

Unity

Volume 35 #2 Fall, 2016

Dare to Struggle, Dare to Win



NALC Branch 3825
We are Rockville, Gaithersburg,
Germantown, GMF, Damascus,
Cabin John, Frederick, Thurmont,
Boonsboro, Brunswick and Taneytown

PRESIDENT'S UNITY ARTICLE OCTOBER 2016



Many Carriers have approached me over the years criticizing our decisions to investigate how politicians vote and even more critical when we offer our recommendations. We have been accused of being too political and that we should only concentrate on grievances. I could not disagree more and I will offer my reasons in this article.

It would be reckless and irresponsible to avoid doing research on how a person running for political office votes on worker issues. We also want to vet how potential political figures vote on postal issues and retirement issues. Some politicians favor reducing retirement of postal and federal workers while others advocate elimination of retirement altogether. Almost all Carriers would say keeping our jobs, benefits and retirement are critical to them and their families. Why then wouldn't we want to scrutinize how candidates vote on issues critical to our well being?

Our Union has endorsed Hillary Clinton for president. Some Carriers abhor this decision. And, as our NBA, Tim Dowdy, has stated; It is not right for these Carriers to denounce their Union for making an endorsement, especially one arrived at through objective analysis of indicators relating to USPS jobs and workers rights to collectively bargain for wages and benefits. If someone decides to vote against these interests, that's okay. This is the process of democracy. All Letter Carriers should understand and appreciate their Union surveying the candidates AND THE MEMBERS and then making an endorsement.

I hope everyone participates in the democratic process and votes on November 8. And, I hope they bring their family and friends to vote too!

We are coming up on one year since we merged with Frederick. President Fred Rolando approved the merger effective November 4, 2015. We had more than 500 backlogged grievances including scores of discipline to be grieved. All of the discipline has been rescinded and expunged.

continued on page 3

OFFICERS

President.....Ken Lerch
 Vice-President.....Chuck Clark
 Rec. Secretary.....Gary Kirwin
 Financial Sec. Treasurer.....Beth Parsons
 Sergeant at Arms.....Don Lewis
 Editor.....Mike Shawn
 Health Benefits Representative.....Tony Gatling
 Mutual Benefits Representative...Sergio Lemus
 Distributor.....Shearly McFadden Shawn
 Trustee.....Kevin Abernathy
 Trustee..... Laura Hennessey
 Trustee.....Steve Klein
 Trustee.....Viktor Fraker
 Trustee.....Raj Babra

Unity is the official newsletter of NALC Branch 3825. The purpose of this newsletter is to inform and educate our members, as well as provide a forum to exchange ideas and concerns. Articles in *Unity* do not necessarily reflect the views of the editor or this branch.

Directions to the Union Meeting

Rockville Senior Center
 1150 Carnation Dr.
 Rockville, MD



495 to 270N exit
 Rt. 28 (W. Montgomery Ave).
 Go straight through the light at top of ramp - you are now on Nelson Ave.
 Turn left at stop sign onto Crocus Dr. At end of road turn left on Carnation Dr .
 Proceed to Senior Center.
 Meetings are held the first Wednesday of the month at 7:00 p.m.

Branch 3825 Stewards

1. Kenneth Lerch - Chief Steward - Branch 3825
2. Mike Curley - Chief Steward - Pike
3. Theo Anthony - Seward - Pike
4. Tim Smith - Alternate Steward - Pike
5. Sergio Lemus - Chief Steward - Rockville Main
6. Shearly Shawn - Steward - Rockville Main
7. George Abid - Regular Steward - Twinbrook
8. Vivian Walker - Chief Steward - Twinbrook
9. Robert Weisner - Alternate Steward - Twinbrook
10. - Vacant - Alternate Steward - Twinbrook
11. Kevin Abernathy - Chief Steward - Potomac
12. Robert Weisner - Steward - Potomac
13. Vivian Walker - Alternate Steward - Potomac
14. Greg Brooks - Alternate Steward - Potomac
15. Chuck Clark - Chief Steward - Gaithersburg Installation
16. Steve Klein - Steward - Gaithersburg Main
17. Victor Fraker - Steward - Montgomery Village
18. David Savell - Alternate Steward - Montgomery Village
19. David Savell - Alternate Steward - Montgomery Village
20. Edwin Vidal - Alternate Steward - Montgomery Village
21. Mathew Ackah - Steward - Diamond Farms
22. Chester Crews - Alternate Steward - Diamond Farms
23. Amy Campain - Steward - Germantown
24. Tom Preston - Steward - Damascus
25. Tom Preston - Alternate Steward - Germantown
26. Alan Pico - Steward - Derwood
27. Shanelle Lewis - Alternate Steward - Derwood
28. Laura Hennessey - Chief Steward - Frederick
29. Jose Molina - Steward - Frederick
30. Jessica Patey - Alternate Steward - Frederick
31. Paul Nally - Alternate Steward - Frederick
32. Karen Kosenski - Alternate Steward - Frederick
33. Mitch Reissman - Alternate Steward - Frederick

