956 we will proudly hang in the union hall.





I would like to start off on a positive note and congratulate the hard working CCA's that were promoted on November 9th. We all remember the life of a new hire sub, regardless of what our title was, it's not an easy life. My advice, Dive into TSP, learn and invest. You are the stewards of your own future. Own it and protect your it.



On a personal note, we had our branch nominations recently and I was reelected Vice President by acclimation, Thank You! The nominations were bittersweet for me. Long time steward and 47-year carrier Greg Wieck was not there to tease me about running for president. His absence is very notable. Greg was always a vocal and upbeat member of Branch 56. He served our members with pride for decades. He is already missed.

Our branch meetings seem to be getting quite full these days. It makes them more fun and informative. Come check it out, first Thursday of the month at 7:00pm. Food and drink provided. Contract training is the last Tuesday of the month at 7:00pm See you there.

1. Greg Wieck

As winter takes over, we are getting a lot of questions about working in the dark. I want to stress; you cannot just refuse to deliver your route because it is dark. I understand your frustration but it's just not a battle we are going to win. Each delivery, each porch, each situation that you as a professional letter carrier encounter is a safety decision. Is it safe? Make a reasonable and safe decision. Then you will have no problem giving your customer or supervisor a reason for your decision.

As I work to put this month's newsletter together it stands out to me that this edition is heavy on political content. Trust me, We do not enjoy the political lecturing or solicitations any more than anyone else. I am sorry we cannot talk about more fun things. Unfortunately, we are under attack like never before in our history. I am sorry our political guru, Sarah Lower-Marlatt cannot write about more upbeat political activities. Her articles are probably the most pressing, please check them out. Bob Pearson also wrote a great article on this topic. Check it out. This is not a time to sit in our comfort zone. We need to exert our will on the world, not allow the world to exert its will on us.

Congrats to newly promoted regulars. Sheyenne Stephan, Jacob Buttermore, Amber Boulanger, Adrian Loiselle, and Sam Dock.

BRANCH SATURDAY DECEMBER 14TH 2019 Music BY: POB MCCOY DOORS OPEN AT 6PM. FOOD SERVED AT 7PM \$10 NON MEMBERS | 1 GUEST PER MEMBER NIGHTS OF COLUMBUS 5830 CLYDE PARK AVE SW WYOMING, MI 49509

Postal Politics

Knowledge is power

Sarah Lower-Marlatt



NALC Has been successful in our fight for:

Annual and Sick leave, Overtime, Affordable healthcare, TSP, Collective bargaining and many more. But our fight is far from over. Congress can eliminate our collective bargaining rights with a stroke of a pen.

Your Money at Stake

Current Budget Proposals:

- Raising federal employees pension contributions by up to 6.45 percent of pay over the next six years, costing active letter carriers up to \$3,600 per year.
- Eliminating COLAs for current and future retirees under the Federal Employees Retirement System (FERS).

The average FERS annuitant would lose:

\$23,430 over 10 years \$99,471 over 20 years \$246,185 over 30 years

Reducing COLAS for the civil service retirement system (CSRS) by one half percent each year.

The average CSRS annuitant would lose:

\$12,598 over 10 years \$60,576 over 20 years \$169,874 over 30 years

Eliminate social security supplement for FERS employees who retire before 62. If the supplement is eliminated through legislation here is what you would lose if you retired at age 57 with 30 years of career federal/postal service:

\$1,100 per month \$13,200 per year \$66,00 per 5 years

Reducing CSRS and FERS and pension benefits for new retirees by basing annuities on employees highest average pay over 5 years instead of over 3 years.

Slash the rate of interest paid on assets invested in the Thrift Savings Plan (TSP) G-fund, costing active and retired letter carriers alike \$32 billion dollars over 10 years!

Privatization:

In December of 2018, The task force on the US Postal System issued their report calling for privatization of the U.S. Postal Service. At least one of the members of the task force was being lobbied by guess who? The United Parcel Service!

