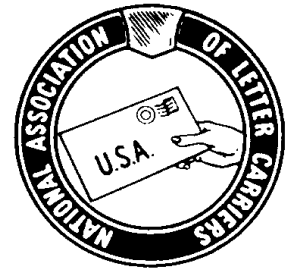


National Association of Letter Carriers AFL-CIO

# THE UNION CARRIER

## Branch 1100



Affiliated with the Los Angeles, Orange, San Diego and Imperial Counties Labor Councils

Vol. 54, No. 1-3

[www.nalcbranch1100.org](http://www.nalcbranch1100.org)

January - February - March 2025



# REFLECT, REVIEW, REFINE

# RULES OF MANDATORY OVERTIME

BY HORACE A. LEWIS II  
*Executive Vice President*



Hopefully everyone has had a happy holiday season and hopefully you are receiving this Branch newsletter in good spirits. I would like to talk about mandatory overtime. There are carriers that want to work 12 hours a day or more and there are carriers that just want to work 8 hours and go home.

This article will explain some of the rules of mandatory overtime and determine how and when management should mandatory carriers to work overtime.

The first type of mandatory overtime is mandating on your own assignment. Management can mandate carriers who are not on the Overtime Desired List (OTDL) to work overtime on their own assignments if the CCAs, PTFs, and OTDL carriers have worked 10 hours. This is done to avoid the payment of penalty overtime. Also, carrier technicians that are considered to be a T6 that are on work assignment can work to 10 hours on their T6 swing. This means that a T6 that is on work assignment must be allowed to work 2 hours of overtime somewhere, within their five-route swing, if overtime is available. If all of this occurs, then management can require an 8 hour carrier to work overtime up to 10 hours. The only time management cannot require an 8 hour carrier to work overtime on their assignment or off of their assignment is in December because there is no penalty overtime during the four week exclusionary period.

The second type of mandatory overtime is carriers

working off their assignment when they are not on the OTDL. For management to do this the following must occur, all OTDL carriers must work 12 hours (excluding lunch) even if it is their non-scheduled day. If management has done this, then management may seek out non-OTDL carriers that are willing to volunteer to work overtime off of their assignment. If management can't get enough volunteers, then they may seek to mandate carriers that are not on the OTDL to work overtime off of their assignment starting with the junior carrier and progressing up to the senior carrier. This process of starting with the junior carrier and going to the senior carrier is on a rotating basis quarterly. That means if you choose the most junior carrier to work overtime today, tomorrow you must choose the carrier that is next senior. This is the continuous process for the entire quarter unless you have something in your installation's Local Memorandum of Understanding (LMOU). The only exception to this is once a carrier has reached the maximum 12 hours in a day or 60 hours in a week (excluding December), then management can mandate carriers that are not on the 10 or 12 hour OTDL by juniority.

If management has not fulfilled all of these requirements, follow the instructions of your manager, and ask for time to talk to your shop steward to file an Article 8 improperly mandated grievance for working overtime on your own assignment when there were carriers available to work your overtime. The contractual language can be found in Article 8, pages 14 and 15 of the 2022 JCAM.

## SAVE THE DATE

Branch 1100  
**Member Appreciation Picnic**  
Sunday June 1, 2025

Join us for friends, family, food, and fun.  
More information will be provided in the next  
Union Carrier Newsletter.



# WE DESERVE BETTER!

BY PAUL PERRY



By the time you receive this Branch 1100 Newsletter you should have received your ballot to vote on the Tentative Agreement. At the November branch meeting two motions were made. The first motion was made to recommend a “No Vote” on the Tentative Agreement. The motion passed overwhelmingly. The second motion made, was that the branch organize a fair contract rally in the event the membership across the country has voted no on the Tentative Agreement. This rally is to take place within 15 days from the date of being voted down.

For the past 20 months, we have been told our pay and working conditions would be improved, all career workforce, higher starting wages, single pay table, a historic contract and we were ready to go to arbitration. In my opinion there is nothing “Historic” about this Tentative Agreement. For starters only a 1.3 % pay raise for full-time letter carriers for each of the following years, 2023, 2024 and 2025. The American Postal Workers Union (APWU) received the same 1.3% pay raise on their 2021 to 2024 National Agreement. Also, the APWU has full cost of living adjustments (COLA) and the NALC only Step P receives the full COLA and steps A through O only received a portion of the COLA. During the Covid-19 pandemic, letter carriers put their lives at risk as essential employees delivering for the American public and on a daily basis letter carriers are being robbed and assaulted. We deserve more than a 1.3 % pay raise!

I’m sure President Renfroe did the best he could, however his best is not nearly good enough. In 2013, Transitional Employees (TE’s) made \$22 per hour and when you adjust for inflation it would be over \$30 per hour today. At the end of this contract CCA’s will only be making \$21.65 per hour. The starting wage for CCA’s is not a living wage.

One of the founding principles of the NALC was an eight hour workday. Eight hours of work, eight hours of recreation and eight hours of rest. With the new Tentative Agreement, the overtime desired list carriers can volunteer to work over twelve hours a day and sixty hours a week. Working more than twelve hours a day and over sixty hours per week could be hazardous to a letter carrier’s health. No letter carrier should have to work more than eight hours a day to support their families. A harm to one is harm to all. Brothers and sisters, we should not have to beg the Postal Service for what we have earned with our blood, sweat, and in some cases our lives. We are a UNION OF FIGHTERS and we must continue to fight until we have a contract we deserve. For these reasons, I will be voting NO on the Tentative Agreement.

## SHOP STEWARD OF THE QUARTER



**WYVETTE MIDDLETON**  
**REDONDO BEACH**  
**THIRD QUARTER 2024**

The UNION CARRIER  
**JANUARY FEBRUARY MARCH 2025**  
is a publication of  
**NALC Branch 1100**  
13252 Garden Grove Blvd. Suite 100  
Garden Grove, CA 92843-2204

# WHAT YOU CAN DO ABOUT REPORTING UNSAFE CONDITIONS

BY ROXANN GONZALEZ

Director of Safety & Injury Compensation



Safety is everyone's business. Even though management has a legal and contractual obligation to provide a safe work environment, we play an important role as well. If you see something that concerns you and it could hurt you or make you sick, then it's unsafe. You should report unsafe and unhealthy working conditions using PS Form 1767, Report of Hazard, Unsafe Condition, or Practice.

Any employee, or representative of any employee, can report an unsafe or unhealthy condition on a PS Form 1767. The forms should be readily available for all employees. Section 824.62 of the ELM states: "Supervisors must maintain a supply of PS Forms 1767 in the workplace in a manner that provides employees with both easy and (if desired) anonymous access." We should never have to ask for a PS Form 1767, they should be located where you can find it easily.

The form should be submitted to your immediate supervisor. That supervisor must promptly (within the tour of duty) investigate the hazard and abate it if it is within the scope of their authority to do so. They must then fill out Section II Supervisor's Action, explaining what they have done to eliminate the hazard or what recommendation for corrective actions. They need to do this by the end of the tour and provide you with the blue copy. The supervisor is then required to forward the PS Form 1767 to the next appropriate level of management. Who then initiates action to eliminate or minimize the safety hazard. If this requires the submission of a work order, you should be notified of this.

It is important that we file a PS Form 1767 before we contact OSHA regarding a safety issue. When I was a shop steward, I wanted to contact OSHA regarding a safety issue and the Director of Safety and Injury Compensation at that time Keisha Lewis explained that we have to follow this process, because OSHA will ask if we filed a PS Form 1767. OSHA will take our concerns more seriously because we can show that we gave management the opportunity to abate those issues before we contacted them. If those issues are not resolved in your office, contact me and I can reach out to safety at the district office and try to get them resolved before contacting OSHA.

We have the right to safe working conditions, and we should exercise those rights without fear of retaliation. Section 814.1e of the ELM states: "Employees have the right to: Participate in the safety and health program without fear of: Restraint, Interference, Coercion, Discrimination, or Reprisal." We have the grievance process to deal with any retaliation and we can also file a complaint with OSHA.

OSHA states that workers have the right to working conditions that do not pose a risk of serious harm. They have the right to exercise their rights under the law without retaliation, including reporting an injury or raising health and safety concerns with their employer. If a worker is retaliated against for using their rights, they must file a complaint with OSHA as soon as possible, but no later than 30 days.

If you are retaliated against, such as disciplined, you can file a whistleblower complaint with OSHA. That program is intended to protect workers who are retaliated against for reporting accidents, on the job injuries and unsafe working conditions. Please contact me for assistance in filing a whistleblower complaint or if you need additional guidance on safety issues.

## 2024 TAX INFORMATION

### BRANCH 1100 DUES

ACTIVE	\$880.36
RETIRED	\$18.00

### NALC HEALTH BENEFIT PREMIUMS

#### BOTH ACTIVE & RETIREES

#### HIGH OPTION

SELF ONLY	\$2,844.60
SELF PLUS ONE	\$6,652.32
SELF & FAMILY	\$5,766.48

#### CDHP

SELF ONLY	\$1,436.64
SELF PLUS ONE	\$3,223.08
SELF & FAMILY	\$3,488.88

# POSTAL SERVICE HEALTH BENEFITS

BY SHARON PERALTA  
Executive Secretary / HBR



Happy New Year! 2025 is the first year of the Postal Service Health Benefits change as required under the Postal Service Reform Act of 2022. Active employees will continue to count time under PSHB including previous FEHB plans toward the 5-year rule regarding carrying their employer's health insurance for 5 years prior in order

to continue it into retirement.

