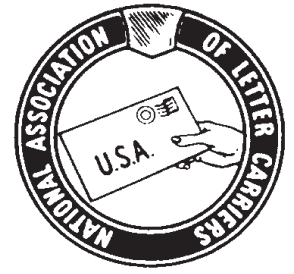


National Association of Letter Carriers AFL-CIO

THE UNION CARRIER

Branch 1100



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

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July - August - September 2024



FOOD DRIVE 2024

WELCOME TO SUMMER

BY HORACE A. LEWIS II
Executive Vice President



I would like to start by talking about a smorgasbord of topics.

First and foremost, stay hydrated! For more than the last decade the summers have been getting hotter and hotter. It is imperative that you drink water and continue to stay hydrated, not just while you delivering mail but the night before too. Drinking a six pack of beer will not hydrate you.

Your safety is more important than any job!

First the contract, our National President Brian Renfroe, has stated that one of his main priorities in this contract is higher pay for career and new hire employees and to have them in a single pay table. The reason why I said new hire employees instead of CCAs, was because one of NALC's objectives is to get rid of that class of employees to make an all career work force. Our National President also wants the COLA to be restored to full and equitable compensation at all steps of the pay chart. Brian has stated that he has prepped and prepared economists and letter carriers to substantiate why more pay is essential and why the non-career position should be eliminated. He also stated he would like to deal with the runaway costs of uniforms. At the current pace one year of uniform allowance would be enough just to get you a raincoat and a pair of shoes. I would like to remind everyone, because we are going to arbitration, it is no longer a negotiation, and we have to hope that the three-member arbitration panel will see things more our way and make

decisions for the betterment of letter carriers.

Secondly, I have been seeing a lot of corrective action dealing with stationary issues. One of the things that I have noticed is that letter carriers are convincing themselves that they have done something wrong. It is not your job to fire yourself. If management states that you have a 30-minute stationary issue it is also their responsibility to state what you did wrong. Management tends to believe that the devices are infallible. The devices are utilizing the same type of technology that your phone does. Everyone has had their phones run into a dead zone. It is always where you don't have as many bars and your phone doesn't function as well. The scanners are no different. If management was to ask me why I had a stationary event, I would tell them I don't know, I was working. Letter carriers, be where you're supposed to be at, doing what you're supposed to be doing. If management feels you have done something wrong, it is their responsibility to make you aware and correct your behavior. Don't make it easy for management to issue you discipline, don't tell on yourself or answer questions that weren't asked of you. I am not telling you to lie, but I am telling you to make management do their job, no differently than they expect you to do your job.

Lastly, everyone has something in their life that is causing some stress. Your mental health is important because it also affects your physical health. The healthier you are mentally, the healthier you will be physically. If you're going through something, seek help. If you don't have an outlet or someone else to talk to, call the Employee Assistance Program (EAP).

RECOGNITIONS

SHOP STEWARD OF THE YEAR



*Mirna Jimenez
Whittier*

JOHN JACKSON AWARD



*Starkeisha Jester
Redlands*

JOHN LEA MEMORIAL AWARD



*Diana Sanchez
Cypress*

NEWS STAND

BY PAUL PERRY



I begin my article by acknowledging and sharing Branch 1100's sincere condolences to the family and friends of Brother Brian Farris. On May 25th, the branch was notified of the passing of retired National Director of City Delivery, Brian Farris. Brian was one of the founding fathers of Branch 1100. Over 51 years ago, twenty branches representing twenty-two cities in Orange County merged to form this great branch. Brian was one of the original officers that was involved in the merger and was elected as the vice president of the newly formed Branch 1100. Several years later Brian was elected president of Branch 1100. With the formation of the branch, one of his primary objectives became training and education. Monthly shop stewards training classes were created as were monthly station visits. This tradition is still carried

out today. In 1978, Brian was elected as the National Business Agent for Region 1 which represents over 35,000 letter carriers. In 1986, Brian Farris was elected as the National Director of City Delivery, which position he held until he retired in 1992. Rest in peace brother.

While conducting station visits throughout our union, the officers and I are asked daily about updates on our National Agreement. In March we were informed the NALC and USPS decided on a neutral arbitrator. The neutral 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. In April, at the Region 1 rap session, President Renfroe stated that the arbitrator was on vacation, and we had to wait for his return to choose dates when the arbitration hearings would begin. President Renfroe stated that we are asking for significant pay increases at all levels of the Letter Carrier Pay Scales and eliminating table 2 and going to a single pay scale. President Renfroe stated that the gap has narrowed on the pay issues but was not specific on what the NALC is asking nor what the USPS has offered. Hopefully, we will have an update soon.

We had another successful food drive and want to thank and acknowledge those that have helped in making this happen. We unfortunately did not have full coverage of bags and cards this year. Hopefully, next year we will receive full coverage. It is always a great event to help those that are less fortunate. This year we collected over 644,218 pounds of food in a single day.

I would also like to thank those who wrote letters (there were over 2,000 submitted) that are going to be sent to the parole board regarding the murder of carrier Ida Jean Haxton and the denial of parole of her murderer.

As of May 31, 2024, the TIAREP joint route inspection process memorandum was not extended. The branch will be pulling from the process. Any route adjustments will be conducted per the M-39.



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13252 Garden Grove Blvd. Suite 100
Garden Grove, CA 92843-2204

SPECIAL ENROLLMENT PERIOD DEADLINE

BY SHARON PERALTA
Executive Secretary / HBR



Those retirees who did not sign up for Medicare Part B who now wish to do so, can take advantage of the special enrollment period, which ends on September 30th, 2024. If you sign up during this special enrollment period, your Medicare Part B will become effective January 1, 2025. This is a one-time opportunity to sign up

for Medicare Part B without paying the additional 10% penalty that normally applies for each year after you became eligible.

The new Postal Service Health Benefits (PSHB) plans will take effect in January of 2025. Be sure to research your current plan or new plan you are considering during open season this year to enroll in the best one for you, even if staying with the same provider. Some plans will reimburse you a portion of Medicare Part B premiums. You do NOT need to sign up for Medicare if you are still working (even if turning age 65) but may be required to do so upon retirement. Current retirees and employees age 64 or older on January 1, 2025 will not have this requirement.

Current postal employees will be receiving letters by October informing them of the new plan code for their current health plan as well as any changes under PSHB. Everyone must elect the plan they wish to be in under PSHB during open season beginning November 11, running

through December 9, 2024.