2018 Election campaign and lobbying expenditures: UPS- \$9.4 million Fed-Ex- \$2.7 Million NALC LCPF-\$5.7 million

Important Bills:

H.Res 2383- (Repeal of the pre-funding mandate)

265 Co-sponsors 222 Democrats 43 Republicans

H.Res 23 (Door to Door Delivery)

251 Co-sponsors201 Democrats50 Republicans H.Res 33 (no privatization) 264 Co-sponsors

223 Democrats 41 Republicans H.Res 54 (6 day delivery)

281 Co-sponsors 214 Democrats 67 Republicans

H.Res 60 (Delivery Standards)

199 Co-sponsors174 Democrats25 Republicans

How you can help: Contact your representatives and donate!

CCA's, Regulars, Retirees can help by donating to the letter carrier political fund (LCPF) for as little as \$5 per check! The LCPF relies solely on donations, none of the money comes from union dues. For our branch, we are at approximately 10% participation. If you are interested in contributing to fight for our jobs and our future, please sign up! You can receive help signing up by attending a union meeting, contract training, or your steward can connect you with someone to help sign you up after work.

You can donate through:

Postal Ease Electronic Funds Transfer Retirees through annuity Check

Gary C. Peters (D)

United States Senate (202) 224-6221

Debby Stabenow (D)

United States Senate (202) 224-4822 Justin Amash (R)

United States House of Representatives MI-03 (202) 225-3831

Bill Huizenga Mi-02

United States House of Representatives MI-02 (616) 570-0917

See disclaimer on the back of this newsletter.

RECORDING SECRETARY Mindy Decker

During the Columbus Day weekend I attended the KIM training held in Lexington Kentucky. The classes were put together well, and I think it was informative. One of the classes, about investigative interviews, was one of my favorites. The instructor of this class, RAA David Mudd, didn't settle for just reading out of a manual. He employed a few "actors" to play the part of possible real-life situations that can happen at any post office. The cast of characters were: Mike Brim (RGA for Region 6 and 11) who played the part of the Postmaster, Ron Osborne (Vice President Branch 14) played the part of Steward, and Jason Grubb (Director of Education for Kentucky) played the part of a letter carrier. The scene was the postmaster taking the letter carrier into the office for an investigative interview. One scene showed the steward at his best....and....one scene were the steward made some errors. It showed how carriers can be their own worst enemies, and also how they can be confident they are conducting themselves wisely. It was not only educational, it was entertaining. They did a good job of portraying their characters as you would likely see at any station. I hope they continue to use this method of teaching because I feel it sticks with you, unlike reading from a paper. I have the handouts from the classes I attended. If anyone is interested in taking a look at them, let me know.

Northeast added three more to the retirees list as we said goodbye to carriers Louie Kosik, Clarence "Butch" Staley and clerk Paula Scheid. Their many years of service and hard work are appreciated by the NALC, the Postal Service and the millions of customers they served throughout their careers. Despite their departure, business has continued at the Northeast Station. The 49525 side very recently went through route adjustments. However, as of the writing of this article, it is too soon to realize the impact of these changes. Labor and Management continue to have monthly meetings and are working together to improve the efficiency and productivity of the office. But this cannot happen without you. Obviously. If you have a question or if there are any issues or problems you are experiencing at work, home or otherwise, ask for help. Speak to your Steward, another coworker, a supervisor or anyone you feel comfortable talking to or contact the Employee Assistance Program (EAP). 1-800-327-4968 (1-800-EAP-4YOU) or www.EAP4YOU.com. They are available 24 hours a day, 7 days a week, 365 days a year. It's free and it's confidential.



2.Butch Staley-Retiree

Mike Blasé Northeast Station

I hear many carriers and postal employees asking about the status of the new contracts and what is planned for them. What will they get out it? How much will their pay raise be? Will the USPS be increasing more personnel? I know the Union is in the negations with the USPS and I wonder who is really leading the band?