If you are an active employee under the age of 64 as of January 1, 2025, when you are retired and Medicare eligible, you will be required to sign up for Medicare in order to keep your health insurance benefits. Some plans will help you pay for Medicare. Those eligible for VA benefits, Indian health benefits or living abroad are exceptions to this rule.

If you are age 64 or older as of January 1, 2025, or already retired, signing up for Medicare will be optional. You will NOT lose your health insurance if you choose not to sign up for Medicare. The exception here is Medicare Part D (prescriptions).

Medicare Part D coverage is now included in all PSHB plans for those eligible (as well as covered family members) for Medicare at no additional cost. If you opted out of Medicare Part D by mistake, OPM has indicated you may have a 90-day window to correct this and not lose your prescription coverage. Call your health plan for clarification.

When a Postal Service annuitant who is Medicare Part D-eligible or their covered Medicare-eligible family member opts out of or disenrolls from Medicare D –

PSHB's PDP (Prescription Drug Plan) EGWP (Employer Group Waiver Plan), they will not have prescription drug coverage. If you do not maintain creditable coverage, re-enrollment in a PDP EGWP may be subject to a late enrollment penalty. Contact your health plan for additional information or with NALC Health Benefit plans call 888-636-NALC (6252).

You will receive a new (PSHB) identification (ID) card even if you remain in the same health plan. You should carry your ID card with you at all times. You must show it whenever you receive services from a plan provider or fill a prescription at a plan pharmacy. Until you receive your ID card, use your copy of the PSHB System enrollment confirmation. Note: If you are enrolled in our NALC Medicare Part D PDP EGWP, you will receive a second ID card for your prescription drug benefits.

In NALC both High Option and CDHP, if you do not receive your ID cards within 30 days after the effective date of your enrollment, or if you need replacement cards, call 888-636-NALC (6252), or write to them at 20547 Waverly Court, Ashburn, VA 20149.

All other active and retired members should similarly reach out to their health plan if you do not receive your new health card by the end of January.

Please note if you were previously enrolled in our NALC Aetna Advantage Plan, by remaining in NALC High Option, you will be automatically reenrolled in the Aetna Medicare Advantage Plan. You will not need to sign up again.

Be sure to check out the information in this newsletter regarding our annual Retirees Luncheon, Retirement Seminar and Scholarship applications for your high school seniors!

## RETIREMENT SEMINAR

**MARCH 30, 2025**  
**11 AM TO 3 PM**

**AT THE**  
**BRANCH UNION HALL**  
**13252 GARGEN GROVE BLVD.**  
**GARDEN GROVE, CA 92843**

**Must RSVP to reserve your seat**  
**RSVP on our website [nalcbranch1100.org](http://nalcbranch1100.org)**  
**Click on "Retirement Seminar" to RSVP**  
**or call the Branch by March 26th**  
**714-748-1100**



# LAST PUNCH BUNCH



*German Bernardino  
Oceanside*



*Miller Cox  
Los Alamitos*



*Joey De Vera  
Newport Beach*



*Esther Garnica  
Inglewood*



*Hector Gomez  
Bay Cities*



*Tai Le  
Bellflower*



*Debra Lessord  
Oceanside*



*Malcolm McCaul  
Costa Mesa*



*Azucena Miranda  
Lakewood*

# LAST PUNCH BUNCH



*William Moore  
Santa Monica*



*Gerald Moreno  
Whittier*



*Taurino Ramirez  
Pico Rivera*



*Edgar Ramos  
Laguna Beach*



*Robert Ropati  
Oceanside*



*Jeaneve Scott  
Lynwood*



*Gordon Tucker  
Oceanside*



*Lonnie Turner  
Lynwood*



*Kong Ung  
Bellflower*



# LAST PUNCH BUNCH



*Uriel Varela  
Carson*



*Cecilia Vasquez  
San Jaun Capistrano*



*Carra Williams  
Compton*



*Anthony Winston  
Long Beach*



*Henry Young  
Bay Cities*

## WE ARE NOW ACCEPTING APPLICATIONS FOR THE **JOHN LEA MEMORIAL AWARD**

John Lea was a Vice President of Branch 1100 until his untimely demise in 1988. He was very active in community service and scouting. He was also a great supporter of MDA.

The John Lea Memorial Award is presented to a Branch 1100 member for outstanding community service or service to Branch 1100. Please nominate a co-worker. Send us a description of the community service activities that the individual participates in. Submissions are due by March 14, 2025.



You are Cordially Invited

Monday, March 17, 2025

to the

Grand Events Center

4101 E. Willow St., Long Beach California 90815

for the

Thirtieth Annual  
Retirees' Luncheon

Enjoy Socializing Beginning at 11:30 a.m.

With Lunch at 12:00 p.m.

Gold Card Members

And One Guest are Free

Retirees and One Guest are \$25.00 each\*\*

All Others are \$40.00 per person

Special Guest Speaker

Parking is Free

Please call (714) 748-1100 for Reservation & Directions

Reservations Are Required for Everyone

\*\*must be a current member in good standing for \$25 entry price

# SPECIAL ROUTE INSPECTIONS

BY DARRELL JEFFERIES

First Senior Vice President



Are you consistently working overtime on your own assignment? Is it a constant battle to get your time approved during the estimate process because your supervisor is undermining your assignment? Does management keep denying your overtime request that exceed 30 minutes? If so, there may be a good reason for such denials. One

of the reasons of the constant denials could be in hopes to stop your assignment from qualifying for a special route inspection. I will give you the contractual language on what must occur to qualify for a special route inspection along with tips to help you track your assignment times.

Section 271.g of the M-39 Handbook provides the following criteria for requesting a special route inspection:

*If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The month of December must be excluded from consideration when determining a 6 consecutive week period. However, if a period of overtime and/or auxiliary assistance begins in November and continues into January, then January is considered as a consecutive period even though December is omitted. A new 6 consecutive week period is not begun.*

One thing to keep in mind is that it is the route that qualifies not the individual carrier. So, if

you are an 8 hour carrier who gives off swings and the above criteria is met, that would be sufficient for you to put in for a special route count. The regular carrier assigned to the route is the one who has to request the special route inspection.

If you as the regular carrier are handing off swings, completing the overtime yourself or both, make sure to request a copy of your PS Form 3996. By doing such, you can track your days in order to know when to request your route inspection. Once you reach the criteria above, simply put in writing "I am requesting a special route inspection for route #." Make a copy for yourself and your shop steward and give the request to management. Once the request is submitted to management, the clock starts. You will receive a notice stating that the request is approved or disapproved. If the request is not approved, make sure to contact your shop steward so that they can request the proper documentation to see if the route did qualify. Give the copies of your PS Form 3996's to the steward so they can use that information along with other documentation that they request. One of the main reasons to keep track of your PS Form 3996 is in case the carrier doing your swing does not move on the scanner so your route receives the proper credit.





# DON'T MISS OUT

BY ELI TORRES  
*Second Vice President*



How often has it happened in your office; a newly converted Full Time Regular gets approved Christmas week off or is the successful bidder on one of the nicer routes in the office?

These are just a couple scenarios that come up over and over in offices. Usually, it's followed by a phone call to me

because someone is upset that they didn't put in for it because they assumed someone with more seniority would get it, or that the supervisor said he would deny it.

So many times carriers get wrongfully denied leave, a change of schedule, or a waiver of their no lunch but never actually submit the requests.

Don't assume that someone with more seniority is going to outbid you. Bid for the route and request the days that you want.

If management is telling you that "someone" else put in for that day, or that the board is full, submit your PS Form 3971 anyway. The employer does not have the right to deny you the form or the opportunity to submit your request.

Whether it's a PS Form 3971 or PS Form 3189, if you have been denied in writing get a copy. If you feel it was improperly denied, then request time to speak with your union steward. Without a copy of the denied PS Form 3189 or PS Form 3971 with a supervisor's signature we may not be successful in the grievance procedure. Management telling you, that you won't get something or not to do something that you're within your rights to do, should only make you question their motives and you should submit the requests in writing.

You miss out on 100% of the bids/opts/days off that you don't request by submitting the proper paperwork for.

## UPDATE YOUR CONTACT INFORMATION

- Mailing Address
- Telephone Number

Providing the Branch with your current address and telephone number, will ensure you don't miss out on important communications.

# STRENGTH IN UNITY, PRIDE IN GIVING

BY JUSTIN LANDRUM  
*Sixth Vice President*



As 2024 ends we reflect on the events of the year. There have been ups and downs, proud moments and disappointments. One of the biggest disappointments being that our pay is just not keeping up with the cost of living in Southern California, and the possibility of no change soon. One of the proud moments has been seeing members of our branch continue to demonstrate

unwavering kindness and selfless generosity when it comes to helping others despite our financial struggles.

