



Branch 11's Headquarters

# CHARLES D. DUFFY BRANCH 11 NEWS

**NATIONAL ASSOCIATION OF LETTER CARRIERS  
AFL-CIO CHICAGO, ILLINOIS**



Today's Favors—Are Tomorrow's Assignments

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## President's Report



Now that summer is coming to an end, let us reflect back a minute to the State and National Conventions. First, I would like to congratulate the State President and his Board of Officers for the job they did at this year's convention. It was truly a full plate during the entire three (3) days. One thing **all delegates** should remember - "If you plan on attending the 2009 convention in Springfield, IL" - the registration fee will increase from \$15.00 to \$25.00, per Article 2, Section 1 of the State By-Laws, which was approved at the convention. Keep that in mind when nominations take place at the November 2008 Branch meeting. Now the most exciting part of the convention for me was, waiting to see who would be named the first recipient of the newly established 'James E. Worsham Award'. I was really hoping that someone from this Branch would win the award, especially since it was the first one to be issued! And the winner was - Alvin P. Samuels, Vice President of Branch 11 from 1989 - 1994. I worked side by side with Brother Samuels for eleven (11) years at Loop Station. Alvin is the person responsible for getting me involved as an active part of the Union - and for that I am truly grateful! I think that he is very deserving of this award and I want to thank William Bean and the members of his committee for the great job they did in evaluating the nominees for this award. **Alvin, congratulations!** I know that you have a place on your wall for this very prestigious award.

At the National Convention in Boston, MA our own Treasurer Phillip Wilkes, was re-elected to serve another term as AFL-CIO Delegate. **Congratulations to Phillip!**

On a motion made by Senator Hillary Clinton, who attended the Convention, Illinois State and Democratic Presidential Nominee Barack Obama was unanimously endorsed by the NALC for the next 'President of the United States'. Hopefully, by the time the next Branch News is published, we will be celebrating the election of President Barack Obama! Before that can happen, we must do all we can to make sure that Senator Obama's election becomes a reality. We can accomplish that by donating our time "off work" to work phone banks, knocking on doors, passing out literature, donating to IPALC and COLCPE and of course - voting. We also need to elect those candidates that support Labor and Postal issues, because a "President" Obama will need a Congress that will pass those issues that concern Postal Employees. Every member of this Union should do their best to make sure we protect the jobs that we have. The way we can do that is to elect a President and a Congress that is friendly to working people!

Retirees' Day -We are in the final preparation stage for our annual 'Retirees' Day, which will be held this year on Sunday, October 5, 2008 at 2:00 PM. We have secured additional parking for this event at Old St. Mary Church, which is located at 1500 South Michigan Avenue. I am urging all of our retired members to come out and enjoy the day that we have set aside for you! I have always said, and will continue to say, "Retirees are the backbone of the NALC". In 1970, carriers walked off the job for better pay and

*continued on page 2*

### President's Report

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benefits, most of those carriers are retired or have passed away - but that course of action taken by them changed this organization for ever. So, those of you who are lucky enough to have carriers at your stations that were a part of that 1970 job action, talk to them about that chapter in Postal history - it's something you need to know about.

Let's keep those IPALC and COLCPE donations coming!

Fraternally,  
Jimmie Canada

### Best Wishes To Branch 11's New Retirees

- Robert Glover
- Carol A. McCluskey
- Alfred N. Mueller
- Cynthia R. Powell

### From the Desk of the Vice-President

### Pivoting – Your Pivot Blocks



To a Letter Carrier this phrase is ambiguous, and dual in meaning. This phrase, 'Pivoting - Your pivot blocks', is stated in such a way by management, as to make a Letter Carrier believe that he or she must take ownership in casing and/or delivery of the mail from a different route.

'Pivoting' is accomplished, only when a Letter Carrier is able to case ALL mail and carry ALL their own days assignment, plus duties from a different route within 8 hours and Zero Overtime.

When a Letter Carrier is instructed to 'Pivot', case and/or deliver mail, on a

route other than that days scheduled route assignment, the Letter Carrier must determine if their own scheduled route assignment is less than 8 hours.

When this 'Pivot', the casing of ALL mail and carrying ALL their own days assignment, *cannot* be accomplished in 8 hours, a PS 3996 Carrier Auxiliary Form, *must be* submitted in duplicate. A Regular Letter Carrier *not* on the Overtime Desired List must write Non-ODL on their PS 3996. If further instructed to do this 'Pivot', comply, then inform your station Steward that a contract violation of the JCAM Art 8.

[Overtime Desired List, consist of Regular Letter Carriers who *initialed* Yes, in agreement to work up to 12 hours, any day, on any route.]

