



# The Beast of Burden



Issue I-II

NALC Branch 290

Jan/Feb 2011

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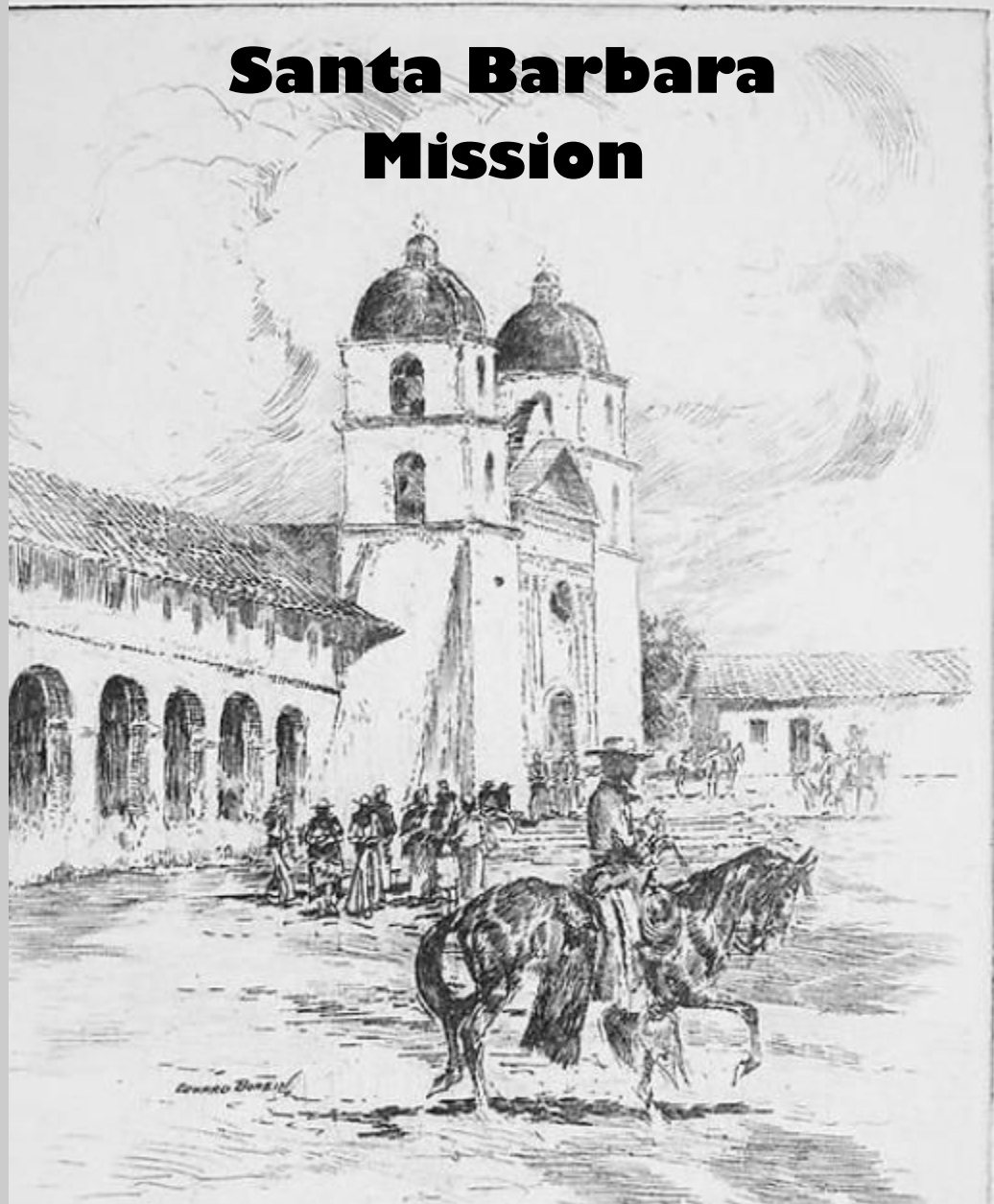
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## Santa Barbara Mission



**The Santa Barbara Mission was established on the Feast of Saint Barbara, December 4, 1786 and was the tenth of twenty-one California Missions to be founded by the Spanish Franciscans.**

## Collective Bargaining in the Postal Service

Collective Bargaining has been in the headlines lately as politicians have targeted it as a means to balance their budget. Here is an overview of Collective Bargaining in the Postal Service.