These are your representatives on the workroom floor and your advocates. Support them so they can support you!

continued from page 1

Another huge problem was mandatory overtime.

We have now won more than \$100,000, but more importantly, we have forced management to comply with article 8. We have escalated the remedy for the NON-ODLs to an additional 100 percent for each hour worked in violation of article 8. This is one of the highest remedies in the nation for NON-ODLs. For a top grade Letter Carrier, management is paying \$100.73 for each hour of violation! (NON-ODL'S AND ODL'S ARE BEING PAID!)

Our Chief Shop Steward in Frederick, Laura Hennessey, recently had a monster Step B win out of San Diego, California for untimely pay adjustments. 44 Carriers received \$1,320 each plus a lump sum of \$100 payable to NALC Branch 3825 for having to file grievances for repeat violations of our contract. That one grievance amounted to \$58,180!!! I want to thank everyone involved in these Frederick cases and a special thank you to our Chief Shop Steward there, Laura Hennessey. She has, and continues to work very hard, for the Frederick Letter Carriers. There is strength in numbers. We have all benefited from the merger and have become an even stronger branch.

Our Chief Shop Steward at Twinbrook Station, Vivian Walker, continues to have great success in the grievance procedure. Recently, she won four Step B cases out of Minneapolis, MN and achieved an escalating remedy due to repeat violations of the Rockville Call-back Policy. The Carrier won a total of \$1,200 and NALC Branch 3825 won \$750 for each case for having to file repeat grievances. The call-back policy reads; Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

We are sick and tired of management undercutting the Carriers 3996 estimate and then harassing the Carrier when they are forced to call back for the additional time needed to complete mail delivery. We will continue to escalate this remedy until management treats us with dignity and respect when we call back for additional time!

Vivian also won four grievances where management violated the Rockville Information Request Policy. The escalated remedy for this violation is now \$1,500 per violation. Therefore, another \$6,000 settlement was achieved by Vivian. Without information, we could not represent our members well. We need this documentation to attain the monetary remedies our members have come to expect. The Rockville information request policy reads; Management agrees to a recommitment of prior agreements to provide information requested by the Union within 24 hours. As previously agreed, if there is an extensive information request, the Postmaster will notify the local Union president and a mutually agreeable date to provide the information will be worked out which

will comply with the spirit and intent of good-faith bargaining. Therefore, management will award NALC Branch 3825 \$1,500.00 (one thousand five hundred dollars) due to the ongoing and escalating remedies on this issue. (This is consistent with numerous prior grievance resolutions including precedent setting Step B decisions.) Management agrees to cease and desist violating the Rockville Information Request Policy.

In Gaithersburg, Chuck Clark continues to win tens and tens of thousands of dollars for our members there. He recently escalated the remedies for Gaithersburg Union time and Information request violations. Management paid \$4,000 for these violations. The Gaithersburg Union time policy reads; Management will cease and desist violating the Gaithersburg Steward Time Request Policy of not denying requested Steward time unless all ODL and CCA Carriers are working at least 10 hours on the day Steward time is requested. Management is paying \$1,000 for each violation! The Gaithersburg Information Request Policy reads; Management agrees to cease and desist violating the mutually agreed Gaithersburg Information Request Policy which is to provide requested information to the Union within 24 hours. Management is paying \$500 for each violation!

I can't list all the achievements that the Stewards attained since the last newsletter came out for space reasons. However, hundreds of thousands of dollars have been won by these hard working Shop Stewards. And, over the last year and a half we have won more than 1.5 million dollars. That's \$1,500,000 dollars!!! I want to thank all of the Stewards for your continued incredible work!

Finally, our contract expired on May 20, 2016. National President, Fred Rolando, entered into an extension agreement citing, "tangible progress." During this extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect. What is at stake? Wages that reward all Carriers for their exceptional contributions to the USPS. Also being discussed is the inadequacy of CCA wages and the need to improve career conversion rights for CCA's. Repairing and improving the work environment in Carrier stations across the country is also a major focus in these contract talks. We will keep you posted of any agreements reached.