Do not get played, a 'Pivot or Pivoting' is done within an 8 hour day, ALL

else is OVERTIME! Get that understanding with management daily!

New: DPS & GO Program (Mail *not* cased in AM. is curtailment to be cased in the PM.) Test Station in the Chicago District are 60613; 60615/53; 60618; 60628; 60629; 60632; 60641; 60647 and 60649. A Letter Carrier must complete a PS 1571, Curtailment of Mail, in duplicate each morning of this program.

Keep ALL copies of management initialed PS 3996 Carrier Auxiliary Assistance forms and PS 1571, Curtailment of Mail.

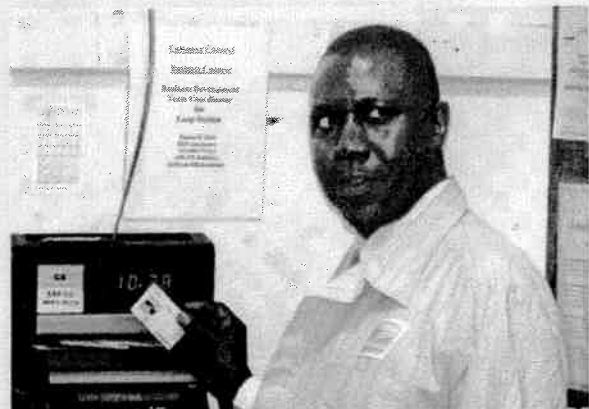
Fraternally,  
Paul L. Spencer

2006-2011 National Agreements (Contracts) can be purchased from the branch by members for \$3.00. Stop by the Branch 11 office to get one.

# LAST PUNCH BUNCH



Vernon Johnson  
Elsdon Station



Johnnie McDowell  
Loop Section 5

*From the Desk of the*  
**Recording Secretary**



Dear Fellow Members, once again it will be our honor to fete retirees – “50, 60 and 70 Years”. “Retirees’ Day” will be October 5, 2008 at 2:00 P.M. We have invited National President William H. Young to be our guest speaker (National Director of Retirees’ Ernie Kirkland has been asked to present the honorees their awards in case president Young can not attend). Illinois State President Ken Christy and National Business Agent Neal Tisdale are also expected to attend the gala festivities. Branch #11 officers and members, join together to extend our heartfelt congratulations to all! Following are the names of honorees for Fifty-year Gold Card Members (80 members); Sixty-year Pin (44 members) and Seventy-year Pin (6 members):

### 50-YEAR PIN & GOLD CARD

Frank Abruzino  
Arthur W. Badnar  
Namon Barnett  
Daniel Barsella  
Albert H. Becker  
Ronald E. Benecke  
Leonard R. Bielenin  
Joseph L. Bloch  
John P. Bokor  
Alfred C. Bonnett  
Arthur D. Booker  
Charlie Brooks  
Harold L. Brooks  
Phil Brown  
John M. Busko  
Florian E. Byrd  
Robert H. Cebulski  
Robert W. Chatman  
James D. Craig  
Peter D. Callegari  
Robert H. Clark  
Isaac W. Cherry  
Ernest Crockett  
Robert M. Curry  
Walter E. Copeland  
Franklin L. Dale  
John Donohue

Clifford J. Drexler  
Irving Edwards  
Donald R. Elkin  
Loris Fini  
Robert L. Gamble  
Clarence Garland  
William M. Gawron  
Angelo Geltis  
James Glasper, Jr.  
Howard L. Green  
Gus D. Griffin  
James E. Grow  
Walter J. Gruszka  
Raymond S. Hankiewicz  
Lewis Harper  
Albert W. Harris  
David L. Harris  
David N. Henry  
Jonathan Hunter  
Vardell H. Johnson  
Edward Kawa  
Paul R. Kaye  
Edgar B. Kell  
Edward S. Klepadlo  
Robert R. Kluzek  
Walter M. Korol  
Michael S. Kosac

Sylvester Kostanski  
Thomas Lee  
Marvin G. Lloyd  
Floyd S. Marshall  
Ronald C. Mascio  
Anthony J. Mason  
George F. Meek  
Robert C. Meister  
Thomas L. Miles  
Herman L. Moore  
John W. Moore  
William S. Mueller  
Michael A. Osifcin  
Anthony M. Paterno  
Curtis Lee Robinson  
Rudi T. Simons  
James J. Smith  
John P. Spanczak  
Virgil N. Stalls  
Jesse L. Stampley  
William L. Thompson  
Luke Vukovich  
Edward R. Warmowski  
Floyd T. Williams  
Leroy J. Wuthrich  
Walter V. Zielinski  
Walter J. Zurowski