The collective bargaining structure between the United States Postal Service and the various unions that represent postal employees is a unique one. Pursuant to the Postal Reorganization Act of 1970 ("PRA" or "Act"), Congress established the Postal Service and created for it a labor relations framework modeled after the private sector. Distinct from the way other federal workers are treated, Congress provided postal employees with rights to bargain collectively over their wages, hours, and conditions of employment through their exclusive bargaining representatives.

As a result, since the early 1970s the Postal Service has entered into successive collective bargaining agreements with those national postal unions which serve as the exclusive bargaining representatives for certain groups of postal employees.

When a party desires to modify or terminate the collective bargaining agreement, written notice must be served on the other party not less than 90 days prior to the expiration of the agreement.

If negotiations fail to produce an agreement, the parties are free to adopt a mutually-agreeable procedure for the resolution of the outstanding disputes. If such a procedure is not adopted by the parties, the PRA establishes a fact-finding and arbitration procedure for the binding resolution of outstanding disputes.

If the parties fail to reach agreement by the expiration or termination of the agreement, or the date of the proposed modification, the fact-finding procedure may begin. The Director of the Federal Mediation and Conciliation Service (FMCS) submits a list of at least 15 names to the parties to be used for the appointment of a fact-finding panel. Each party selects one name within 10 days, and the two selected by the parties select a third who serves as a chairman or, absent agreement, the selection is made by the Director of the FMCS. The fact-finding panel must issue its report within 45 days from when the list of names was initially submitted.

An interest arbitration board shall be established if the parties fail to reach agreement within 90 days after the expiration of the agreement or the date on which the agreement became subject to modification. The board consists of three members, not members of the fact-finding panel, with each party selecting one name, and the two selected by the parties selecting a third, or neutral member. The

arbitration board is mandated to issue its decision within 45 days of its appointment. Costs of both the arbitration board and the fact-finding panel are shared equally by the Postal Service and the union.

### **Must a postal employee join the union?**

No. The Postal Reorganization Act (PRA) provided postal employees with discretion as to whether or not to join the union. As such, postal collective bargaining agreements may not contain union security clauses, such as union shop clauses (all employees must join the union).

### **Is there any restriction on the length of the term of a postal collective bargaining agreement?**

Yes. The PRA mandates that collective bargaining agreements be for a minimum term of two years, with no cap on the length.

### **Is there any statutory mandate with regard to postal wages and/or benefits?**

Yes. The PRA requires the Postal Service to maintain employee compensation and benefits at levels comparable to those paid for comparable levels of work in the private sector of the economy.

### **May postal employees strike if they are not satisfied with the results of collective bargaining?**

No. Like other federal employees, postal employees are not permitted to strike.

## THE BEAST OF BURDEN EDITOR...Neal Couey

The Beast of Burden is published bi-monthly by Branch 290 of the National Association of Letter Carriers. Contact Branch 290 at P.O. Box 821, Goleta, CA 93116.

All facts, opinions, statements appearing within this publication are those of the writers and editors themselves, and are in no way to be construed as statements, positions, or

endorsements by Branch 290 or its officers. Permission to reprint any item in *The Beast of Burden* is hereby granted, provided proper credit is given.

We invite all members to contribute material for possible publication. All submissions must be signed and delivered to the editor by the date of the union meeting of the month for publication.

Union meetings are held on the first Monday of the month. Names will be withheld if requested.

Editor reserves the right to determine whether material submitted shall be printed for reasons of good taste, legality, or for the good of the branch.

The Beast of Burden is free to members in good standing.

