



THE OREGON OSA

SATCHEL

SPRING | 2016

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CALENDAR

2016 OSA State Convention
Running Y Resort
April 28-May 1, 2016, Klamath Falls

NALC National Convention
August 15-19, 2016, Los Angeles

Region 2 Assembly (RAP)
Coer d'Alene, Idaho
October 31-November 4, 2016

BIG BROTHER Micromanaging

BY OSA PRESIDENT RICKY HORTON

MANAGEMENT HAS A NEW toy, it's called RIMS and they like using it. It is the tracking system that works with the GPS that is in the scanners. They have the ability to monitor your scanner on a computer and observe several different things. Such as, where you are at, the speed you are driving or walking, how long you are sitting at one spot, etc.

What management thinks they see by looking at a little dot on a PC screen isn't always the reality of why the scanner hasn't moved in 11 minutes. Nor can they tell that the Carrier wasn't making deliveries with the scanner sitting in a tub at an NBU.

RIMS is only as effective as the people using it. In other words, management still has to prove you extended your lunch or break, RIMS alone isn't enough to discipline a Carrier. Management still has to have "just cause" to issue discipline, and that doesn't mean just cause they want to. They still have to abide by the contract, and prove that you broke the rules.

Regardless of who is monitoring the GPS movement in RIMS, if you are doing what you are supposed to be doing then you have nothing to worry about. Always have an answer; I took my break after that I got my next swing ready; I was in the restroom;



Ricky Horton
OSA President
President NALC Branch 916

heavy traffic, etc.

They can only see a dot on the computer, they can't see the traffic jam you are stuck in or the dog that is keeping you away from your truck, etc. The sad thing is that they just assume all Carriers are breaking the rules, maybe because when they carried mail they did break them. I don't know, just an assumption of mine.

One thing I do know is the GPS in the scanners is not going away. And the use of this tool is going to increase more and more with the direction the Postal Service is heading. To me it is a good thing for the company and gives us an edge on the competition. Even if we have to put up with the petty bull shit from some supervisor with a chip on their shoulder who is unhappy with their job, in an investigative interview about going over a minute or two on a break.

Always have an answer if asked why did you ...blah...blah ... We have to follow the rules and keep our lunches and break

cont. on page 8



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THE OREGON OSA SACHEL

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For all address changes or deletions, refer to the OSA website at www.oregonnalc.org



For more information about the National Association of Letter Carriers, log on to www.nalc.org or the Oregon State Association website at www.oregonnalc.org

You can find information about the national contract, legislation and politics, The NALC Health Benefit Plan, the Mutual Benefit Plan, postal history and the latest news from headquarters.

The NALC is proud to be a democratically elected organization. Every one of our National Officers has carried the mail!

MUTUAL RESPECT and Justice on the Job

BY VALERIE CASTILLO

WELCOME SISTERS AND Brothers, to another exciting year in the Postal Service. In this month's issue, I would like to cover "Justice on the Job".



Valerie Castillo
OSA Executive Board
President Salem Branch 347

Just when you think that your work life is going OK, they throw in a new supervisor or postmaster with a new flavor to spice up their numbers. You can hear the seasoned carriers, saying "oh no here we go again" and the newbies asking "Can they do that?"

To obtain a better understanding of your basic rights, when was the last time you read the M-41 (located under case ledge in a black binder)? And if you did things by the book, as we all should do, it would take longer to follow the rules and regulations and possibly be SAFER, after all we are paid to do it that way!

So you may say "I'm not a steward, I don't need to know all this stuff." You do work for USPS don't you? You see and sometimes hear the uncalled for and unbelievable attempts that management tries to have you or your fellow co-worker perform. Knowing your basic rights can help you out of a "not so right" situation that sometimes might feel as a challenge and/or a threat. Know how to protect yourself and utilize a steward if need be.

What management fails to realize is that we are ALL human beings and life does not discriminate to the uglies of the world. How sad is it that management has to have a "rule" in their book, the M-39, about mutual respect in the workplace (sec.115.4). Even that does not stop some of them from being bullies and badgers on a workforce that

"Know how to protect yourself and utilize a steward if need be."