### 60-YEAR PIN

David W. Allen  
Raymond R. Balcer  
Charles E. Ballard  
Robert H. Blank  
Joseph L. Bloch  
John P. Boker  
Daniel A. Bravine  
Wybrand J. Bostrom  
John M. Busko  
Peter D. Callegari  
Phillip M. Cardella  
Ernest J. Chalupnik  
James R. Collins  
Clifford W. Davis  
Patrick W. DeLacy

Nick Delmonico  
Serafin Di Gilio  
John Donohue  
George F. Dubenic  
Michael J. Emmerich  
Charles Flaherty  
Frank D. Gage  
Clifford W. Gastel  
John A. Glaz  
Robert A. Glembin  
William E. Heyden  
Edward R. Hill  
Richard S. Holland  
George A. Hurd  
Edward H. Klein

Eugene J. Kopacz  
George P. Korda  
William F. Krahn  
Edward L. Kral  
Raymond F. Madej  
David V. Matusz  
Robert A. Nelson  
Frank J. Nowak  
John J. Osifchin  
Robert J. Perkins  
Fred Peters  
Casimir S. Rzeninski  
Henry Sobczyk  
Edwin J. Walczyk

### 70-YEAR PIN

Isadore Cohen  
Charles E. Coon

Edward Kawa  
David Kraus

Eric C. Minter  
Maurice M. Surgal

*From the Desk of the*  
**Chief Steward**



A letter carrier's job is not for the faint of heart. You have to be on guard at all times for any and all hazards because you are being watched. The g.p.s. can report where and how fast or slow you are driving. Don't forget big brother, the OIG and Management. The customers are also watching.

It is our job is to be professional at all times, that is by completing forms in duplicate —3971 (requesting leave, sick or annual leave), 3996 (requesting assistance for any mail you cannot complete in the allotted time), 1571 (for any undelivered mail), CA1 (for accidents) and 1767 (for reporting any hazards). It is our responsibility to present these forms to management and to get our copy, just in case they lose their copy.

If there is ever a reason to be interviewed by the postal Inspectors or the OIG, request union representation.

Equipment used on the job is provided by the postal service, it is not our personal property, to be kept in our lockers or our private vehicles.

When discipline is issued to you, contact the union steward as soon as possible. Give the steward all information, statements and forms you have in your possession.

We are to be gainfully employed for 8 hours, take your scheduled lunch and breaks and be a professional letter carrier.

A few months ago, we could not get our scheduled day off because of the forced overtime. Now the overtime is drying up and we are being issued discipline for unauthorized overtime. With the computer generated information, management forgets that we are human beings.

We are to follow instructions when we can, only if it's not against our safety and/or health. Watch out for the children when driving.

Condolences and prayers to Jefferson Park union steward Jennifer Clay in the passing of her father William Clay, also to the family of Meredith Marshall of Hyde Park and Loop 4 Station's Agnes Jones in the passing of her mother.

Sign up that non-member - wear your seat belt - lock the vehicle and take the key with you.

*Fraternally,*  
*Mildred Cross*

## Washington D.C. Lobbying

Branch 11 members, led by the Congressional District Liaisons from all the Congressional districts in Illinois traveled to Washington DC this Spring. They lobbied Congress on several issues. They were FERS Sick Leave Reimbursement (compensation for unused sick leave balance at retirement), Vote By Mail, Opposition to Contracting Out, Windfall Elimination Provision and Government Pension Offset.

Their efforts are yielding some success as Employees covered by the Federal

Employees Retirement System (FERS) would receive credit for unused sick leave towards their retirement annuities under a bill passed by the U.S. House of Representatives on August 19th. It is currently headed to the Senate.

NALC members are reminded that our livelihood depends on legislation, so please support COLCPE and IPALC, and VOTE this November to elect a President who will be there for us.

*From the Desk of the*  
**MBA Representative**

### Mutual Benefit Association (MBA)



Throughout the history of the NALC, income financial protection has been at the forefront of the MBA. One of the MBA's goals is to increase financial security protection for letter carriers and their families. MBA is a sound financial institution with a non-profit status that allows us to offer NALC members with better rates per amount of benefit coverage. There are no commission sales people involved in our insurance operations process.

MBA offers life and other financial security products that assist with managing and protecting the letter carriers' finances against significant changes in lifestyle or health. The MBA has flexible investment methods and contribution plans. MBA guarantees security protection for the foreseen and unforeseen circumstances. Many financial experts consider insurance security to be the cornerstone of sound financial planning. In other words, life insurance should be included in everyone's long-term financial planning.

MBA believes insurance protection is essential for investing in and securing our future leaders – our children. Also, insurance protection allows yourself and your loved ones the ability to survive in good times and during adverse conditions.