# PRESIDENT'S REPORT

*Dear Brothers and Sisters,*

*Carrier Optimal Routing (COR) adjustments were made in February at both the San Roque and Main Post Office. Needless to say, the massive changes in territory have caused huge disruptions for carriers and customers. Overtime has skyrocketed. Lines of travel and relay points make absolutely no sense. The shop stewards and I will be revisiting the routes after thirty days. Management is required to have routes adjusted to eight hours. If you have a route that is not adjusted to eight hours, the lines of travel are incorrect, or if there are any safety issues; please notify your shop steward. Once again, these changes to the routes were made in Santa Clarita.*

*The new Postmaster General Patrick Donahue has expressed that he would like to hear new ideas to help our business. If routes need to be*

*adjusted it should be done at the local level. No one knows the routes better than the carrier who serves the route or the local station manager. It is time to give the authority to adjust routes to the people who know those routes. Micro-management and the cookie cutter approach to adjustments will do nothing to improve morale or customer service! COR adjustments are not helping make the USPS more productive. The costs in scheme training, carriers learning new routes, and the disruption in customer service are far greater than the few hours allegedly saved on paper.*

*The California State Convention will be held on April 28th to April 30th in San Diego. The delegates from Branch 290 will attend training classes. One of the classes will be COR. We will be asking questions and, hopefully, we will get some satisfactory answers.*

*The Dinner Dance was a success thanks to the hard work of the committee. Please thank Joe Pensabene, Elvis Gutierrez, and Eileen Smith for making our event a memorable and fun-filled evening.*

*On February 27th, Branch 290 held a Bowl-a-thon for MDA in Santa Barbara. We raised \$900 for MDA.*

*Once again, thank you all for bearing with the route adjustments. As always, our dedicated carriers are the ones to deliver excellent customer service despite the mistakes of management in Santa Clarita for not allowing the local parties to make route adjustments.*

*In Solidarity,*

*Mike Coyle*



## IN MEMORIAM

WIPF, Herold J. "Red"

95, passed away Jan. 7, 2011 at Cottage Hospital following a short illness. He was born Nov. 29, 1915, the second of 3 boys to Michael and Julia Wipf in Alsen, North Dakota. Raised in Alsen, he left to attend the Univ. of North Dakota to study pre-med sciences. As a result of the Great Depression he left college and arrived in S.B. in 1936 where he would live most of his adult life. He met and married, Osse Schantz in 1937 and enjoyed 58 yrs of marriage. Their twin sons Vaughn F (DDS) and Vincent K (PHD) were born in 1939.

After enlisting in the U.S. Navy and serving honorably in WWII from 1944 to 1946 he returned to S.B. with his family and continued his employment with the U.S. Postal Service. He retired in 1978 as Postmaster with 38 years of service. At the time of his death he was the oldest former letter carrier in S.B.

He was preceded in death by his wife Osse, brothers Joe & Harvey, and son Vincent. He is survived by his son Vaughn (Deanna), grandchildren Todd (Eileen), Vaughn (Emily), Lanie, Erik (Dyanne), Mark, and 8 great grandchildren.

Memorial services at Good Shepherd Lutheran Church, 380 S. Fairview, Goleta, CA., 11am, Friday, Jan. 14. In lieu of flowers any contributions in his name can be made to: Foresters of S.B./Hugs for Cubs Cancer Program, 4299 Carpinteria Ave, Carpinteria, CA 93013



**ANTHONY PAUL ARRIA  
(TONY)**

**BORN: APRIL 2, 1927**

**DIED JANUARY 11, 2011**

# Branch 290 Dinner Dance 2011







# Branch 290 Dinner Dance



Letter Carriers can contribute directly to COLCPE from their paychecks every pay period using the Postal Service's PostalEASE. Through PostalEASE you can designate COLCPE as one of your three payroll allotments.

1. Be sure you know your 6 digit employee ID number (on your pay stub) and 4 digit USPS Personal Identification Number (PIN). If you cannot remember your PIN, call PostalEase at 1-877-477-3273, select "1", enter your 8 digit employee ID number, and select "2" to have your PIN mailed to you.
2. Create your own Account Number by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your Postal Record.
3. Now you are ready to call PostalEASE toll-free at 1-877-477-3273
  - When prompted, select "1" for PostalEASE and then enter your 8 digit Employee ID Number and your USPS PIN
  - Select "2" for payroll options
  - Disregard instructions to complete Allotment Worksheet and select "2" to continue
  - Select "3" to add a new allotment
  - Enter the Financial Institution Routing Number 0 6 4 0 0 0 1 7
  - Select "1" to continue processing allotment
  - Select "1" to "enter allotment now".
  - Enter your 17 digit Account number from above \_\_\_\_\_
  - Enter "1" for checking.
  - Enter the amount of allotment: \_\_\_\_\_.00 per pay period  
\*IF amount is correct, select "1"