Our dedication to the Muscular Dystrophy Association (MDA) is part of a proud tradition shared by letter carriers across the nation. Since 1952, the National Association of Letter Carriers (NALC) has partnered with MDA, creating the longest-standing union charity partnership in the United States. Together, we've worked to fund groundbreaking research, provide vital services, and offer life-enriching opportunities for children and adults with neuromuscular diseases.

In 2024, Branch 1100's MDA committee organized events, raffles, and sales raising nearly \$20,000 for MDA! In addition, NALC has matched the \$11,000 raised by the MDA committee at the Boston Convention, and we placed first in two of the MDA National Challenges. With every dollar raised MDA will be able to send a kid to camp, advance research and provide hope for families battling these challenging conditions. None of these achievements would be possible without the contributions, participation, and support of the incredible members of Branch 1100.

Special gratitude goes to the MDA committee: Diana Sanchez, Erik Mossman, Gigi Estrada, Ismael Orduno, Ivan Faba, Katherine Lopez, Mayra De La O, Thong Moua, Sergio Sotelo, Tim Thornton, Yesenia Robles, and Sharon Peralta who stepped forward to volunteer their time, creativity, and in some cases family members. In addition, I want to thank Mike Carter, Chiasia Moua, and President Emerita, Barbara Stickler, who all have graciously stepped in to help without hesitation. Your contributions have helped strengthen our branch and make a profound difference in the lives of MDA families.

In 2025, we hope to continue this tradition of philanthropy. We look forward to your participation in our upcoming events and fundraisers. Check our website at [Nalcbranch1100.org](http://Nalcbranch1100.org) and join our Facebook group at [facebook.com/groups/nalcbranch1100](https://facebook.com/groups/nalcbranch1100) for updates.

# IS THIS OKAY?

BY LINDA KAKALIA  
Treasurer



A couple weeks ago, my husband, who is a letter carrier and shop steward in our branch, came home with our mail from the day which included a letter he got from an insurance vendor that was addressed directly to his route. This bothered me because I know that this was an illegal solicitation and, NO, it is not okay.

Do you know what else is illegal solicitation? Insurance vendors being allowed to have a standup on the workroom floor or setting up a table in the breakroom with an intent to try to sell you their products. Many times, carriers and managers do not know this is illegal and allow it to happen, however, if this happens you have the right to file a grievance against management for allowing the vendors to solicit you under Article 19 of the National Agreement.

Federal law 39 CFR 232.1(h)(2) prohibits solicitations done on postal property, which includes each of these scenarios that you have most likely seen and/or experienced for yourself. Poster 7, which is a mandatory posting required by Postal Operations Manual (POM), states specifically in section 124.54c:

*c. Solicitations and other actions that are prohibited by 124.54a when conducted on Postal Service property should not be directed by mail or telephone to postal employees on Postal Service Property. The Postal Service will not accept or distribute mail or accept*

*telephone calls directed to its employees when such contacts are believed to be contrary to 124.54a.*

Section 124.54a of the POM prohibits commercial and nonprofit vending or advertising with very limited exceptions, none of which apply to outside insurance vendors.

Therefore, when you see mail directly addressed to you on your route or have had a standup/visitation from an insurance vendor, know that an illegal act has been committed and management should not have allowed it to happen.

In case you missed it, Brother James Yates, our NALC Director of Life Insurance, discussed this in his article in The Postal Record in April of 2024. For more detailed information on this issue, you can search for it on the NALC website.

If you didn't already know, our Mutual Benefit Association (MBA) offers the same or similar insurance products, however, our products are specifically designed for letter carriers, by letter carriers. I offer this information because I do not like to hear stories of how letter carriers are being overcharged for services and products, and in some worse case scenarios that I have encountered, some have even lost their TSP savings. Nobody wants that to happen!

As always, feel free to reach out to us at the branch if you need assistance filing grievances for this issue or if you need more information on the products the MBA offers to our members.

I hope your holidays were special and that this new year will be filled with all great things!

---

## PRIDE IN MEMBERSHIP

55 YEARS OF MEMBERSHIP



Richard Davis  
Compton

35 YEARS OF MEMBERSHIP



Jeffrey Sutteimer  
Huntington Beach



# 30 YEARS OF MEMBERSHIP



*Dolores Carranza  
South Gate*



*Antonio Gervacio  
South Gate*



*Gilbert Gonzalez  
South Gate*



*Robert Lucero  
Newport Beach*



*Jose Rodriguez  
Lynwood*

# 25 YEARS OF MEMBERSHIP



*Jim Anastasiadis  
Orange*



*Michelle Duong  
South Gate*



*Heather Escalante  
Pacific Palisades*



*Marco Ibarra  
South Gate*



*Gonzalo Nieto  
Pico Rivera*



*Dunia Padilla  
Santa Monica*

# NALC BRANCH 1100

## 2025 STATE CONVENTION DELEGATES

In Alphabetical Order

# - Delegates By Virtue Of Their Office

\* - Delegates Qualified For Compensation

Austin, Ginger#*	Grygutis, Stephanie*	Velez, Chris*	Gueste, Dana	Uy, Michael
Campbell, Terry#*	Guerrero, Mauro*	Villanueva, Ralph*	Gutierrez, Tiffany	Valencia, Vance
Cassady, Scott#*	Guzman, Chazz*	Villasenor, Felix*	Handjojo, Peter	Vasquez, Adrian
Estrada, Gigi#*	Haney, Jackie*	Vizcarra, Guillermo*	Hardin, Art	Villa, Ashmed
Gonzalez, Roxann#*	Harris, Patrick*	Waggoner, Kevin*	Harmon, Lisa	Vuong, Kim
Heinrich, Janet#*	Inda, Carlos*	Washington, Shayquita*	Haro, Jose	Wellen, John
Horgan, Kathy#*	Jefferson, Brandon*	Watts, Norman*	Henry, James	Wellen, Marsha
Jefferies, Darrell#*	Jemison, Alfonsa*	Wilson, Lisa*	Hines, Billy	Williams, DeAndre
Jones, David#*	Jester, Star*	Witt, Joseph*	Hosea, Angelique	Wilson, Nancy
Kakalia, Linda#*	Jimenez, Mirna*	Zelaya, Cesar*	Jackson, Chris	Wise, Joseph
Kent, Regina#*	Johnson, Richard*		Jones, Brenda	Wright, Maggie
Landrum, Justin#*	Jones, Russell*	<b>The following</b>	Lee, Jeff	Youman, Marilyn
Lewis, Horace#*	Kakalia, Gary*	<b>members are</b>	Lemoine, Sandra	Youman, Telpher
Mossman, Erik#*	Kamae, Jessica*	<b>delegates to the</b>	Lewis, Keisha	Young, Dwain
Moua, Thong#*	Kaufman, Dan*	<b>State Convention,</b>	Lopez Gonzalez, Vangie	Young, Tom
Peralta, Sharon#*	Ledezma, Joseph*	<b>but do not qualify</b>	Lopez, Catherine	
Perry, Paul#*	Lim, Khim*	<b>for compensation:</b>	Mangosing, Jason	
Pry, Anita#*	Lundergan, Debra*		Martinez, Paul	
Robles, Yesenia#*	Magana, Gabriel*	Adams, Shenise	Martinez, Vlad	
Santillan, Hugo#*	Maldonado, Jhovani*	Alvarado, Adam	Medina, Rodrigo	
Simpson, Derek#*	Martinez, Szabo*	Amezcuca, Juan	Miller, Charlie	
Stickler, Barbara#	Medina, Jonathan*	Amezquita, Kevin	Misner, Rich	
Thomas, Byron#*	Meni-Siliga, Lagilagi*	Amezquito, Mario	Monie, Eldrige	
Thornton, Tim#*	Middleton, Wyvette*	Arias, Carlos	Morales Colorado, Mauricio	
Torres, Elias#*	Moeller, Catalina*	Baiz, Kirk	Musick, Michael	
Velasquez, Estevan#*	Montiel, Roma*	Bautista, Joshua	Nieto, Gonzalo	
	Moua, Cheusa*	Bennett, Tiffany	Ochoa, Yesenia	
Albert, Ann Marie*	Mountry, Scotty*	Bojorquez, Connie	Orduno, Ismael	
Allen, Eligah*	Oliveros, Francis*	Bradley, Marvelle	Pascual, Daniel C	
Arcilla, Mayra*	Palma, Mirza*	Carrillo, Felipe	Peralta, Manny	
Bati, Ryan*	Papa, John*	Carter, Allan	Perez, Mayra	
Berge, Molly*	Rabang, Estelita*	Castillo, Gilmar	Perez, Ramon	
Bushee, Tina*	Rahman, Mohammed*	Cedillo, Felipe	Peryman-Banks, Vickie	
Callaway, Chevella*	Ray, Lydia*	Cervantes, Mauro	Poluck, Kevin	
Canzonei-Lund, Shannon*	Rivera, Hugo*	Cervantes, Myrna	Ray, Theresa	
Carranza, Jose*	Rodriguez, Byron*	Coleman, Al	Rios, Allan	
Cohen, Jerry*	Rodriguez, Jose*	Correa, Geraldo	Robledo, Lourdes	
Colorado, Steven*	Rodriguez, Miguel*	De La O, David	Rodriguez, Myra	
Cortes, Julius*	Rossano, Alfonso*	De La O, Evelyn	Ruiz, Jorge	
Critchfield, Marty*	Sanchez, Diana*	Doherty, Bonnie	Ruiz, Michael	
Davenport, Scott*	Serrano, Fernando*	Elzie, Aaron	Santos, Joe	
De La O, Mayra*	Silva, Johnny*	Elzie, Tanisha	Sato, Jacob	
Delgado, Laura*	Sosa, Pedro*	Estrella, Alejandro	Singhavong, Art Phouphet	
Ean, Chanda*	Sotello, Sergio*	Fajardo, Denise	Soria, Max	
Esquivel, Jacky*	Stafford, Jaralyn*	Fajardo, Richard	Thews, Laurie	
Faba, Ivan*	Tonden, Alan*	Gayosso, Cesar	Torres, Eddie	
Farris, Vivian*	Valverde, Esther*	Gonzalez, Eduardo	Tsou, Maximus	
Favis, Joselito*	Vargas, Martin*	Guerra, Maria	Turner, Art	