.....

can practically run its self without the need of micromanaging to make their numbers look good.

Recently a Zero-Tolerance Policy was given to all offices and should be posted as well. No matter how it is "READ" verbally, it is in writing to include ALL POSTAL EMPLOYEES, which includes your management team. Many uneducated about Our Contract will take that as a better do what they say or else approach and unfortunately become a victim of workplace bullying. By being a witness and writing statements that show a pattern and a history of abuse, you can help make a safer, more productive working environment.

No one understands Postal Life like a Postal Worker, especially Carriers. We take quite the brunt from all sides. We are the face of the USPS on the outside in the public's eye and the "Whipping Child" on the inside on the workroom floor. We need to stop these abusive tactics by paying attention and not playing into their games.

We do this job to provide for our livelihoods. It shouldn't be made out to be harder than it already is with the repetitive day in and day out processes. We are Professional Letter Carriers. We GOT THIS!!! ■



EDITORS note



Ted Lulich
OSA State Editor
Assistant Sec.-Treasurer
Trustee, Branch 82

THE LAST OF PRESIDENT Reagan's Legacy disappeared into urban legend with the passing of former first lady Nancy Reagan. I must admit, yes I was at one time a "Reagan Lover," but regrettably I was naïve, meaning having or showing a lack of experience or knowledge.

You see I was a very successful business owner after suffering the ravages of a devastating recession under a Democratic President named Carter. I worked very hard to build the business, presumed Reagan was "GOD" and just thought anybody working hard enough could reach their potential, others were just lazy, especially those over paid union government workers.

Then came another massive recession under Republicans, due in part to the deregulated savings and loan banking system, followed by the Enron Empire collapse, and finally the "Great Recession."

All this effected me and the industry I loved, which lead me to working for the federal government. I am proud of having been a Republican and a "Reagan Lover" because I know first hand how the "other side" thinks and its not the values I hold today. ■

DO TELL

BY RICHARD STRAHM

Oregon

WOW, THAT'S LIKE, 50% more than yesterday!" I said that to my supervisor after she told me that my dps run for that day was 1312. I remembered, feeling pretty sharp that morning, that the day before it had been 656.*

"I know why you do that," she said, "because you want to make me do the math." Well, no, not really. I don't much care if she can do math, and I don't want to bog you down with it, either. What I care about is how the "morning discussion" (falsely called The Commitment Process**) goes in your office, and what the end result is.

Different supervisors have different approaches to coming around and recording your daily estimate for how long you take on your route. Some are much better at it than others. And I do appreciate the honesty and creativity of my last couple of supervisors. Some previous bosses have been dumber than stumps and blunter than clubs. But all of them use a computer program (called DOIS for Delivery Operations Information System) and some of them buy into it hook, line and sinker. The problem with this flawed program (also known as the Clipboard) is partly with flawed data (garbage in, garbage out): have you ever actually counted your dps letters? The number the computer gives is regularly wrong. The other mistake is in assuming a computer system can predict reality — it just can't. It doesn't know, for example, that the train crossing you drive over each day on the way to your route may

have a choo-choo blocking it today because they hired a new switchman who hasn't quite got the routine down, yet. Or that the lady at the prop mgmt place you deliver on Elm street is going to be particularly talkative about her nephew today because she stopped at Dutch Bros this morning and picked up a triple. In short, your job is just too complex to capture and put into a little plastic box full of wires and circuits.

The biggest thing my involvement with the union has taught me over and over, all these years, is that whoever controls the narrative, wins. If you can tell the most believable story to the boss, arbitrator, postmaster, CCA, or whoever, they will agree with you and probably give you what you want. Your story is based on facts of course. The boss's fact, that in April of last year, when they followed me on my route, my dps number was 1100, the sun was shining, and I finished by 2:55, is true; but so is my fact that my dps today is half again more than it was yesterday (and it's raining). So the conflict here is between my conclusion that I will take 11 hours (about 50% more time) to do my route and her idea that I should get back 20 minutes early. Who here has the better story?