Your 17 Digit Account Number

----- 0034952535

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\*\*\*\*\*AUTO\*\* 5-Digit 54321

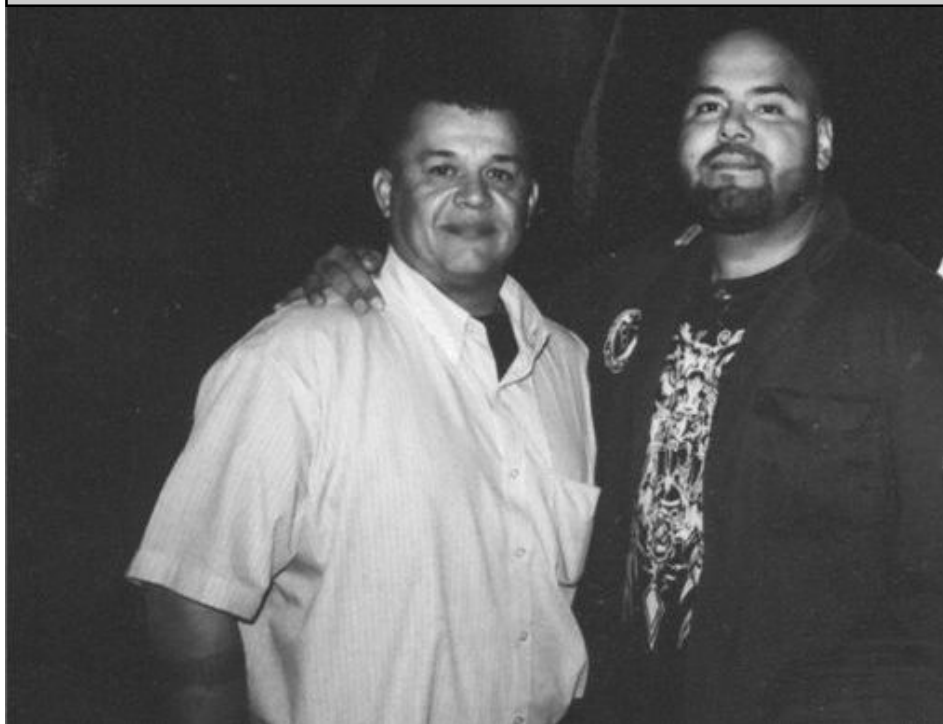
XXXXXXXX LC 9576 W13 1

John Carrier  
Main St  
Anywhere, USA 54321

An-

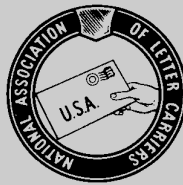
Contribute to  
COLCPE through  
PostalEASE

## Special thanks to our DJ Sherman Goldman





BRANCH 290

**National Association****of Letter Carriers**A.F.L. - C.I.O.  
CHARTERED 1892

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**A MESSAGE FROM YOUR SECRETARY/TREASURER:**

I wanted to let everyone know that as a point of information how the books generally work.

When you are requiring reimbursement for personal money spent on union business the way you go about it is, you fill out an expense sheet ( which can be requested by me ) have all receipts attached, then mail it to the P.O. Box. ( 821 Goleta, CA 93116 ) I will then look it over and if all is in order I will mail you a check.

If money is needed for payment right away and no personal money has been spent, you need to mail me the bill and I will pay the bill directly to the required person or business.

Our checks require two signatures and in order for me to get the expense sheets and bills paid, I need and require at least 48 hours to get the payment out. I generally check the P.O. Box every other day and do all union business on my own time, usually my day off.

If you have any questions or concerns you can call me on my home phone 845-9941, I check my messages daily, or you can email me at [jm51@cox.net](mailto:jm51@cox.net).

Thank you,

Joyce McCue  
Secretary/Treasurer  
Branch 290

# Controlling the Grievance

If the supervisor balks at having to sit through an interview, file the additional grievance for refusal to answer germane questions to investigate the Steward's Rights grievance. Another 17.3, 31.3 and Article 19 grievance should be filed. The applicable Step 4 is listed below:

## **M-00012 Step 4, October 25, 1977, NC-S-8463**

It is anticipated that supervisors will respond to reasonable and germane questions during the investigation of a grievance.