The NALC can work out a New Contract; benefits and pay can be expected to increase but what happens when the USPS become defunct. Who runs the USPS?? That would be CONGRESS!! They enact Laws and Acts that have direct bearing on every member of the USPS. The Union can't directly do anything about how Congress paddles the boat. The UNION can speak on behave of its members, but it CANNOT make Political Support Actions. That would be against the law. No Union Dues can ever be used as a means for Political Influence.

How do the members of the Union make their voices heard? First, we are a very large voting block, nearly 300 Thousand strong. That alone is a heavy political glove to swing. But, in this political environment that is a small anvil to hammer on. What can be done is what is done by every organization in America to garner political favors. To support USPS survivability, the members, ALL MEMBERS, need to have skin in the game. This is not a Conservative or Liberal game. This is not a Republican of Democrat game. This is a game to keep the USPS alive and those members to continue to work and provide for their families. The benefits that have been negotiated can be swept away with the stroke of a pen: The Political Pen.

Currently, the US House of Representatives are deliberating HR 2382, The Fairness Act. This bill will eliminate the Pre-Funding anchor of \$5.3 BILLION the USPS is required to pay the Government yearly for healthcare benefits in the future. The \$5.3 Billion paid by the USPS goes into a General Healthcare Fund for ALL Federal agencies, not just the USPS. The USPS has nearly \$400 BILLION in its current Healthcare Fund for those retirees to have. Those funds will continue to increase for future retiring members. Releasing the mandate of those payments would allow the USPS to modernize and pay back the debts they have incurred to keep solvent. It would allow the purchase of new vehicles and equipment to support the growing needs of the American Public in mail delivery. The ONLY way this is going to be done is to hammer that point across to Democrats and Republicans in the HOUSE! Political funding support or better the REMOVAL of that support can go miles in the legislation arena.



The Letter Carriers Political Fund (LCPF) represents EVERY LETTER CARRIER in the USPS. It represents the Right and Left, Democrat and Republican to push for the USPS to stay in business. Here is the problem!! Only NINE PERCENT of all those that want the benefits and want to keep their jobs in the future are supporting the ONLY fund that can wheel the Financial Anvil. Joining the LCPF provides EVERY Carrier the opportunity to multiple that Power of the Vote into the Power of the Pocket! Help keep the USPS operational. Join the LCPF. Call your Representatives. Make your voice heard. Even a dollar a paycheck with the numbers we have in the union will force more political avenues to be opened for the security of the force. Standing on the sidelines and watching the wreck happen, and then saying I should have done something before, is too late.

Bob Pearson Northwest This was my very first KIM training, and I learned a lot, but from the short time that I have been a steward, and alternate steward, I had already come across things from management, that I knew were incorrect. So, here are a few tips for you if you find yourself being pulled into the office this holiday season.

Your steward is allowed to talk in your investigative interview, now they are not the ones controlling the show, and they are not supposed to be interrupting unnecessarily but, they are allowed to speak up if something is not right, or the interview is not being handled in the right way.

You also have the right to have a pre-interview with your steward before going in for your investigative interview. You should always tell the truth, but stick to short answers to their questions, and if you cannot remember a specific event, just tell them, I cannot remember, do not give them more information then what they are asking for. At the end when they ask if you have anything else to add, here is where you can, in a sense, give your defense, ex. I've been a carrier for 5 years, I have never had any disciplinary issues before, I do my best every day to represent the postal service... Remember, they are doing a job, and at this point they are not your friends.

Your steward can not ask on your behalf for you to have a steward present with you, this is something that you need to ask for yourself.

Times when a steward is not necessary; when management is giving you a job discussion, or when management is issuing the discipline, but in both of these cases you should not be having these conversations on the work room floor.

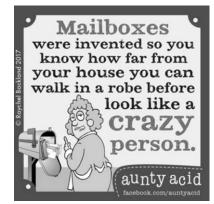
And Finally, if you are issues disciplinary action, please notify your steward immediately, we only have 14 calendar days to file a grievance on your behalf, and management is not always going to let us know.

Darcie Yonkman

Northwest 34/44 Steward

Fun Fact....

