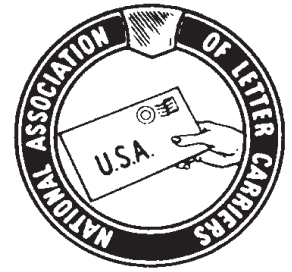


National Association of Letter Carriers AFL-CIO

THE UNION CARRIER

Branch 1100



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

Vol. 53, No. 4-6

www.nalcbranch1100.org

April - May - June 2024

THIS SPELLS
HELP FOR LOTS OF
FAMILIES THIS
YEAR!



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

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

National Partners



CVSHealth valpak VERICAST Kellanova

TOGETHER WE CAN STAMP OUT HUNGER!

INVESTIGATIVE INTERVIEWS

BY HORACE A. LEWIS II

Executive Vice President



Investigative Interviews (II's) are the very beginning of the disciplinary process. Because of this fact, it is important that the carrier and the union representative both do their part in ensuring that carrier's rights are protected.

Section 665 of the ELM requires all employees to cooperate in all postal investigations. This means as questions are asked of you, they should be answered directly. I have always suggested the basic, "Yes, no, or I don't know," is optimal for you to defend yourself. Most of the time, you are going through the II because management wants to issue corrective action. It is not your responsibility to answer questions that management has failed to ask. It is your job to answer all questions, truthfully and honestly. 90% of the time that you are in an II, it does not lead to a removal, but if it is found that you lied in an II, you could be fired due a lack of honesty. So just tell the truth, it is always better for you.

During the II you have Weingarten Rights. The 1975 U.S. Supreme Court decision, *NLRB vs. J. Weingarten*, gives each employee the right to representation during any "investigatory interview which he or she reasonably believes may lead to discipline." It is the letter carrier's responsibility to ask the question, "Will this lead to discipline?" If management does not answer or says, "YES," you must ask for a union representative. It is then management's responsibility to provide you one. You do have the right to represent yourself, but the old courtroom saying comes into play, "A man who is his own lawyer has a fool for a client."

Weingarten Rights require management to provide the carrier representation, tell the carrier the nature of the investigative interview and to allow the union representatives to be an active participant in the investigation.

The last one is very important because management will try to form the II to fit the narrative that they want. Your union representative may also ask questions in an attempt to provide more clarity upon the situation that caused you to be in there to begin with. The union representative can also stop management from asking the same question multiple times. They can also stop management from asking leading questions. Leading questions are questions that are presented to you to solicit an answer without providing facts to establish a need for the question. An example of this would be the following question, "Why did

you fail to deliver that parcel to 1 Main St?" Management is failing to establish a factual foundation and that makes the question accusatory instead of probative. Management has a responsibility to present all of the facts and information, regardless if it favors the union or management.

Miranda Rights If you are being interviewed by the Postal Inspectors or the Office of Inspector General (OIG), you have potentially more rights. If they read you your Miranda Rights, we have all seen on a crime show, "You have the right to remain silent. Anything you say can and will be used against you in a court of law. You have the right to have an attorney present before any questioning. If you cannot afford an attorney, one will be appointed to represent you before questioning." Once this warning is given, anything you say can be used in a court of law to try to prove guilt.

This can be in conflict with the postal service requirement for all employees to cooperate in investigations. To eliminate the conflict, there are two other warnings, Kalkines Warning and Garrity Warning.

Kalkines Warning requires employees to make statements and cooperate, even if it could lead to being disciplined or discharged, but provides criminal immunity for their statements. An example of this would be if a carrier was accused of throwing away mail. Management could offer Kalkines to give them immunity against prosecution in criminal court.

Garrity Warning advises suspects of their criminal and administrative liability for any statements made, but also advises suspects of their right to remain silent on any issues that may implicate them in a crime. An example of this one would be if a carrier was accused of stealing from a grocery store and was arrested by the local police. You most likely do not need a union representative at this point. You need a LAWYER!!!

I caution everyone that they should seek representation whenever the OIG or Postal Inspectors show up to interview them. THEY ARE NOT YOUR FRIEND. They are not trying to help you. They are trying to get another notch in their belt and if you talk too much or do not ask for representation, they will get it!!!

The UNION CARRIER
APRIL MAY JUNE 2024
is a publication of
NALC Branch 1100
13252 Garden Grove Blvd. Suite 100
Garden Grove, CA 92843-2204

HAPPENING NOW

BY PAUL PERRY



Greetings Brothers and Sisters. Recently at the Committee of Presidents meeting, we were informed that the NALC and USPS decided on a neutral arbitrator. The arbitrator is Dennis Nolan. Nolan served as the parties' arbitrator for the 2019 contract, which concluded when the NALC and USPS reached a negotiated agreement. No date

was given as to when the arbitration is scheduled to begin. NALC President Renfroe stated negotiations will be ongoing and the NALC is preparing their case for interest arbitration. President Renfroe stated that the gap has narrowed on the pay issues but did not say what the NALC is asking for or what the USPS is offering. In my opinion this is one of the most significant contracts in the history of the NALC. Additionally, we are asking for a significant pay increase across the board, eliminating non-career employees, higher starting wages, and a single pay table. In my opinion the starting wage must be significantly higher than fast food workers. President Renfroe also stated that the contract will not be settled unless there is a single pay table. The wage portion of the contract must be comparable to what the UPS employees receive on their contract.