This issue includes photos of many of our retirees receiving their membership pins, including some who have reached their GOLD status which includes free membership, gold membership cards and their 50 year pin. Congratulations to all our new Life Members! We appreciate our more than 2,000 retirees as well as our 5,800 plus active members! Watch out for more membership pins going out in the coming weeks and be sure to send in your photos so we can include them in our branch newsletter.

A reminder to carriers considering retirement, I encourage all who are eligible to complete their military buy back if you have not already done so. Even with accumulated interest for 30 plus years, it is almost always worth it due to the additional amount you will receive on your postal annuity check. But you must complete the buy back process prior to retirement. If you complete your buy back within three years of converting to PTF there will be no interest added to the total.

When you are ready to retire request your retirement book and annuity estimate from HRSS to start this process. That number is 1-877-477-3273 Option #5. Call me for additional questions or to make an appointment if you want help with the application. You can also get help through a phone appointment with HRSS. You are allowed to complete that phone appointment on the clock as stated in the NALC's Material Reference System, M-01708. This is to be done in a private space off the workroom floor.

TEMECULA WINE TRIP

Sunday July 21, 2024

Leaving from Branch 1100 at 9:00 am

\$45 per person

Maurice Winery is offering pre-paid tasting tickets for \$20

or it will be \$30 plus tax at the door.

RSVP to Roxann Gonzalez or Gigi Estrada to purchase tastings.

First come, First served.



WATER. REST. SHADE.

BY ROXANN GONZALEZ

Director of Safety & Injury Compensation



It is summertime and heat related injuries are a real concern for letter carriers. When the temperatures rise and the humidity is high, most people stay indoors in an air-conditioned place. We don't get to seek relief in an air-conditioned building and most vehicles do not have air-conditioning. We are out in the heat

during the hottest time of the day doing a very physical job. Management tends to ignore the fact that it's hot outside and still expects you to finish your assignment in an unrealistic time. Management will look the other way when a heat related illness is occurring, they will ask you to keep going. Be your own advocate, speak up and make good decisions with your health in mind because they aren't going to.

Let's start by trying to prevent heat related injuries. OSHA's campaign to keep workers safe in the heat is called "Water. Rest. Shade." Let's practice these preventative measures. Stay hydrated. That begins before you get to work and until you go to bed. Drink plenty of water; don't wait until you are thirsty to drink. A carrier in Long Beach suffered dehydration and a severe kidney infection because she wasn't drinking enough water. She told me that she wasn't drinking water because she didn't want to use the restroom, because management was giving her a hard time about how long it took her to do the route. Like I said earlier, we need to make good decisions with our health in mind. Rest and shade, you may need to take extra breaks and you should try to take them in the shade. Sitting in a hot vehicle is not going to help you cool down; you should take your breaks in the shade or in an air-conditioned building if possible.

You should have all had the Heat Illness Prevention Program (HIPP) training by now. Every employee was to have had the training by April 1st. With the training you have learned what the signs of heat exhaustion and heat stroke are and what to do if you or someone else is suffering from heat related illnesses. Don't ignore those symptoms! We need to take care of ourselves and each other. Often times our CCA's, especially those on probation, are threatened with discipline or removal if they don't finish their assignments in a certain time. Don't stand by and let someone that is suffering from a heat illness be forced to continue when this happens. Speak up and

make management do the right thing. If you haven't had the HIPP training, please let your shop steward or branch officer know. This must be grieved!! We have heard of some offices that are falsifying the records showing that they have given this training. If you check your training records on LiteBlue and find that they have falsified your training, please let your shop steward or branch officer know. This must be grieved!!!

Management is also required to give weekly safety talks addressing issues related to heat exposure and prevention of heat-related illness. Once again if this isn't happening let the steward or an officer know. Sometimes we must force management to do the right thing.

Heat related illnesses and injuries are work related and are covered under OWCP. If you suffer from one you need to file a CA-1. These injuries and illnesses may have lasting effects which may require further medical treatment and lost time from work. All heat-related injuries and or illnesses need to be reported to my office. NALC has an Initial Heat Injury Report that needs to be filled out for all incidents. Please contact me for all incidents and I can get the information from you and fill it out. We will forward a copy of the report to NALC headquarters.

Prevent Heat Illnesses. Know the Signs and Act.

HEAT EXHAUSTION	OR	HEAT STROKE
Faint or dizzy		Throbbing headache
Excessive sweating		No sweating
Cool, pale, clammy skin		Body temperature above 103° Red, hot, dry skin
Nausea or vomiting		Nausea or vomiting
Rapid, weak pulse		Rapid, strong pulse
Muscle cramps		May lose consciousness

CALL 9-1-1

- Get to a cooler, air conditioned place
- Drink water if fully conscious
- Take a cool shower or use cold compresses

CALL 9-1-1

- Take immediate action to cool the person until help arrives

SAFETY DEPENDS ON ME!

Seek Immediate Medical Assistance for Heat Related Illnesses. Call 9-1-1.

LAST PUNCH BUNCH



*Robert Bernal
Downey*



*German Bernardino
Oceanside*



*John Byers Jr.
Anaheim*



*Joel Cabrera
San Gabriel*



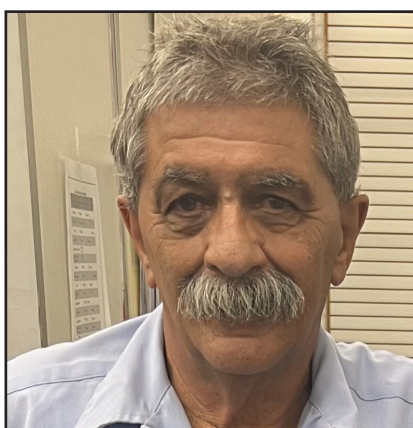
*Mike Carlin
Riverside*



*Zarina Kaur
Stanton*



*Darnell Lawrence
Riverside*



*Daniel Longo
Pomona*



*Ray Lopez Jr.
Riverside*

LAST PUNCH BUNCH



*Marcela Maclean
Lakewood*



*Anthony McPherson
Lynwood*



*Mercer Ross Jr.
Orange*



*Ferdinand Morabe
South Gate*



*Donald Poe
Newport Beach*



*Sergio Robinson
Santa Monica*



*Mike Rodriguez Jr.
Downey*



*Dominic Sandoval
Seal Beach*



*Ernie Vega
Orange*

HONORING JOHN JACKSON

BY DARRELL JEFFERIES

First Senior Vice President



John Jackson was a Branch 1100 Officer who was dedicated to Arbitration Advocacy and training. He unexpectedly passed away and because of his dedication, Branch 1100 named a scholarship in his honor. Currently the winner of such scholarship attends the Advanced Formal A and Beyond training.