Be aware of obstacles to financial success –

- 2,000,000 – number of personal bankruptcies now filed in the United States annually (USA Today).
- 50 – percent of marriages in America end in divorce. Studies show that financial disagreement is one of the leading causes of marital discord (worth.com).
- 57 – percent of the couples surveyed agreed with this statement: "in every marriage, money eventually becomes the most important concern."
- 80 – percent of consumers do not know how the 'grace period' on a credit card works. Even more people do not understand that interest starts accumulating immediately for new purchases on credit cards with outstanding debts (cardweb.com).
- 25 – percent of adults between the ages of 35 and 54 have not even begun to save for retirement. Studies from the Employee Benefit Research Institute also show fewer than 20% of 'Baby Boomers' are saving enough for retirement.
- 34 – percent of workers say they are "on track" when it comes to saving for retirement.

#### **MAKE A PLAN TO SUCCEED!**

Once you have a solid foundation, you can create an action plan for achieving all your financial goals – whether they are short-term, medium-term or long-term in nature.

*Robert L. Turner*

# Branch 11 Members Take Our Issues to The "Hill"



*From the Desk of the*  
**Assistant  
 Secretary-Treasurer**  
**What's Important**



Now is not the time to talk about rules and regulations. It is important to realize that if we have four more years of the same policies in Washington, our jobs might be a memory. Much of what we take for granted can be taken away with the passage of a bill or veto of a bill.

Make sure you are register to vote. Vote not only for the President, but make sure you vote for local labor friendly politicians as well. Our future starts at the local level. Each vote counts.

*Vote*

**Labor friendly candidates.  
 Our jobs depend on it.**

*Fraternally Yours,  
 Ed Pyrzynski*

*From the Desk of a*  
**Trustee**



To my fellow co-workers: There is a lot of different management staff in the Chicago area and it seems as if they have another contract. The union is here to inform you there is only one contract and that is the JCAM. Management has been stating that Chicago is an island, or everything in the Chicago District is broken. Well, no one can stop a person from saying stupid stuff. As always, let us, the Carriers of the Chicago District, be professional about our jobs. Let's do the job as best as we can.

Management is always saying we have down time. You will notice no one in the Chicago District is over - that is because with garbage put in the computer, garbage comes out of the computer. Now it comes that everyone has to Pivot. Well don't get upset about it. If you can within your 8 hours, congratulations, and if you cannot, then you should properly fill out

a PS Form 3996. Just remember, pivot has become the new word for forced overtime. Be professional.

*Respectfully,  
 Christine Griffin*

*From the Desk of the*  
**Health Benefit  
 Representative**  
**Being Covered**



If you think you could save a buck by not having health insurance, think again. One stint in the hospital from an accident or a surprise illness could bring you a bill of tens of thousands or more. Don't leave yourself open to being hit with a bill that could be devastating. All carriers should have coverage in the Federal Employees Health Benefit System. All new employees should enroll in their open window immediately after being hired. And any carrier who is not insured should become so this November, in the regular open season. I recommend joining our own NALC Health Benefit Plan.

This year, there will be about 20 improvements in our plan. I will get the details at the upcoming Health Benefit Rep Seminar and pass them on to you in the future. You can rest assured that the NALC Plan is just as good as, and most likely better than, any other available. When you receive our new brochure detailing our plan for 2009 (you will get one in the mail), look it over. Compare with the others see that we cover just as well - but for less cost.

Our extensive network of preferred providers, prescription savings, and more, are just what you need. If you have any questions about our plan, you can call me at 773-376-7817 and leave a message in my voice mail and I will get back to you promptly. (voice mail - because I am an active FT letter carrier at 032).

Also, for those of you who are getting close to retirement, you must have 5 years of continuous coverage in the FEHB System prior to retirement in order to continue Health Benefit coverage in retirement.

You may change plans, but coverage must not lapse. If you are not already in our plan, I would recommend changing to the NALC plan, since it mates so well with Medicare A&B.

*Fraternally,  
 Peter J. Skrzypczynski*

## Branch 11 Welcomes its New Members

Anthony Butler  
 Paris Cumberlander  
 Aris Dixon  
 Cola Thomas-Lewis  
 Tamika C. Beverly  
 Kimberly J. Bunch  
 Francis A. Camoras  
 Thomas O. Coffey  
 Dina D. Cole  
 Lidia A. Cruz  
 William K. Davis III  
 Erica N. Durkee  
 Lamontrye D. Edmond  
 Raymond E. Elder  
 Latonya L. Garrett  
 Consuelo L. Goodlow  
 Excell Graham Jr.  
 Candice M. Green  
 Danelle N. Harrison  
 Mark A. Janic  
 Vanessa R. Johnson  
 Gregory Jones  
 Leonard Jones