Be sure to get them to sign a cease and desist on the new PS Form 8190, and that they understand that they will comply with interviews. Now, you are heading him off at every turn by contractually forcing him to comply. You are reigning in an out of control supervisor in by filing the correct grievances. You are Controlling the Grievance.

After the interview, the supervisor, may ask for a copy of the interview. This is him, trying to investigate your investigation. He knows what he said and signed it. You may give him a copy if you have a good relationship with them, or, as I have done, responded in such a manner listed below:

"Submit an information request and I'll get back to you."

This is a smartass comeback I've used, however, I do not condone using these remarks. I make sure I'm on 613-Steward Time when I make those statements. Kidding aside, I do not supply any information of my investigation to any supervisor until the Informal A or Formal A meetings.

When on 613 time, you are on the same level as management. This doesn't mean pay level, but if they get profane, or begins yelling at you, you may do the same back without fear of

repercussions. He is not your supervisor at that point, he is your equal. Be sure that you are on 613 time anytime a heated discussion develops, if not, walk away. By not being on 613 time, he IS your supervisor and you must watch what you say to Mr Inflated Ego.

Also, if the Supervisor asks for copies of the references which you quoted in the interview, let him know:

Smartass answer # 1 - "I can only do that on Union time and I haven't been authorized that yet."

Smartass answer # 2 - "Its in YOUR contract, you should try reading it sometime."

Again, don't get yourself in trouble. I do not condone the language I've used, but threw them in here for some levity on the subject. I hope some of them made you smile!

## **3. Information Request** "The Right Requests are Crucial"

You've been made aware of a possible grievance situation. I say "possible" because you must investigate first to determine if a grievance exists. To determine this, the right documents must be requested to prove a grievance exists.

### **A. The Grievant Statement**

One thing that must be done immediately, is to obtain a statement from the grievant. You do not know how many grievances are sent to the Step B office, which never includes any statement by the grievant. This is important to the case file.

The grievant has a chance to explain their version of events and the how, who, what, when, or where the events took place. If clarification is needed, the Steward can conduct an interview with the grievant to get the additional or clarified reasons, or the grievant can

be asked to write additional statements where necessary.

I like to interview the grievant so I can get specific information to help the case. Sometimes a grievant can be their own worst enemy because they are talking from emotion, instead of facts and the contract. By interviewing them, I can direct them to specific issues and avoid all the "color" they want to put in their language if they were to write them down. This also eliminates the "personal" aspect from the information.

If the grievant can't stand the supervisor, or is very angry for the way he was treated, many grievants try to convey this in their statement, which just shows there is animus towards the supervisor and may hurt their own case. Just get the facts, take the "personal" issues out of the process. This will show you and the grievant are concerned about the issue, not in retribution.

### **B. "Finding out about..."**

Management likes to delay you talking to the grievant. There is always too much mail, too many sick calls, too many open routes, yada, yada, yada. As a Steward you must enforce your time to meet with a grievant, or the request of the grievant to meet with you.

Let the workforce know, if a carrier notifies Management they want to see you, the carrier should let you know, This way you can monitor the grievant is seeing you in a timely manner. Too many times I have met with the grievant and he lets me know that he requested the time the week prior and is just now being

*(Continued on page 11)*

*(Continued from page 10)*

allowed the time to talk to me. I include the language from the Charter's Letter explaining that time to talk to the grievant, or the Steward, should be done without delay, and within 2 hrs, 95% of the time. Let me say this again. You should be speaking with the grievant immediately, or within 2 hrs of the request, 95% of the time! I'm sure all of you do that right? Didn't think so.

Additionally, it states the delay should not extend beyond the tour of duty in which the request is made. So you should be speaking to the grievant, NO LATER than the end of the work day! I used this to stop the delay tactics management liked to throw as roadblocks in my grievances.

**M-00458 Regional Letter (Charters) March 10, 1977**

In most cases, the grievant and steward should be able to discuss the grievance without delay but 95 percent of the time with no more than a two-hour delay. While circumstances will sometimes necessitate a delay of more than two hours, normally the delay should not extend beyond the tour of duty in which the request is made. This determination will be based on the availability of the parties involved and service conditions.

