



*Bux
Mont*

920

NEWS

Vol. 29 No. 3 • Fall 2007

President's Message



Bux-Mont Branch No. 920

of the

National Association of Letter Carriers

affiliated with the AFL-CIO

(215) 721-2232

Fax (215) 721-2252

20 South School Lane
Souderton, PA 18964

Frank Neri
District Manager
7500 Lindbergh Blvd.
Philadelphia PA 19176

September 24, 2007

RE: TE HIRING

As you know, the new National Agreement allows for the hiring of Transitional Employees in the city carrier craft. There has been a great deal of speculation and rumor about what criteria will be used to determine which offices will get TEs and how many will be hired for each of those offices. I've been told more than once that this will be determined by overtime usage. It is my understanding, however, that no final decision has been made regarding these issues.

I would like to offer the following suggestion for your consideration Do not base TE hiring strictly on overtime usage. Doing so neglects to take into account an important element, namely, the amount of mandatory overtime being used in each office. Taking such a simplistic approach could result in TEs being hired into an office with a high voluntary overtime rate and not being hired into an office with nearly as high an overtime rate, the majority of which is mandatory. You would a) miss the chance to provide some relief to those carriers who are forced to work unwanted overtime, and b) deprive carriers of overtime opportunities they want to work

Allow me to pre-emptively answer two concerns that I anticipate you might raise in response to this suggestion:

1. *We do not track mandatory versus voluntary overtime.* I know you don't. That is why I suggest you meet with us prior to any TE hiring to get our input on where they are most needed. *We do* know where the problems are. As you know, we bring up the short-staffing issue at every meeting we attend. We hear it from our members, and we know where hiring would help the most.
2. *Overtime Desired Lists are posted quarterly and can change drastically from one quarter to the next.* Yes, the ODL is in fact posted quarterly; however, the lists simply do not change much from quarter to quarter. There are carriers who want the overtime and there are those who do not.

You have expressed to us in the past that you share our concern for those carriers forced to work unwanted overtime. Please consider this suggestion as a step toward relieving the problem.

Sincerely,

Kevin A. Gardner, President
NALC Branch 920

Cc: steward list
newsletter

What's In The News...

- COLCPE
- Branch Christmas Party Information
- Dear Fundraiser

Branch 920 Officers . . .

President	Kevin Gardner
Executive Vice President	Tom Clarenbach
Vice President	Russ Naylor
Financial and Corresponding	
Secretary and Editor	Jim Morrison
Recording Secretary	Stan Rimmer
Treasurer	Ed Klaiss
Sergeant At Arms	George Fornash
Trustees	Ed Morehouse
	Bill Hefferon
	Ken Traynor
M.B.A.	Ed Klaiss
Health Benefits Rep	Sam Rutherford
	Dan Owarzani
Special Services	None

VP's Message

In this article I will talk about the EAP program. I am no longer on the advisory committee, but still feel strongly about the program. Ed Morehouse from the Hatboro office has taken my place on the advisory committee. The main issue I want to stress is that all information is confidential. The program is personal, private, and professional. EAP can help with any number of problems that may arise in your life. Remember it is not only for you but for all family members in your household. Some of the areas EAP can help with are, marital problems, divorce, brake ups, job stress, money problems, alcohol and drug abuse, dealing with a problem teenager or elder parent, anger management, etc. No matter what the problem is EAP can help. EAP is available 24 hours a day, seven days a week. Don't be afraid to make the call. **1-800-EAP-4-YOU.** (1-800-327-4968). You can also check out the web site at www.EAP4YOU.com.

Once again this year we are having the Christmas party at the Warrington country club. This will be the third year at this location. The food is always good and the DJ, who is a carrier from the Lansdale post office, always does a good job. Hopefully this year we have a better turn out then last year when we had a lot of no shows. This year's party will be on December 16 from 2pm to 7pm. Hope to see you all there.

Several things I see on a regular basis that bugs me, is carriers driving on a highway with the door open, no seatbelt on, fingering mail while going box to box, trays and tubs piled on the ledge just to mention a few. I also see vans and LLV's parked on the wrong side of the street. Once again, why? Its illegal- why do you do this? If it's to save time, I don't understand-you get paid by the hour. If, God forbid, you have an accident, whether it's your fault or not, you can bet there will be discipline given. If a supervisor or anybody in management would drive by and see this, once again discipline will follow. Why make it easy for them to nail you? Do your job right and make them work to find something to discipline you for.