A major thing that would help here is for everyone to understand that there is more than one way of looking at a puzzle. You know there are oh-so-many variables in what makes up a letter carrier's day, and it's helpful to remind management about a few of them on a daily basis. Make a note of them on your Form 3996, for example.***



Richard Strahm
OSA Secretary Treasurer
Medford Branch I433
Retired

"...there is more than one way of looking at a puzzle."

.....

But the other, more important thing is that your union has proven time and again that "DOIS projections are not the sole determinant of a carrier's daily leave or return time, or daily workload." It's the carrier who provides the estimate (guess) of how long their route will take on a given day. It's the supervisor who is required to make a decision to authorize overtime. Pretty cut-and-dried. Don't get emotional. Think it through, and you will come up with the better story. Carry on.

**All of this never happened, actually. Totally made up story.*

***Activists like to say "commitments involve marriage or mental hospitals, and this here is neither one of those."*

****Here's a link to the list to jog your memory. Print it out and keep it at your case: www.nalc3825.com/3996_REASONS_NEW.pdf.*

FINALLY: My personal story of carrying mail on a route in Medford has ended, since I retired from USPS on February 29, 2016. Thanks to all who helped along my long and looping way. But I've still got more to tell as an activist, and I'm keeping my positions as Secretary-Treasurer for now. See you at the Runny Y! ■

GOOD GRIEVE, Charlie Brown

BY KEVIN MCKINSTRY

THIS MONTHS' NEWS article will be short, so hopefully no one will nod off while reading it. I just want to briefly comment on the importance of representation and grieving any discipline you may receive while working for the USPS.

It's come to my attention that at least three people in my branch have been disciplined in the past and neither my stewards or I had any knowledge of it.

It is your job as a carrier to notify any steward or branch officer that you want representation. Although it would be nice if management would mention it to the union too, and in some offices they do, however there is no contractual obligation for them to do so.

Maybe you did something really stupid and you think you deserve the letter of warning, or whatever punishment management plans to give you. Maybe you think you have a good relationship with your manager and they say 'oh, it's no big deal, and I know you won't do it again, but I have to do my job, so let's just get this over with.' Perhaps you're embarrassed, you don't want the union or any other carrier to know what happened. Or perhaps, for whatever reason, you feel the union won't be any help at all.

I'll give you just a few reasons why you should inform the union, although I could fill up pages with why it's important to grieve the discipline. First off, the discipline will stay in your file for two years if you don't grieve it. Many times, if it's your first discipline, the length of the discipline is reduced.



Kevin McKinstry
OSA Chairman
President, Pendleton
Branch 909

Maybe to three months, maybe to six months, but it's important to get it reduced because management will lump discipline on top of discipline if you don't.

Another reason to grieve it is because perhaps you are being disciplined for something other people have done and haven't been disciplined for. Despair treatment happens often in the postal service and it's easy to get disciplines reduced or even thrown out.

I could add a lot more reasons to this, but space is short this month. Please contact your steward anytime you are having an interview for something that could lead to discipline. Know your rights! ■

RETIREEES Take Action

BY LUCAS MURPHY

WE ARE GOING TO have a special class for Retirees at the 2016 Oregon State Convention.

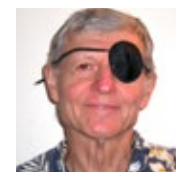
Last year, 45 Retirees attended the State Convention in Eugene. This year, I expect at least 40 – maybe more.

We will be talking about what Retirees can do at branch, state, and national levels to support NALC programs of every kind. If you will be retiring in the next year or so, you are welcome to participate as well. Bring your ideas to the meeting because we want to see if we can start utilizing the brains and experience of the old-timers.

The awards presentations for e-Activist and Letter Carrier Political Fund will be conducted during Convention time instead of at the Banquet Night. Branches must be 55% or Better for e-Activist; branches must be 30% or Better for LCPF. Please try and finish signing up your branch members by April 15 so that we can have your awards on hand for the presentation. Last minute efforts will be recognized, like last year, but your award will be delayed until afterward.