The scholarship is open to shop stewards of Branch 1100.

For several years John Jackson was the Charter Master for Branch 1100 Deep Sea Fishing Trip. After his passing Dwain Young took over the trip and it was also named in his honor "John Jackson Deep Sea Fishing Trip". After Dwain Young retired, I had the privilege to take over as the Charter Master.

Due to popular demand, the John Jackson Fishing trip

has gone from once a year to twice a year. Every trip sells out and at times has a waiting list. The first trip of the year was on the Juneteenth Holiday, June 19th. The second trip will be coming up in October. The trip will be either October 13th or the 14th.

Each trip is filled with great fishing and fellowship with fellow union members, family and friends. If you have ever wanted to fish or want to feel the excitement of hooking a fish, this is the trip for you. No experience is needed. Anglers of all fishing levels are present on each trip from first timers to seasoned anglers. Regardless of what boat we charter, the deck hands are more than helpful. They will set your rod and reel up for you, show you how to bait your line and when you catch a fish, they are right there to take the fish off the hook for you.

If you are interested, please contact me for more information. Looking forward to seeing you in October.

A stylized illustration of a fishing boat on the water with a large fish jumping out of the water. The background is a sunset or sunrise with orange and yellow rays. The text is overlaid on this illustration.

NALC BRANCH 1100 PRESENTS John Jackson Deep Sea Fishing Trip

**Date Will Be October 13th or 14th
Cost To Be Determined**

**For full details of the trip please contact
Darrell Jefferies @ 714-748-1100**

REPORTING OVERTIME

BY DAVID JONES

First Vice President



When management gives us their work time expectations, we can be left with an overwhelming feeling of frustration because we are left with stress of trying to meet their expectations vs the reality of what we really need. When mail/parcel volume increases, usually so does the time to case, deliver a route and/or deliver a swing also

increases, therefore letter carriers must know their overtime reporting requirements.

It is the responsibility of Letter Carriers to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail. Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do (M-41 Section 131.4).

Additionally, it must be noted that DOIS office and street projections are faulty, as they do not consider late leaving times, DPS increased volume and the percent of coverage a letter carrier may have on a given day. So, when management does not agree with your estimated leave and return time, this may be the reason why. Therefore, if you submit a 3996 in the a.m. and management does not approve your overtime request, you must call your supervisor to get authorization for overtime prior to going into an overtime status.

Step 4 Settlement (M-00326) states in part:

“...the grievant did inform management of their inability to complete their routes in 8 hours. Further, it was demonstrated that they were ordered by management to complete their routes. (Although there was no expressed authorization to complete the delivery of mail on an overtime basis, the permissions would be inherent in the authorization to continue delivery after notification that the grievants were unable to complete the routes.)...”

As stated above, it is always best to notify your supervisor of any additional work that needs to be performed in an overtime status, and it is the supervisor’s responsibility to instruct you of the work that needs to be performed. Remember that when a supervisor tells you to “keep going” they are essentially authorizing your request for overtime, and authorization to work overtime is now “inherent” in accordance with Step 4 Settlement M-00326 cited above.



THANK YOU ALL FOR



YOUR HARD WORK!



BE A GOOD ARBITRATION WITNESS

BY ESTEVAN VELASQUEZ

Fourth Vice President



At some point in your career with the US Postal Service, you may be required to be a witness to an arbitration hearing, and your testimony will either make or break a case. The testimony may be for yourself, or as a class action that will affect you and possibly several of your fellow coworkers.

An arbitration hearing is the final step of the grievance process. It is the last opportunity for the advocates from the union and from management to prove each perspective of the contractual language, facts and arguments brought forward throughout the previous levels of the grievance procedure. Article 15.4.A.6 of the National Agreement states in part:

“All decisions of an arbitrator will be final and binding.”

The grievant is generally the main witness, testifying about his/her contractual rights being violated or answering charges in a disciplinary case. A grievant at an arbitration hearing is the most important witness when it comes to showing the harm caused by management’s actions. Grievant testimony or class testimony (affected letter carriers) is often necessary to achieve an appropriate remedy for violations of the contract.

The steward or NALC representatives may also serve as witnesses confirming how the dispute moved through the earlier steps of the grievance process, the contractual issues involved, or how they discovered relevant facts during the investigation.

The NALC arbitration advocate will decide if it is necessary to have testimony presented to the arbitrator, and if so, will meet with each witness and prepare their testimony prior to the day of hearing.

If you are called to testify as a witness to an arbitration hearing, please review and apply the following Do’s and Don’ts:

Do’s:

- Dress neatly and conservatively. If you are a letter carrier, wear a clean uniform.
- Arrive on time. Your advocate will tell you what time you need to be there.
- Be serious. This is not a time for joking around.
- Be well prepared.
- Discuss with the NALC advocate any questions or concerns you may have about your testimony before the hearing.
- Be calm, relaxed and alert.
- You may be asked to take an oath or to affirm you are telling the truth, look the Arbitrator in the eye when doing so.
- Listen carefully to the questions you are asked.
- Look at the arbitrator, not the advocate, when answering questions.
- Always tell the truth.
- If you don’t know the answer to a question, say, “I don’t know.”
- If the question is confusing or unclear, ask for it to be repeated or say, “I don’t understand the question.”
- Speak slowly, clearly, and loud enough to be heard.
- If necessary, the advocate will ask you to refer to documents to refresh your memory.
- Only answer the question you are asked; never offer more.
- If asked by management’s advocate if you discussed your testimony with the union before the hearing, answer: “Yes.”

Don’ts:

- Don’t argue with the arbitrator or management’s advocate.
- Don’t allow yourself to get angry.
- Don’t talk about testimony during breaks (recess).
- Don’t chew gum or tobacco.
- Don’t guess at answers to questions.
- Don’t exaggerate the facts.
- Don’t volunteer information.
- Don’t offer your opinion unless specifically asked for it.
- Don’t continue to speak once an objection is made.
- Don’t telegraph what you are thinking with body language. (eye-rolling, shaking or nodding head, arms folded across your chest, etc.)