A few weeks ago, the niece of Ida Jean Haxton came by the office and asked us for help. On January 3, 1984, letter carrier Ida Jean Haxton, a 30-year-old mother of two, was nearing the end of her route in the city of Huntington Beach when she was ambushed by a lone man. He beat her with a baseball bat, stabbed her 19 times with a hunting knife and left her body in a church parking lot more than a mile away. After her body was found a short time later that day, bloodhounds flown in from Texas traced her path to the curb in front of Gabriel DeLuca's house. Blood was found on the porch, in the entryway and on several steps leading to an upstairs bedroom. DeLuca was arrested the day after the murder and was convicted of first-degree murder in June 1984. Gabriel DeLuca was sentenced to 26 years to life imprisonment. He is up for parole on July 18, 2024. Since being eligible for parole, letter carriers across the country have signed letters to the parole board asking to deny such parole. Since Gabriel DeLuca is up for parole on July 18, 2024 her family is asking for all letter carriers to sign a letter to the parole board asking once again to deny parole for DeLuca.

Please contact the branch at 714-748-1100 for a copy of the letter to be mailed or emailed to you. You can also download the letter from the branch website nalcbranch1100.org. We can mail them in all at once to show our support for Ida Jean's family.

MEMBERSHIP NOTIFICATION:

Please be aware that any checks issued from Branch 1100 are

VOID AFTER 90 DAYS FROM DATE OF ISSUE!

So please cash as soon as possible upon receipt.

Thank You.

SHOP STEWARD OF THE QUARTER



**ANDY HUYNH,
ANAHEIM
FOURTH QUARTER 2023**

TRANSITIONING TO POSTAL SERVICE HEALTH BENEFITS

BY SHARON PERALTA
Executive Secretary / HBR



All employees and annuitants will be transitioning to the new PSHB (Postal Service Health Benefit) plans. You will be required to select a plan during this open season.

FEHB plans for current U.S.P.S. employees and retirees will end on December 31, 2024.

Every year, OPM issues guidance for health insurance benefits to FEHB carriers and that guidance will apply to the PSHB plans, as well. Plus, the “PSRA (Postal Service Reform Act of 2022) requires that carriers offering PSHB plans will, to the greatest extent practicable, offer benefits and cost-sharing (e.g., deductibles, copayments and coinsurance) equivalent to the benefits and cost-sharing for FEHB plans for that carrier in the initial contract year.” We will know more on if all of FEHB plans will be carried over to PSHB during the summer of 2024. All employees will be receiving more information before Open Season November 11th through December 9th, 2024.

PSHB, Medicare Part B

For the change to PSHB plans, the actions depend on your current age and date of retirement.

- Those annuitants over age 65 and their eligible family members who deferred Part B enrollment and now wish to enroll, will be eligible to sign up, without penalty, during a six-month special enrollment period (SEP), from April 1-September 30, 2024. Individuals who qualify for the SEP should have received a separate notification in March of 2024.
- If you are an annuitant/retired as of January 1, 2025, and not enrolled in Part B, you do not have to enroll in Part B to continue with a PSHB plan.
- Those who are retired and will turn 65 in 2024, have the option of choosing to enroll in Part B during their Initial Enrollment Period (IEP), a seven-month period surrounding their birth month, or the six-month SEP, April 1, 2024 through September 30, 2024.
- Those 65 and older who will be retiring before April

2024, can choose to enroll in Part B right away or pay attention and watch for more information about the six-month SEP. Some FEHB/PSHB plans with Medicare enrollment will help pay for Part B, which can reduce costs for those with chronic health issues as you have little to no out of pocket costs. You may choose to enroll in Medicare Part A, hospital insurance, now. (This is premium-free and those who want to receive Social Security retirement benefits may be required to enroll as a condition of receiving benefits.).

- Remember you must have been in either FEHB and/or PSHB plans for 5 years to continue in retirement. If you are an active employee under age 64 on January 1, 2025, you will be required to sign up for Medicare Part B when eligible in order to keep your PSHB plan. However, you can wait until you retire to do so. The “regular” Part B, 7-month window applies, if you continued working past your 65th birthday, to enroll in Part B. If you missed the chance, you will have to wait until the General Enrollment Period (GEP), January 1-March 31, and penalties may apply.
- Current over age 65 Postal Service employees who retire between April 1 and September 30, 2024, have the option to enroll during this six-month SEP.

USED UNIFORMS

Used uniforms are available at the Union Hall if anyone is in need of them. We will also accept used uniforms for distribution to members, if they are clean and serviceable.

Thank you.

FREE LABOR

BY DARRELL JEFFERIES

First Senior Vice President



Do you know working off the clock not only affects yourself, but it affects the route you are working on and possibly the next regular carrier that bids on such assignment?

The main question for the past several months that come up during station visits is what's going on with our contract. The

next question is how much of a raise will the carriers be getting. There are several justified complaints about the cost of living increasing and how day to day life is getting too expensive to keep up with therefore why would one want to work off the clock for free? I believe carriers work off the clock due to the pressure from their supervisors. These carriers try to meet management's sometimes un-realistic numbers and as such, they begin to take shortcuts because they think this is the only way to get management off of their backs. Some of these shortcuts carriers take include safety, running routes, skipping breaks, skipping lunches and working off the clock.

How does working off the clock affect you? The obvious answer is that you are performing work duties for free. You were not hired to work for free. The union didn't negotiate a fair day's work for a fair day's pay to have carriers work for free. Every bit of work that you perform with the Postal Service should be on the clock.

When you work off the clock you also affect the route you are working on. The route that you work off

the clock on, does not get credit for such work. When routes don't get credit for work being performed on it, it reduces the routes numbers. Working off the clock will make the route look shorter than it is. When this happens, it's just a matter of time when management conducts a route count on that route to add more territory to it. Once new territory is added, the route will be over burdened due to the fact that all the work was not being accounted for when work was being performed off the clock.