Management likes to relent sometimes, but then says "You only have 5 minutes." Well, ain't that just dandy?! The Step 4 decision below states they cannot predetermine what my reasonable time is. The more complicated the issue, the more time I will need.

**M-00303 Step 4 May 9, 1985, H1C-3W-C 44345**

Employees should be permitted, under normal circumstances, to have a reasonable amount of time to consult with their steward.

Reasonable time cannot be measured by a predetermined factor.

Again, credibility becomes important here. If you request to see a grievant for an Article 8 issue and take an hour to talk to him, is that reasonable? The initial discussion time should have what violation the grievant believes happened, the time for him to write his statement, time for you to clarify any major issue, and time to write the information request. This is the initial phase of determining if a grievance exists.

A simple initial Article 8 discussion may go like this:

"Hey, I'm an ODL, and I think they worked a non-ODL yesterday overtime and I was available. I went home in 8 hrs.."

"OK, can you write me a statement explaining what happened, and who you saw and when, so I can ask for the clock ring report. Just write down the facts of what happened. I'll start filling out my information request now, while you write the statement."

"Here's my statement...Does it sound OK?"

Yeah, sounds good...but you need to print your name, sign it, and date it. That's important...Great...I'll get back to you as soon as I find out what happened."

The point of this is, the initial discussion should be brief. You put on your information request the time needed to interview the grievant. This is the time where you can sit with the grievant and get into detail about the issue. The initial discussion should just establish what the problem is. Once told to you, then make the proper request to get the basic facts for determining if a grievance exists. Once it is established, then you can ask for more detailed information in another request.

On the initial request, I like to put "Possible violation of Article 8". Because I really don't know if a violation

exists. I have investigated grievances where after the initial information I received, established that no violation existed.

It's the duty of the Steward to always inform the grievant of what they are doing with THEIR grievance. If the complaint had no merit, tell them you found no violation and WHY! Always explain your actions and try to educate them about the contract concerning their issue.

I have given grievants copies of the JCAM language or LMOU when it is something they don't understand, or as many of them do, read a small bit of the contract, interpret it their way, and think that little bit supports their complaint. By educating them, they will know the next time if there really is an issue they need to see you about.

All statements from the grievant needs to be signed and dated. Many files go to the DRT and have unsigned and undated statements in the file. If they are typed, technically, anyone could have typed it. This argument should be used against management as well. Any unsigned and undated statement should be challenged in the file. A typed statement is great for the file, but a handwritten one really shows the grievant took the time to write down his issues. Many case files include both, especially if the handwritten statement is difficult to read.

The Article 8 example above would probably ask for a schedule, the two carrier's clock rings and a station OT Alert Report. This is to see if anyone else may have been worked improperly when ODLs were available. This would be the bare bones to determine if a violation occurred by an in house Steward.

Let me say the OT Alert Report will show you only a basic idea of what YOU may know what is going on in your station. The DRT does not like to see OT Alert Reports in a case file. They prove nothing, zip, nada, to the

*(Continued on page 12)*

# Controlling the Grievance

*(Continued from page 11)*

Step B team. They show BT and ET and nothing in between. Take an OT Alert Report to another Steward and ask him, what violations can you tell me happened here. Even provide him with the ODL list. He will not be able to tell you anything. That is what the DRT will see if forwarded to Step B, no proof, and no evidence that a violation exists.

The Employee Everything Report (EER) is needed to show off assignment OT and ODL availability. Any Article 8 should have these reports in the case file. This report proves everything, and even if the Steward is inexperienced and does not do the proper math, the DRT can figure it out by the EER report. Remember, no OT Alert Reports to the B team, only EER reports.

## C. Discipline Cases

In a discipline case, the first request should be for "any and all files used by Management in consideration of issuing the discipline". And this should be done as promptly as possible, after the discipline was issued to the grievant.

The reason specifically for this is to freeze management attempts to "add" to the file and to "pile on the grievant". One favorite tactic by Management is issuing an Emergency Placement 16.7, or Removal, on a specific date, and then they include the results of an OIG investigation they received after the date they issued the discipline. How was it considered when did not have it when the discipline was issued? Curious isn't it. They claim to have clairvoyance and they are the Great Carnac! They issued discipline for documents they haven't seen yet! That's why you have to show them they are idiots! Are you starting to see a pattern here...?