Lawrence J Kero  
 Hardy J. Lee  
 Delores M. Lyons-Hayes  
 Rhonda S. Marshall  
 Sarah N. Mayberry  
 Brian D. Minor  
 Salvador Morquez Jr.  
 Kelly M. Newman  
 David E. Parker  
 Alan K. Patton  
 Tajman L. Payton  
 Tammie A. Price  
 Chiffon R. Pritchett  
 Pearl Ray Antionette Rene'  
 Linda J. Rugen  
 Beatrice Scott  
 Candace M. Seifer  
 Keasha L. Swapsy  
 Arturo Tapia  
 Allen R. Warner  
 Kameron M. Williams  
 Danielle C. Wilson  
 Loutrisha E. Wilson

## Illinois State Scholarship Winners are Recognized at August Meeting



**Diane Spearman of Fort Dearborn Station with scholarship winner, Diane Spearman and Jimmie Canada.**



**Ariel House of Auburn Park Station with scholarship winner, Felicia C. Agee and Jimmie Canada.**

*From the Desk of the*  
**Regional  
 Administrative Assistant**  
**What I Do**



Since becoming RAA the most frequent question I am asked by fellow members of Branch 11 is "What does a RAA do?" And depending on the day of the week the answer will vary. I guess the more appropriate question should be "what *don't* an RAA do?" Because working in the Business Agents office we do it all. To paraphrase our National Constitution or *by-laws*, we assist the National Business Agent in his duties and cover the Regional Office in his absence. For those who don't know, the NALC is broken up into 15 regions and we belong to Region 3 which is the Chicago Region.

The Chicago Region is the only one that covers a single state but that doesn't mean that we don't work as hard as others. We represent over 15,000 members in the state of Illinois, which is more than enough to keep us busy. The Business Agent is a National Officer and is responsible for all duties related to organizing, contract administration and interpretation as well as the processing of grievances

and he oversees the Dispute Resolution Process and the Step B teams. When Step B decisions come into the office from these teams we review each of them for accuracy and certify impasse cases for arbitration. We advise advocates as well as perform arbitration on occasions. That use to be the primary responsibility of the RAA, but not anymore.

We monitor letter carrier and District participation in Customer Connect as well as the Joint Safety Teams and the EAP committees. We are responsible for conducting Regional training and educational seminars, like the fall training at the end of this month in Peoria. In short, under the direction of the Business Agent our office serve as a liaison between the National Association and the Local Branches big and small. We disseminate information down to the Locals and report up to the National as to what is happening in our Region and on the work room floor, which is *very* important. Incompetence in management isn't isolated to Chicago, although it is at an incredibly higher level (*i.e.*, beginning your tour and going on break). If one of these stupid ideas isn't nipped in the bud it will spread rapidly across our Region and on to others.

So we advise the local offices on grievance handling, policy and procedures in running a Branch, as well as mediate disputes between the Branches and Districts

with our counterparts at the Area level. This means that aside from all the work we do, we are on the phones all day and sometimes have to go out to a local office to see if "*Intervention*" is necessary. Although any member can call our office I strongly suggest you go to the branch first, because if you haven't we will refer you back. *Then* if your issue isn't resolved you can contact our office.

Branch 11 is the largest branch in the Region and I generally handle the issues that pertain to the Chicago District and our other offices. So while I work in Springfield, I do keep my "finger on the pulse" of what is going on in our local. The biggest difference that I notice on this level is that the relationship between management and labor isn't as contentious as what we experience on the work room floor. We do share a common concern and desire for our company to thrive and succeed, but our approach is often different at times. For me, the one thing that isn't different about our relationship is that with all the diplomacy, co-operation and professionalism .... I am still *Not* their friend!! And that's *some* of what I do. As always, in "*Truth*"...

*...and Solidarity,*  
 Mack Julion Sr., RAA

**Change is Possible ...Stand up and be Counted- VOTE!!!**

# Stewards North vs. South



*And the winners are...! Yes, we know that the kids beat us. But, if only you had been in attendance at the softball game, you too could*

*Oh! The South Side did it!*

## MVP Award

NORTH SIDE	Justine Harris – Evanston Office
SOUTH SIDE	Sandra Carter – Auburn Park

Don't miss-out next year!

Paul L.  
Vice President & C

## *From the Desk of a* **Trustee**



To my fellow Co-workers: When it comes to discipline, please give a copy to the union steward as you only have 14 days to file the grievance. Management does not want to give the union steward a copy. They are hoping the carrier won't give a copy either and the time lines run out. Then you are stuck with that Letter of Warning, 7-Day Suspension 14-Day Suspension or Removal for 2 years. If the action was Removal and the 14 day time limit expires, you have lost your job. You must give that write up to the union steward as soon as possible.