WHAT YOU MAY NOT KNOW

BY SCOTT CASSADY

Fifth Vice President



Have you ever wondered why the NALC asks carriers if they contribute to the Letter Carrier Political Fund PAC? Has your steward or union officer explained these topics of interest with you:

- Protecting carriers on the job from physical harm.
- Making sure every carrier that worked as a CCA, TE or casual are given credit for all their years of service toward retirement adding more to your income once retired.
- Receiving every penny you and/or your spouse earned when paying into Social Security.
- Improved access to Workers Compensation for those in need.
- Making it possible for the Postal Service to generate new revenue thus offering job security.

The USPS cannot lobby Congress to get bills passed for the benefit of Letter Carriers, in fact it is illegal. The Letter Carrier Political Fund (LCPF) is set up by the NALC to allow carriers interested in improving the above stated topics of interests for carriers to contribute to the PAC.

Many carriers are unaware union dues cannot be used to support candidates for political office. The NALC relies entirely on its members contributions to the LCPF. Your contributions to LCPF goes to those in Congress who defend the issues we want passed into law.

The NALC is constantly fighting to improve workers benefits. The LCPF gives the NALC the budget to inform members of Congress and to lobby them to get bills passed that benefit letter carriers.

The following are bills the NALC is currently working on diligently to get passed in Congress.

Protect Our Letter Carriers Act (H.R. 7629/S. 4356). This bill will increase prosecution rates for criminals attacking carriers completing their duties assuring harsher sentencing for robbery and assault of a letter carrier.

Federal Retirement Fairness Act (H.R. 5995). This bill assures carriers that worked non-career positions such as CCAs, TEs and Casuals have the opportunity to buy back time worked as non-career employees. Remember, the more years of service, the higher your annuity when you retire.

Repeal Social Security's WEP and GPO provisions

(H.R. 82/S. 597). This bill would change the current law that reduces Social Security benefits for individuals and spouses that have paid into Social Security. Two provisions known as WEP and GPO were adopted by Congress in the late 70's and early 80's to address the false perception that federal employees were somehow "double dipping." The NALC is lobbying Congress to address these unfair provisions to allow carriers to keep all their Social Security benefits.

Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 618/S. 131). This bill would expand options for letter carriers who are injured on the job by amending FECA to allow easier access to treatment for the injury.

USPS Shipping Equity Act (H.R. 3721). Did you know the USPS is missing out on an estimated \$190 million annual revenue due to a Prohibition-era ban that allows our competitors to ship alcoholic beverages but prohibits the USPS? This bill would change the ban.

Branch 1100 is the largest in the country. My job as the LCPF lead is to keep everyone informed about legislation pending and to encourage those that are not contributing to contribute. Even if you are currently contributing, consider adding another dollar or two to your current contribution. Consider the size of our branch what a \$5 contribution by each carrier can make. Lets make an impact together and have our voices heard loud and clear in Congress.