Please visit our web site set up by Union Brother Chuck Clark at www.nalc3825.com. We now have over 244,250 hits on our site, more than any other NALC branch in the nation! WE ARE CLOSING IN ON A QUARTER OF A MILLION HITS!! We have posted numerous escalating remedies. We have added important Step B decisions, Formal A settlements as well as Pre-arb and arbitration decisions and some contentions. You can see how much money each and every supervisor in the country makes. You can also see the number of stops on each route, and detailed colored maps for every route in the nation!

IN THE STRUGGLE,

Kenneth Lerch
President NALC 3825

ELECTION – 2016



The first presidential election was held in 1789. Fast forward to today: 2016 will be the election of the 44th president of the United States of America, which will be a very important election for us as letter carriers for many reasons.

As letter Carriers we have a number of things in common; our Jobs, serving the American public, wearing the blue uniform, our salaries that afford us the opportunity to support our families, Benefits that our Union has fought for us throughout the years such as health care, Cost Of Living (COLA) increases, and retirement to name a few.

While we share a number of things in common, we are a diverse group of people from all ethnic groups and religious persuasions with different beliefs and opinions. But during this election we must come together to cast our vote for the person best able to help protect our jobs. Think about it, if we lose our jobs, we lose our salaries and benefits that we have enjoyed for years, NOT TO MENTION ALL OF THE OTHER THINGS WE ENJOY IN LIFE!

In the last five or so years we have been fighting our adversaries to maintain six day delivery, exclusive rights to the mail box, door to door delivery, Postal Reform. These battles are not over and if we do not vote and elect

“When in the course of human events, it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume among the powers of the earth, the separate and equal station to which the Laws of nature and of Nature’s God entitle them, a decent respect to the opinions of mankind requires that they should declare the causes which impel them to the separation-“

As I mentioned earlier in this writing we have common needs and yes, while we are entitled to our opinions I believe we need to come together for the common good of preserving what should be most important to us, OUR JOB. Certainly I am not asking anyone to give up their religious or political beliefs to vote for the candidate that our National leaders have endorsed in this election that will work with us to ensure that the Postal Service will remain an institution well into the twenty first century, but we only have one choice, Hillary Clinton.

Lastly, If you are a “Letter Carrier,” and not contributing to our Political Action Fund please consider during so, we need to support those politicians that support our efforts to preserve our jobs.

Alton R. Branson

Vice President,
Maryland and Washington,
D.C. State Association

Contract Talk

Safety: The ongoing issue of when to wear your seat belts, when to take off your shoulder belt, and when to have your door open while driving are addressed in the M-41, the Carrier's Handbook. It's pretty clear: always wear your seatbelt when the vehicle is in motion, You can take off the shoulder belt to deliver mounted deliveries, but never take off the lap belt. The only time you can drive with the right side door open is when you are delivering stops 500 feet (or less) apart and you are traveling no more than 15 MPH.

The following is the applicable language from the M-41:

81 Vehicle Regulations and Safety Practices

812.1 Practice safety in the office and on the route.

812.2 Observe all traffic regulations prescribed by law. Rules applying to the public also apply to operators of postal vehicles.

812.3 Seatbelts must be worn at all times the vehicle is in motion. Exception for Long Life Vehicles: In instances when the shoulder belt prevents the driver from reaching to provide delivery or collection from curbside mailboxes, only the shoulder belt may be unfastened. **The lap belt must remain fastened at all times the vehicle is in motion.**

812.31 **When traveling to and from the route, when moving between park and relay points, and when entering or crossing intersecting roadways, all external vehicle doors must be closed.** When operating a vehicle with sliding driver's cab doors on delivery routes and traveling in intervals of 500 feet (1/10 mile) or less at speeds not exceeding 15 MPH between delivery stops, the right-hand sliding cab door may be left open.

Another issue that constantly comes up is vehicle roll away and run-away accidents. While we often have service talks accentuating curbing wheels, the most important thing you can do to avoid this

Union Schedule

Union Meetings are held on the first Wednesday of every month. All members are welcome to attend these meeting to make your voice heard.

Executive Board meetings are held on the final Wednesday of every month. All members are welcome, although only Executive Board members have a vote at these meetings.

Shop Steward meetings are held on the second Wednesday of every month. All members are welcome.