Starting in 1825, all mail that was unlabeled, mislabeled, or insufficiently labeled in America was sent to a central Dead Letter Office in Washington, D.C. This was the only place in America where people who weren't a letter's intended recipients were allowed to open up someone else's mail. The postal employees hired for this job needed to be honest—to prevent pilfering of all the mail they had access to—and because women were seen back then as being more honest than men, the staff overwhelmingly consisted of women. Clergy were also employed to work there. For years, the DLO was a popular tourist



destination. Today, it is not, it goes by the much less dramatic name "Mail Recovery Center," and it is located in Atlanta.

A fellow coworker and I were having a discussion when I first started at the post office a little over 3 years ago about job security. She had asked why I was using electronic bill pay? I told her it was much easier and faster than writing checks and sending them through the mail. She told me that I was not supporting the future of my job. Well I never thought of it like that, but it made me think. We still write checks out for miscellaneous expenditures here and there; more so than we used to. We still like to get paper bills so we can see an itemized list of all the hidden fees and charges companies try to sneakily slip in there. I also like getting magazines and we try to utilize the postal service as much as we can when ordering packages. I also still send out birthday and Christmas cards. I get copious amounts of bulk business mail, but I don't complain like I used to, I call it job security. Companies I deal with are constantly trying to convert me to paperless billing, I decline every time and tell them no, I'm trying to help support my job, even when they throw in a discount.

Sarah Lower-Marlette Political Education

Treasurers Report Chris Smith

1-Jan-19		deposits		expenses		31-Oct-19	
\$	77,891.42	\$	103,804.54	\$	74,852.11	\$	106,843.85
\$	27,554.62	\$	5,341.64	\$	2,000.00	\$	30,896.26
\$	39,637.80	\$	15,222.64	\$	-	\$	54,860.44
\$	45,234.89	\$	28,221.08	\$	29,017.00	\$	44,438.97
\$	15,477.44	\$	11,026.12	\$	13,805.63	\$	12,697.93
\$	26,943.42	\$	6,129.94	\$	6,303.91	\$	26,769.45
\$	933.48	\$	6,136.25	\$	6,938.00	\$	131.73
\$	16,373.16	\$	11,607.06	\$	18,157.87	\$	9,822.35
\$	250,046.23	\$	187,489.27	\$	151,074.52	\$	286,460.98
	\$ \$ \$ \$ \$ \$	\$ 77,891.42 \$ 27,554.62 \$ 39,637.80 \$ 45,234.89 \$ 15,477.44 \$ 26,943.42 \$ 933.48 \$ 16,373.16	\$ 77,891.42 \$ \$ 27,554.62 \$ \$ 39,637.80 \$ \$ 45,234.89 \$ \$ 15,477.44 \$ \$ 26,943.42 \$ \$ 933.48 \$ \$ 16,373.16 \$	\$ 77,891.42 \$ 103,804.54 \$ 27,554.62 \$ 5,341.64 \$ 39,637.80 \$ 15,222.64 \$ 45,234.89 \$ 28,221.08 \$ 15,477.44 \$ 11,026.12 \$ 26,943.42 \$ 6,129.94 \$ 933.48 \$ 6,136.25 \$ 16,373.16 \$ 11,607.06	\$ 77,891.42 \$ 103,804.54 \$ \$ 27,554.62 \$ 5,341.64 \$ \$ 39,637.80 \$ 15,222.64 \$ \$ 45,234.89 \$ 28,221.08 \$ \$ 15,477.44 \$ 11,026.12 \$ \$ 26,943.42 \$ 6,129.94 \$ \$ 933.48 \$ 6,136.25 \$ \$ 16,373.16 \$ 11,607.06 \$	\$ 77,891.42 \$ 103,804.54 \$ 74,852.11 \$ 27,554.62 \$ 5,341.64 \$ 2,000.00 \$ 39,637.80 \$ 15,222.64 \$ - \$ 45,234.89 \$ 28,221.08 \$ 29,017.00 \$ 15,477.44 \$ 11,026.12 \$ 13,805.63 \$ 26,943.42 \$ 6,129.94 \$ 6,303.91 \$ 933.48 \$ 6,136.25 \$ 6,938.00 \$ 16,373.16 \$ 11,607.06 \$ 18,157.87	\$ 77,891.42 \$ 103,804.54 \$ 74,852.11 \$ \$ 27,554.62 \$ 5,341.64 \$ 2,000.00 \$ \$ 39,637.80 \$ 15,222.64 \$ - \$ \$ 45,234.89 \$ 28,221.08 \$ 29,017.00 \$ \$ 15,477.44 \$ 11,026.12 \$ 13,805.63 \$ \$ 26,943.42 \$ 6,129.94 \$ 6,303.91 \$ \$ 933.48 \$ 6,136.25 \$ 6,938.00 \$ \$ 16,373.16 \$ 11,607.06 \$ 18,157.87 \$