PRIDE IN MEMBERSHIP

65 YEARS OF MEMBERSHIP



*Dale Jones
Lynwood*



*Robert Jones
Yorba Linda*



*Peter Rettura
Oceanside*

55 YEARS OF MEMBERSHIP

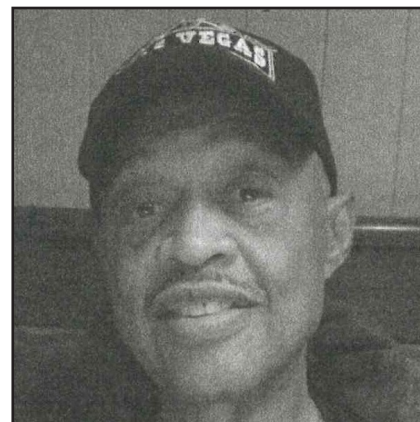
60 YEARS OF MEMBERSHIP



*Edward Rowe
Downey*



*Raymond Baker
Compton*



*Henry Stokes
Compton*

50 YEARS OF MEMBERSHIP

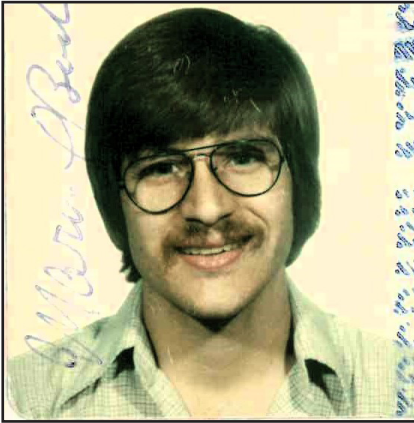


*Steven Dubyn
El Monte*



*David Steinman
Whittier*

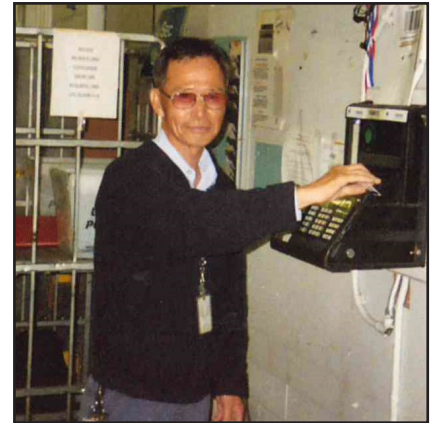
45 YEARS OF MEMBERSHIP



*Marvin Bach
Lakewood*



*Patrick Gabriel
Oceanside*



*Kim Jung Kyu
Long Beach*



*Fred May
Riverside*



*John Mayer
Pomona*



*Sally Simonsen
El Monte*



*Estanislado Torres
Bellflower*



*Debbie Westphal
Newport Beach*



*Lowery Young
Long Beach*

40 YEARS OF MEMBERSHIP



*Steve Candelaria
Inglewood*



*Phyllis Cobb
Long Beach*



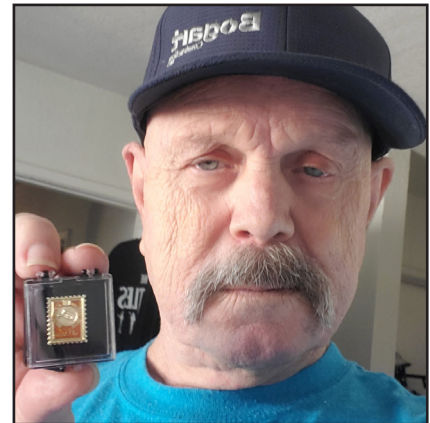
*Michael Franco
Wilmington*



*Romy Geraldo
Costa Mesa*



*Tom Hall
Riverside*



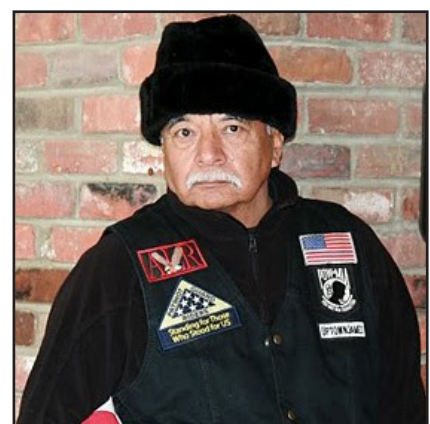
*Steven "Jesse" Lewis
Anaheim*



*Julie Magoon
Westminster*



*Patrick Moelter
Moreno Valley*



*James Robledo
Whittier*

40 YEARS OF MEMBERSHIP



*Lux Rogers
Garden Grove*



*Richard Taylor
Santa Monica*



*Edward Tea
Long Beach*



*Esther Valverde
South Gate*



*Carlos Yubeta
Riverside*

35 YEARS OF MEMBERSHIP



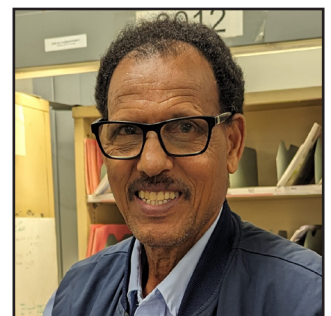
*Brian Akaba
Venice*



*Sergio Cornejo
Compton*



*Mario Gonzalez
Riverside*



*Gebrezgiab Hagos
Santa Monica*

35 YEARS OF MEMBERSHIP



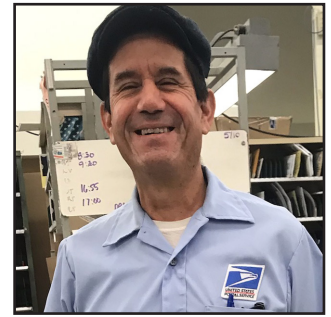
*Kathy Horgan
Riverside*



*Salvador Jimenez
Bellflower*



*Brenda Jones
Riverside*



*Richard Lopez
Fullerton*



*Gerald Moreno
Whittier*



*Maria Mousavinia
Whittier*



*Mariano Santiago
Whittier*



*Carra Williams
Compton*

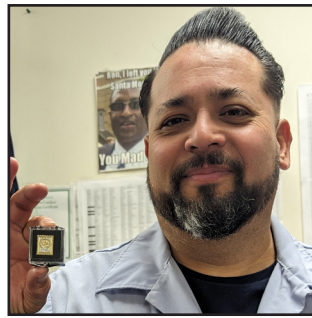
30 YEARS OF MEMBERSHIP



*Robert Alcala
Santa Monica*



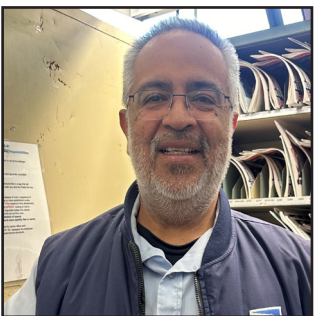
*Kimla Brecht
Whittier*



*Gilmar Castillo
Santa Monica*



*Arturo Castro
Rosemead*



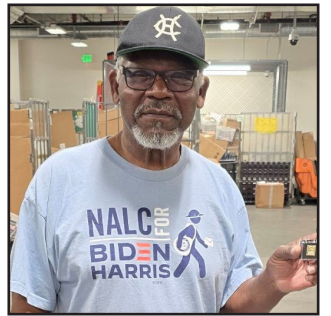
*Arthur Chavez
Venice*



*David Clough
Long Beach*



*Cecilia Cruz Chavez
Whittier*



*Delbert Dean
Venice*

30 YEARS OF MEMBERSHIP



*Steven Do
Lynwood*



*Tony Dzieng
Downey*



*Miriam Eckheart
Whittier*



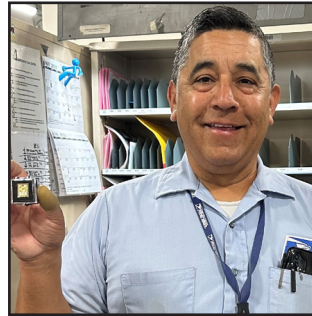
*Aaron Elzie
Riverside*



*Jennie Factura
Bellflower*



*Alfredo Garcia
Norwalk*



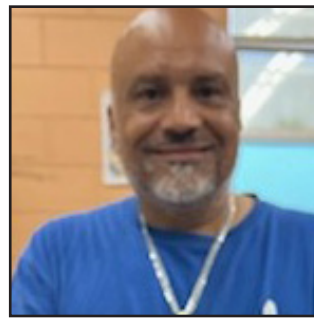
*Miguel Garcia
Venice*



*Alma Granados
Whittier*



*Dana Gueste
Pomona*



*Javier Gutierrez
Whittier*



*Robert Hamblin and
Frances Ferguson
Oceanside*



*Della Hernandez
Whittier*



*Isaura Holmes
Venice*



*Mikel Jacobs
Orange*



*Osama Jebeile
La Mirada*



*Rodolfo Jimenez
Norwalk*

30 YEARS OF MEMBERSHIP



*Tony Kung
Paramount*



*Ruby Leon
Venice*



*Vangi Lopez-Gonzales
Riverside*



*Vincent Lovano
El Monte*



*Brian Lovett
Long Beach*



*Robert Martinez
Bellflower*



*Sunny Mills
Riverside*



*Aurora Mora
Norwalk*



*Aaron Morales
Orange*



*Raul Moran
Inglewood*



*Cheusa Moua
Yorba Linda*



*Matthew Nguyen
Long Beach*



*Gabriel Ortega
El Monte*



*Leticia Ortega
Fullerton*



*Nelson Peza
El Monte*



*Theresa Taylor Ray
w/ President Paul Perry
Long Beach*

30 YEARS OF MEMBERSHIP



*Jeaneve Scott
Lynwood*



*Janette Shiao-Hong
Santa Monica*



*Russ Simon
Riverside*



*Raena Smith
Santa Monica*



*Phong Truong
Orange*



*Hai Vo
Lynwood*



*Katie Wilson
Santa Monica*



*Ivy Zepeda
Norwalk*

25 YEARS OF MEMBERSHIP



*Daniel Armijo
Downey*



*Gary Kakalia
Bellflower*



*Cecil Nunez
San Clemente*



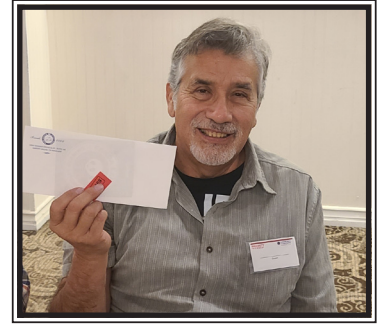
*Barbara Smith
Long Beach*

MILLION MILE AWARD



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

RETIREE LUNCHEON



HONORING OUR RETIREES

MEETING MINUTES

February 13, 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.