COP Information

When you are injured on the job, in addition to the pain of the injury, seeing a doctor, making claims and filling out the ever more complicated forms adds to the frustration. At our next Union Meeting (November 2nd), we have invited representatives of Elite Health to attend to provide information regarding their practice. If your own doctor, is not an expert in the field of on the job injuries, you may wish to attend.

The USPS runs on Grievances



We've all heard the advertising tag line for Dunkin Donuts; "America Runs on Dunkin". I was thinking the same could be said for the USPS and grievances. If not for the grievances that stewards file to force management compliance with the negotiated contract, the work atmosphere would be much more unbearable than it currently is and our post offices would run much worse.

In our branch alone we have filed and won grievances forcing management to comply with the contract, handbooks and manuals in cases involving a number of issues:

1. Monetary penalties when management fails to pay grievance settlements
2. A Step B decision when management was not providing carriers with change of address stickers because the printer wouldn't work...for months
3. A cease and desist agreement because management was leaving the office phone on HOLD, preventing carriers from calling back
4. A monetary penalty and payment of medical bills when an injured carrier was not provided OWCP forms and incurred doctor bills for an on-the-job-injury
5. An additional 225% of hourly pay in Gaithersburg when management forced carriers who are not on the overtime desired list, to work overtime
6. A monetary award for CCA carriers who are removed from Hold-Down routes
7. A cease and desist and a purchase authorization letter when CCA carriers had not received a uniform voucher letter
8. Having routes posted when 204b's remain on high level for over four months
9. Monetary penalties when stewards are denied steward time or information
10. A grievance filed when vending machines were removed from two of the three Gaithersburg offices and not replaced
11. Assuring "guaranteed time" is paid to CCAs when

they are not worked or paid the full applicable four-hour guarantee

12. Getting carriers monetary compensation when routes are not posted timely or at all
13. Insuring stewards are paid at their overtime rate when forced to process grievances off-the-clock and then a monetary award to the branch for this repetitive violation
14. Obtaining monetary awards when management uses rural carriers to perform city carrier work
15. Getting a cease and desist settlement when management instructed carriers to use codes other than 721 for carrier street work (The use of these other codes robs carriers of properly recorded street work)

The point I'm making is that our daily work lives within the postal service would be complete chaos (instead of somewhat chaotic) if the shop steward was not there to force management to do what they agreed to do and are supposed to do. As branch president Ken Lerch said to me recently when I told him we had to file a grievance to get a CCA paid his guaranteed time of four hours; "Come on, a guarantee is a guarantee." Indeed.

CDRAAP 2015/2016

In the Capital District during CDRAAP 2015 we evaluated 1677 routes in offices in Washington, D.C. and the surrounding Maryland suburbs. One-hundred and thirty-one (131) routes were created as a result of the CDRAAP evaluations. In the CDRAAP follow-ups that were requested and completed in August; 480 routes were reviewed and nine (9) additional routes were added.

I want to acknowledge and thank the NALC members who were on the Capital District CDRAAP team, Mark Adkins, Andre Diamond, Jermaine Graham, Steve Klein, Karen Nance, Chauncey Pinkney, Keisha Pinkney, Jacquie Pratt and all of the Local Office Contacts. It was a team effort and the letter carriers in the Capital District are better off for the work done by these brothers and sisters.

Chuck Clark

Vice-President,
Branch 3825

The following is NALC President Fred Rolando's endorsement of Hilary Clinton for President:

Following a tremendously hard-fought primary process, NALC is proud to endorse former Secretary of State Hillary Clinton to serve as the next president of the United States. Secretary Clinton has a long history of supporting the issues most important to letter carriers—a strong Postal Service, collective-bargaining rights for postal employees and decent pay and benefits for all American workers. She has been a friend of NALC since her first meeting with us in 1994. Former Sen. Clinton was among the first in the Senate to support legislation to prohibit the contracting out of letter carrier jobs to low-wage private contractors, a bill that helped us stop the practice in 2006. She has defended six-day delivery, supported federal employees and was an original co-sponsor of the Employee Free Choice Act.

NALC is proud to once again stand with Hillary, just as it did when she ran for president in 2008.

This year, we had the good fortune of seeing two tremendous champions of letter carriers compete for the Democratic Party's nomination for president. In fact, both have been made honorary members of the NALC by delegates to our national conventions. As I informed our members in March, based on the issue surveys we sent to both parties' candidates and the polls we conducted among our 280,000 members and activists, both Secretary Clinton and Sen. Bernie Sanders earned our support. Out of respect for both candidates and the passionate supporters each has in our union, we decided not to endorse either until the primary process produced a nominee. That has now happened.