# MUTUAL EXCHANGE TRANSFERS

BY ESTEVAN VELASQUEZ

Fourth Vice President



Several months ago, I wrote an article about voluntary transfers, and since then, many letter carriers have asked about mutual exchange transfers, also known as “swaps”.

One of the many benefits of working for the Postal Service is the flexibility to transfer anywhere in the country without losing any pay or grade. With the mutual exchange transfers, we can add the perk of retaining some level of seniority as well.

Section 351.61 of the Employee and Labor Relations Manual (ELM) states:

*Career employees may exchange positions (subject to the provisions of the appropriate collective bargaining agreement) if the officials in charge at the installations involved approve the exchange of positions. Mutual exchanges must be made between employees in positions at the same grade levels. The following employees are not permitted to exchange positions:*

- a. Part-time flexible employees with full-time employees.*
- b. Bargaining employees with non-bargaining employees.*
- c. Non-supervisory employees with supervisory employees.*

Contrary to regular voluntary transfers, which requires the transferring employee to begin a new period of seniority, mutual exchange transfers allow the carriers to retain the seniority of the exchangee with the lesser seniority of the two.

Page 12-51 of the Joint Contract Administration Manual (JCAM) states:

*Mutual Exchanges- Seniority. Article 41.2.E provides that when mutual exchanges are made between letter carriers, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is lesser.*

The transferring employees will be exchanging positions, not bid assignments. The routes do not go with the transfer, instead they are posted for bid in accordance with the provisions of Article 41.1 of the JCAM. Page 41-22 of the JCAM states:

*This contractual provision does not mean the exchanging carriers exchange their routes as well as their positions. The routes involved in the exchange are posted in accordance with the provisions of Article 41.1.*

When an employee wishes to do a mutual exchange, they must do a bit of their own research in hopes of finding a letter carrier interested in swapping. Currently, NALC members can find and publish ads for mutual exchanges in “The Postal Record” each month. Carriers find potential swaps via word-of-mouth or by reaching out to local union branches in the area where they are interested in moving to.

Like the regular voluntary transfers, the installation heads at the losing and gaining installations have the right to deny a transfer based on the criteria outlined in the Memorandum of Understanding (MOU) Re: Transfers, however, the union has the right to file a grievance on behalf of the letter carrier and dispute the decision.

According to the Transfer Memorandum, the Postal Service may review the work, attendance and safety records of letter carriers being considered for reassignment. Installation heads must give “full consideration” and the transfer requests will not be unreasonably denied. Page 12-51 of the JCAM states:

*Mutual Exchanges- Full Consideration. The provisions of the Transfer Memorandum requiring that installation heads afford “full consideration” to all reassignment requests apply to mutual exchanges just as to any other transfers. Such requests “will not be unreasonably denied.” In evaluating and responding to mutual exchange requests, installation heads should follow the criteria provided for in the Transfer Memorandum.*

Once the employees have agreed to swap positions, they should write a mutual request letter to the installation head in the location where the other carrier is employed. They should also write a letter to their own installation head, notifying them of their request to swap, and include a copy of the request letter that was sent to the gaining installation head.

More information about the rights to transfer can be found in Article 12 of the 2022 JCAM and the Memorandum of Understanding (MOU) Re: Transfers. If you need assistance regarding your rights to transfer, please contact your local shop steward or Branch 1100.

# WOMEN IN THE NALC

BY YESENIA ROBLES

*Editor / 1st Asst. Sergeant-at-Arms*



Female letter carriers have come a long way over the decades. The first known woman appointed to carry mail was Sarah Black, who was hired in 1845 to ferry mail between the train depot and the Post Office in Charlestown, Maryland. In 1905, the National Ladies' Auxiliary, known today as the National Association of Letter

Carriers Auxiliary (NALCA), was founded at the NALC Convention in Portland, Oregon. The NALC Auxiliary began as a group of women concerned in letter carriers' issues because of their relationships as the wives, daughters, mothers and sisters of letter carriers.

Female city letter carriers made their first appearance on city streets during World War I and World War II. The first known female city letter carriers, who were hired in 1917, were Permelia Campbell and Nellie McGrath. They were both hired shortly after the United States declared war on Germany to deliver mail in Washington, DC. Parmelia and Nellie, along with other women across the country carried mail temporarily. Once men returned home from the armed forces in World War I and World War II they had to renounce their positions. Not until the 1960s, did a vast

amount of women enter the letter carrier craft, in part due to the women's rights movement creating a promising environment for women everywhere.

At the National Association of Letter Carriers (NALC), female letter carriers have been making historic changes for years. Women in the NALC have emerged to leadership positions across the country in many branches, state associations, regions and on the NALC Executive Council. There have been several notable and inspirational women in the NALC that have broken barriers and have set their own milestones.



I encourage all letter carriers to get involved in our union. Come to our monthly branch meetings, every second Tuesday of the month. We have classes where you can attend to get educated and learn about your rights as a letter carrier. Together we can improve ourselves, break barriers, and most importantly, help our members.





# IN MEMORIAM

Barton, Timothy  
Blakesley, Gary  
Brinkley, Steve  
Brown, Gloryetta  
Castillo, Placido  
Chong, Joseph  
Do, Peter  
Farris, Brian  
Ferrell, Diane  
Forte, Pasquale  
Ganser, David  
Gonzalez, Jose  
Gross, Tracey  
House, Don  
Hulstrom, Ralph  
Janocha, John  
Kemper, Manfred  
Lee, Woon  
Lewis, David  
McDonald, Tana  
Ortiz, Arthur  
Portz, Gerald  
Reed, Leroy  
Richards, Marjorie  
Schneider, Gerald  
Taylor, Gerald  
Tuinei, John  
Villacres, Patrick  
Zuieback, Kevin

Corona, Retired  
Costa Mesa, Retired  
Seal Beach, Retired  
Compton, Retired  
Pico Rivera, Retired  
San Clemente, Retired  
Huntington Beach, Active  
Huntington Beach, Retired  
San Pedro, Active  
Fullerton, Retired  
Rosemead, Retired  
Redondo Beach, Active  
Oceanside, Active  
Oceanside, Retired  
Anaheim, Retired  
Riverside, Active  
Riverside, Retired  
Anaheim, Retired  
Riverside, Retired  
Riverside, Retired  
Venice, Retired  
Riverside, Retired  
El Monte, Retired  
La Habra, Retired  
Pico Rivera, Retired  
Newport Beach, Retired  
San Pedro, Retired  
Pico Rivera, Active  
Malibu, Active

# MEETING MINUTES

**August 13, 2024**

The meeting was called to order by VP David Jones at 7:30 p.m.

A quorum was declared by Sgt-at-Arms, Terry Campbell. The pledge of allegiance was led by Sgt-at-Arms, Terry Campbell. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Class names were read.

Minutes of July 2024 branch meeting was read MSC.

Motion was made to amend the previous motion to move \$10,000 from reserve account W to reserve account E as that move had a deadline that was not possible to make so the money will go into a new account for excess funds. MSC

Financials for July 2024 were read. MSC There were no August Executive Board minutes due to the National Convention August 5<sup>th</sup> – 9<sup>th</sup> 2024.

Special guest Region 1 NBA Keisha Lewis spoke and reminded the stewards we have a national extension on grievances that expires on August 26<sup>th</sup> 2024. She informed the membership our next convention will be in LA in 2026. She reports the 1800 cases pending arbitration from the last time she visited are down to 700 and that resulted in a lot of pre-Arbitration settlements. The number of impassed B Team cases are going up again and a meeting with Area postal management is planned. She reminded stewards grievances settled at Step B are precedent and citable, where pre-Arbitration settlements are not. Removals are being heard and settled faster now. She reminded stewards statements from grievants and witnesses are important especially in the cases of managements behavior that are increasing. Carriers were reminded with the high temperatures to drink water, take your extra breaks and if management gives you a hard time report it to the stewards and officers.