This should be a fun one in Klamath Falls this year. Better not miss it! ■

COLCPE



Lucas Murphy
OSA Director of Retirees
Springfield Branch 916

PROTECT YOURSELF from On The Job Injury

BY DAVID NORTON

NO ONE WAKES UP IN THE morning, gets out of bed, throws open the curtains of the window and greets the day proclaiming: “today is the day when I am going to be in an on-the-job accident!” But it happens. It happens to new carriers and it happens to veteran carriers as well. It happens when you aren’t doing anything wrong.

Just recently there was a CCA carrier here in Portland who was hit by a car and seriously injured while she was crossing the street legally in a cross walk. This carrier did nothing wrong.

Being injured on the job is traumatic enough, but unfortunately, with your injury also comes paperwork to fill out and submit, and a process to follow. Your supervisor and manager also has responsibilities. All parties need to be diligent to ensure that you and your medical bills are being properly paid while you are out of work.

First, be sure to immediately notify your supervisor. Next, you are going to want to request the following forms:

- Form CA-1, Federal Employee’s Notice of Traumatic Injury and Claim for Continuation of Pay/ Compensation

This form must be supplied by your supervisor. If you do not need immediate medical attention, fill out the CA-1. If you are in need of immediate medical attention, fill the form out as soon as possible.

Be sure to fill the form out yourself, don’t let someone in management do it. Be thorough in describing the accident

and related factors. At the bottom of the CA-1, question number 15 allows you to choose either Continuation of Pay (COP) or Sick Leave. Choose COP. For the first three days after your injury, you must use either sick leave, annual leave or leave without pay. By choosing COP, you will be paid your regular pay for 45 calendar days after those initial three days. If your absence exceeds 14 days, ask the Postal Service to convert those initial three days to COP and credit the proper leave account. You must supply medical evidence of your injury, signed by a doctor, within 10 days to qualify for COP.

Once you have completed and signed your CA-1, give it to your supervisor or manager. Don’t just leave it on your supervisor’s desk. They are required to give you a signed receipt (page 4 of the form) immediately. Make sure you get one.

The Postal Service has 10 working days to submit the CA-1 to the Office of Worker’s Compensation Programs, (OWCP).

- Form CA-16, Authorization for Examination and/or Treatment
This is the form that authorizes payment for medical treatment and provides an initial medical report. This should be supplied to you by your manager within 4 hours. When a traumatic injury requires emergency care, and a CA-16 cannot be provided at the time of the care, it will be issued to the source of emergency care within 48 hours.

This is the part of the process that I see most often forgotten about by management. This is important



David Norton
OSA Executive Board
Chief Steward, Branch 82

“They are required to give you a signed receipt...”

.....

too. We have many CCA carriers out there without insurance. Getting authorization to have your doctor’s visit paid for by the Postal Service may eliminate possible confusion by the provider who is actually going to pay for your visit. Many times I have seen the doctor’s office try to bill the patient instead of the Postal Service.

- Form CA-17, Duty Status Report

This is to be given to you immediately by your supervisor for you to provide to your doctor. The Postal Service is responsible for filling out the job requirements on the left (side A) of the CA-17. Your doctor fills out the right (side B) of the CA-17, listing any medical restrictions.

After this is completed by your doctor, give a copy of the completed CA-17 to your supervisor. This form is going to inform management of your work restrictions after your accident.

These three forms, and these steps are crucial to ensuring your pay, and your on-the-job injury claim is processed properly. If any of this does not happen when you are injured on the job, please contact your shop steward. Remember, this is just the initial step in your on-the-job injury claim. The process is not an easy one, and there can many bumps in the road along the way. Making sure that the initial paperwork is done correctly can be critical to filing a successful claim. ■

In These TIMES

BY WILLIE GROSHELL

MANY OF US ARE SIMPLY getting by from month to month, finding it challenging to make ends meet. We all know many others that have this same reality, every single day. We are in a year that will directly impact our financial well-being and the lifestyle it provides. This year our national contract ends and it is another federal election year including the presidency of the United States of America. We can make choices and take action to directly improve our chances of making our personal situations better through both of these major events.