Russ Naylor
Vice President

From the Executive Vice President

Is there a reason why some people denigrate the very institution that does its best to help them? Is there a reason why some so-called Union members only use their Union membership to get what they personally want, while ignoring, or worse, bashing the Union itself when things don't go their way? Is there anything more juvenile or pathetic than someone who claims that "I'm a Union member" in one breath, only to bash the Union or its leadership in the next breath? Do these people know the meaning of such words as "hypocrite", or "two-faced"?

These days, there are many Unions that have either ceased to exist altogether, or that have lost their leverage over Management due to various Union-busting tactics (such as companies that hire temporary or permanent scabs during strikes). We in the Letter Carrier craft have it pretty good, whether or not you want to believe it. Our top Step pay is close to \$50,000.00 per year (base pay); by the end of this Contract it will be close to \$55,000.00. That does not include overtime, which enables you to earn a *lot* more, if you want it. We have good health care and other benefits; many companies in the private sector do not. We have unequaled job security; when was the last time you heard of a Letter Carrier being laid off? All of this enables us to make long term financial plans for ourselves and our families; many private sector employees do not have this luxury. They always have the specter of lay-offs ("downsizing" in corporate-speak) hanging over them

And all this is available to employees without any college background requirement; most of us are just high school graduates.

The point of all this is that some people need to carefully consider their current circumstances, and perhaps consider where they would be if they worked somewhere else, without the protections and benefits they now enjoy. Would the children's college fund be there? Would they have the nice house, and the middle-class lifestyle they now enjoy? Perhaps they should also consider the fact that Management does not give us these things because they are nice folks; the Union got these things for us over many years of legal wrangling. This is why you pay Union dues; it is a small price to pay for what you get. It's a shame some people can't appreciate this simple fact.

Fraternally,
Tom Clarenbach

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(1-800-327-4968) TTY: 1-877-492-7341
www.EAP4YOU.com

24 hours a day, seven days a week
Personal - Private - Professional

Calendar of Events

- October 23rd 6:30 P.M. Executive Board Oakford Pa.
7:00 P.M. Stewards Meeting
7:30 P.M. Regular Branch Meeting
- November 10th 7:30 P.M. to 11:30 P.M. Beef N Beer
(Benefits the Lewis Children Educational Fund)
Willow Grove Moose Hall
1101 Davisville Road.
Willow Grove Pa.
- November 27th 6:30 P.M. Executive Board Union Office
7:00 P.M. Stewards Meeting
7:30 P.M. Regular Branch Meeting
- Dec 16th 2P.M. to 7 P.M. Christmas Party
Warrington Country Club
(Almshouse Road)

CONTRACT RATIFIED!!

Approved by 9-to-1 Margin

A new five-year National Agreement with the Postal Service has been approved by a 104,346 to 11,895 vote of the NALC membership. Election Committee Chairman Joe DeRossi of Brooklyn, New York Branch 41 reported the official results on Tuesday afternoon. Details on a formal signing will be announced shortly.

This is the 3rd time for this article. The reason is that nobody will be surprised.... It will also run one more time before the party. The CHRISTMAS Party is going to be held in the same place in 2007.

Last year's Christmas party was once again a very enjoyable event, allowing carriers to relax and enjoy each others' company, away from the daily stress and strain of working in the post office.

The Warrington Country Club is a nice setting, the food was great and the music, provided by Mike Oberholtzer from the LansdalePO, was enjoyed by all.

Unfortunately, we had a problem last year that has to be addressed so that we don't run into it again this year. We had almost sixty no-shows at the party. When members were asked if they planned to attend, it was made clear to them that, just like a wedding, we had to give the Warrington CC a final head count several weeks in advance and pay the bill based on that number. We paid \$25 per person. So, when 60 people who said they were coming didn't show up, we were out \$1500 of the Branch's money.

Your money – out the window.

After a fair amount of discussion, the Executive Board has come up with the following approach for this year's party. Carriers who plan to attend will be asked to write a check to the Branch for \$25 per person. There will be an absolute cut-off date

This article is From Branch 72 Website and can be applied to some of our Office's



RECESS IS OVER

Since 1992 I've been a carrier in the Concord office as a TE, and PTF, did my fair share of split days, holidays etc. goes with the territory.