Association of Letter Carriers – Region 6 National Business Agent November 2019 Report

Brothers and Sisters.

Our office often receives calls from members complaining of harassment by a supervisor or manager. I don't mean to diminish someone's legitimate complaint regarding an abusive supervisor but...constantly throwing the



word "harassment" around can water down the true meaning. Harassment is a very serious charge and should only be used when we can prove either by clear and convincing evidence or, in some cases, with overwhelming circumstantial evidence, that a postal manager has crossed that proverbial line.

Let's be clear, management has the right to supervise employees. The way they supervise can be the issue with some postal employees. Threats of discipline, coercion, yelling, invading personal space to intimidate and acts of bullying cannot be tolerated and should be grieved as a violation of the Joint Statement of Violence and Behavior in the Workplace memo. Should you contact your District's Threat Assessment Team on the acts of a supervisor or manager? I would say no. Why? These district teams are made up of managers. Do you think a manager would implicate another manager? Only in extremely rare cases would they do so. Our tool is the grievance process. We have highly trained stewards throughout our region that can assist or file properly documented grievances regarding the violation of the Joint Statement memo.

Just because management is enforcing the uniform policy or decided to conduct daily street observations does not necessarily violate the Joint Statement memo. Again, they, management, have the right to supervise employees.

If you have any issues with the way your supervisor and manager are conducting themselves, please contact your shop steward first to let them know what is happening. Be prepared to write a detailed statement on management's actions. If their treatment escalates to having effects on your wellbeing, contact EAP (at 1-800-EAP4You) or your personal family physician. If you need to contact a professional for your health, you should state such in your personal statement you write for your steward.

Stewards-if you are having constant issues with an individual manager or supervisor, I ask that you make your local branch officials aware of the situation(s). Your branch officials will take the appropriate measures to intervene and/or provide assistance.

2019 KIM Training. Our annual regional training has come and gone. This year we had 455 union members to participate from Kentucky, Indiana and Michigan-one of our largest turnouts ever. It takes a tremendous effort to coordinate such a large instructional seminar. Our office cannot do this alone. Although both David and Kyle did a tremendous amount of the work, in no way were they alone. A special thanks to the following contributors: Robbie Gardiner, Paul Gillie, Michele Szafran, Tom Froreich, Walt McGregory, Jason Grubb, Ron Osborne, Pat Carroll, Mike Sheridan, Anita Lewallen, Misty Wenger, Matt Tanner, Don Karl, Mike Brim, Steve Amrhein, Nicole Wheatley, Joe Golonka and Anna Mudd.

Our members need to realize those who attended the training over the Columbus holiday weekend did so to be better prepared to represent their members within their branch. Giving up a holiday should not go unrecognized. I ask all who may read this article to please thank anyone who attended the training to better strengthen your local branch.

Not only did our members come together to broaden their skill sets but they also came together to show unwavering support for our national sponsored charity, the Muscular Dystrophy

Association (MDA). Through raffles and a Muscle Walk, members helped raise \$10,170 for MDA over the weekend.

But MDA was not the only fund-raising effort that took place. Members also dug deep into their pockets at Monday's general session and helped raise over \$1400 for the NALC's Disaster Relief Foundation.