Our contract is what determines our wages, benefits, and rights in the work place. When we are united together, we hold a strong position and can get the best results from a contract negotiation. What hurts every single letter carrier during negotiations is the letter carriers that are not united with us in our Union. Non-members need to understand that choosing to not be a part of our Union hurts them, their families, their co-workers and their co-workers families. Every single sign of weakness that comes from workers not being united in mutual strength through our Union membership empowers the other side to not accept the best offers for both the workers and the company. We must engage our non-member brothers and sisters that are letter carriers and get them to join the NALC. As well as we have done in the past with contract negotiations, I wish to see what we can do with 100% letter carrier membership within our Union, the NALC.

As long as we work for the federal government, our jobs will always be at the mercy of what the elected officials in Washington DC decide to sign into law. Everything we have negotiated for can be taken away with the swipe of a pen in DC. Politics in this country are ugly, nasty and leave us with a bad taste in our mouths but we must protect ourselves, our jobs and our families. The easiest way to help in our political struggle to preserve our jobs is to donate to the Letter Carrier Political Fund (LCPF). This is best, and most easily, done through an automatic monthly donation taken directly from your pay and can be set up through Light Blue online in minutes (the postal record prints instructions on how to do this and our national website www.nalc.org has them too). As well, since most of us live in Oregon, we get a direct tax credit off our state income taxes up to \$50 for an individual or \$100 for a couple filing jointly every year. Please take the time and contribute to protect our jobs. If you are single give at least \$2 per pay period and you get all but \$2 back directly when you file your taxes. And if you are married give at least \$4 per pay period and you get all but \$4 back each tax year. Please help us in the constant fight to preserve our jobs, it is only through these donations that we can be actively engaged in the political process because none of our Union dues can be spent in politics.

I know that we can do this together. I have seen our collective strength and know that together we can and will succeed in our fights. Please take the two steps noted above, make us stronger and achieve better lives together. I know



Willie Groshell
OSA Executive Board
Organizing Chair, Branch 82

in my heart that we can do better and we will do better when we all stand together and do our part within our Union, the NALC. ■

COLCPE

By the Numbers

Top States
Overall Letter Carrier Political Fund
The Postal Record – February 2016

27.20	Rhode Island
27.16	North Dakota
25.80	Hawaii
20.58	South Dakota
20.32	Alaska
15.45	Alabama
15.31	Mississippi
13.54	Oregon
12.64	Vermont
12.50	Utah

MDA Raffle 2016

BY T.J. SANDERS

THIS YEAR'S MDA RAFFLE is starting out quite nicely. For prizes, we went high tech. First we have a "GoPro Hero4 Silver." This little camera is perfect for almost any outing. Next we have a "FitBit Charge HR." This bracelet helps keep track of your activity and fitness goals throughout the day. We also have two \$50 Fred Meyer gift cards. All we need is everyone's help in selling tickets. Tickets are still \$5 each or 5 for \$20. Your branch should have received a packet in the mail with tickets and a flyer. If you need more tickets, feel free to get a hold of me. Hope to see all of you in Klamath Falls. ■



T.J. Sanders, Jr.
OSA Executive Board
Albany Branch 959

Big Brother...

Continued from page 1

within the times allotted for them. If you do that, even if they think by looking at RIMS that you are not, they have to prove it. And they can't prove it if you didn't do it.

Go to your branch meetings and learn more about your rights and visit the OSALC website www.oregonnalc.org for tools to learn how to keep them off your back. As long as you are following the rules and working safe, there is nothing they can do to you.

Thanks for all that you do! ■

WELCOME Non-Members

BY RAMON GUTIERREZ

YOU EVER THINK YOU HAVE a great idea? Well, I thought at our next local meeting I would present my great idea.