*Respectfully,*  
Patricia Foster

## **Ravenswood Station**

Mail volume has been down over the summer, which has led management to push the "pivot" button. Many times, due to a number of factors, a carrier simply can not complete a pivot in 8 hours. The most obvious is: if you don't leave early, how are you going to finish early? The other main factor that SHOULD be taken into consideration is your street time for that day. Regardless of what management's DOIS says, street time varies from day to day. It depends on the mail volume, the number of bundles, the parcels, the accountables, WHETHER OR NOT YOU HAVE A CART, etc. Also, the street time in DOIS may not be YOUR street time if you weren't the regular on the route when it was tested, or if the data is old. The last time we were tested here was in 1996, even before DPS.

What should happen is that management would look at your ACTUAL leav-

ing time, plus your ACTUAL street time for that day, and determine your workload. That's how it goes down at your station, right?

If we are really under 8 hours for the day, then by all means, we don't mind being gainfully employed for the complete 8 hours. But there is another problem. You have 30 minutes of undertime, but management gives you 2 hour's worth of work. In this scenario, the mail they gave you is actually an hour's delivery time (for you, of course you are not the regular on that route), the mail is not ready (15 min. to tie it out), the parcels are not split up (10 minutes to go through the gurney), you have to go to the cage (5 minutes), and you have travel time (to and from the station, and to and from the route).

So you fill out a 3996 asking for 1.5 hours of overtime or auxiliary assistance,

# with MDA Softball Game



benefit from all Muscular Dystrophy Association events.  
have been a winner. The game was played on SUNDAY, August 24, 2008.

*id win the game, 16-3.*

## ear. Be in attendance!

Spencer  
*oordinator of MDA*

### Raffle for Attending Fans

#### *YOUTH: 'Awesome Kid Pack'*

Baitrice Stewart; Clinton Hall; Jordan Kirk; Jesse Bardney;  
 Michael Kirk & Camillah Hall

#### *ADULT: Dinners for Two; Restaurant T's and Athletic Shoe Trees*

Joe Hopgood; Kathy M. Jefferson; Carolyn Hinkgaines;  
 Mary Garland & Debora Gipson

which is kind of crazy because how do you get help for mail that is not really yours? They disapprove it. There have been rare sightings of an approved 3996, but really they are extremely rare. Management does not care that what you say makes total sense. They care that they are covering themselves by assigning you the station's "undertime". So you have to cover yourself, also. Don't get caught up in any "unauthorized overtime"!

You call back, or come back to the station (cell phone usage is prohibited!) to get further instructions. At this point the back end supervisor is stressed out, begging everyone (or in the case of subs, telling them) to finish delivering the mail, or go back out. In a couple of situations, they tried to get mean with some non-ODL regulars. In one case we got a grievance settlement of an additional \$30 (in lieu of administrative leave) for a carrier

that was mandated OT in violation of Article 8.5.D.

We also have been filing grievances for the ODL carriers, although there are only 2 left here. Management regularly assigns OT to non-ODL regulars before maxing out the ODL carriers first. They do this either to avoid paying penalty OT, or because they mistakenly believe that all the mail will be delivered as a "pivot". One guy was awarded a grievance settlement of \$700 for just one week of OT denied to him. The carriers here have been awarded thousands of dollars because management consistently ignores Article 8.5 of the contract.

We have also broke new ground on another grievance. The JCAM states that a carrier should receive 50% of their base pay for each hour worked beyond the 12 (per day) and 60 (per week) hour limits that are in the contract. We just resolved a

grievance at my station for 75% of the carrier's base pay for each hour over the limit. That's because management is in violation of both Article 8.5.G and ELM 432.32, as well as previous Step B decisions (Article 15) instructing them to CEASE and DESIST.

I want to take this moment to wish Elise Foster, Union Steward at Pilsen Station, the best of luck at the NALC's Leadership Academy in Silver Springs, MD. She has already completed the first week of training, and is now working on her project. If you can help her in any way, please do so. Her receiving this training is of great benefit to all Branch 11 carriers! She is now the 4th carrier from Chicago to go through this intense and thoroughly educational class.