Communications and Notices: Board of Parole Hearings acknowledged receiving our over 2100 letters regarding Gabriel Deluca's parole hearing rescheduled to August 23<sup>rd</sup>, 2024.

There were twenty-seven (27) applications for new members. MSC

There were one (1) cancellation and forty-three (43) separations.

New members in attendance from Anaheim, Venice.

Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson of Brea thanked the members who signed up or increased their LCPF contributions at the national convention. He spoke on a new bill HR8596 called the Mail Theft Act to further efforts to protect letter carriers and increase penalties, along with HR7629 to Protect Our Letter Carriers MDA: Justin Landrum reports over 3500 pins and buttons were sold at convention raising \$11,400 after our expenses. He made a motion on the floor to have that amount matched by National raising our total to \$22,954. He thanked Erik Mossman, Yesenia Robles, Barbara Stickler, Gigi Estrada, Mayra DelaO, Sharon Peralta, Diana Sanchez, Sergio Sotelo, Kasha Moua, Tim Thornton, Jacky Haney, Mike Carter, Thong Moua and Ivan Fabra for all their hard work at the Pin Tables during convention. Justin spoke on the Vegas trip coming up Oct 13 & 14, see our website or call the branch, as the deadline to signup and pay is September 9<sup>th</sup>. There are still seats available Roxann spoke on the LA Dodgers Union

Night tickets still available, so contact her as they are limited.

Motion was made to spend \$4345 to book the John Jackson Fishing Trip October 13<sup>th</sup> at a cost of \$120 per person, it will be reimbursed through the ticket sales. MSC

Steward of the 2<sup>nd</sup> quarter was presented to Mirza Palma of San Pedro.

From the President's Report: David Jones reports:

National reports both parties are locked down and close to an agreement

He thanked the delegates who came to the national convention and encouraged those who could not attend to go to the one in LA in 2026. To become a delegate, attend the branch meetings. The provisions in our national agreement and JCAM come from the motions on the convention floor.

He reiterated as Keisha Lewis stated the national extension on grievance will expire August 26, 2024.

15-Minute Open Discussion:

Ginger Austin Oceanside retiree and president of the fine committee reported there were no fines resulting from the 2024 National Convention.

Gerry Cohen Santa Monica retiree reported 2025 color coded calendars will be available to purchase starting at the September branch meeting for \$5 each.

Roxann Gonzalez reported a new Billy the Beaver mascot (Jr) has been donated by Bob Bowdish so we can continue that long tradition at the LA National Convention.

50/50 drawing: \$154 went to MDA and \$154 to Gerardo Correa of Downey.

The meeting was adjourned at 8:04 pm in the name of all who have passed on.

**September 10, 2024**

The meeting was called to order by VP David Jones at 7:30 p.m.

A quorum was declared by Sgt-at-Arms, Terry Campbell. The pledge of allegiance was led by Sgt-at-Arms, Terry Campbell. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Class names were read.

Minutes of August 2024 branch meeting was read MSC.

Financials for August 2024 were read. MSC 2024 September Executive Board minutes were read.

Communications and Notices: None

There were one hundred fifty-one (151) applications for new members. MSC

There were zero (0) cancellations and forty-six (46) separations.

New members in attendance from Newport Beach, Riverside, Lakewood, and Anaheim.

Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson of Brea reports from John Beaumont that Rep. Abigail Spanberger (D-VA) and Rep. Garrett Graves (R-LA) are leading a discharge petition on the Social Security Fairness Act (H. R. 82). This action utilizes a special rule that would bypass the committee of jurisdiction and bring the bill directly to the House floor for a vote. House members can sign the discharge petition starting on Tuesday, Sept. 10, when Congress returns from recess.

MDA: Justin Landrum thanked everyone who has participated in the MDA fundraisers. The money goes to help the kids for summer camp as well as to find a cure for MDA. The planned fundraisers coming include Bingo, Poker/Bunco, the Vegas turnaround trip. We have six seats available and encourage anyone interested to sign up.

John Jackson Fishing Trip: Darrell Jefferies reports on October 13<sup>th</sup> going out of Dana

Point, staying local, the trip will be \$120 per person. Spots are available and Branch 411 and a few others have also been invited. Holiday Open House: Barbara Stickler says save the date for December 10<sup>th</sup>, we welcome all members and their families. Please post a flyer on your bulletin boards at the office.

Adopt-A-Family: Gigi Estrada asked everyone to provide names of families in need by November 4<sup>th</sup> to Tina Bushee, herself or Yesenia. They are asking for donations by December 3<sup>rd</sup>, for the families whose wish lists will be provided in November.

Steward of the 2<sup>nd</sup> quarter was presented to Mirza Palma of San Pedro.

President's Report: Paul Perry reports:

Due to the extreme heat, we have had, protect yourself. Wear a mask if the smoke from all the local fires is in your area. Your health is more important

We are still hearing the contract could be at any time possibly by October 4<sup>th</sup>

Paul was included in the zoom parole board hearing for Gabriel Deluca. His parole was denied, but although the family asked for a longer period before the next one, it was set to happen in 3 years. I could be changed to 18 months if certain conditions are met. This man did not display remorse or give any reason to believe he is ready or should ever be let out. He needs to remain behind bars.

Paul gave an update on Maxine Waters Town Hall meeting and reports there was a large group in attendance and large numbers and the mikes to state their complaints. He thanked Eli and Roxann for standing in line and putting management on blast for the staffing issues among others.

He reports full route counts happening in three cities that may end up being canceled due to election mail.

15-Minute Open Discussion:

Ginger Austin Oceanside retiree asked for an update in the newsletter regarding the Deluca parole hearing and that has been done.

50/50 drawing: \$200 went to MDA and \$200 to Tim Thornton's daughter of Santa Monica. The meeting was adjourned at 8:12 pm in the name of all who have passed on.

**October 8, 2024**

The meeting was called to order by President Paul Perry at 7:30 p.m.

A quorum was declared by 2<sup>nd</sup> assistant Sgt-at-Arms, Tim Thornton. The pledge of allegiance was led by 2<sup>nd</sup> Asst. Sgt-at-Arms, Tim Thornton. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Class names were read.

Minutes of September 2024 branch meeting was read MSC.

Financials for September 2024 were read. MSC Linda spoke on the proposed budget for 2025.

2024 October Executive Board minutes were read.

Motion was made the branch spend up to \$2500 for holiday gratuities. MSC

Guest Speaker: Jimmy Pham running for State Assembly district 70 spoke to us on his support of public safety, working with Congressional candidate Derek Tran to support Protect Our Letter Carriers bill HR 7629 and his endorsement by other Unions. Motion was made to endorse Jimmy Pham for State Assembly. MSC

Communications and Notices: None

There were forty-four (44) applications for new members. MSC

There were one (1) cancellation and sixty-one (61) separations.

New members in attendance from Temecula

and Anaheim.

Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson of Brea gave updates on HR 3721 with 25 cosponsors, HR 5995 with 108 cosponsors, HR 7629 with 80 cosponsors, HR 82 the Social Security Fairness Act with 320 cosponsors. HRs 376 with 50 cosponsors. He reminded stewards to sign up new carriers for LCPF or refer them to Derek and he will do the rest.

MDA: Justin Landrum let us know there were a few seats available for the Vegas turnaround trip. We are selling food, squares on the 50/50 board to be drawn in December and the 50/50 drawing tonight. Future fundraisers looking at Bingo, Poker, Bunco and a possible playoff game watching event at the branch.

John Jackson Fishing Trip: Darrell Jefferies reports the October 13<sup>th</sup> fishing trip out of Dana Point, is \$120 per person with a few spots left.

Holiday Open House: Anita Pry updated us on this event Dec 10<sup>th</sup> with flyers passed out to post in your offices. Come out for this fun event for a meal and to decorate cookies. Santa will be in house too.

Adopt-A-Family: Gigi Estrada asked everyone to provide names of families in need by November 4<sup>th</sup> to Tina Bushee. Donations by December 3<sup>rd</sup>, for the families whose wish lists will be provided. Please submit names!

Exec Vice President Horace Lewis gave a contract update from National President Brian Renfro. Tentative Agreement expected shortly.

President's Report: Paul Perry reports: November meeting will be for State Convention Delegates.

He collected three checks from the LA district for Arbitration settlements of \$25,000 total.

Paul confirms attendance discipline is on the rise and reminded carriers and stewards the back to work report is not an official form and should not be used or signed.

He reminded stewards during an investigative interview it is management's responsibility to provide a steward it is not the carrier's responsibility to get one.

Paul reports the Pico Rivera station is moving into El Monte in February of 2025 and not sure how that saves money with them 8-12 miles further away.

We hope to be voting on a contract in November.

15-Minute Open Discussion:

Horace Lewis reminded carriers to refuse sign the back to work report when called in after an absence as it is not an official form. He reminded Pico carriers to do their routes the right way as they are adjusting them for the SD&C. The reward for short cuts is more work.

Kathy Horgan asked for volunteers at Orange County Labor Federation phone banking.

Scott Cassidy reminded members with Michelle Steele and Darrell Issah out there we need to vote and get Jimmy Pham and others like him in office who vote for worker friendly legislation. We need to support the people who support us.