At our morning meeting we had about 1/3 of our members. So, I brought up that we still have two non-union members. I explained to the members that I would like to put their names up on the union board.

Well, my great idea didn't go over so well. Most of the members didn't agree with my idea. I tried to explain how this equates to a free ride for them. I also said you can't tell me that we would be receiving the same pay and benefits without the union.

So, against my wishes, I didn't put the non-members names on the union board. I really struggle with how to get non-members to sign up for the union that has provided them with the benefits they enjoy. I also struggle with members accepting that its okay not to pay dues.

This is a negotiating year for the contract that sets our wages and benefits. Half of our dues go towards this negotiation. ■

"...the union has provided them with the benefits they enjoy."

.....



Ramon Gutierrez
OSA Executive Board
Steward, Grants Pass Branch 1349

M.D.A. Golf Tournament

Golf



GOLF-IN, GOLF-OUT
M.D.A. + GOLF
IT NEVER GETS REPETITIVE, DOES IT?

FOURTH ANNUAL
"Tom Gates Memorial-M.D.A."
Golf Tournament

April 28, 2016 • 2:15 to 5:00
RUNNING Y GOLF COURSE
5790 Coopers Hawk Rd, Klamath Falls, OR 97601



GOLF

\$30 per player:
\$19 to Golf and for Half-a-Cart
Remaining for Prizes and MDA
"Oregon's only Arnold Palmer course"



ONE PUTT

Will play 9-holes • Shotgun Start
4-Person Teams • Big Time Scramble
Prizes for Long Drive • K.P.
Also Winning Foursome • One-Putt

For more information, call Justin Barker at 541.892.3986 or Kevin Coleman at 541.591.5636

Proposed By-Law Changes and Resolutions 2016

GUIDE: Proposed Amendment to OSALC By-Laws (1) to be considered at State Convention in Klamath Falls, April 29-May 1/2016

The proposed language deletions are ~~crossed out~~ and the proposed new language is in *italic*.

Article X- Education Fund

Section 5 now reads: The State Association shall reimburse round trip mileage, at the standard reimbursement rate per mile as set by the U. S. General Services Administration, to any Delegate who is in attendance at the State Convention from a Branch consisting of ~~ten (10)~~ members or less, up to a maximum of Two Hundred Twenty Five dollars (\$225) per Branch, providing that said Delegate is not a State Officer, and provided that said Branch has not granted any form of dues rebate over the course of the preceding year.

Section 5 would read: *The State Association shall reimburse round trip mileage, at the standard reimbursement rate per mile as set by the U. S. General Services Administration, to any Delegate who is in attendance at the State Convention from a Branch consisting of twenty (20) members or less, up to a maximum of Two Hundred Twenty Five dollars (\$225) per Branch, providing that said Delegate is not a State Officer, and provided that said Branch has not granted any form of dues rebate over the course of the preceding year.*

Resolution on Align NALC and APWU Contract Expiration

Whereas: The NALC (National Association of Letter Carriers) and the APWU (American Postal Workers Union) have established historic unity with A Postal Union Alliance in 2014, and

Whereas: The NALC and APWU pledged to “support maximum cooperation in the next round of contract negotiations,” and

Whereas: USPS management attempts to whipsaw the APWU against the NALC in contract negotiations, forcing the NALC to accept concessions wrung out of the APWU, either in settlements or at arbitration, and

Whereas: Aligning the NALC and APWU contracts to expire at the same time would allow stronger, joint contract campaigns, therefore be it

Resolved: That NALC Branch 82 urge the national NALC seek to align the NALC and APWU contracts to expire at the same time, and be it finally

Resolved: That this resolution be forwarded to the Oregon State Association of Letter Carriers convention and the national NALC convention for concurrence.

Submitted by Jamie Partridge
Passed by Branch 82 on February 10, 2016

Resolution on V-Time Changes

Whereas: Article 8.4.E provides that, excluding December, part-time flexible and city carrier assistant employees are paid at the penalty overtime rate for all work in excess of ten hours in a service day or fifty-six hours in a service week.