We have had great managers, and not so nice managers, but lately, it seems that more and more deal making, and preferential treatment has become the common place. This type of action creates animosity, which I blame on management who creates problems as apposed to fixing them.

But it really gets me when fellow carriers start talking about this one and that one behind their backs. Years ago this went on, but not to extent it is now. Seems like the younger guys haven't given-up their crayons and realized recess is over, and as for the senior carriers I don't think your mouths flapped as much as they do now. Maybe they think there above the rest of us, but it wasn't to far back we basically stuck together as a team. Take a look in the mirror because you are not the fairest of them all. Lets all get a glove and get back into the game. Either your part of the solution or part of the problem.

Mike Jefferson

usually before December 1. Upon arriving at the party, your check will bereturned to you. This way, any no-shows will be out the \$25, not the Branch. I hate the idea of complicating what should be a simple matter. But it would be incredibly irresponsible for us not to take steps to prevent the loss of Branch funds. I hope no one takes offense at it, and instead, understands the necessity for our doing this.

Fraternally,
Kevin A. Gardner, President

Contribute to COLCPE
NALC's Political Action Fund
helps elect friends
of letter carriers.

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Fraternally,
Tom Clarenbach

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www.EAP4YOU.com

24 hours a day, seven days a week
Personal - Private - Professional

Grievance Resolutions Received

Dispute Resolution Process

Prepared by Russ Naylor, Vice President

BENSALEM

- #13-07 Art. 16 Seven day suspension failure to follow instructions
Step B: Reduced to LOW for one year
- #14-07 Art. 15 Harassing carrier to work faster
Step B: Impasse
- #15-07 Art. 41 Method of posting
Step A: Post route hand written instead of computer generated
- #16-07 Art. 41 Route adjustment after special inspection
Step A: Router time adjusted to aux route
- #19-07 Art. 16 LOW for Failure to follow instructions handling DPS
Step A: Reduced to discussion
- #20-07 Art. 16 LOW for Failure to follow instructions handling DPS
Step A: Reduced to discussion
- #21-07 Art. 16 LOW for Failure to follow instructions handling DPS
Step A: Reduced to discussion
- #22-07 Art. 16 LOW for Failure to follow instructions handling DPS
Step A: Reduced to discussion
- #23-07 Art. 16 LOW for attendance
Step B: LOW reduced to discussion
- #24-07 Art. 16 Seven day suspension failure to follow instructions/ Leaving case to buy stamps at window
Step B: Seven day to be rescinded & expunged 12/15/07
- #25-07 Art. 16 Seven day suspension
Step A: Reduced to six month LOW for six months
- #27-07 Art. 16 Seven day suspension backing
Step A: Reduced to six month LOW for six months
- #28-07 Art. 16 LOW Failure to follow instructions
Step A: To be removed in six months
- #29-07 Art. 16 LOW Failure to follow instructions/ backing
Step A: Remove LOW in 6 months 1/6/08
- #30-07 Art. 34 Management questioning carriers about load, travel, and PM office times.
Step B: No violation

- #31-07 Art. 15 Carrier given written notice of unacceptable street performance
Step B: No violation, but letter is inappropriate and should be a discussion

LANSDALE

- #14-07 Art. 8 Non ODL forced to work OT ODL available
Step B: Cease and desist pay ODL 1.56 hours at the OT rate
- #16-07 Art. 8 Non ODL forced to work OT ODL available
Step B: Cease and desist pay ODL 7.94 hours at the OT rate
- #17-07 Art. 8 Non ODL forced to work OT ODL available
Step B: Cease and desist pay ODL 8.00 hours at the OT rate
- #18-07 Art. 8 Non ODL forced to work OT ODL available
Step B: Impasse
- #19-07 Art. 16 Fourteen day suspension unsatisfactory performance/unsafe act
Step B: Reduced to 18 month LOW
- #21-07 Art. 8 Carrier requested light duty not allowed to clock on till 9:30
Step B: No violation
- #22-07 Art. 16 LOW Failure to be regular in attendance
Step B: LOW to be removed in 18 months
- #23-07 Art. 16 LOW Failure to be regular in attendance
Step B: LOW to be removed in 18 months
- #24-07 Art. 16 LOW Failure to be regular in attendance
Step B: LOW was for just cause remove in two years
- #27-07 Art. 8 NON ODL worked work on routes not his ODL available
Step A: Pay ODL 1.61 hours ay OT rate
- #29-07 Art. 8 OT not equitable in quarter 2 of 07
Step B: Pay the ODL 6 hours at the OT rate