50/50 drawing: \$118 went to MDA and \$118 to John Papa of San Pedro.

The meeting was adjourned at 8:16 pm in the name of all who have passed on.

Respectfully Submitted,

Sharon Peralta  
Executive Secretary/HBR

# FINANCIAL REPORT

## NALC - Branch 1100 Profit & Loss August thru October 2024

Ordinary Income/Expense	Aug 24	Sep 24	Oct 24	TOTAL
<b>Income</b>				
3010 · Dues	252,594.99	253,987.35	367,978.26	874,560.60
3020 · Advertising	1,462.05	0.00	0.00	1,462.05
3030 · Interest	85.68	627.69	122.54	835.91
3050 · Rental Income	1,470.00	2,175.00	5,650.00	9,295.00
3060 · Miscellaneous	5,650.00	318.31	25,774.85	31,743.16
<b>Total Income</b>	<b>261,262.72</b>	<b>257,108.35</b>	<b>399,525.65</b>	<b>917,896.72</b>
<b>Gross Profit</b>	<b>261,262.72</b>	<b>257,108.35</b>	<b>399,525.65</b>	<b>917,896.72</b>
<b>Expense</b>				
5010 · Assignment Expense	4,875.07	-716.96	0.00	4,158.11
5060 · Building Expense	4,691.11	2,710.98	4,613.11	12,015.20
5065 · Custodial Services	1,118.37	1,021.91	1,215.25	3,355.53
5090 · Convention Fund Expense	3,150.74	100,867.77	56.70	97,773.73
5230 · Recreation Expense	-1,719.37	8,347.49	-4,061.55	2,566.57
5240 · Equipment Lease	2,642.69	2,642.69	2,642.69	7,928.07
5250 · Fr Bnfts	51,972.32	61,730.84	75,143.33	188,846.49
5300 · Insurance	0.00	0.00	12,335.00	12,335.00
5360 · Miscellaneous Expense	0.00	200.00	0.00	200.00
5390 · Newsletter Expense	1,220.69	14,586.09	0.00	15,806.78
5400 · Office & Printing Expense	2,883.23	1,374.45	3,054.34	7,312.02
5450 · Officer Expenses	2,594.71	2,127.39	2,758.43	7,480.53
5500 · Per Capita Tax	0.00	105.00	0.00	105.00
5530 · Postage	4,812.65	1,590.78	2,278.97	8,682.40
5649 · Officers Salaries - FT	72,983.73	72,433.68	71,721.52	217,138.93
5651 · Shop Steward Expense	-212.69	-73.40	42,848.75	42,562.66
5652 · Office Staff	5,564.63	5,552.66	4,385.98	15,503.27
5700.2 · Real Property Taxes	777.19	982.26	20,686.52	22,445.97
5750 · Taxes - Payroll	10,515.94	9,714.57	19,580.60	39,811.11
5760 · Travel & Subsistence	0.00	0.00	715.71	715.71
5770 · Training & Education	0.00	0.00	60.00	60.00
5790 · Telephone	967.49	927.43	1,017.13	2,912.05
5800 · Utilities	61.71	4,091.93	61.71	4,215.35
6560 · Payroll Withholding	31,751.18	31,302.75	53,504.07	116,558.00
6600 · Reconciliation Discrepancies	303.31	0.00	0.00	303.31
<b>Total Expense</b>	<b>194,653.22</b>	<b>321,520.31</b>	<b>314,618.26</b>	<b>830,791.79</b>
<b>Net Ordinary Income</b>	<b>66,609.50</b>	<b>-64,411.96</b>	<b>84,907.39</b>	<b>87,104.93</b>
<b>Net Income</b>	<b>66,609.50</b>	<b>-64,411.96</b>	<b>84,907.39</b>	<b>87,104.93</b>

ASSETS		Nov 30, 24
<b>Current Assets</b>		
<b>Checking/Savings</b>		
1020.56 · Reserve 2 (#R)		10,003.23
1020.55 · Convention Savings C106		224,787.72
1020.44 · Checking Acct (SCP 8215#O)		160,213.33
1020.42 · Reserve Account ( #A)		248,865.72
1020.43 · Reserve-Emergency-8215-E		53,079.57
1020.46 · Convention Sav. Acct(#B)		248,637.98
1020.47 · Scholar Sav. Acct(#F)		15,640.69
1020.48 · Scholarship CD(SCPCU #i)07/11		13,868.19
1020.50 · Building Fund (SCPCU 8215.L)		239,655.55
1020.52 · Reserve Account (#W)		240,241.82
1020.54 · Bank of Labor		246,398.20
1020.6 · MDA(Post City)		137.27
1020.7 · Petty Cash		215.00
1020.8 · Branch Dinner Fund		275.00
<b>Total Checking/Savings</b>		<b>1,702,019.27</b>
<b>Total Current Assets</b>		<b>1,702,019.27</b>
<b>Fixed Assets</b>		
Garden Grove Building		1,243,521.00
<b>Total Fixed Assets</b>		<b>1,243,521.00</b>
<b>TOTAL ASSETS</b>		<b>2,945,540.27</b>
<b>LIABILITIES &amp; EQUITY</b>		<b>0.00</b>



# MEMBER SERVICES

All venues are subject to availability.  
 All prices subject to change without notice. Many of our venues may be purchased online. We now accept credit cards.  
 Always check with the office at 714-748-1100 or visit our website at [www.nalcbranch1100.org](http://www.nalcbranch1100.org) or member services page for latest prices and additional specials.

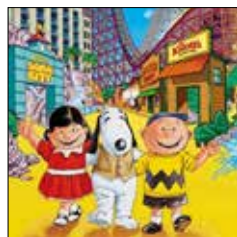
• UNION LABEL AVAILABLE ON ALL PRINTING •

## S&S printers



2100 W. LINCOLN AVENUE  
 ANAHEIM, CALIFORNIA 92801  
 PHONE: (714) 828-0888  
 FAX: (714) 828-0166  
 EMAIL: [info@ssprinters.com](mailto:info@ssprinters.com)  
[www.apganaheim.com](http://www.apganaheim.com)

**Printers of the Branch 1100 "Union Carrier"**



## Knott's BERRY FARM

**1 Day Pass Prices:**  
 Monday-Thursday \$55.00  
 Friday-Sunday \$64.50



For these venues, go to [www.nalcbranch1100.org](http://www.nalcbranch1100.org) for prices & purchase details.

We accept:



\* Please add 3.53% for all Credit Card Transactions

## See's CANDIES

**\$25 See's Candies Gift Cards  
 On Sale For \$20 Cash**



**\$45.95 Adult  
 \$34.95 Child**

## MOVIE TICKETS



**\$9.00\*\***

\*\* No restrictions



**\$8.50\***

\* Good Anytime  
 \* Any Movie



**\$9.50**

(surcharge for California tickets redeemed for showings after 6:00pm.)

The Harkins website states there are tickets surchargers for the following Southern CA locations.

Please contact theater for surchargers amount  
 Cerritos 16  
 Moreno Valley 16  
 Chino Hills 18  
 Mountain Grove 16



**\$10.25**

**No restrictions**

AMC is no longer accepting Gold Tickets. If you have any unused Gold Ticket you can do the following procedure outlined by AMC to have the tickets replaced.

We're sorry, Gold and Silver Experience tickets are no longer accepted in theatres as of July 1, 2018. If you have an AMC Gold or Silver ticket(s), please send legible pictures of front and back of your ticket(s) to [goldsilver@amctheatres.com](mailto:goldsilver@amctheatres.com). Please include your mailing address and a member of our team will reissue a comparable Black or Yellow ticket for use in one of our theatres.



**\$9.50**

## BRANCH 1100 - N.A.L.C.

### 2025 IRENE LEES MEMORIAL SCHOLARSHIP APPLICATION

**Complete and return to:**

Scholarship Committee - NALC Branch 1100  
13252 Garden Grove Blvd. #100, Garden Grove, CA 92843-2204

Date: \_\_\_\_\_

Name of Applicant: \_\_\_\_\_

Home Address: \_\_\_\_\_

I am the son/daughter of an active/retired/deceased member of Branch 1100 in the city of: \_\_\_\_\_

Branch 1100 Member: \_\_\_\_\_

Member's Social Security Number: \_\_\_\_\_

Three \$1,100.00 scholarships will be awarded by the Judges' Committee from those competing. All applicants must be dependents of active, retired, or deceased member of Branch 1100. Only those who are seniors for the school year 2024-2025 may apply.

THIS APPLICATION, AND THE FOLLOWING DATA, MUST BE RETURNED TO THE COMMITTEE NO LATER THAN **5:00 P.M., APRIL 30, 2025.**

1. A copy of your scholastic aptitude test (S.A.T.) or A.C.T.
2. Secondary School scholastic records.
3. Your personal biography to include: (a) the subject you intend to major in; (b) why you are interested in this major; (c) what you hope to accomplish in this field; (d) extra curricular activities; (e) how you have prepared yourself for college or vocational school.
4. A personal statement. (This might include anything else that you would want the scholarship committee to know.)

# LAW OFFICES



Kaline Lam, Esq.