If there is anything specific you need to request, put it in writing on the information request. The DRT will look to see if a document was requested on the information request if an argument can be made for it. If the Union did not request it, then the argument fails, and/or the NALC DRT representative cannot bring up the argument that management failed to provide it, or argue the contents of a document the Union failed to request.

All discipline must be issued for "just cause". Read Article 16 in the JCAM and the tests for just cause are listed there. Once you receive information from management for the grievant in a discipline case, you must review, in detail, the discipline letter and the documents considered for it. I can tell you more than not, management will falter in one or more tests of just cause. It is up to you to catch all that you can at your level. Tear apart the Letter of Discipline, bit by bit, to catch the errors management may make.

If you are not also the Formal A representative, then fresh eyes will be able to look over the case file and help bolster the case. If it goes to the DRT, then the NALC Step B team member should find any loose ends and help to get you a favorable decision, if it is warranted. Sometimes, you know as well as I, that discipline may be justified, and if management crosses their T's and dots their I's, then the discipline may well stick. Do your job to find the loopholes they missed.

## D. Beginning your Defense

Remember a cardinal rule for a Steward. You are not the JUDGE. You do not defend one carrier better than another. If you believe the carrier is guilty and you are not going to put forth the effort to defend him, go be a 204b. A Steward is pledged to uphold

the contract. YOU do not decide who is guilty and who is not. You defend them the best of your ability.

We all have carriers who seem to get in trouble constantly, and many of them may well have acted improperly, however, that is management's burden to prove. As a Steward you must defend all carriers, even SCABS.

Let me go off subject here for a moment. SCABS. We all do not like them in our office and they are parasites, as far as I am concerned, feeding off our Union, while not paying their share. However, you must defend them, or face possible legal action against you and your Branch. I have seen case files at the DRT level where Stewards actually asked for monetary remedy for an Article 8 issue and did not list carriers because they were SCABS. You can't do this! You are now discriminating and risking yourself and your Branch to legal action.

On the bright side of this issue, SCABS in my area have actually joined the Union, once they were in a big discipline bind, and the Steward did a good job getting the discipline reduced or rescinded. Some can see the light, others fit right in with the idiots! Anyway, YOU cannot risk legal action by discriminating. Defend everyone. How good would it look to have an article written about you and your Branch, in the local paper, because of a lawsuit of discrimination against a non-Union employee?

Holy mackerel, who thought I could write this much just talking about the information request. But, I've never been known to be short winded either! Well, I hope this helps you in some of the basics. I can't cover every example, as no matter what I cover, you will find a situation that arises that will be unique to you, the grievant, or your area. Learn the basics, enforce YOUR rights as a Steward, using the tools

*(Continued on page 14)*

## SECRETARY/TREASURERS ANNUAL REPORT 2010

### INCOME:

Membership Dues	66,253.34
Transfers from Savings	17,000.00
Misc Income	396.75
Interest on all accounts	119.75
<b>TOTAL INCOME:</b>	<b>83,769.84</b>

### EXPENSES:

#### Benefits paid to members:

Dinner Dance	11,336.08
Barbeque	8,539.62
Gifts ( newborns, deaths, illness )	704.73
Retiree Gifts	100.00
Training and Meetings	2,012.60
Members extras ( donuts, calendars )	1,293.00
Progressive and Monthly Door Prize	450.00
Property	3,022.86
National Convention	3,309.00
Rent, Storage, and Phone:	
Monthly meeting place ( Rusty's )	699.57
Storage	1,260.00
Phone	1,423.15
P.O. Box Fee	60.00

### Supplies:

Office supplies/expenses	1,900.57
Bank Fees	102.00
Printing and Publications:	
Beast of Burden	1,280.04
Bulk Mailing and Deposits	685.00

### Salaries and Other Compensations:

Salaries	30,028.68
Dues Rebates	7,175.46
Payroll taxes	4,855.00
Per Capita Tax ( direct dues members )	45.00
Officers Bond and Property Tax	217.00