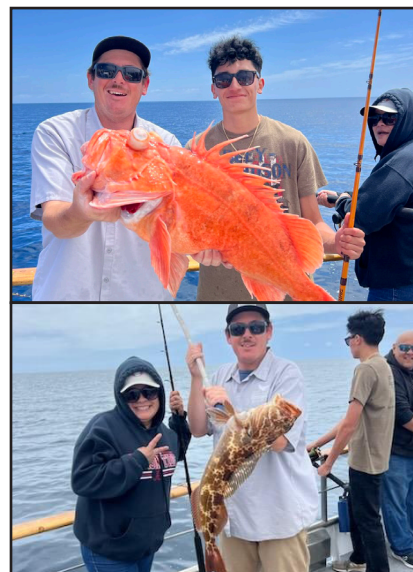
Rather than working off the clock you should access your workload and submit a PS Form 3996 if you are in need for overtime and/or auxiliary assistance. You should inform management of what your day is looking like on your route rather than management telling you what your day will be on your route. It's your own estimate, not management's. The numbers management gives you during the estimate process does not take everything into account. Therefore, you should give your own estimate and if your estimate is not approved, then do your best to get your route done. If you can't complete the route in the allotted time, then contact the office and inform management you still need your requested time and/or whatever time you may need to complete your assignment.

By not working off the clock you not only get paid for the work you do, but the route will also receive the proper credit it deserves. Don't be afraid to stand up for yourself and request the amount of time you feel you need rather than letting management intimidate you into working off the clock, take safety shortcuts and/or run your assignment. Remember "If you don't stand for something, you will fall for anything".



John Jackson Deep Sea Fishing Trip

June 19, 2024 (Juneteenth Holiday) we will be having our annual fishing trip. We will be going out of Dana Point on the Clemente Boat. The cost will be \$120 per person and it is available to union members, friends and family. Book your spot ASAP, for the trip usually sells out quickly. To hold your spot, 50% of the cost must be paid upon booking. This cost is nonrefundable. The final payment must be paid by June 14th. To book or for further information, contact the branch at 714-748-1100. You can pay via debit, credit card, check and/or cash.



INJURED ON THE JOB, YOU DON'T NEED A LAWYER

BY ROXANN GONZALEZ

Director of Safety & Injury Compensation



In 1998, due to the rising number of letter carriers sustaining on the job injuries and the complexity of the Federal Employee Compensation Program, the NALC Branch 1100 started its own safety and injury compensation program with a full-time officer assigned exclusively to handle safety and compensation issues that arise. This program is available to any member of Branch 1100.

There are lawyers and other organizations eager to handle your claim. They can bill you up to \$300 per hour. All those billable hours are paid by you, the injured worker, from your compensation. Why would you pay a lawyer when you can get the same service without being billed for it? I have spoken with carriers who had hired a lawyer and were not pleased with the service they provided. They ended up dropping them as a representative and authorizing me to represent them.

I recently had a Letter Carrier come to me for assistance with her claim. She had hired a lawyer and I told her that she could only have one representative for her injury claim. She

had paid the law office \$4,000 to help her and she said the lawyer had not really done anything. She dropped the lawyer and assigned me as her representative. Once I was assigned as her representative, I was able to review her case file, as I was doing this, I found that from the time she appointed the lawyer until the time she withdrew the lawyer from her case, there was not one single letter or phone call made by the lawyer to the Department of Labor on her behalf.

We are here to help our members who have on-the-job injuries. We advise injured carriers, assist with billing issues, appeals and schedule awards. If you are injured and are not sure which form to fill out, or you are having trouble writing a narrative, call me. If your doctor does not do workers' compensation cases, call me and I can search for a doctor near you who does.

We also provide help with filling out injury compensation forms to get you paid, medical reimbursement forms and travel reimbursement forms. If you need help with any of these forms, call and make an appointment with Ramona Dyer or me.

I am hoping that you never get injured and have to go through this process. But, if you do, we are here to help you through it.

BRANCH 1100 - N.A.L.C. 2024 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 2023-2024 may apply.

THIS APPLICATION, AND THE FOLLOWING DATA, MUST BE RETURNED TO THE COMMITTEE NO LATER THAN **5:00 P.M., APRIL 30, 2024.**

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.)

DUES BILLING

BY LINDA KAKALIA
Treasurer



In 2022, National created and released to a few large branches a platform that would assist in dues billing for testing. After some time in this testing phase, the program was officially released to the rest of the country. This new platform allows us to view each dues payment missed, create invoices, change member status's and track all payments made.

Our branch has been using this platform to officially conduct its dues billing since the beginning of 2023.

Prior to the release of this platform, conducting dues billing was a lengthy and arduous process, especially because we are the largest branch in the nation and have to review thousands of missed dues payments per cycle. Before, the branch also needed to dedicate a staffer to assist the treasurer in tracking all of the missed dues payments which took extra resources to complete. Now, with this new platform doing the tracking, the treasurer can do billing on their own which has saved the branch the additional resources we used to have to do so.

Since receiving the invoices, carriers have been asking their stewards and myself if these payments do in fact have to be made and if they did, what type of options for payment did they have?

The simple answer is, YES, carriers must stay on top of their dues payments. The branch and the NALC depend on

them. However, letter carriers are not always in the position to pay these dues immediately due to the fact that they may be out of work and without pay. Carriers can go without pay while they wait for their case to be accepted by the Department of Labor, when they are out on disciplinary action, military service or for personal reasons. Whatever the case, if you find yourself in a similar situation please contact the branch and an extension or payment plan can be established. We ask that the branch be contacted because then we will know what the appropriate resolution for your situation will be. For example, for those out on military leave we can contact National and have dues collection suspended for the duration of their service.