NEWTOWN

- #15 to Art. 8 NON ODL carriers worked OT ODL available,
9 total grievances
#23-07 *Step A: Pay ODL carriers 41 hours at OT rate*

PERKASIE

- #RKN070607 Art. 8 OT not equitable in quarter 2
Step A: Make grievant whole with 10 hours OT in quarter 3

More Grievances Dispute Resolution Process

PHOENIXVILLE

- #04-07 Art. 30 LMU Failure to post canceled AL
Step A: Cease and desist
- #05-07 Art. 41 PTF removed from hold down
Step A: PTF will remain on hold down
- #06-07 Art. 30 LMU Carrier denied AL
Step A: Pay grievant 2 hrs straight time

POTTSTOWN

- #8-07 Art. 16 Seven day suspension Time wasting practices
Step B: No just cause rescinded and expunged
- #10-07 Art. 16 Seven day suspension Time wasting practices
Step B: Impasse

ROYERSFORD

- #10-07 Art. 8 Grievant not equitable in 1st quarter for OT not made up in quarter 2
Step A: Pay grievant 24 hours at OT rate
- #11-07 Art. 30 LMOU AL Turned back with less than one week notice
Step A: Cease and desist

WARMINSTER

- #5-07 Art. 15 Prior Step B decision not upheld
Step B: Cease and desist award carrier \$200.00
- #6-07 Art. 8 Non ODL worked OT ODL was available
Step A: Pay the ODL total of 6.82 hours at the OT rate
- #7-07 Art. 16 LOW new carrier not working to expectations
Step A: Reduced to discussion
- #21-07 Art. 16 LOW Failure to follow instructions/ attendance
Step B: Remove LOW in one year
- #22-07 Art. 16 LOW Failure to follow instructions/ attendance
Step B: Impasse
- #29-07 Art. 16 Seven day suspension Failure to follow instructions/ safety
Step A: Reduced to 6 month LOW
- #30-07 Art. 16 Seven day suspension Failure to follow instructions/ safety
Step A: Reduced to 6 month LOW

WARRINGTON

- #3-07 Art. 41 Vacant route not posted in timely manner.
Step A: Route to be posted immediately

STEWARDS

BENSALEM Ed Klaiss Dan Higgins	HATFIELD Tom Hoag	ROYERSFORD Tim Demichik
BLUE BELL Dave Washington	LANSDALE Tom Clarenbach	SELLERSVILLE No Steward
BOYERTOWN No Steward	NEW HOPE No Steward	SOUTHAMPTON Phil DeAngelis Ken Traynor
BRISTOL Jim Gleason	NEWTOWN Bill Bergen	SPRING CITY Mike Bell
CHALFONT Roger Lawver	POTTSTOWN Joanne Bauer	TELFORD/ SOUDERTON Jeff Greaser
DOYLESTOWN Bill McKessy	PERKASIE No Steward	WARMINSTER Wayne Murphy
HATBORO Ed Morehouse	PHOENIXVILLE No Steward	WARRINGTON Ken Kogan

NOTICE!

We now have the official Branch 920 website up and running.

<http://buxmont920.com>

New stuff will be added periodically. If you have any ideas for the site, please contact the Branch. This was made possible thanks to the expertise of our Webmaster Dave Rios.

*Don't say that you weren't WARNED!!!!
This is from the Eastern Area Update.*

Just don't do it!

All backing accidents are preventable. That's it in a nutshell. No dispute. No question. All backing-related vehicle accidents can be prevented.

How? Just don't back up!

You've probably heard the reasons people give for backing a postal vehicle. I was in a hurry. I wanted to avoid a misdelivery. I've done it a hundred times. I checked the mirrors and tapped the horn. It was only a few feet. But no reason is good enough to risk hitting and possibly injuring a child or any other person.

There are very good reasons not to back a postal vehicle. Most postal delivery vehicles, like your own car, have blind spots. It only takes a second for a child to dart behind a backing vehicle.

Remember, most of your routes are in residential neighborhoods. Children live and play and go to school in these neighborhoods. There's nothing anyone can say to a grieving parent who just lost a child or had a child seriously injured by a backing vehicle. Nothing!

Do the right thing. Avoid backing your postal vehicle on your route. Practice safe driving. Always.