## LAM & ASSOCIATES



Sandy Lam Roxas, Esq.  
(of counsel)

***Proud Daughters of Retired La Puente Letter Carrier  
& NALC Branch 24 Scholarship Recipients***

**DOG BITES \* CAR ACCIDENT \* CRIMINAL DEFENSE \* FAMILY LAW**

**Free consultation for NALC Members and Families**

Main Office  
1455 Monterey Pass Road, Ste. 202  
Monterey Park, CA 91754

South Bay Office  
3300 Sepulveda Blvd.,  
Torrance, CA 90505

Tel: (323) 796-0231



Covering  
**CALIFORNIA!**

 (855) 228-2336    [www.AavaDental.com](http://www.AavaDental.com)



**Saving Lives & Relationships**  
Treatment for Snoring/Sleep Apnea

 (949) 236-8579    [www.ZapZzz.com](http://www.ZapZzz.com)



**SERVICES AND CARE UNION  
FAMILIES DESERVE!**

**(855) PERK-4-US    ●    (855) 737-5487**

[WWW.UNIONPERKS.COM](http://WWW.UNIONPERKS.COM)





# CASTRO & COMPANY

PERSONAL INJURY LAW

**People First.**

- Dog Attacks to Postal Workers
- Dog Bites to Postal Workers
- Slip and Falls
- Trip and Falls
- Auto v. Auto
- Auto v. Postal Pedestrian

**FREE PERSONAL INJURY LAW CONSULT**

Se Habla Español | Call or Text Today: 949-482-1000



[castroandcolaw.com](http://castroandcolaw.com)

## NEWSLETTER TO LETTER CARRIERS

Immigration | Living Trust | Criminal Defense

### Immigration

- Refugees & Assylum
- Family Base Petition
- Investment Visa
- Naturalization & Citizenship

FREE CONSULTATION to  
**NALC Member - 10 % Discount**

### Criminal Defense

- Over 30 yrs of experiences
- Former State & Federal prosecutor
- Criminal Law Specialist
- Assault Charges
- DUI
- Drug Charges
- Domestic Violence
- Theft, Forgery & Robbery
- Juvenile Dependency
- Criminal Record Expungements
- White Collar Crime

FREE CONSULTATION to  
**NALC Member**

### Notary Public

- \$10 Member \$15 N-member



### Revocable Living Trust

During the COVID-19 pandemic, many families around the world were unprepared for what was to come. The death of a loved one is never easy for anyone. Needless to say, the family members left without a Living Trust or any form of family asset protection doesn't make it easier. In California, when a person is intestate, the assets will be deposited in probate court, where the estate will go through the often lengthy and costly probate process or other complications. As a NALC member, to show our appreciation and gratitude for your service in mail delivery, we are offering a -40% discount to all NALC members and their immediate family. Receiving mail on a daily basis is a very important aspect of our legal profession in representing our clients and we would like to thank you for this.

#### ***LIVING TRUST PLAN COMPLETE PACKAGE***

- \* Revocable Living Trust and Pour Over Will - One property
- \* Certification of Trust      \* Durable Power of Attorney
- \* Trust Summary   \* Trust Deed   \* Advance Healthcare Directive
- \* Included in Person Review of Trust with the Attorney

**NALC's member \$780      Non-member \$1,300**

NOTARIZATION AND RECORDING FEES NOT INCLUDED

**For more info Please Call  
HABLAMOS ESPAÑOL  
657-999-4590**



**NEWSLETTER TO LETTER CARRIERS  
FREE TOWING SERVICE for NALC's Member upon retaining service**



# PERSONAL INJURY

Our goal is to help you win the compensation you deserve, so you can focus on moving forward with your life. With Sim Law Offices, you can have peace of mind knowing that your case is being handled by a skilled personal injury attorney who is dedicated to fighting for your rights.

**This includes:**

- Car accidents
- Trucking accidents
- Motorcycle accidents
- Pedestrian and bicycle accidents
- Wrongful death
- Premises liability

**657-999-4590    info@simlawoffices.com  
833-SIM-2WIN    www.simlawoffices.com**

13252 Garden Grove Blvd 204, Garden Grove, CA 92843





GHASSEMI LAW GROUP, A.P.C.

Justice & Results, Always Delivered on Time

Proudly advocating on behalf of those injured as a result of dog bites, auto accidents, slip & falls and all other causes of personal injury.

GHASSEMILAWGROUP.COM



(949) 868-8686



Ali@Ghassemilawgroup.com



17875 Von Karman Ave., Suite 150, Irvine, CA 92614



# We deliver.



**90 YEARS STRONG!**

## Serving Postal Workers

**Since 1933!**



*Join Today!*

*\*Please visit [postcitycu.org](http://postcitycu.org) for complete rates and terms.*

- **Get paid early!** Your USPS paycheck delivered to you EARLY with direct deposit\*
- **PostCity Perks!** program with loan rate discounts and more
- Low auto loan rates with 100% financing
- FREE checking and Visa® debit card with mobile wallets
- Over 30,000 fee-FREE ATMs and 5,300+ shared branches
- FREE mobile and online banking with bill pay
- Platinum Visa® with rewards and NO annual fees
- Mortgage and home equity loans

Join or apply online at [www.postcitycu.org](http://www.postcitycu.org), or call us at (877) 337-2728.



**AMERICAN SHARE INSURANCE**

Your savings insured to \$500,000 per account. By members' choice, this institution is not federally insured, and if the institution fails, the Federal Government does not guarantee that depositors will get back their money. The credit union is not insured by any state government.

BRANCH 1100 MEMBERS

# JOIN YOUR CREDIT UNION

## POSTAL MEMBERS

POSTAL EMPLOYEES  
Get Paid  
**2** DAYS EARLY!

### Exclusive Package:

- Waived Membership Fee
- Waived Initial Deposits
- Two day early payday with direct deposit
- FREE 60 day Ultimate Checking trial
- Membership for you and your family members
- Once a Member always a Member  
*(If you leave USPS you can keep membership)*

WE OFFER A FULL RANGE OF PRODUCTS AND SERVICE.

# JOIN TODAY!

Scan QR Code

### WHY EAGLE COMMUNITY CREDIT UNION IS LIKE YOUR BANK BUT BETTER!

We are not-for-profit, Member-Owned financial cooperative with a common goal of helping our Members get ahead financially. At Eagle Community CU, we return our profits to our Members in the form of better rates and lower/no fees for services.



**Carolyn Jackson**  
cjackson@EagleCU.org  
949.370.7044

Since 1937, Eagle Community Credit Union has been serving the financial needs of postal members and their families just like you!

**EagleCU.org** • (949) 588-9400 | 800-EAGLE CU





LAW OFFICES  
OF  
**BAKER & ORING, L.L.P.**

SERVING MEMBERS OF THE NALC AND THEIR FAMILIES SINCE 1983



DAVID P. BAKER

Recipient of Community Service Awards  
from the City and County of L.A. and U.S. Congress

OUR LEGAL STAFF INCLUDES A RETIRED LAW PROFESSOR  
AND EXPERIENCED ATTORNEYS WITH A PROVEN RECORD OF SUCCESS

## **PERSONAL INJURY SPECIALISTS**

ALL ACCIDENTS INCLUDING SLIP AND FALL  
AUTO, MOTORCYCLE AND DOG BITES

If there is no recovery, there is NO FEE!  
We Advance Costs  
Subject to Reimbursement From Recovery

**(310) 822-3377** \*Se Habla Espanol

13915 Panay Way  
Marina del Rey, CA 90292  
Pacific Mariners Yacht Club Building

*Looking for an attorney who also delivers...*

**SERIOUS & CATASTROPHIC INJURY SPECIALIST**

**HANDLING ACCIDENT CLAIMS INVOLVING:**

SERIOUS DOG BITES • AUTO, BOAT, MOTORCYCLE & AIRPLANE ACCIDENTS  
EXPLOSION/BURN INJURIES • SLIP & FALL • WRONGFUL DEATH

**FREE CONSULTATION • NO RECOVERY, NO FEE**

**HOSPITAL/HOME APPOINTMENTS AVAILABLE**



**DIVORCES - CONTESTED OR UNCONTESTED**

CUSTODY • CHILD SUPPORT • SPOUSAL SUPPORT • ADOPTIONS • MODIFICATIONS • RESTRAINING ORDERS  
POSTAL EMPLOYEE DISCOUNTS

**BANKRUPTCY • CRIMINAL • DRUNK DRIVING • REAL ESTATE**

ORANGE &  
LOS ANGELES COUNTIES

**(714) 972-8355**

*For results, call...*

LAW OFFICES OF  
**EDWARD R. DANOFF, JR.**  
GENERAL COUNSEL

INLAND EMPIRE  
PALM SPRINGS/DESERT  
AREA

**1-800-Rx4-LAWS**

**1-800-794-5297**

**• OVER FORTY YEARS EXPERIENCE • EVENING & WEEKEND APPOINTMENTS AVAILABLE •**

**LETTER CARRIER POLITICAL FUND**

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.