We commend Sen. Sanders—who also is a long-time friend and a fierce advocate for letter carriers in Congress—for running a fantastic campaign. The energy and passion that he brings to politics have ignited a national conversation and moved the needle in our national debates about inequality, wage stagnation and the power of corporate interests in our democracy. NALC intends to continue fighting alongside Sen. Sanders to strengthen our employer, our political system and our country.

This endorsement was not a difficult one to make, given the two choices before us. Leaving aside his anti-worker record as an employer, his dishonesty and erratic temperament, and the bigotry and sexism he has demonstrated as a candidate, Donald Trump showed blatant disrespect to America's letter carriers. In our endorsement process, he not only failed to answer our candidate questionnaire, he would not even acknowledge receiving it. Hillary Clinton, on the other hand, has demonstrated her commitment to letter carriers and has dedicated her entire life to public service. Few candidates have ever been better prepared for the Oval Office. There is a lot at stake on Tuesday, Nov. 8—for our country, our jobs and our families. Starting in the key battle ground states of Pennsylvania, Ohio, Florida, Wisconsin and Nevada, NALC and America's letter carriers are ready to unite behind Hillary Clinton to make this great country even greater.

reprinted from The Postal Record, July 2016

To Vote or Not to Vote



Normally when President Lerch asks me to contribute to the Unity, I have to give a little thought to the topic I want to cover, leaning toward those that are pretty much based on legislative issues facing letter carriers at the time. However, for this edition, my epiphany came to me in the form of a USA Today story lauding their 34 years of not making voting recommendations, “until now”. Based on a descriptive explanation, USA Today urged Americans to “By all means vote, just not for Donald Trump”. USA Today hasn’t ended their record of maintaining neutrality; they merely pointed out the obvious flaws in one candidate and directed their readers to the other three. In fact, in their quest to slow Donald Trump’s ‘roll’, this well respected news resource has fundamentally advanced him another step closer to the White House.

Let me explain....There are four (4) candidates who will be on the presidential ballot come November 8, 2016 – Democrat Hillary Clinton; Republican Donald Trump; Libertarian Gary Johnson and Green Jill Stein. Now, when voters are told not to vote for one candidate (Donald Trump) by a respected source, that leaves the other three for consideration. Say that same voter has reservations about the other front runner (Hillary Clinton), especially when they are not outright endorsed by the respected resource from which they get their information (USA Today); they may decide to vote instead to a

third party candidate (Libertarian and Green party) or not at all. Do you follow me so far? Good!

With all due respect, and no offense to our third party members out there, Gary Johnson and Jill Stein will not obtain the number of votes, popular or electoral, to become president. What their presence in the election does ensure is that voters who are swayed away from the Republican candidate by trustworthy sources, but not encouraged to vote for the most qualified individual, will either cast their vote for third party candidates or not at all.

It goes without saying the impact that failing to vote has on an election but let’s reflect for a moment on the difference those third party candidates make in voting numbers. Recent polls have Hillary Clinton with a slight edge over Donald Trump. Pollsters estimate that 10%-20% of voters are either undecided or considering voting for a third party candidate. You take away that percentage of voters for the qualified candidate; give them to the third party candidate and you end up splitting the vote and giving her opponent the edge he needs to win. It has been shown in polling places where third candidate parties are counted, Hillary Clinton’s portion of the votes takes a hit and Donald Trump comes out ahead. To not vote for Hillary Clinton in your pursuit of ‘not voting’ for Donald Trump, would truly bring our country to a state of ‘Idiocracy’ - a form of government in which a country or territory is run by fools. To quote Merriam Webster – “Some democracies can turn into idiocracies depending on the election results.”

In this historical election, the media has narrowed the choices down to who is the ‘least dangerous’ of the two frontrunners. This is a passive way to endorse without actually endorsing and is simply not enough to ensure the

right candidate is elected. Brothers and sisters, please allow me to be frank on several points.....

First, maybe you find Hillary Clinton's past actions questionable, sketchy, even bordering on illegal, but let's be honest, I could be at this all day if I listed all the presidential candidates who fit that bill.