Minutes of January 2024 branch meetings were read MSC.

Reading of class names.

Financials for January 2024 were read. MSC

The Executive Council for February 2024 was canceled.

Linda reports the price of Harkins movie tickets has gone up. Linda reminded stewards who sign up carriers removed for nonpayment of dues, dues will have to be paid prior to rejoining. Linda reports Food Drive T-shirts will go down this year as a new vendor was found who gave us a better price.

Unfinished Business: None

Communications and Notices: A thank you from the Dyer family, and appreciation from Tom Young and Jordan Brown for the invites to the Boston convention although not able to attend.

There were 62 applications for new members. MSC

There were three (3) cancellations and 125 separations. New members in attendance from Laguna Hills, Placentia, Stanton, Redlands and Lakewood.

Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson spoke on H res 376 for door to door delivery, Federal Retirement Fairness Act, (non-career time buy back bill) HR 5995 with 31 cosponsors, and HR 82 regarding social security and CSRS employees. Derek reminded members the LCPF is job insurance and encouraged all present to sign up and get their carriers signed up.

Steward Appreciation: Horace Lewis reports this will be on April 28th from noon to 3, at the Lakewood center. This will be a Luau theme.

MDA: Gig Estrada reports we will be holding Bingo both virtual and in person on March 24th for \$20 with ten chances of winning. We will also have fundraising at this year's picnic, June 9th with donations requested for our raffles and Bingo.

TIARP: Erik Mossman reminded everyone even though we are in this process they still have the right to a special route inspection and should request it as nothing in this process stops that.

Food Drive: Stevie reports the committee is working on donations for food drive bags and reports this year food drive cards will be limited so they will go only to residential deliveries. Let's do all we can to make this year successful.

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. This is for the members. You will be able to sign up for the picnic from the branch page NALCBranch1100.org and there will be a cap of ten total per family. This is a big event and we are encouraging volunteers to assist us making it another successful and free event.

Paul Perry Paul reports no updates on the contract as of yet.

He and Horace attended a San Diego district meeting where the district stated if they think a carrier willfully did something to cause an accident, they will be issuing letters of demand. Accidents happen, that's why they are called accidents.

Paul reports a Whittier arbitration that not only awarded an additional 50% to CCAs worked over their 11-and-a-half-hour maximum they are to receive administrative leave at 100%. An excellent decision.

Paul reports Region 1 is holding training in Vegas April 16th and 17th.

Paul is asking for any carriers in the offices who have done outstanding service in their community to be nominated for the John Lee award, please let one of the officers know by March 12th if you have someone. Paul reports a carrier robbed at gunpoint in Pomona, a Fullerton post office that had mail stolen off the back dock, Long Beach had two vehicles broken into and Whittier had like 6 robberies in one week. Once carrier was robbed 3 times in one week. Be careful out there.

15-Minute Open Discussion:

A motion was made the branch compensate \$50 per day per steward who attends Region One training and rap session April 16 & 17, 2024 in Las Vegas. MSC

A motion was made the branch spend up to \$4000

on pins and buttons for convention, the revenue made will reimburse the branch and proceeds will be given to MDA. MSC

Tina Bushee of Riverside read a thank you from the Riverside carrier who received donations during the 2023 Adopt A Family / Toy Drive. She was very appreciative of everything received.

The 50/50 Drawing raised \$153 for MDA and \$153 went to Starkeisha Jester of Redlands.

The meeting was adjourned at 8:07 pm in the name of all who have passed on.

March 12, 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. Minutes of February 2024 branch meeting was read MSC.

Reading of class names.

Financials for February 2024 were read. MSC

The Executive Council minutes for March 5, 2024 were read.

Unfinished Business: Motion was made for the John Jackson fishing trip June the 19th to spend \$3245 which will be paid back through the ticket sales. MSC

Communications and Notices: None

There were 138 applications for new members. MSC

There were zero (0) cancellations and 79 separations.

New members in attendance are from Perris, Lakewood, Venice, Stanton, Riverside, and Redlands.

Officer/Committee Reports:

Letter Carrier's Political Fund: Derek Simpson spoke on the four current pieces of legislation we have, including HR 3721, HR 5995, HR 82 and H res 376. Derek reports in Washington DC they are introducing a letter carrier protection bill that we do not have a number for yet. Crime against letter carriers is up 30%. When we have the bill number, we can contact our congress members to let them know to support this.

MDA: Justin Landrum reports we are contributing all monies collected for the March challenge and we have new events, including the 50/50 board squares, 50/50 drawing and Bingo scheduled for March 24th that is both virtual and in person. At the picnic we will be having the dunk tank for MDA and more raffles. We are asking for volunteers for the dunk tank as well as for the baskets raffled off. We will also have the annual Vegas trip this year with an upgraded bus, and hotel right off the strip near the High roller wheel and the sphere. \$225 per person for double occupancy and \$300 per person for single.

TIARP: Erik Mossman reports on the untrue rumors going around regarding route times, including 22 minutes for load time, three to seven minutes for unloading, limiting relays to only two minutes and a limit on bathroom breaks. These are all NOT true!

Steward Appreciation: Horace Lewis reports it will be held on April 28th from noon to 3, at the Lakewood Center starting at 11:30am. This will be a Luau theme, and you can wear your Hawaiian wear and dress comfortable. The cutoff date to RSVP is Tuesday April 2nd. Please RSVP early.

Food Drive: Stevie reports the Food Drive shirts are available now, small thru XL \$14, 2X is \$15 and 3X is \$16. Our annual kick off for the food drive will be here on April 9th when we will have speakers and food and drinks for everyone. Let's do all we can to make this a great year!