Not only were the participants at this year's regional training dedicated selfless contract enforcers, but they were also generous caring servants of our society. Thanks to all!

Veteran's Day. Once known as Armistice Day due to the signing of the treaty in 1918 to end World War I, this national holiday recognizes all who served honorably in the military both during war and peace.

I wish to take this opportunity to say "thanks" to all of you that have served and continue to serve in our country's military. You have won, and continue to guard, our freedom. You all are true heroes. THANK YOU!

In Solidarity,

Troy Clark National Business Agent – Region 6 Kentucky – Indiana – Michigan (KIM)



2019 Golf Outing Update Over \$16,500.00 raised

Once the bills are paid approximately \$9,000 will go to MDA.

- Every Golfer received a water bottle, golf towel, golf balls, tees, marker, and a divot tool.
- Nobody won the hole in on contest for a Nissan Sentra
- o Texas Roadhouse Appetizers handed out for hitting a drive onto the green.
- Over 90 door prizes given away.
- o 50/50 drawing won by Ed Kamphuis for \$490.00 He donated \$100.00 to MDA

Closest to the Pin

Misty Wenger

Longest drive

Woman: Patty Sedlock

Men: Phoenix Maung

Mark Neubecker

Raffle Prize from newsletter tickets

Apple watch: Mike Kraut 55" 4K TV: Emily Ivie

HP Laptop/PC – Jill Pearce





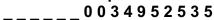


Letter Carrier Political Fund

Help protect your rights and the future of the U.S. Postal Service.

So how do I sign up?

- 1. Go to Liteblue.usps.gov
- 2. Enter your employee ID and password to logon
- 3. Click my HR
- 4. Clcik employee apps
- 5. Click postal ease
- 6. Under payroll click allottments-payroll net to bank
- 7. Click continue
- 8. Click allottments
- 9. Enter the 9 digit financial institutions routing number: 0 6 4 0 0 0 0 1 7
- 10. Enter your 17-digit Account Number: (insert the seven digits of your Postal Record Number to the spaces:



*Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number).

- 11. Enter account type as checking
- 12.10. Enter amount of your Allotment: \$ _____ The maximum yearly amount is \$5,000
- 13. Click validate
- 14. Click submit
- 15. Write down your confirmation number for your records.

We have people ready to help you sign up. Just let a steward know you want help, come to a meeting or email nalc56vp@comcast.net.



Roger Lange 1366 Sunnyside NE Grand Rapids, MI 49525 Phone (616) 364-8395

To: Mail Carriers & Clerks

I would like to thank you for your help this year with the pizza for the Veterans. We again will be taking around 80 pizzas in to the Veterans Medical Clinic. We will also be providing sodas. The Veterans all Thank You so much for your support. Last year we purchased 50 pizzas and then ended up going back for an additional 30 pizzas. We ran a little short on sodas but it still turn out great.

I can't thank you enough for your support, I can say without a doubt that the Veterans enjoyed it.

A lot of the Veterans come in not being able to eat because they have to give blood, and the appointment sometimes take a little longer than plan so they really enjoy having something to eat and drink.

Gratefully,

Roger Large

Roger Lange

<u>December Penalty Overtime</u> <u>Exclusion</u>

This year, the December period begins Pay Period 25-19, Week 2 (November 30, 2019) and ends Pay Period 01-20, Week 1 (December 27, 2019).



HEALTH BENEFITS by Mike Schregardus

Hello to all my health benefits junkies. Time for some words of wisdom once again. Ok maybe just some words, not sure how much wisdom there is in them.

But to spare all my fans out there, I'm not going to go on my usual rant. But I am going to cheat a little and take some excerpt from my HBR book that I got while I was at the Health Benefits training. There is a tremendous amount of information that is in the book, we can't put it all in our newsletter. So once again I'm just going to take a few points out of the book. But I am always available for question.

REMEMBER that open season runs from Monday, November 11th through Monday, December 9th 2019.