Ivars Lauersons is the Editor of the Voice.
Branch 214 Newsletter

The mailman asks:

Why can't we deliver the mail anymore?

By Ivars Lauersons, Editor

Speaking as a postal customer, I am worried when I get no mail delivery at all, or when I get delivery at 9 at night, and when I get my neighbor's mail on a regular basis. Speaking as a postal customer, I am worried when I hear similar complaints while standing in line to buy stamps

Speaking as a postal customer, I am worried when sitting in a doctor's waiting room I see a non-uniformed person put some mail on the counter, with the receptionist picking it up and saying, "This mail belongs to the next building."

When asked, the casual carrier says that he has to deliver a different route each day, and that he is pressed for time. When the receptionist says that this happens all the time, speaking as a postal customer, I ask if she has complained to the post office. She says she has, and nothing has changed. She does say there is one person who gets the mail delivery right.

When the perception takes hold that the post office cannot deliver the mail, and we are already under the opprobrium of "snail mail," then all the automation, all the customer connect, all the advertising, all the management bonuses will not help our attempt to stay competitive. The catch phrase is already "Fed-Ex it" for overnight delivery, not "send it express mail."

Speaking now as a letter carrier, the post office has forgotten that its basic task is to deliver the mail. This is our end product, this is where we succeed or fail. I hope that ignoring the end product is an oversight of methodology and collecting data, but I fear that it is a philosophy of current postal management. Apparently, an accuracy of delivery of 98% is acceptable. If customers find misdeliveries common, rather than unusual to the extreme, it seems to be all right with management. Part of the problem is that not all misdeliveries are reported. So maybe to upper management it is not a problem, or a large problem. It should be a major problem.

The new management style of delivery by what's written on paper, or the computer, instead of what's realistic is common. Lower management lies about the hours they will use, and upper management receiving the reports pretends to believe them.

THE WHO CARES APPROACH

But the "who cares about deliveries" approach seems part of management philosophy. Take two examples from real life. When routes were adjusted in San Francisco, the first delivery was on one side of the street of a business block, but the businesses on the other side of the street would not get their mail until the end of the route, 4 or 5 hours later. When this was pointed out, at first no action was taken. It took persistent complaints by the carriers and customers to make changes.

THE CASUAL APPROACH

Another example is how casual carriers are trained to deliver mail. They are given two days instruction and then set out to deliver only. They cannot read or understand "vacant," the difference between apartment 301 and 302. If the customer is away for a couple of days, the wrong mail will sit in the wrong box, misdelivered and delayed. There is no commitment by management to get quality delivery from these lower paid workers, nor any concern

When we work in the post office, we know in how many places things can go wrong. It's like watching sausage being made. But the end product of accurate delivery was not a worry. Postal workers sent bills and cards with no concern. Should we now switch to e-mail and on-line payments? The erosion is already underway, but we don't have to help it along by ignoring the problem. Make daily delivery a goal of management, and correct it immediately if it is not done. If misdeliveries are found, correct them by good training or adequate delivery time.

Take care of delivering our business customers' mail as early as possible. **A wrong delivery should be an uncommon experience. The post office is in business to deliver, repeat, deliver the mail. The phrase should be "express mail it," not "Fed-Ex it."**

RETIREES!

Contribute
to **COLCPE**
directly from your
ANNUITY

Retired NALC members now have the option of making voluntary COLCPE contributions directly from their monthly CSRS or FERS annuities, a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers. The amount you decide to contribute will come out of your annuity *each month*.

Before you begin: To contribute directly from your annuity, you'll need your:

- **CSA retirement claim number; and**
- **Personal Identification Number (PIN).** Retirees who don't have a PIN can obtain one by contacting OPM by telephone at 888-767-6738; in writing at Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017; or online at www.opm.gov.

Here are 3 easy ways to start your allotment:

1. Telephone OPM

To start your COLCPE allotment by telephone, call 888-767-6738 and speak with a customer service representative. (In the Washington, DC area call 202-606-0500.)

2. Write to OPM

To start your COLCPE allotment via mail, send a letter to: Office of Personnel Management, Retirement Operations Center, Boyers, PA 16017. Be sure to include your CSA number, the amount you want to contribute monthly, and the organization name: National Association of Letter Carriers—COLCPE.