Second and I mean no disrespect when I say this; maybe you are a disgruntled Bernie Sanders supporter who thought he got the short end of the stick during the primaries and are holding out for a miracle at the voting polls. Maybe Bernie did get slighted, but the chances of him becoming President of the United States (POTUS) at this point, are slim to astronomical (and a write in vote for him would absolutely have the same impact as voting third party or not at all).

Third, maybe you feel Hillary Clinton as president will strip you of your right to bear arms. Make no mistake; there are unstable and dangerous members of society who have no business owning a fingernail file let alone a fire-arm. These are the folks who require restricted access to such weaponry not the rest of the country. Your guns are safe; just make sure they are in one.

Finally, with the utmost sensitivity and respect, maybe either by personal/religious belief or your upbringing it is difficult for you to support a woman for president. That is your right as an American. Ironically, it is going to take the election of her to ensure you maintain that right to religious and personal freedoms and beliefs.

Regardless of your reason, there is no doubt Hillary Clinton is qualified, experienced, prepared and capable of being the next POTUS. This is not the election to give Donald Trump a pass by failing to vote for Hillary Clinton.

As letter carriers, union members and above all else, Americans, it isn't a tough choice...it's the right choice and I will cast my VOTE for Hillary Clinton for POTUS on November 8, 2016. Will you?

In Solidarity,

Tonya L. Detrick – President
Maryland and Washington D.C. State
Association of Letter Carriers

Continued from page 11

I worked as long as it took to deliver the route in the cold and dark of January and February until 9pm at times. So did other carriers. We had at least 4-6 different managers ride with some of us 3 or more times to find out how we were screwing them and expanding the street time. Guess what? They found the routes were actually out of adjustment! What did some carriers do? Get there early and work off the clock to sneak in their FSS in white tubs and put it by their cases. Load parcels and case mail before punching in, skip lunch and breaks, work through service talks, run like hell on the route and deliver what they had to a mailbox even if it was a move, vacant or hold. Carry secret bumps for favor and not enter them in the time clock, punch out at the magical time and then unload their truck and come in and process the mail brought back off the clock or throw it in the outgoing. Even worse some managers would punch out for the employee at the magical time and quite a few were ok with that as long as they could case their FSS and still get the OT they wanted. I tried to get unhappy carriers to write statements we could use to back up grievances. Sadly most were worried about retaliation or just too "busy". Continued next time....

Gary Kirwin III
Recording Secretary,
NALC Branch 3825

Editor's Note: see VP Chuck Clark's article updating the CDRAAP process during 2015/16. As a result, 140 routes were added.

I HAD TOO MUCH TO DREAM LAST NIGHT.....

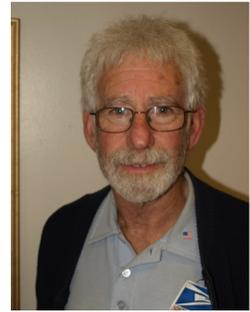
First of all welcome back to Mike Shawn for taking over Unity, it's nice to have someone with his previous expertise in the Editors chair again. He reached out to the Officers and Stewards for articles perhaps reporting on their stations or Officer position. So what is a Recording Secretary and who is Gary Kirwin III ? I came from Gaithersburg Branch 3939 when we merged and was the Secretary Treasurer at the time. Before that I had been President, Vice President, Secretary Treasurer, Steward and Trustee. I was elected as a Trustee and then the Recording Secretary of Branch 3825. I have assisted the Treasurer Beth Parsons and act as a backup at times. It makes sense to train or have someone that can step in when needed just like a Steward can go to another station at a time of need. Those that go to the Union Meeting know that I take the minutes to keep a permanent record of the meeting. Otherwise I'm involved in administrative tasks as outlined in the NALC Constitution and our bylaws, as well as special assignments given to me by President Lerch. Exciting stuff I know, so If anyone would like a more detailed description let me or Mike know.