We also have some brochures available, if you are not a member of our NALC health Benefit Plan, we can get you a broacher to look through. We have also included a page of the 2020 rates for all the different plans that the NALC health Benefits Plan has to offer.

Union Sisters and brothers, Keep yourself safe out there. Your families need you to come back home each and every night.

Type of Enrollment			Non-Post	Postal Premium				
		Biw	eekly	Mor	nthly	Biweekly		
	Enrollment Code	Gov't Share	Your Share	Gov't Share	Your Share	Category 1 Your Share	Category 2 Your Share	
High Option Self Only	321	\$235.77	\$90.84	\$510.84	\$196.82	\$87.56	\$77.74	
High Option Self Plus One	323	\$504.12	\$218.31	\$1,092.26	\$473.01	\$211.31	\$190.30	
High Option Self and Family	322	\$546.47	\$188.74	\$1,184.02	\$408.94	\$181.15	\$158.39	
CDHP Option Self Only	324	\$163.91	\$54.64	\$355.15	\$118.38	\$52.45	\$45.35	
CDHP Option Self Plus One	326	\$361.62	\$120.54	\$783.51	\$261.17	\$115.72	\$100.05	
CDHP Option Self and Family	325	\$376.97	\$125.66	\$816.77	\$272.26	\$120.63	\$104.30	
Value Option Self Only	KM1	\$134.53	\$44.84	\$291.48	\$97.16	\$43.05	\$37.22	
Value Option Self Plus One	КМ3	\$296.78	\$98.92	\$643.01	\$214.34	\$94.97	\$82.11	
Value Option Self and Family	KM2	\$309.52	\$103.17	\$670.62	\$223.54	\$99.05	\$85.63	

"Procrastination is the bad habit of putting off until the day after tomorrow what should have been done the day before yesterday." – Napoleon Hill

I hear many carriers and postal employees asking about the status of the new contracts and what is planned for them. What will they get out it? How much will their pay raise be? Will the USPS be increasing more personnel? I know the Union is in the negations with the USPS and I wonder who is really leading the band?

The NALC can work out a New Contract; benefits and pay can be expected to increase but what happens when the USPS become defunct. Who runs the USPS?? That would be CONGRESS!! They enact Laws and Acts that have direct bearing on every member of the USPS. The Union can't directly do anything about how Congress paddles the boat. The UNION can speak on behave of its members, but it CANNOT make Political Support Actions. That would be against the law. No Union Dues can ever be used as a means for Political Influence.

How do the members of the Union make their voices heard? First, we are a very large voting block, nearly 300 Thousand strong. That alone is a heavy political glove to swing. But, in this political environment that is a small anvil to hammer on. What can be done is what is done by every organization in America to garner political favors. To support USPS survivability, the members, ALL MEMBERS, need to have skin in the game. This is not a Conservative or Liberal game. This is not a Republican of Democrat game. This is a game to keep the USPS alive and those members to continue to work and provide for their families. The benefits that have been negotiated can be swept away with the stroke of a pen: The Political Pen.

Currently, the US House of Representatives are deliberating HR 2382, The Fairness Act. This bill will eliminate the Pre-Funding anchor of \$5.3 BILLION the USPS is required to pay the Government yearly for healthcare benefits in the future. The \$5.3 Billion paid by the USPS goes into a General Healthcare Fund for ALL Federal agencies, not just the USPS. The USPS has nearly \$400 BILLION in its current Healthcare Fund for those retirees to have. Those funds will continue to increase for future retiring members. Releasing the mandate of those payments would allow the USPS to modernize and pay back the debts they have incurred to keep solvent. It would allow the purchase of new vehicles and equipment to support the growing needs of the American Public in mail delivery. The ONLY way this is going to be done is to hammer that point across to Democrats and Republicans in the HOUSE! Political funding support or better the REMOVAL of that support can go miles in the legislation arena.