3. Sign up on the Internet

- Go to www.opm.gov
- Click on "Employment and Benefits"
- Click on "Retirement Benefits"
- Under Retirement Services, click on "Services Online"
- After reviewing the page describing services OPM provides retirees, scroll to the bottom and click "Yes"
- Enter your CSA number and PIN
- Click on "Set organizational allotments" and select "Nat Assn of Letter Carriers—COLCPE"
- Select "Start" to begin a new allotment
- Enter the amount of your *monthly* contribution and click "Submit"

That's all there is to it! You will receive a confirmation by mail from OPM notifying you of the date the first contribution will be withheld from your annuity.

By making a COLCPE contribution, you are doing so voluntarily with the understanding that it is not a condition of membership in the National Association of Letter Carriers nor a part of union dues and that COLCPE will use the money it receives to contribute to candidates for federal office as permitted by law. You are also making this allotment with the understanding that COLCPE contributions are not tax deductible and that your selection shall remain in full force and effect until cancelled through OPM.



Branch Christmas Party



Sunday, December 16th 2007 - 2 P.M. to 7 P.M.
Warrington Country Club (Almshouse Rd.)

Open Bar for: Beer, Wine and Soda.
Hard Liquor (*Cash Bar*)

Buffet will include the following:

Seafood Scampi

Grilled Chicken w / Honey Lemon Sauce

Braised Tenderloin Tips

Rosemary Roasted Yukon Gold Potatoes

Stir-Fried Vegetables / Pasta Salad

Potato Salad / Cole Slaw

Marinated Button Mushrooms

Includes: Rolls, Coffee, Tea or Brewed Decaf

Choice of Ice Cream or Sherbet Served at the Table.

Spouses Welcome

Please R.S.V.P. No Later Than December 1st, 2007

Refundable deposit - \$25.00 per person

Please make checks payable to the following address:

Bux Mont 920 Christmas Party
20 South School Lane
Souderton, PA 18964

Checks will be returned to you at the party when you arrive

By Jim Greenleaf, President Branch 92

Branch 92 has had recent discipline issued for the improper disposal of deliverable Standard A mail. I know that some still refer to this mail as "junk-mail," however, nothing could be further from the truth. With the rapid decline of first-class mail due to so many people using the internet to pay bills, write letters, etc., the Standard A mail is going to be our "bread and butter." The money people claim it takes **three** pieces of Standard A mail to make up for the loss of **one** piece of first-class mail. That is why it is imperative that we act on the behalf of the sender of Standard A mail and deliver every piece that is properly addressed and is possible to deliver. That, and the fact that it is the law that we deliver all mail that has been paid for delivery.

During our investigation of the above mentioned discipline through the grievance procedure, it has become clear that the individuals involved are just a microcosm of the problem of improper disposal of deliverable mail. Not just in the delivery unit involved is this happening, because I am finding out that it is occurring in many delivery units throughout the branch.

All properly addressed mail must be delivered, period. You cannot take it upon yourself to decide to dispose of it. If the customer has told you not to leave any "junk" in their box, you must inform them that it is up to them to throw it out. If you miss delivering a piece, or pieces, of mail during the course of the day,

do not throw it in the UBBM tub when you return to the office. Case it back into the case for next day delivery. If you are not the regular carrier, don't be intimidated by directions from the regular to not deliver to certain addresses or not leave any "junk" at the case. The sanctity of the mail is paramount to our profession and anything less gives a "blackeye" to professional letter carriers.

Improper disposal of this mail can cause you to be **REMOVED FROM THE POSTAL SERVICE**. If you are doing this...**STOP IT NOW!** Don't risk your job.

The second part of this issue that must be addressed is that the carriers involved were called in to be interviewed by the Postal Inspectors and **did not** choose to invoke their **Weingarten Rights** to have union representation. We have preached this in many articles, both in this newsletter and the Postal Record. However, even a very experienced carrier has put his career in jeopardy by talking to these inspectors without union representation. It makes the union steward's job many times harder to defend a carrier when we are not involved from the beginning.

So again, I beseech you, on every occasion that you are called into the office, be sure to ask if discipline could result from the interview and if the answer is anything except NO, request a steward or union official be present. **It is your right...but you must invoke it.** Don't let management or the inspectors talk you out of it. ~~They should welcome the union's participation to insure~~ that a thorough and fair investigation is done.