*Always in the Struggle,  
 Michael Caref,  
 Union Steward*

# 2008 NALC Conventions - Peoria, IL & Boston, MA





**Elsdon and Chicago Lawn Stations met at a nearby park on a recent summer Saturday after work to have a picnic and a friendly game of softball.**

*From the Desk of an*  
**Auditor**



The tournament that Robert Turner and myself ran to raise money for I.P.A.L.C. and C.O.L.C.P.E. again was lots of fun. Its was held on Sunday June 26, 2008 at Dolton Bowl with two squads starting at 10:00 am and 1:30 pm. Cardis Collins (Nasty Boys) for the second year in a row have the claim of The Best Bowling Station in the city. That team consist of Z. Bourne (631), T. Miller (649), S. Johnson (617) S. Russell (555) and E. Smith (630) and with their handicap of 174 pins gives them the winning total of 3256. Congratulation to the Nasty Boys of Cardis Collins. In second place we had the Fort Dearborn and that team consisted of W. Cochran (716), S. Johnson (704), A. Donley (578) A. Crawford (654) and G. Pruitt (561) and, with their handicap of 255 pins, giving them the second place total of 3213. Last to cash was Ogden Park, and that team consisted of B. Watkins (652), M. Brown (639), D. Pace (641) I. Booth (510) and K. Kelly (608) with their handicap of 111 pins, giving them the third place total of 3161.

But with all the sores that were shot, no station has as much fun as the five teams from Pilsen organized by Elise Foster. To all the stations that that contributed to the fund raiser, we THANK YOU.

*Fraternally,*  
*Wade Cochran, Jr.*

**Mark Your Calendar**

**Branch Meetings**

1411 S. Michigan Ave  
November 13, 2008  
December 11, 2008  
7:00 PM

**Retiree's Day**

Sunday, October 5, 2008  
2:00 PM

**Carrier Appreciation Night**

April 18, 2009  
White Eagle Restaurant  
Niles, IL

*From the Desk of the*  
**Sergeant at Arms**  
**Use Protection**



Management is issuing discipline for unauthorized overtime like it's the plague. We must protect ourselves against this type of discipline. It's your responsibility to inform management, when you don't think your going to make your leaving time or complete your assignment within eight hours. You should make management aware of the situation as soon as possible, preferably right after you receive your last dispatch.

Filling out a 3996 is your form of protection. Don't let management dictate what goes on the form or fill it out for you. It is important that you establish a written record showing that management was notified before you left for the streets. When filling out PS form 3996, you must state your opinion of the time needed to complete the assignment. Management's responsibility is approval or disapproval.

If you are disapproved for the overtime or auxiliary assistance, then you should ask for further instructions regarding the mail that will not be delivered within your eight hour day. Seek out a witness preferably the union steward before approaching management regarding this issue. If you are told to deliver the mail without authorize overtime, then call back to the station before your eight hours is complete. If you can't reach management at the station then call down to the union hall at 312-427-2717. The branch officers will assist you with making contact with someone at your station. Notify management once again that you will not be able to complete your assignment.

Don't let this type of thing stress you out. Place the ball in their court and let management make a decision as to what they want you to do. Don't take it upon yourself to do so. If you are authorized overtime to complete the assignment, then upon returning to the station complete another 3996 documenting who gave you authorization and at what time. Keep a copy of both 3996's for your record. This will help protect you against any memory loss suffered by management.

**DON'T FORGET TO VOTE IN NOVEMBER!**

The Struggle Continues!!!

*Fraternally yours,*  
*Stafford D. Price Jr.*

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## Henry McGee

In my experience while working as a rep for branch 11 NALC, I have learned first hand on how hard the union has to work. Most of the time this work is thankless, but the union continues to work to do the best job possible for the carriers in this district.

Carriers continue to work safely, wear your seat belt, watch your driving habits, look out for dogs and especially the children. Watch out for the new ideas management is coming up with, such as "have your break as soon as you punch in". Let's keep doing what we do best and that carry the mail professionally. regardless of all the new changes we are still the best.

I would like to thank my assistant steward for working hard and doing a tremendous job in my absence while on this detail as a rep for the branch. Much thanks to Stafford "Jay" Price with whom I've had the pleasure of working with these past months.

Remember to be grateful for the letter carrier job we have in these trying times,

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because someone else would like to be in our shoes. Henry McGee, remember to watch out for each other and be a mentor to the new part time flexibles.

Our prayers and condolences to the family of retired carrier #20 Meredith Marshall and to our own Sharon Marie

Wilson Thompson and family in the passing of her sister.

Henry McGee you are the greatest.

*Fraternally,  
Joey Bardney  
Union steward*

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## The 1970 Strike

Today's Carriers: are you willing to put it all on the line?

I was recently selected to represent Region 3 at the Leadership Academy in Silver Springs, MD near National Headquarters. The training was educational, well taught, and once in a life-time opportunity that I will always cherish.

The first subject that I was introduced to was the history of the NALC. The journey took me as far back as the early 1860's, outlining the struggles that the unions were faced with, and the challenges that they had to overcome as they were stripped of their rights to simply organize. Unions, like today, wanted only for their members to have the quality of life that every working class citizen should have, as they fought for decent wages, hours, and working conditions. Workers put everything on the line, sacrificed everything, and failed simply because unions were unwelcome.