If the branch does not conduct billing within 5 pay periods, National and State will automatically deduct their dues portion from our bi-weekly deposit of dues collected. As it stands now for 2024, \$10.31 of each dues payment goes to National, \$.40 goes to state, and \$23.15 comes to us as at Branch 1100. To put things in perspective, if the branch did not conduct billing properly and carriers did not pay their dues, the revenue lost is estimated to be over \$200,000 per year. This is a huge income cost or savings that can impact the manner in which the branch is able to conduct business and serve our membership. If you know anything about our branch, it is that we love to train and develop our future generation of leaders to the best of our ability. Thank you for your continued support to help continue this excellent tradition.

LAST PUNCH BUNCH



*Elizabeth Allevato
Oceanside*



*Debra Bernard
Mentone*



*Royce Bolante
Costa Mesa*

LAST PUNCH BUNCH



*Mathew Cao
Huntington Beach*



*Alvin Castro
Downey*



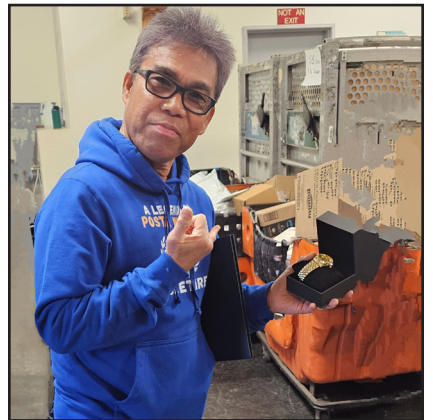
*Roman Cota
Huntington Beach*



*Theresa Dancses
Moreno Valley*



*Cynthia Doyle
Inglewood*



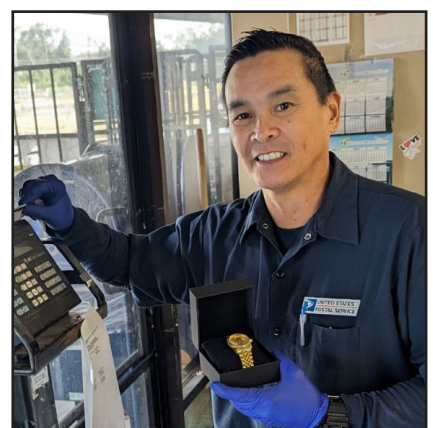
*Romy Geraldo
Costa Mesa*



*Lynn Heim
Placentia*



*Joseph Horne
Vista*



*Ervin Obfenda
Malibu*

LAST PUNCH BUNCH



*Javier Quintero
Norwalk*



*Jeffrey Ricketts
Oceanside*



*Maria Salas
Moreno Valley*



*Van Singletary
Laguna beach*



*Linda Smith
Los Alamitos*



*Jong Sohn
Palos Verdes*



*Clayton Stanford
Costa Mesa*



*Ernest Vega
Orange*



*Ho Yoon
Palos Verdes*

PROTECT YOUR OFFICE TIME

BY ELI TORRES
Second Vice President



Over the last few articles, I've outlined different ways to protect your route. This time I wanted to touch on third bundles. With the post office changing and some offices no longer having FSS it's imperative to be reminded of how we handle mail that comes pre-sequenced. I understand at times it feels easier just to take everything straight to the street

than deal with some managers who go out of their way to make life unbearable in the office, but you may be giving away precious minutes and hurting future adjustments on your route.

Today, the environment we are in, every minute of the carrier's job is scrutinized by an overreaching scanner or overzealous supervisor. Not allowing carriers time to case or collate mail that they have the right to, WILL sway any future route adjustments affecting how you, the route next to you and the office as a whole works until the next adjustment or special route inspection is requested.

By giving up the right to case/collate this mail it reduces office time for the route. When selecting office times the M-39 (Management Delivery Services) allows for two options the lesser of either your actual time used or the office standard time.

M-39 Section 242.311 states:

Under normal conditions, the office time allowance for each letter route shall be fixed at the lesser of the carrier's average time used to perform office work during the count period, or the average standard allowable office time.

Inaccurate office times can have a detrimental effect on your route giving the appearance of it being shorter than it really is. Once your route is adjusted to this fictitious time that was falsely arrived at by an overzealous manager who doesn't care about contract compliance, you will be pushed to continue these impossible expectations. So, stand up for your rights now!

Memorandum M-01663 Q98N-4Q-C 0145570 signed in 2007 states the following in part, regarding the handling of saturation mail and other enhanced carrier routing mail:

1. *In accordance with the recognitions cited in the above paragraph, effective with the signing of this agreement the parties agree that city letter carriers on park and loop or foot deliveries who currently carry three bundles will continue to carry as a third bundle, within weight restrictions. **Enhanced***

Carrier Route (ECR) and Periodicals walk sequenced letter or flat mailings (WSS) that have either 90% or more coverage of the total active residential addresses, or 75% or more coverage of the total number of active deliveries on a route.

2. *...but the individual city carrier will determine whether he/she carries the third bundle on the arm or in the satchel. **Regardless of the work method, the third bundle must meet the requirements of paragraph 1, above.***

For clarity sake the above memo mentions park and loop, and foot routes, and does not apply to other types of delivery.

After the memo was signed in 2007, there were many disagreements regarding the 90% or 75% rule. From those disagreements came another agreement in 2015 to clarify the language.