Article 8.4.D provides that full-time regular employees will be paid at the penalty overtime rate for any overtime work in contravention of the restrictions in Article 8.5.F. which includes work over six days in a service week.

Whereas: The purpose of the negotiated language of Articles 8.4.D E and F is to “penalize” the USPS for working letter carriers an excessive amount.

Whereas: Since this language was negotiated, City Letter Carriers now deliver every day of the week including Sunday.

Whereas: Nationwide both CCA and Career City letter carriers regularly work on Sundays.

Whereas: Under the current language it is possible for a CCA carrier to work 7 days a week 8 hours a day including all holidays and never receive the penalty rate.

Whereas: There is no incentive for the USPS to not work CCA carriers 7 days a week.

Whereas: Regular City letter carriers will be working bid positions that include Sunday and have two days off during the week on which CCAs may volunteer or be drafted to cover vacancies.

Therefore be it resolved: That the NALC attempt thru all reasonable means to negotiate additional language into Article 8 of the National agreement that would require the USPS to pay all City letter Carriers including CCAs and PTFs at the penalty rate for all hours worked on the 7th day of a service week.

And be it Finally Resolved: That this resolution be forwarded to the NALC Oregon State convention and the National Executive Council and convention for concurrence.

Submitted By Matt Pierce
Passed by Branch 82 on January 13, 2016

OSA Board Meeting minutes | 01/17/16

Present: Ricky Horton, Willie Groshell, Richard Strahm, Ted Lulich, Lucas Murphy, Kevin McKinstry, TJ Sanders Jr., Dave Norton, Valerie Castillo, Ramon Gutierrez.

Visitations: Required phone calls, letter to postmasters, contact sheets updates, training, e-Activist, LCPF, official letters, concerns, legislation, phone contact every two months plan meetings around events, visitations ongoing.

Steward College: March 6-10, USABC, min. 30 attendees. OSA officers meet and greet Sunday 2:30. Mileage approved in budget by Strahm.

Route Adjustments: Portland not in CORE. Process; core-adjustment- 60 day reviews-paperwork submitted. Six-day count and inspections possible. (271 G-3 days over base six months) Motion to have six-day count and inspection training at the OSA convention, 2nd Richard Strahm- M/S/C.

Training for 2016 Convention: Mentoring, CCA issues, legislative training- active and retired, improving work place environment, diversity inclusion. NBA Paul Price decisions.

LCPF/ e-Activist: Lucas Murphy- LCPF training, convention sign up goal (5) drawings. Discussion- rewards; tickets for first (3) completed outside branch- raffle \$50.00 prize. Motion Lucas Murphy, 2nd Groshell M/S/C.

Awards/ Certificates: 55% e-Activist goal, motion McKinstry, 2nd Ricky Horton M/S/C. LCPF goal 30% motion Lucas Murphy 2nd Groshell M/S/C.

OSA Convention: 75 room block, 90% guarantee, \$99-119.00 w/ tax.

MDA: Hollywood Printing donation of raffle tickets. Prizes- Go Pro \$338- Fit Bit \$139- Fred Meyer \$50 up to \$500 total. Motion, Strahm, 2nd Dave Norton, M/S/C.

2017 Convention: Bend Branch declined, OSA will host. Options: 1- Riverhouse in Bend 2- Kah-Nee-Ta. Research needed.

Budget Review: Reviewed in detail, minor adjustment approved out of visitation to legislation/ lobbying/ salary. (NWPCU ad dues delinquent- Ted Lulich will research and negotiate) no objections to by-law change- small

branch mileage qualifications from size 10 to 20 carriers. Motion to accept budget as discussed- Willie Groshell, 2nd Lucas Murphy, M/S/C.

Newsletter Advertisements: Increase ad space. Motion to market 1/4-page size ads, 2nd Kevin McKinstry- Discussion, amended, Lucas Murphy will report 1/4-page marketing gains each \$600 to board upon approved M/S/C.