I'd really like to update my last article from summer 2010. Now, I retired in January 2014 so my comments are from before that time. I will let others write about the changes and many Union accomplishments since then. I was the Local Office Contact (LOC) for MIARAP and JARAP and detailed the complete mess it made in the Gaithersburg Main Office. I was very critical of the processes and most of the people involved on both sides. This was before CDRAAP which has been very successful. I had no effect on the adjustments and limited if no input. I told everybody we would really have a voice this time.... wrong! I had a lot of explaining to do with the carriers on how we dropped the ball. Thankfully Vice President Chuck Clark, as a former district lead in MIARAP was able to come in later and with management was able to straighten out most of the mess on paper. But it never happened because management backed out of the MIARAP process. That's where my article ended. But the worst was yet to come. Shortly after that we got the word the Main Office, which was the lowest volume office in Gaithersburg, was getting FSS. Management turned their back when carriers brought in their DPS and later FSS because it would help get them get back by whatever magical time was set by their bosses that day or week, that led to expanded office times and they adjusted the office based on standard time. I tried to explain this to the carriers over the years but mostly I got told to mind my own business. I finally did. Even when an 8 hour day could be achieved it wasn't the mix of office time and street time demanded by the manager in charge of the 6 day count and adjustments. Since it wasn't a joint process they excluded driving time, relay time, not counting parcels etc. We lost 6 routes and a T-6 in a 31 route office. I tried to get as many carriers to go the Union Meeting so we could discuss this with our leadership. Only 2 people came from my office that wouldn't normally be there. Disappointing. My route was 11-12 hours a day even though the paperwork said it was 8 hours. A huge dispute with the manager in charge because of a change for mounted routes swapping out FFVs for LLVs guaranteed I would get the shaft. A look at that paperwork showed the fraud committed on all the over burdened routes.

Continued on page 9

WAKE UP!

I don't know about you, but in presidential elections, I am growing tired of voting for the candidate that will hurt me the least. I can't even remember the year that I last voted (in a presidential election) for a candidate that I was passionate about. Many years ago, I wrote of the need for a Labor Party in the United States, but I feel the need to repeat myself. If this election doesn't convince you, then I don't know what will.



Our two party system is a bad joke. Most members of Congress are millionaires. Neither Democrats or Republicans fully represent the interests of working men and women in the United States. Congress is a failure. The Democrats have definitely been better for labor than the Republicans. We are better off with them in control. The future of the middle class could be determined by the outcome of this election. The Supreme Court appointments made by the next president are key to the future of the country. Proof of the importance can be verified by the billions of \$\$\$\$ spent by PACS to further their special interests.

So what are we left to do? What England, Germany, France, Australia, Canada, and Israel, to name a few, have done. They all have a Labor Party that represents the working and middle class citizens. We must have a strong third party, the Labor Party. The formation of a Labor Party in our country will probably not take place before my demise, but for this country to grow, the workers and the middle class must be better represented in our government, thus the need for a Labor Party. For right now, however, we must elect a president that will keep us moving forward, not backwards.

Since retiring, and becoming Shop Steward at the Main office in Gaithersburg, the routes are as close to 8 hours they have ever been (Eric Waddy and I have tweaked the routes to create very balanced routes). Article 8.5G grievances have been drastically reduced (thanks to escalating remedies), and discipline is a fraction of what it once was, but like I mentioned, I am retired. Where is the next generation of Union activists?

There are a couple of other issues I would like to address. I thank Chuck Clark and his CDRAPP team for helping to create around 150 or more carrier positions in the Capital District. However, an area of concern to me is the high number of non-members in one of our units. Some of these beings have reaped thousands of dollars in grievance settlements brokered by excellent Union representation. Talk to these carriers and sign them up please.

One last issue I would like to address is the wave of anti-union legislation sweeping the country. The latest surge began in 2012 and upped the number of states with "right to work" laws to 26. The list includes Michigan, Wisconsin and even West Virginia. In Virginia, for example, the average wages are 3% lower than in states without "right to work". "Right to work" really means anti-union. Without unions, wages go down. When I worked in the grocery business, all the beverage companies were union except one. That company met or exceeded the wages and benefits of the union shops to avoid losing workers. So, as you can see, unions are needed to keep the wages up.

Please remember to vote next month, your families future depends on the outcome. Remember to vote for you and your family's interest and not how you feel on individual issues. What good is it if certain areas of your interest are fulfilled, but your financial standing and life style are diminished?

Thanks for reading and have a great rest of the year.

Steve Klein
Shop Steward and Trustee



In my last article, I mentioned why it was not a good idea to be a SCAB. Being a SCAB equals being a Free Loader. Imagine, you're in a HOA community, where they have Condo Fees etc. for Utilities, the Pool, Community Center Office etc. A SCAB would not pay their Condo Fees, but still think they should have all the same benefits that the Dues paying members have.