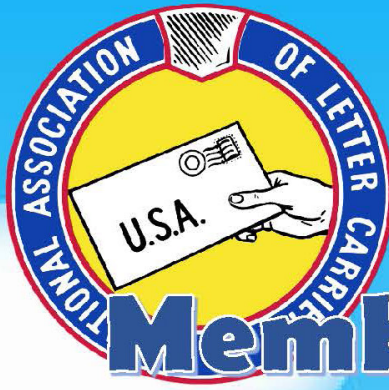
Memorandum M-01861 states the following:

*Each presequenced addressed mailing for a particular route that meets these criteria is identified with a label/indicia containing the ECRWSS endorsement. This label/indicia remains the determining factor of whether a presequenced addressed mailing on a particular route meets the above referenced criteria required to assign a city letter carrier on a park and loop or foot route to carry it as a third bundle within weight restrictions. **Accordingly, if a presequenced addressed mailing for a particular route is identified with a different label/indicia (e.g. ECRWSH or ECRLOT), the bundle would not meet the subject criteria.***

After all that what can I case/collate and what do I take directly to the street? The memo is very specific - ECR WSS - is the only code combination that can be taken directly to the street; both ECR and WSS as a pair must be present. If it's any other combination without the two together it is a violation of the agreement.

Remember you can only carry a maximum of three bundles on a park and loop or foot route. If you happen to have more bundles your supervisor should instruct you to case or collate any more than three. If you believe you are being instructed to work beyond the above memos and forced to third or fourth bundle a presequenced set that is not labeled ECRWSS immediately request to speak to your local shop steward or the branch officer that over sees your office, so a grievance can be investigated/filed.

Stand up for yourself and your fellow carriers, together we can make a change.



Branch 1100

Member Appreciation Picnic

June 9, 12p – 5p

Join us for friends, family, food, and fun!!!!

Bounce House • Games • Door Prizes

Music • Dunk Tank for MDA (\$)

NO DOGS!!! (strictly enforced)

Limited to 10 People Per Family



Scan to RSVP

LBPOA PARK

7390 E. Carson Boulevard

Long Beach, CA 90808

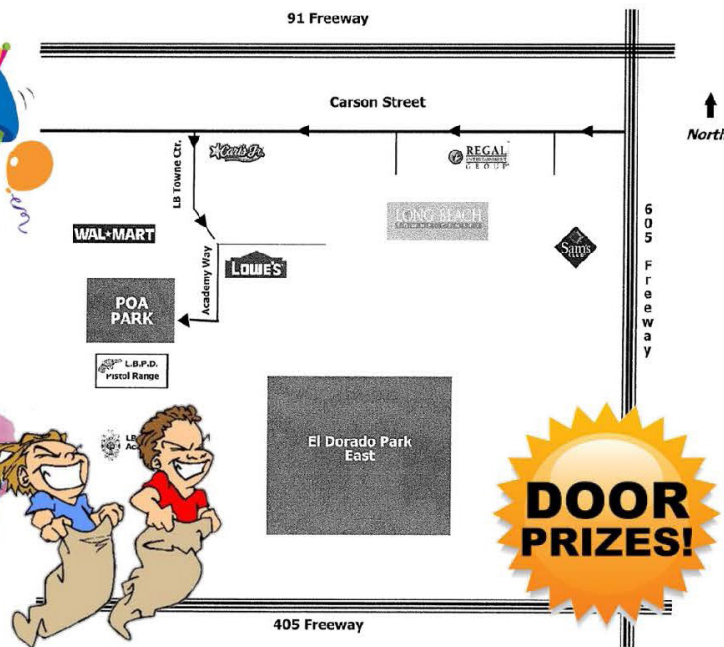
Call to RSVP by June 1st

(714) 748-1100



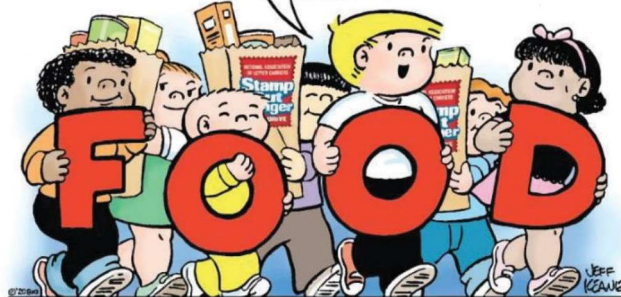
The LBPOA Park is located at the 605 Freeway & Carson Boulevard **behind** Lowe's Hardware in the Long Beach Towne Center (westbound on Carson t from the 605 Freeway).

- Turn left on Towne Center Drive (at Carl's Jr.) into the Towne Center
- Turn right at the 2nd stop sign and follow the road as it curves to the left behind Lowe's
- Make an immediate right (Academy Way)
- The Park is on your righthand side



Order your 2024 Food Drive T-Shirts Now!

THIS SPELLS HELP FOR LOTS OF FAMILIES THIS YEAR!



LETTER CARRIERS' FOOD DRIVE

This year, we have ordered SAND TAN t-shirts, with pockets, to have on hand.

The cost of the shirts:

\$14 for S, M, L, XL
 \$15 for 2XL
 \$16 for 3XL

Remember, limited quantities – first come, first served.

Don't be left out! Don't wait to see what it looks like! Order Now! Supplies are limited.

2024 FOOD DRIVE T-SHIRT ORDER FORM

NAME: _____
 (contact person name – required)

STATION: _____
 (or home address if retired)

CITY: _____
 (where you work – required)

PHONE: _____ / _____
 (home /cell – required) (work – required)

Send completed order form and payment to:

NALC Branch 1100
 Food Drive T-Shirts
 13252 Garden Grove Blvd #100
 Garden Grove, CA 92843-2204

PREFERRED PAYMENT BY CHECKS OR MONEY ORDER

Make Payable to: NALC Branch 1100

_____ SMALL	x	\$14.00	=	_____
_____ MEDIUM	x	\$14.00	=	_____
_____ LARGE	x	\$14.00	=	_____
_____ X LARGE	x	\$14.00	=	_____
_____ XX LARGE	x	\$15.00	=	_____
_____ XXX LARGE	x	\$16.00	=	_____
_____ TOTAL	x	TOTAL \$	=	_____

First Come First Served.