Picnic Committee: Elias Torres reports it will be on June 9th at the same location with food and fun planned for the whole family. Flyers are available in the lobby to take back to your office. Remember there are no dogs allowed this year. The flyer has a QR code taking you to our branch webpage to sign up. We are asking as many people as possible to sign up on our branch webpage.

Paul Perry Paul reports a few updates on the contract after he and Horace attended the committee of President's meeting.

Dennis Nolen has been selected as the third Arbitrator for negotiations. No date set yet.

Paul reports the pay gap between what the post office is offering and what the NALC is asking for is getting smaller. We don't know yet what those numbers are.

Paul reports he and Darrell spoke to Ida Jean Haxton's niece as her killer is up for parole in July. Ida Jean was a Huntington Beach carrier murdered on her route near

the end of her route. She was stabbed 19 times and hit on the head with a baseball bat and her body was left in her rented postal vehicle in a church parking lot. Blood hounds tracked the blood trail to the killer's bedroom. We need thousands of letters to send into the parole board together to show we believe this man should never be let out of jail.

15-Minute Open Discussion:

Scott Davenport of Placentia asks we also send the letters to the Governor's office asking Ida Jean's killer not be released.

Horace Lewis reminded members concerned that crimes against letter carriers are not a federal offense that they would write a letter to the Department of Justice and or their congress person asking why these crimes aren't swiftly and seriously prosecuted.

Horace also spoke on the NALC Disaster Relief fund, where he reminds us 100% of the donations go to letter carriers harmed by natural disasters including floods, wildfires, hurricanes etc. He is asking us to donate to this fund which helps fellow letter carriers with all the money, any overhead is paid by the NALC. You can find it on your NALC app.

A 25-year pin was presented to Gary Kakalia of Bellflower.

Justin Landrum presented a video on Unite Here a local Union located in our building who represents hotel workers, Food workers in arenas, entertainment venues, universities, airports, and others; with 36,000 members.

The 50/50 Drawing raised \$138 for MDA and \$138 went to Jhovani Maldonado of Riverside.

The meeting was adjourned at 8:44 pm in the name of all who have passed on.

April 9, 2024

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

Special Guest Mark Herbert spoke on the Disneyland expansion plan and the expected effect on the city of Anaheim. He asked us to come out and support their efforts to get a better agreement at the April 16th vote at city hall in favor of the city of Anaheim and hopefully additional housing as part of the agreement.

MDA 50/50 board drawing was done with \$300 going to retiree Barbara Stickler and \$200 going to Gigi Estrada of Los Alamitos.

Motion was made to suspend regular business until the May meeting, and we start the Food Drive Kick Off.

MSC (Elias Torres 2nd Justin Landrum)

President Paul Perry thanked the volunteers for all their hard work for the food drive.

Food Drive Chairman Estevan Velasquez and branch 1100 coordinator Mirna Jimenez introduced the guests and guest speakers and thanked this year's sponsors including Eagle Community Credit Union, OC Food Bank UFCW, Orange County Labor Federation and Second Harvest Food Bank. They also thanked the Food Drive Committee including Tina Bushee, Hugo Santillan, Sergio Sotelo. Cards and bags will be distributed to the offices and each office has been assigned a food bank.

Carolyn Jackson of Eagle Credit Union spoke on their 16th year supporting the Food Drive.

Allie from the Second Harvest Food Bank spoke on the importance of the Food Drive at this time of year.

Region 1 Food Drive Coordinator Erik Mossman reminded everyone to get their food drive T-shirts. Erik spoke on our continued support of the Food Drive and its effect on the community and how important our efforts are. He reminded us to continue picking up the food even after the day of the food drive.

Food Drive Raffle winners included Austin of Stanton, Mauro Cervantes of Anaheim Sunkist, Al Rossano of Costa Mesa, Janet Heinrich San Juan retiree, Eligah Allen Newport Beach retiree and Cheusa Moua of Yorba Linda.

Meeting adjourned at 8:18pm in the name of all those who have passed on.

Respectfully Submitted

Sharon Peralta

Executive Secretary/HBR

FINANCIAL REPORT

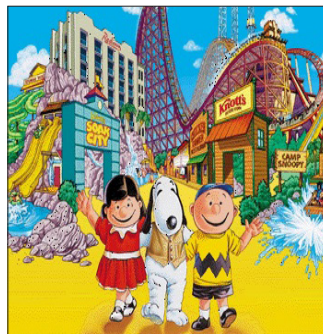
NALC - Branch 1100 Profit & Loss February 2024 thru April 2024

	Feb 24	Mar 24	Apr 24	TOTAL
Ordinary Income/Expense				
Income				
3010 · Dues	255,302.34	256,005.52	251,184.78	762,492.64
3020 · Advertising	0.00	700.00	0.00	700.00
3030 · Interest	175.36	173.58	0.00	348.94
3050 · Rental Income	1,325.00	4,900.00	2,385.56	8,610.56
3060 · Miscellaneous	83.60	1,818.83	3,169.01	5,071.44
3090 · National Insurance Income	210.75	0.00	0.00	210.75
Total Income	257,097.05	263,597.93	256,739.35	777,434.33
Gross Profit	257,097.05	263,597.93	256,739.35	777,434.33
Expense				
5010 · Assignment Expense	-400.04	3,712.27	5,044.66	8,356.89
5060 · Building Expense	1,065.42	4,613.11	9,226.22	14,904.75
5065 · Custodial Services	912.33	1,064.70	1,749.84	3,726.87
5090 · Convention Fund Expense	2,649.22	5,694.16	15,543.87	23,887.25
5210 · Dues & subscriptions	296.45	0.00	296.45	592.90
5230 · Recreation Expense	860.45	569.24	2,767.50	4,197.19
5240 · Equipment Lease	2,516.85	2,516.85	2,642.69	7,676.39
5245 · Equipment Purchase	0.00	102.79	0.00	102.79
5250 · Fr Bnfts	53,962.88	49,258.49	58,444.46	161,665.83
5300 · Insurance	3,945.00	0.00	3,577.00	7,522.00
5360 · Miscellaneous Expense	3,605.35	30.40	2,420.00	6,055.75
5370 · Organization Expense	900.00	150.00	0.00	1,050.00
5390 · Newsletter Expense	0.00	2,194.26	12,082.13	14,276.39
5400 · Office & Printing Expense	4,022.84	2,041.45	4,751.50	10,815.79
5450 · Officer Expenses	3,962.54	1,245.13	8,617.35	13,825.02
5500 · Per Capita Tax	176.25	0.00	0.00	176.25
5530 · Postage	1,107.45	4,960.72	1,237.85	7,306.02
5600 · Retiree Expense	1,478.91	4,988.98	9,306.04	15,773.93
5649 · Officers Salaries - FT	75,699.29	76,312.27	76,809.37	228,820.93
5651 · Shop Steward Expense	5,002.80	1,630.47	46,628.16	53,261.43
5652 · Office Staff	5,283.61	4,789.55	4,962.19	15,035.35
5700.2 · Real Property Taxes	766.18	220.21	777.19	1,763.58
5750 · Taxes - Payroll	9,863.95	11,116.87	16,256.04	37,236.86
5770 · Training & Education	2,611.09	202.93	2,305.73	5,119.75
5790 · Telephone	1,106.94	722.64	1,690.44	3,520.02
5800 · Utilities	61.71	1,809.48	1,190.41	3,061.60
6560 · Payroll Withholding	31,389.56	32,679.25	37,582.82	101,651.63
6600 · Reconciliation Discrepancies	0.00	0.00	-30.40	-30.40
Total Expense	212,847.03	212,626.22	325,879.51	751,352.76
Net Ordinary Income	44,250.02	50,971.71	-69,140.16	26,081.57
Net Income	44,250.02	50,971.71	-69,140.16	26,081.57