I have heard the same old excuses from Scabs; "Well the Union is not fair, The Union does not do anything for me, or I don't have time." To me it's just a complete cop out. By Law and as a Steward it is my Job to take action, if I'm made aware of a possible grievance, even Non- Members, but they have to ask for my assistance. I have won many awards for the membership and Non-membership, Article 8 Grievances, untimely pay adjustments etc. I have and other Stewards have Numerous Settlements that Benefit the Carriers through the grievance appeal process. Now is the time to be involved in Your Union, you should show up to at least a few Union Meetings a year, you gotta show to know. Younger People, CCAs, etc. are the future of the USPS and the NALC/ Union.

Reading is a must, and there is no way getting around that. Don't just listen to the work room Rumor Mill, ask your Steward, go on the internet to the NALC website, or Our Branch 3825 website from VP Chuck Clark.

For the most part, management continues to manage everything from the DOIS system, which has No contractual Value. Almost everyday people ask whether they should fill out a 3996, or people think that they have to have an 8 hour day or they would receive discipline. Management will do almost anything to reach these unrealistic numbers. If you think you're going over 8 hours after you have all receipt of Mail and you verbally told your supervisor, you should fill out a 3996, they have 15 minutes to decide to approve or disapprove the time. If they disapprove the time you estimated, then call back at three PM, and let them know for a third time that you can't make it back in the allotted time, and ask "should I bring the mail back? are you going to send assistance, or do you want me to continue to deliver the mail?" Carriers are paid to deliver the Mail, Management is paid to make decisions.

Sometimes Management may say," oh well you don't need that Form", or "8 HOURS!", or "PULL IT DOWN!" when you are still casing, or "Mail is up you should be pulling down" over the PA system. Mail up time does not change the volume or casing time, when you just clocked on, and is just plain wrong headed, period, and borders on the Zero Tolerance Policies. I will post the Standards in the swing room, so there will be no question.* (see below)

If you are at your case doing your JOB you should not have fear of discipline, the M-41 is at your case, that is Letter Carrier Hand Book and if you're new or a veteran Carrier, you should take a look at it and see what your Job Really is, it is in your best interest to look at this contractual hand book.

Don't just tell your Steward about a possible grievance, Write it down, we have statement forms in the swing room.

It is Election Season and the Primaries are over, you should be registered to Vote. The NALC has endorsed Hillary Clinton, and to vote blue up and down the ticket. A vote for Hillary would insure that we would keep our collective bargaining. I'm quite sure Trump will want more tax cuts for his billionaire buddies and Completely throw Workers Rights under the bus. Its simple, if you're a billionaire, vote Red, if you're the 99% vote blue. We are the 99%, like it or not and we need to Vote for our best interest.

Viktor Fraker
Shop Steward
Local 3825

• *Editor's note: M-39 242.332 "No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards. "*

• *National Contract ARTICLE 34 WORK AND/OR TIME STANDARDS. The principle of a fair day's work for a fair day's pay is recognized by all parties to this Agreement.*

UNITY
NALC Branch 3825
P.O. Box 1398
Rockville, MD
20849-1398

NONPROFIT ORG.
POSTAGE PAID
SUBURBAN, MD
PERMIT #6501

SOLIDARITY!



Change
Service Requested

Website: WWW.NALC3825.COM
email: NALCBR3825@AOL.COM
(301)424-5960
FAX (301)838-0117

Dear Brothers and Sisters,

With this important election quickly approaching, I cannot stress enough the importance of your involvement in helping decide who becomes our next president. This race will determine the future for our union families, the Postal Service, and every American across the country.

Hillary Clinton has spent her entire life striving to better the lives of working families. From her early days expanding children's health care to advocating for a living wage and access to paid sick leave, we know she will be fighting for union people. Hillary Clinton has personally committed to working with NALC to eliminate the pre-funding mandate's unsustainable budgetary pressure on the Postal Service without cutting any services.

In the Senate, she even helped prevent letter carriers from having their work contracted out by USPS to low wage firms. She has fought against proposals to privatize Social Security or raise the retirement age and opposes bad trade deals like the Trans-Pacific Partnership. As an original cosponsor of the Employee Free Choice Act, she fought to restore collective bargaining rights for union members and make it harder for management to threaten workers seeking to organize a union.

Simply stated, Hillary Clinton believes that unions are critical to providing good, safe paying jobs for workers so they can provide for their families. She has said labor will always have a champion in the White House and a seat at the table if she is elected President. **Voting for Hillary Clinton this November will guarantee letter carriers have a champion in the White House.**

Your Union believes Hillary Clinton is the best choice for letter carriers - her track record says it all. She will fight to better the lives of working families across this great country. **Please, get involved in this election, get your family involved, and remember to vote for Hillary Clinton on November 8.**