BEEF N'BEER FUNDRAISER

A fund-raising Beef & Beer is being held on November 10, 2007 to benefit the Lewis Children Educational Fund. The fund was established in memory of Patrick Lewis. Pat was a letter carrier at Warminster Post Office for twenty years, who recently past away at the age of 46.

We ask for your help in the form of a donation. Donations for a raffle at the Beef & Beer would be appreciated. If you do not have anything suitable for a raffle, monetary donations can be made payable to the Lewis Children Educational Fund care of Bank of America, Warrington, PA.

Donations can be mailed to:
Warminster Post Office
1135 Mearns Road
Warminster, PA 18974

If you have any questions or to arrange a pick up of your donation, please call the Warminster Post Office at 215-441-5781 or Wayne Murphy at 215-659-1542 or Bob Phillips at 267-614-4937.

Thank you for your support in making our event a success.

The Beef & Beer Fund-raising Committee

When: Saturday, November 10th

Where: Willow Grove Moose Hall
1101 Davisville Road
Willow Grove

Time: 7:30 PM until 11:30 PM

Price: \$30.00 per person

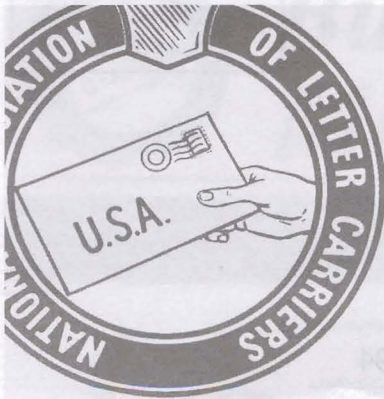
*** Tickets include Beer, Food and DJ**

For Tickets: Wayne Murphy
215-659-1542

Bob Phillips
267-614-4937

Benefits the Lewis Children Educational Fund

**Advanced Tickets Only
No Tickets Available at the Door
Monetary Donations Welcome.**



Active letter carriers: Contribute to **COLCPE** using PostalEASE

by phone.....

Letter carriers can contribute directly to COLCPE (NALC's Committee on Letter Carrier Political Education) from their paychecks every pay period using the Postal Service's PostalEASE. Through PostalEASE you can designate COLCPE as one of your two* payroll "allotments."

- 1 Be sure you know your 8-digit Employee ID Number (on your paystub) and 4-digit USPS Personal Identification Number (PIN).
If you cannot remember your PIN, call PostalEASE at 1-877-4PS-EASE (1-877-477-3273), select "1", enter your 8-digit employee ID number, and select "2" to have your PIN mailed to you.
- 2 Create your own *Account Number* by inserting in the spaces at right the first seven digits of the ID number that appears above your name on the back cover of your *Postal Record*.

YOUR 17-DIGIT ACCOUNT NUMBER:

_____ 0 0 3 4 9 5 2 5 3 5
(First 7 digits of ID number on Postal Record label) ←

```
*****AUTO** 5-DIGIT 54321
XXXXXXXXXX89 LC 9876 W13 08
JOHN CARRIER
1234 MAIN STREET
ANYWHERE, US 54321-9999
```

3 Now you are ready to call PostalEASE toll-free at 1-877-4PS-EASE (1-877-477-3273)

- When prompted, select "1" for PostalEASE and then enter your 8-digit Employee ID Number and your USPS PIN
- Select "2" for payroll options
- Select "1" for allotments
- ~~Disregard instruction to complete Allotment Worksheet and select "2" to continue~~
- Select "3" to ADD a new allotment
- Enter the 9-digit Financial Institution Routing Number:
0 6 4 0 0 0 0 1 7
- Select "1" to continue processing allotment
- Select "1" to "enter the allotment now"
- Enter your 17-digit Account Number from above
- Enter "1" for Checking
- Enter amount of allotment: \$ _____ .00 per pay period.
If amount is correct, select "1"

* If you already have two allotments, you must cancel one to contribute to COLCPE through PostalEASE. To do so, follow the instructions at left but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, do not end the call until you hear the following:

Confirmation Number: _____

Your allotment will become effective on: _____

Your allotment will be reflected in paycheck dated: _____

Keep this information for your records and future reference.

By making a COLCPE allotment through PostalEASE, 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 employment by the Postal Service nor a part of union dues and that COLCPE will use the money it receives to contribute to candidates for federal office as permitted by law. You are also making this allotment with the understanding that COLCPE contributions are not tax deductible and that your selection shall remain in full force and effect until canceled through the PostalEASE system.