**Total Expenses** 80,499.36

**Total Income** 83,769.84

Over for the year 3,270.48

Total in Checking 7,028.44

Total in Savings: 62,790.62

Total in Scholarship Fund: 5,149.12

MUSCULAR DYSTROPHY  
raised and donated 265.00

BRANCH SCHOLARSHIP  
raised and transferred 233.00

SCHOLARSHIP awarded 500.00



## MDA BOWL-A-THON

Mike Coyle  
Hadley Carpenter  
Peter Gin  
Richard Aquirre  
Elvis Gutierrez  
Melinda Flinchum  
Lisa Hugo  
Robert Hugo  
Richard (Colleen)  
Nathan McCue (Joyce McCue)

# In The News

- **HALFWAY THERE  
50 PHASE I FSS MACHINES  
NOW IN OPERATION**

The Postal Service now has 50 flats sequencing system (FSS) machines in operation — half of the 100 machines scheduled to become operational during phase 1 of FSS implementation.

According to FSS Executive Director Rosa Fulton, the 50th machine, located in San Jose, CA, became fully operational this week. An additional 40 machines are installed and ready for testing. “The schedule for system burn-ins and activations is aggressive, with 10 machines starting up every 3 weeks,” said Fulton. All 100 machines are scheduled to be sorting flats by July.

More than 14,000 letter carriers now are receiving sequenced flat mail each day. Route adjustments — made possible with FSS — are ongoing, with more than 500 city routes eliminated since the first FSS machine went online.

Bringing an FSS machine online requires an orchestrated quality process — one that takes a few weeks to implement. In the first week, zones are added to the machine. Over the next 2 weeks, acceptance tests are conducted. After the machine has met acceptance criteria, the Postal Service begins to ramp up to full FSS operations.

- **National Reassessment  
Process Update – Unemployment  
Compensation**

Injured employees who undergo the National Reassessment Process (NRP) and are told by the Postal Service either that there is only partial-day work available or that there is no work available, should consider applying for unemployment compensation. This temporary financial assistance can serve as an important monetary bridge **during the time that an employee is waiting for his or her OWCP compensation to be processed.**

This program is formally known as the Unemployment Compensation for Federal Employee’s Program, and is administered by the states under separate agreements with the U.S. Secretary of Labor. A Postal Service employee’s entitlement to this benefit is determined by each state’s employment security laws and varies according to the individual state rules and the employee’s wage and separation history.

An injured employee whose work hours have been reduced or eliminated by the NRP should ask the Postal Service to provide them with a Form SF 8, Notice to Former Employee About Unemployment Insurance. Don’t be misled by

the phrase “former employee.” The SF 8 is also used for current employees who have had their work hours reduced or eliminated. The complete instructions can be found in Chapter 550, “Unemployment Compensation,” of the ELM.

The SF 8 will be made available to injured employees who receive “Partial Day Work” or “Complete Day No Work” letters. However, the employee must ask for the form. It will not be provided automatically.

Injured employees who are provided work on an intermittent basis are issued an SF 8 only for the first time in each calendar year when they are placed in a non-pay status. However, an SF 8 is issued each time to any employee who is, or will be, placed in a non-pay status for seven or more consecutive calendar days.

The employee should take with them the SF 8, the most recent SF 50, their Social Security card, W-2 form, and a recent pay stub.

OWCP will pay injured employees wage loss compensation even if they are receiving unemployment compensation. However, the state will consider this to be a dual payment, and would expect to be reimbursed for any unemployment compensation that was paid during the same period that a person received OWCP.

*(Continued from page 12)*

National has negotiated for you. The tools are there. Great Stewards utilize all these tools to their advantage. I hope to be able combine these tools and become a Great Steward. Great Stewards aren’t born, it takes a lot of hard work, reading, and a lot passion to let the idiots know they are idiots! Once you know the contract, and its surrounding periphery (Step 4’s, Arbitrations, etc) you will never feel intimidated or bullied again, and you can start

defending your co-workers like you were meant to!

I feel that any knowledge must be shared, to be educating. Everyone can learn from everyone else. If knowledge is kept to oneself, then the knowledge is “selfish” and is not EDUCATION. Educating others by the use of your knowledge empowers others to use what you have learned. I hope by sharing some of my knowledge, shared to me by others before me, and the pitfalls that I

went through, will help you to not make the same mistakes I did. Perhaps some of my experiences can help make you to become a stronger and more knowledgeable Steward!

Keep Fighting the Good Fight!

Written by Denny Belden  
Orlando FL Br. 1091  
Former Steward  
Former Branch President



# Congressional Representatives

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