The Letter Carriers Political Fund (LCPF) represents EVERY LETTER CARRIER in the USPS. It represents the Right and Left, Democrat and Republican to push for the USPS to stay in business. Here is the problem!! Only NINE PERCENT of all those that want the benefits and want to keep their jobs in the future are supporting the ONLY fund that can wheel the Financial Anvil. Joining the LCPF provides EVERY Carrier the opportunity to multiple that Power of the Vote into the Power of the Pocket! Help keep the USPS operational. Join the LCPF. Call your Representatives. Make your voice heard. Even a dollar a paycheck with the numbers we have in the union will force more political avenues to be opened for the security of the force. Standing on the sidelines and watching the wreck happen, and then saying I should have done something before, is too late.

Bob Pearson

Northwest Article 8 Checklist

Overtime Desired List Pecking Order

- 1. Are all full-time regular carriers working 8 hours (if not taking leave)?
 - a. Then Overtime Desired List (ODL) carriers can work overtime.
- 2. Are all12-hour ODL carriers working 12 hours and all City Carrier Assistants (CCA's) working 10 hours?
 - a. Then 10-hour ODL carriers can work up to 12 hours.
- 3. Has an ODL carrier worked 20 hours of OT in a pay week?
 - a. Then that carrier may not work any additional OT

Work Assignment List Pecking Order

- 1. Are all full-time regular carriers working 8 hours (if not taking leave)?
 - a. Then Work Assignment (WA) carriers can work OT up to 10 hours on their own assignments*
- Is OT available on any of a WA Carrier Tech's five routes?
 - a. Then WA Carrier Techs work any of that OT up to 10 hours except OT on a Regular WA carrier's route*
- 3. Are all 10-hour ODL carriers working 10 hours, all 12-hour ODL carriers working 12 hours and all CCA's working 10 hours?
 - a. Then WA carriers (including WA Carrier Techs, see exception in 2.a.) can work up to 12 hours on their own assignments
- 4. Are all ODL carriers working 12 hours and all CCA's 11.5 hours?
 - a. Then WA carriers can work up to 10 hours off their assignments*

*CCA's can work any OT (including WA) up to 11.5 hours *Off-list mandatory overtime is assigned by juniority on a rotating basis

8-hour List Pecking Order

- 1. Are all ODL carriers and all CCA's working 10 hours?
 - a. Then 8-hour carriers can work up to 10 hours on their own assignments*.
- 2. Are all ODL carriers working 12 hours and all CCA's working 11.5 hours?
 - a. Then 8-hour carriers can work up to 10 hours off their assignments (not over 8 hours on the 5th day or SDO). *

*8-hour carriers are limited to 8 hours during the December exclusion period

*Off-list mandatory overtime is assigned by juniority on a rotating basis

<< CCA's are limited to 11.5 hours including December >>

MANAGEMENT HAS BEEN HAVING PROBLEMS GETTING CCA'S AND REGULARS THEIR UNIFORM VOUCHERS AND CITIBANK CREDIT CARDS.

THE VOUCHERS ARE SENT VIA CERTIFIED MAIL AND THE CITIBANK CARDS ARE NOT FORWARDED.

PLEASE GO ONLINE ON LITEBLUE AND UPDATE YOUR CURRENT ADDRESS WITH THE POSTAL SERVICE.

SIMPLY DOING A CHANGE OF ADDRESS WILL NOT UPDATE YOUR HOME ADDRESS THAT IS ON FILE.

PLEASE NOTIFY BRANCH 56 WHEN YOU
CHANGE YOUR MAILING ADDRESS.
MAIL CHANGES TO: 1680 VIEWPOND DR SUITE A
KENTWOOD, MI 49508
OR

EMAIL: Nalc56vp@comcast.net PHONE: (616) 458-8611

LCPF Disclaimer

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

National Association of Letter Carriers Brach 56 1680 Viewpond Suite A Kentwood, MI 49508

> ADDRESS SERVICE REQUESTED



Branch meetings are the first Thursday of each month

Branch training is last Tuesday of each month

ALL MEMBERS ARE WELCOME

Food and refreshments are provided.



A Program You Can Trust



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341 www.EAP4YOU.com