LETTER CARRIERS' FOOD DRIVE

BY ESTEVAN VELASQUEZ

Fourth Vice President



It is that time of the year again to begin the preparations for the largest one-day food drive, the National “Stamp Out Hunger Food Drive.” The Postal Service, together with the NALC, are proud to work on this incredible movement that has collected over 2 billion pounds of food overall.

Hunger is a serious problem in our great nation, affecting more than 34 million Americans, with 9 million of those being children that do not know if and/or when their next meal will arrive. This nationwide food drive has proven to be effective and a lifesaver for many hungry Americans. In 2022, your very own Branch 1100 was recognized for collecting the most amount of food in the country. In 2023, we collected almost 1 million pounds of food. However, there is more work to be done in order to make this year another successful one.

As the Branch 1100 Chair of the Food Drive Committee, it is my pleasure to work with the team members that have made this food drive a great success in the many years before me. The committee held its first meeting on January 24, 2024, in preparation of this year’s food drive. We are also making the preparations to host a “kickoff” to gather and celebrate the commencement of this year’s event. Please be on the lookout on our website, www.nalcbranch1100.org, and our NALC Branch 1100’s

Facebook page for more information on the 2024 Food Drive Kickoff.

The committee, including Eagle Credit Union, the members of the local food banks, volunteer letter carriers from this and other local NALC branches, and Regional Food Drive Coordinator, Erik Mossman, bring their experience and knowledge to the table, providing funds, information and enthusiasm. Branch 1100 Food Drive Coordinator, Mirna Jimenez, looks forward to assisting with the responsibilities of organizing this national food drive at the local level.

I would like to thank all the hardworking letter carriers, in advance, for taking part in the 2024 Food Drive. This event can only take place with the great efforts of the employees, the backbone of the Postal Service. This year, we are asking that every letter carrier get involved with this food drive, not only with going out and collecting the food on May 11th, but we are also asking for involvement in doing a few extra things. Every letter carrier can help by spreading the word, volunteering to do extra pickups at their station, and/or maybe assisting with a barbeque for the letter carriers at their stations. Many employees also bring their family members to help load the food bank trucks, it is a very good deed to the community and great lesson on helping others.

For more information about how to get more involved with the 2024 Stamp Out Hunger Food Drive, please contact your local shop steward or officer of the branch.

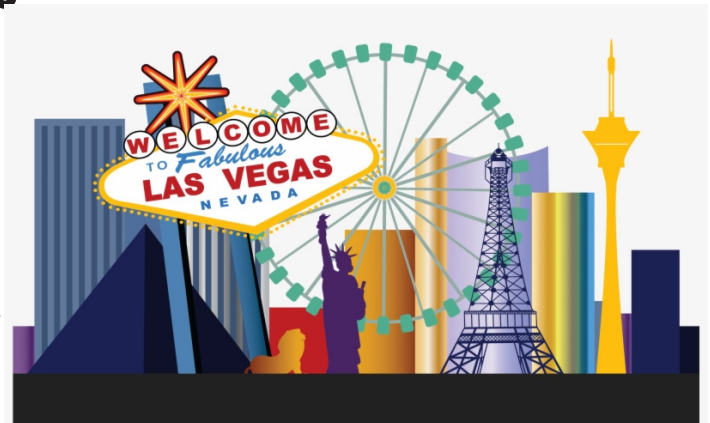
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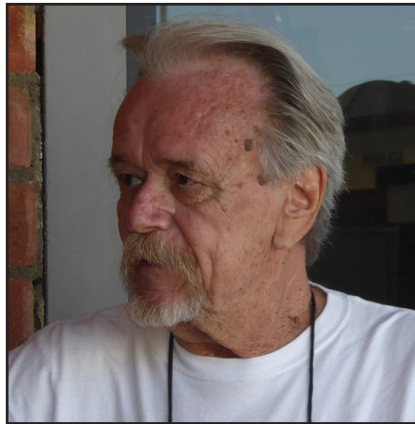
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MEETING MINUTES

November 14, 2023

The meeting was called to order by President Paul Perry 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. Absent: Anita Pry, Byron Thomas.

Minutes of October 2023 branch meetings were read MSC.

Reading of class names.

Financials for October 2023 were read. MSC

The Executive Council minutes for November 2023 were read.

Unfinished Business: None
Action Item: Motion the branch go dark for December for the Holiday Party. MSC
A motion was made to accept the proposed budget for 2024. MSC

A motion was made to use the surplus funds from 2023 to cover the projected deficits in certain categories. MSC
Motion to suspend regular business until next branch meeting for the nomination of delegates to the 2024 national convention. MSC

Motion to take all qualified as compensated delegates to the national convention with 2 travel days of \$59.25 and 5 convention days of \$79 per day per diem and airfare up to \$700 for economy, which would include one bag of luggage and travel to and from the airport and convention hotel. We depart for the convention Sunday and return on Saturday. MSC
Nominations were done for the 2024 National Convention Guest Carlos Velasquez from the NALC Health Benefit plan spoke on the new campaign

for to encourage women to get their mammograms.

Paul Perry thanked the Veterans in Attendance and gave an update on the contract negotiations. They are asking for 7 to 9% pay increase for each step, and having only one pay table for wages. They are talking about taking away chapter two of the M-39 and doing TIARAP for route adjustments. Also changing ODL lists to give carriers more options. They are considering adding the option to use annual leave if on a 16.7. They are looking at changes to the uniform program.

Shop steward of the third Quarter went to Mario Ledesma of Long Beach.