**BRANCH 1100  
EEO Representatives**

**Gigi Estrada • Maria Guerra  
Hugo Rivera • Yesenia Robles  
Jonny Silva • Tim Thornton**  
**If you are a union member and feel  
you have an EEO case,  
call Branch 1100 at 714-748-1100.**



**BRANCH 1100  
NOTARY SERVICES  
FREE TO MEMBERS.**

**ALL OTHERS \$15.00  
PER SIGNATURE.**

# Branch



# 1100

13252 Garden Grove Blvd., Suite 100 Garden Grove CA 92843-2204  
 Telephone: (714) 748-1100 Website: www.nalcbranch1100.org

**SERVING:**

Anaheim, Artesia, Bay Cities, Bellflower, Brea, Buena Park, Carson, Cerritos, Chino, Chino Hills, Compton, Corona, Corona del Mar, Costa Mesa, Culver City, Cypress, Dana Point, Diamond Bar, Downey, El Monte, El Segundo, Fullerton, Gardena, Garden Grove, Harbor City, Hawaiian Gardens, Huntington Beach, Inglewood, La Habra, La Mirada, La Palma, Laguna Beach, Lake Elsinore, Lakewood, Lawndale, Lomita, Long Beach, Los Alamitos, Lynwood, Malibu, Manhattan Beach, Mentone, Midway City, Mission Viejo, Montebello, Moreno Valley, Murrieta, Newport Beach, Norco, Norwalk, Oceanside, Orange, Pacific Palisades, Palos Verdes, Paramount, Perris, Pico Rivera, Placentia, Pomona, Rancho Santa Margarita, Redlands, Redondo Beach, Riverside, Rosemead, San Clemente, San Gabriel, San Juan Capistrano, San Pedro, Santa Monica, Seal Beach, Signal Hill, South Gate, Stanton, Sun City, Temecula, Trabuco Canyon, Venice, Vista, Westminster, Whittier, Wilmington, Yorba Linda

**BRANCH 1100 OFFICERS**

- PAUL PERRY .....*President*
- HORACE A. LEWIS II.....*Executive Vice-President*
- DARRELL JEFFERIES.....*First Senior Vice-President*
- ANITA PRY.....*Second Senior Vice-President*
- ROXANN GONZALEZ.....*Director Safety & Injury Comp.*
- SHARON PERALTA .....*Exec. Secretary / HBR*
- LINDA KAKALIA .....*Treasurer*
- DAVID JONES .....*First Vice-President*
- ELIAS TORRES.....*Second Vice-President*
- BYRON THOMAS.....*Third Vice-President*
- ESTEVAN VELASQUEZ .....*Fourth Vice-President*
- SCOTT CASSADY .....*Fifth Vice-President*
- JUSTIN LANDRUM.....*Sixth Vice-President*
- TERRY CAMPBELL .....*Sergeant-at-Arms*
- YESENIA ROBLES.....*1st Asst. Sergeant-at-Arms*
- TIM THORNTON .....*2nd Asst. Sergeant-at-Arms*
- JANET HEINRICH .....*Chairman, Executive Council*
- GINGER AUSTIN .....*Chairman, Board of Trustees*

*Health Benefits & Mutual Benefits Representative*  
 Sharon Peralta

**Trustees:**

- Regina Kent
- Erik Mossman
- GiGi Estrada
- Barbara Stickler

**Board Members at Large:**

- Kathy Horgan
- Thong Moua
- Derek Simpson
- Hugo Santillan

*Branch 1100 Office Hours:*

Monday through Friday - 8:00 a.m. to 5:00 p.m.  
 Phone: (714) 748-1100

## National Association of Letter Carriers - Branch 1100

### “Union Carrier”

YESENIA ROBLES, *Editor*

TINA BUSHEE, *Editor*

The Union Carrier is published quarterly by Branch 1100, National Association of Letter Carriers, AFL-CIO. The opinions expressed in this publication are not necessarily those of the Union Carrier staff or of the officers of the Branch.

We invite all members to contribute articles for publication. Copy must be typed, double-spaced, and signed by the contributor. Copy must be received five weeks prior to the month of issue. The Editor retains the right to edit, delete, or reject the article for the good of the Branch.

In the hope that material contained herein may be of benefit to the goals of the NALC, permission is hereby granted to copy or use material in this publication verbatim with our best wishes.

**FEBRUARY MEETINGS**

All Meetings will be at:  
 NALC Branch 1100  
 Charlie Miller Hall  
 13252 Garden Grove Blvd.  
 Garden Grove, CA

**EXECUTIVE COUNCIL MEETING**

February 4, 2025  
 7:30 p.m.

**BRANCH MEETING**

February 11, 2025  
 7:30 p.m.

**SHOP STEWARD MEETING**

February 11, 2025  
 Immediate following the  
 Branch Meeting

**MARCH MEETINGS**

All Meetings will be at:  
 NALC Branch 1100  
 Charlie Miller Hall  
 13252 Garden Grove Blvd.  
 Garden Grove, CA

**EXECUTIVE COUNCIL MEETING**

March 4, 2025  
 7:30 p.m.

**BRANCH MEETING**

March 11, 2025  
 7:30 p.m.

**SHOP STEWARD MEETING**

March 11, 2025  
 Immediate following the  
 Branch Meeting

**APRIL MEETINGS**

All Meetings will be at:  
 NALC Branch 1100  
 Charlie Miller Hall  
 13252 Garden Grove Blvd.  
 Garden Grove, CA

**EXECUTIVE COUNCIL MEETING**

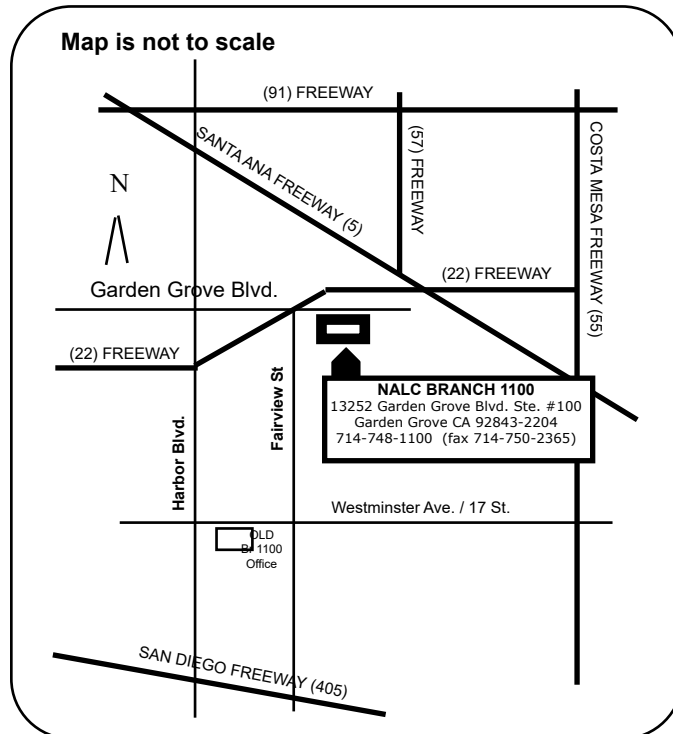
April 1, 2025  
 7:30 p.m.

**BRANCH MEETING**

April 8, 2025  
 7:30 p.m.

**SHOP STEWARD MEETING**

April 8, 2025  
 Immediate following the  
 Branch Meeting





**BRANCH 1100 UNION CARRIER**  
13252 Garden Grove Blvd. Suite100  
Garden Grove, CA 92843-2204  
**CHANGE SERVICE REQUESTED**

**January - February - March 2025**

NON-PROFIT  
U.S. POSTAGE  
PAID  
MAILING PROS INC.

TIME VALUE

**INSIDE THIS ISSUE:**

Reflect, Review, Refine .....page 1  
Rules Of Mandatory Overtime.....page 2  
Member Appreciation Picnic .....page 2  
We Deserve Better!.....page 3  
Shop Steward Of Third Quarter 2024.....page 3  
What You Can Do About Reporting Unsafe Conditions... page 4  
2024 Tax Information.....page 4  
Postal Service Health Benefits .....page 5  
Retirement Seminar.....page 5  
Last Punch Bunch .....page 6  
John Lea Memorial Award.....page 8  
Retirees' Luncheon.....page 9  
Special Route Inspections .....page 10  
Don't Miss Out.....page 11  
Strength In Unity, Pride In Giving .....page 11  
Update Your Contact Information .....page 11  
Is This Ok? .....page 12  
Pride In Membership .....page 12  
2025 State Convention Delegates .....page 14  
Mutual Exchange Transfers .....page 15  
Women In The NALC .....page 16  
In Memoriam.....page 17  
Meeting Minutes .....page 18  
Financial Report .....page 19  
Member Services.....page 20  
Irene Lees Memorial Scholarship.....page 21  
EEO Representatives.....page 30  
Million Mile Award.....page 32

**MILLION MILE AWARD**



Congratulations to the Million Mile Award Recipients from Riverside Thomas Nguyen, Mario Gonzalez, Serena Rhodes, Linda Mendoza and Miguel Vidaure.  
(Not in Picture: Edwina Buncalan, Alberto Felipe, Sharon Peralta, and James Spilman)