Outstanding Auxiliary Funds: Eugene letter of assistance decision, \$350 advance cashier's check for k-falls 2016 convention plus \$275 advance cashier's check to Eugene Branch 916, motion to allow auxiliary, upon acceptance to full payments, to good standing and allowed to 2016 OSA State Convention- Willie Groshell, 2nd Lucas Murphy M/S/C.

Roundtable

Next Meeting: OSA Convention, 4/28/16 7:30 AM. Arrival of officers on 4/27/16 for preparation by executive decision.

By President Ricky Horton
Adjourn

OSA Board Mini-Meeting minutes | 05/17/15

Present: Ricky Horton, Willie Groshell, Richard Strahm, Ted Lulich, Lucas Murphy, Kevin McKinstry, TJ Sanders Jr., Dave Norton, Valerie Castillo, Ramon Gutierrez.

New Officer Introduction: Valerie Castillo, Ramon Gutierrez- exchanged contact information.

Tentative Meeting: Regional 2015 (RAP) Pendleton pay half, Branch 82 possibly, Roderick cannot attend- OSA pays mileage. (Option to hold OSA meeting in Eugene)

Regional (RAP) OSA Budget: Allocated for small branch assistance \$2,100 agreement pay half – branches pay half.

Visitations: Reviewed, salary, expense reports.

OSA Website: Address link change.

Satchel: Article, deadline logistics.

Review Budget: Visa receipts/mileage expenses, \$1000 not to exceed cap on new laptops and printer

e-Activist: Richard Strahm- motion to accept budget of e-activist/ LCPF project, 2nd Willie Groshell, M/S/C.

2016 OSA Convention Site: Reviewed Running Y Resort, Kah-Nee-Ta, Holiday Inn-Springfield. Approved Klamath Falls-Running Y Ranch Resort.

Roundtable

Adjourn

NOTICE

Resolution Submissions | 2016

Article IX, Section 6A — Resolutions endorsed by Delegates from at least three (3) Branches with ten (10) signatures may be presented to the Secretary-Treasurer no later than the conclusion of the noon lunch break on the first (1) day of the Convention session for action during that Convention.

The CAMPAIGN *for*
KLAMATH FALLS
OSA CONVENTION

The CAMPAIGN was developed to assist small state branches hosting a state convention to raise donated items and funds for prizes, raffle and auxiliary. Make a difference, donate to the Klamath Falls Branch. Contact: Kevin Coleman at 541.591.5636 or Ginger Scherr at 541.417.1592.



OSA Convention Agenda 2016

Friday April 29

8:00 am – 12:00 pm	Convention Business
12:00 pm – 1:00 pm	Lunch Break
1:00 pm – 2:30 pm	Training Seminars
2:30 pm – 2:45 pm	Break
2:45 pm – 4:00 pm	Training Seminars
6:00 pm – 10:00 pm	Ranch House Hoedown Food and Music!

Saturday April 30

8:00 am – 11:00 am	Training Seminars
11:00 am – 11:45 am	Lunch Break
11:45 am – 12:00 pm	Memorial Service
12:00 pm – 4:00 pm	Convention Business
6:00 pm – 9:00 pm	Banquet

Training Seminars will be 1 ½ hours long a presented back to back on Friday. Training Seminar on Saturday will be held in the main convention hall as a whole group. National Officers Presentation.

List of Classes:

DIGNITY AND RESPECT:

Instructors: RAA Debbie Dixon and OSALC Vice President Willie Groshell, Branch 82

LEGISLATION FOR RETIRED MEMBERS:

OSALC Director of Retirees Lucas Murphy, Branch 916 and OSALC Parliamentarian Brad Melland, Branch 82

LEGISLATION FOR ACTIVE MEMBERS:

OSALC Assistant Sec.-Treasurer/State Editor Ted Lulich, Branch 82 and JoAnne Booth, Branch 295

CCA CONVERSIONS (*what needs to be done after*):

OSALC E-Board Members, David Norton and TJ Sanders.

**Schedule of classes are tentative and may be adjusted*

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