The strike of 1970 by the NALC was one of the most successful strikes in the history of the labor movement. Why? Because the carrier's simply PUT IT ALL ON THE LINE. I had the opportunity to interview actual participants who walked off their jobs in 1970 to walk the picket lines. The NALC and its union members had engaged in illegal strike activity. I ask the carriers of the 1970 strike: what did they sacrifice and why did they participate?

The NALC had failed in its attempts with the Nixon administration to get the carrier's the same pay salary comparable to the private sector. At that time, in some states, carriers qualified for welfare while only making \$2.68 per hour. One carrier stated she worked 13-14 hours per day six days a week to only bring home one thousand dollars and she was considered RICH. Carriers sacrificed financially, and mentally, some lost their homes, got behind on their bills, and some could barely make ends meet. Carriers who participated in the 1970 strike sacrificed everything and fought for a brighter future. The strike was very successful.

March 18, 1970, I can't recall too much because I, the author of this article, wasn't even born yet. Like many of the men and women today who work for the USPS, we owe it all to the strike of 1970. Today we face economical changes, financial hardship, and struggling where technology has overshadowed the way of

business, the loss of jobs, and the loss of the FIRST CLASS LETTER. I now ask the carriers of today who are faced with the same situation as in the 1970- ARE YOU WILLING TO PUT IT ALL ON THE LINE? Today we fight even harder for our wages, hours (8 hours only please), and working conditions (3 bundles, pivot, automation etc.). These are some of the questions that I have surveyed carriers with fifteen years or less. Nine carriers said that based on the actions of the Postal Service (management), the disrespect to the NALC and the membership,

yes we will PUT IT ALL ON THE LINE. One carrier stated they were unsure if they would be able to engage in such activity, due to hard financial situations.

I selected this project to inform and educate the membership on the importance of Unions, and the struggles that we faced then and now. The strike of 1970 had a major impact on the future of all members in the NALC, but the struggle still continues, as we fight for the survival of the Middle Class.

Fraternally,  
Elise M. Foster

### It's in the Contract....



**41.1.C.4: "The Right to Work Your Bid Assignment"**  
The following is an excerpt from a statement issued by the Director of City Delivery, Dale Hart, concerning the practice of curtailing mail to pivot and Article 41.1.C.4 of the Contract:

*"41.1.C.4 The successful bidder shall work the duty assignment as posted. Unanticipated circumstances may require a temporary change in assignment. This same rule shall apply to Carrier Technician assignments, unless the local agreement provides otherwise."*

The thrust of this explanation is that management **cannot** curtail mail at a route and pivot a regular letter carrier off of his/her assignment on a regularly scheduled day, *unless* the circumstances that caused another assignment to be vacant or in need of additional letter carriers to work on it, which caused management to believe that there was a necessity to pivot, were **unanticipated**. Normal amounts of sick leave call ins or the failure to adequately fill the letter carrier compliment in an office are **not unanticipated circumstances**.

The previous explanation pertains to the pivoting of a regular carrier on his regular assignment on a regularly scheduled day. However a similar rationale could be made that a regular letter carrier or Part-time flexible letter carrier should not be instructed to curtail mail and be pivoted off of a hold down assignment on the regular scheduled day of that assignment. In such circumstances, Article 41, Section 1.C.4 of the National Agreement would not be the contractual authority. Article 41, Section 2.B.5 of the National Agreement [regarding *opting, aka "hold down assignments"*] however would be. That language states:

*41.2.B.5. A letter carrier who, pursuant to subsections 3 and 4 above, has selected a craft duty assignment by exercise of seniority shall work that duty assignment for its duration."*

Lastly, should management begin pivoting in a manner that serves to violate either **Article 41, Section 1.C.4** or **Article 41, Section 2.B.5** of the National Agreement, where they had not previously done so, that would constitute a violation of **Article 5** of the National Agreement...."



Dr. Harold Pye

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## In Memoriam

*In memory of these Union men and women who have been called by their Creator, we join their families, friends and fellow workers in prayer for their everlasting souls.*

FIORAVANTI, CARL	RETIRED	WILLYE B. WHITE
SCHICK, ANDREW D.	RETIRED	CHICAGO LAWN
STRONG, ALBERT	ACTIVE	HENRY W. MCGEE
VUKASOVIC, GEORGE D.	RETIRED	CCC ANNEX/PP & COLL
WITHERS, BERNARD F	60-YEAR PIN	STOCKYARDS
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### Branch 11 Groundbreaking for New Headquarters



Branch 11 President Jimmie Canada, Vice-President Paul L. Spencer, Congressman Danny Davis, Alderman Pat Dowell and President Emeritus James D. Worsham are pictured with ceremonial shovels at the future site of our new home, at the corner of Pershing and Wabash.

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