Adopt-A-Family: Gigi Estrada spoke on the Adopt-A-Family program this year and gave ages, sizes and wish lists for the children. She asked that all donations be at the branch by the December eboard night of Dec 5th.

Letter Carrier's Political Fund: Derek Simpson spoke on HR5995 the Federal Retirement Fairness Act which would provide a way for non career to buy back time like the military do.

Debra Lundergan thanked the officers and everyone for their support as she accepts her new position as RWCA for Region I.

Open House: Yesenia Robles reminded everyone of the upcoming Open House Holiday Party. It will be on Tuesday December 12th from 3pm till 9pm.

Mirna Jimenez, Joseph Ledesma and Myra Deleo of Whittier thanked Justin Landrum for the great support and leadership helping them with their crazy manger Evonn Morgan. With gratitude to Horace and Eli as well.

The 50/50 drawing for MDA raised \$239 for MDA and \$239 to Brianna Gomez of Whittier. The meeting was adjourned at 8:38 pm in the name of all who have passed on.

December 12, 2023

The meeting was cancelled due to the Holiday Open House.

January 9, 2024

The meeting was called to order by President Paul Perry 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. Absent: Justin Landrum, Yesenia Robles, Gigi Estrada, and Thong Moua.

Minutes of November 2023 branch meetings were read MSC.

Reading of class names.

Financials for November and December 2023 were read. MSC

The Executive Council minutes for November 2023 were read. Linda reports emergency elevator repairs was part of December report due to the elevator being down, with repairs expected to be completed in March after the parts have come in and been installed.

Unfinished Business: None
Communications and Notices: MDA committee sent a thank you for all that we donated in 2023.

Lois Reen sent a thank you for the card and donation in her husbands name from the branch.

There were 246 applications for new members. MSC

There were four (4) cancelations and 181 separations.

New members in attendance from Palos Verdes, Seal Beach, Artesia, and Huntington Beach. Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson spoke on using the NALC app to find your member of Congress or Senate and the bills we currently are

following including HR 3721 with 19 cosponsors, HR 5995 with 31 cosponsors, H res 376 with 32 cosponsors and HR 82 with 298 cosponsors, that is the Social Security Fairness Act needing to go to the floor for a vote.

Picnic Committee: Elias Torres reports it will be on June 9th at the same location with food and fun planned for the whole family. It gets bigger and better every year.

Food Drive: Estevan reports the Food Drive preparations have begun, to go over the previous and year and plan for the 2024 drive.

TIARAP: Erik Mossman reports they signed a 5-month extension until May 31st with no real changes. The opt in period ended January 4th.

Paul Perry thanked Yesenia Robles and everyone who helped with the Christmas party.

Paul stated with over 4600 grievances, more than 4000 of those were moved to the next level, and he thanked the officers and stewards for doing an outstanding job.

The same updates on our National Agreement from the Rap session states we are bargaining for a single pay table, higher wages, an all career workforce. They want to make changes to Article 8, including more options for the overtime list. It is still too early to know what we will end up with.

Shop steward of the Fourth Quarter went to Andy Huynh of Anaheim.

The 50/50 drawing for MDA raised \$106 for MDA and \$106 to Starkeisha Jester of Redlands.

The meeting was adjourned at 7:59 pm in the name of all who have passed on.

Respectfully Submitted,
Sharon Peralta Executive Secretary/HBR

FINANCIAL REPORT

NALC - Branch 1100 Profit & Loss November 2024 thru January 2024

	Nov 23	Dec 23	Jan 24	TOTAL
Ordinary Income/Expense				
Income				
3010 · Dues	253,169.77	380,725.43	251,683.40	885,578.60
3020 · Advertising	0.00	5,400.00	0.00	5,400.00
3030 · Interest	204.44	170.72	0.00	375.16
3050 · Rental Income	55.00	6,885.00	3,985.00	10,925.00
3060 · Miscellaneous	36.00	543.00	99.85	678.85
3090 · National Insurance Income	2,376.00	0.00	0.00	2,376.00
Total Income	255,841.21	393,724.15	255,768.25	905,333.61
Gross Profit	255,841.21	393,724.15	255,768.25	905,333.61
Expense				
5010 · Assignment Expense	7,301.00	5,040.19	6,207.90	18,549.09
5060 · Building Expense	4,145.78	10,845.87	4,753.11	19,744.76
5065 · Custodial Services	1,201.18	1,670.92	1,131.64	4,003.74
5090 · Convention Fund Expense	1,443.10	2,471.43	4,241.26	8,155.79
5110 · Contributions	0.00	0.00	600.00	600.00
5210 · Dues & subscriptions	20.00	1.52	3,039.00	3,060.52
5230 · Recreation Expense	3,012.29	4,434.84	-6.67	7,440.46
5240 · Equipment Lease	2,516.85	2,516.85	2,516.85	7,550.55
5250 · Fr Bnfts	47,753.78	83,492.97	55,139.71	186,386.46
5350 · Legal	1,950.00	0.00	0.00	1,950.00
5360 · Miscellaneous Expense	125.00	3,021.48	6,695.65	9,842.13
5370 · Organization Expense	450.00	3,562.28	450.00	4,462.28
5380 · Health Plan Administration	648.54	0.00	0.00	648.54
5390 · Newsletter Expense	0.00	2,459.43	13,077.19	15,536.62
5400 · Office & Printing Expense	3,299.00	2,674.45	1,486.09	7,459.54
5450 · Officer Expenses	7,442.71	1,739.58	5,163.83	14,346.12
5530 · Postage	196.01	11,108.57	-5,120.80	6,183.78
5600 · Retiree Expense	449.25	0.00	450.36	899.61
5649 · Officers Salaries - FT	78,968.59	110,926.83	86,309.21	276,204.63
5651 · Shop Steward Expense	1,444.93	42,272.28	429.79	44,147.00
5652 · Office Staff	5,352.13	7,328.99	4,827.90	17,509.02
5700 · Taxes, Licenses & Permits	181.00	51.13	0.00	232.13
5700.2 · Real Property Taxes	700.18	220.21	220.21	1,140.60
5750 · Taxes - Payroll	10,222.24	20,154.57	17,037.48	47,414.29
5770 · Training & Education	422.96	7,789.73	0.00	8,212.69
5790 · Telephone	8,948.11	954.40	1,487.48	11,389.99
5800 · Utilities	1,194.17	61.71	2,549.27	3,805.15
6560 · Payroll Withholding	32,280.20	52,274.61	35,021.92	119,576.73
Total Expense	221,669.00	377,074.84	247,708.38	846,452.22
Net Ordinary Income	34,172.21	16,649.31	8,059.87	58,881.39
Net Income	34,172.21	16,649.31	8,059.87	58,881.39