		May 31, 24
ASSETS		
Current Assets		
Checking/Savings		
1020.55	Convention Savings C106	158,920.72
1020.44	Checking Acct (SCP 8215#O)	189,981.87
1020.42	Reserve Account (#A)	248,614.95
1020.43	Reserve-Emergency-8215-E	52,739.46
1020.46	Convention Sav. Acct(#B)	248,387.44
1020.47	Scholar Sav. Acct(#F)	17,863.99
1020.48	Scholarship CD(SCPCU #i)07/11	13,845.18
1020.50	Building Fund (SCPCU 8215.L)	139,456.24
1020.52	Reserve Account (#W)	249,992.90
1020.54	Bank of Labor	246,091.66
1020.6	MDA(Post City)	137.15
1020.7	Petty Cash	215.00
1020.8	Branch Dinner Fund	275.00
Total Checking/Savings		1,566,521.56
Total Current Assets		1,566,521.56
Fixed Assets		
Garden Grove Building		1,243,521.00
Total Fixed Assets		1,243,521.00
TOTAL ASSETS		2,810,042.56
LIABILITIES & EQUITY		0.00

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 Moreno Valley 16
 Chino Hills 18
 Mountain Grove 16



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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. 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.



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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.

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EEO Representatives**

**Gigi Estrada • Maria Guerra
Hugo Rivera • Yesenia Robles
Johnny 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

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Monday through Friday - 8:00 a.m. to 5:00 p.m.
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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.

August MEETINGS

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

EXECUTIVE COUNCIL MEETING

No Meeting
 Due to National Convention

BRANCH MEETING

August 13, 2024
 7:30 p.m.

SHOP STEWARD MEETING

August 13, 2024
 Immediate following the Branch Meeting

September MEETINGS

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

EXECUTIVE COUNCIL MEETING

September 3, 2024
 7:30 p.m.

BRANCH MEETING

September 10, 2024
 7:30 p.m.

SHOP STEWARD MEETING

September 10, 2024
 Immediate following the Branch Meeting

October MEETINGS

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

EXECUTIVE COUNCIL MEETING

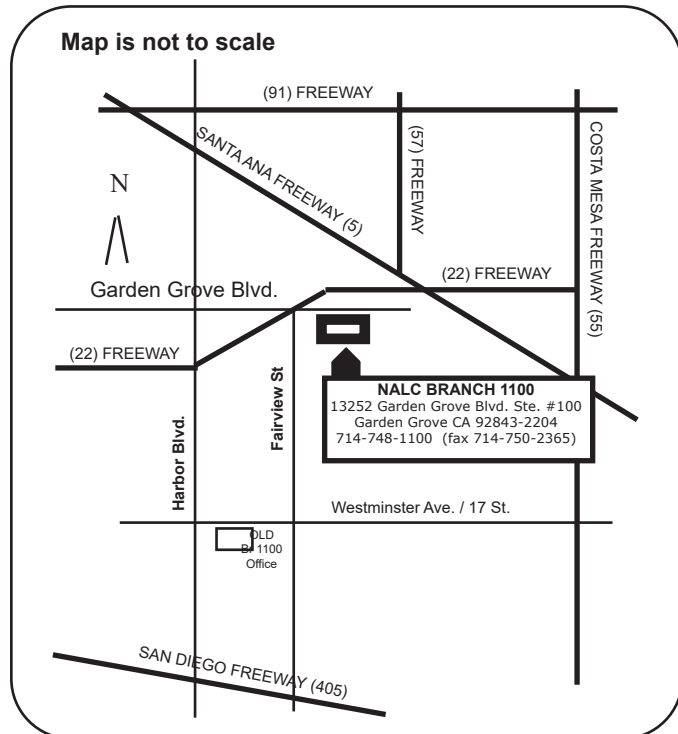
October 1, 2024
 7:30 p.m.

BRANCH MEETING

October 8, 2024
 7:30 p.m.

SHOP STEWARD MEETING

October 8, 2024
 Immediate following the Branch Meeting



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

July - August - September 2024

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MAILING PROS INC.

TIME VALUE

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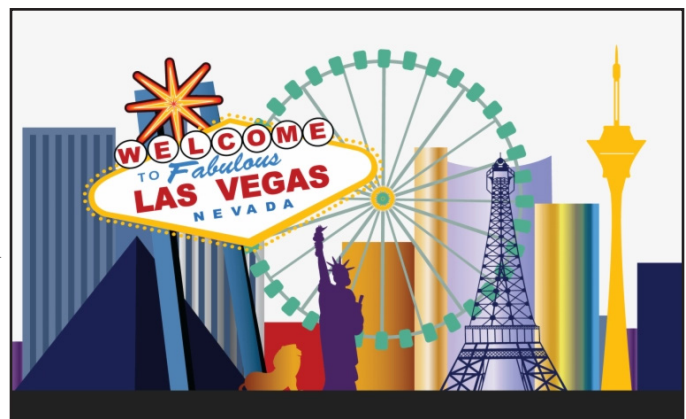
**2ND ANNUAL BRANCH 1100
LAS VEGAS TURNAROUND**

OCTOBER 13-14,2024

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