Feb 29, 24

ASSETS

Current Assets

Checking/Savings

1020.55 Convention Savings C106	128,312.69
1020.44 · Checking Acct (SCP 8215#O)	233,476.56
1020.42 · Reserve Account (#A)	248,450.18
1020.43 · Reserve-Emergency-8215-E	52,700.04
1020.46 · Convention Sav. Acct(#B)	248,222.83
1020.47 · Scholar Sav. Acct(#F)	17,852.18
1020.48 · Scholarship CD(SCPCU #i)07/11	13,826.53
1020.50 · Building Fund (SCPCU 8215.L)	139,363.82
1020.52 · Reserve Account (#W)	249,827.21
1020.54 · Bank of Labor	245,939.36
1020.6 · MDA(Post City)	137.07
1020.7 · Petty Cash	215.00
1020.8 · Branch Dinner Fund	275.00

Total Checking/Savings

1,578,598.47

Total Current Assets

1,578,598.47

Fixed Assets

Garden Grove Building

1,243,521.00

Total Fixed Assets

1,243,521.00

TOTAL ASSETS

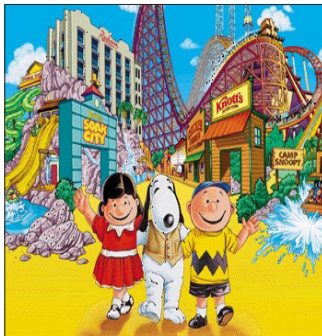
2,822,119.47

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 Moreno Valley 16
 Chino Hills 18
 Mountain Grove 16



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No restrictions

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- Thong Moua
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Branch 1100 Office Hours:

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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.

MAY MEETINGS

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

EXECUTIVE COUNCIL MEETING
 MAY 7, 2024
 7:30 p.m.

BRANCH MEETING
 MAY 14, 2024
 7:30 p.m.

SHOP STEWARD MEETING
 MAY 14, 2024
 Immediate following the
 Branch Meeting

JUNE MEETINGS

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

EXECUTIVE COUNCIL MEETING
 JUNE 4, 2024
 7:30 p.m.

BRANCH MEETING
 JUNE 11, 2024
 7:30 p.m.

SHOP STEWARD MEETING
 JUNE 11, 2024
 Immediate following the
 Branch Meeting

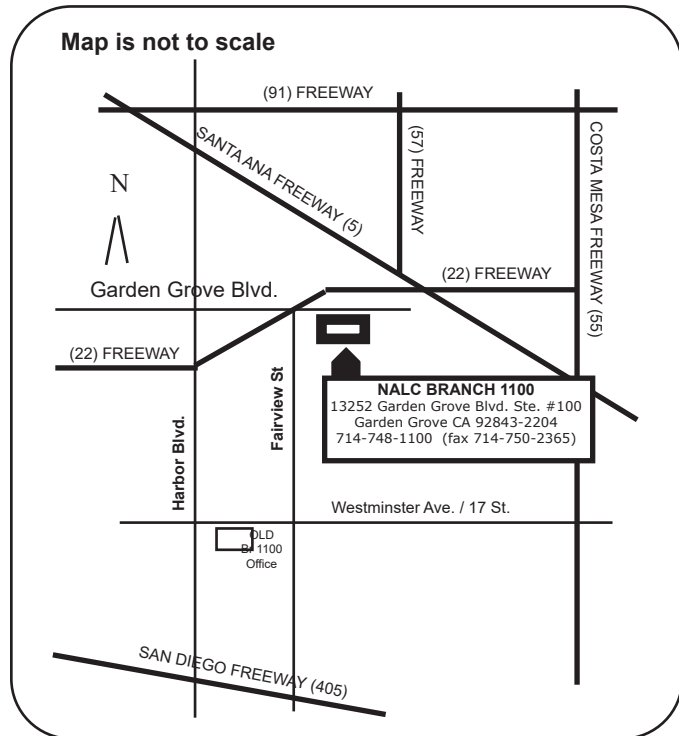
JULY MEETINGS

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

EXECUTIVE COUNCIL MEETING
 JULY 2, 2024
 7:30 p.m.

BRANCH MEETING
 JULY 9, 2024
 7:30 p.m.

SHOP STEWARD MEETING
 JULY 9, 2024
 Immediate following the
 Branch Meeting



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

April - May - June 2024

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

TIME VALUE

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CONGRATULATIONS

**PRESIDENT EMERITA
 BARBARA STICKLER**
 Newly Elected
 Branch 1100 Trustee



Welcome Back Barbara!

MILLION MILE AWARD



Congratulations to the Million Mile Award recipients from Long Beach Charles Jenson, Brad Brennan, an Sherry Garrett.