



# LIMB

**LONG ISLAND MERGED BRANCH 6000**  
National Association of Letter Carriers  
AFL-CIO

# LEADER



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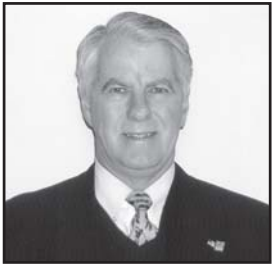
VOL. 40, NO. 1

CIRCULATION 6,000



Editor: VINCENT CALVANESE

FEBRUARY 2012



## From The President **WALTER BARTON** The Future Is Not Written



## From the Executive Vice President **NICK D'AVANZO** Computer Age Poses New Problems

As we began the Year we all had hopes for a less tumultuous year.

The year 2011, was a year that I believe many of us were happy to see come and go. Some might say they were the best of times (I do not know who) and others might call them the worst of times. Many of our members in the Flat Sorting Sequence (FSS) offices were, and still are, dealing with a "broken" system and unresolved issues. There seems to be no immediate short term solution and many offices may only get relief after grievances are filed and route count and inspections occur.

Presently, route count and inspections have begun in the Triboro District and letter carriers in Franklin Square, Port Washington and Manhasset will be inspected. In the Long Island District the letter carriers in Massapequa Park and Baldwin are scheduled for inspections in the next month unless the matter can be resolved through joint discussions.

Our National Union leaders seem to be experiencing some of the same difficulties as we are having at the local level. I have always believed that the best solutions are the ones that both parties can work out jointly. Everything else becomes adversarial when it is "one-way." This is the environment we are currently in. Local Post Offices and even the Districts are micro-managed from above.

Mail volume fluctuations continue to be a reoccurring problem and the lack of Congressional action on the Post Office only aggravates the environment for both labor and management. Currently, there are approximately 21 bills or pieces of legislation being floated in the Congress about the Postal Service. Some are for retaining 6 day delivery, others are for reducing it to 5 days or less. Until this issue is resolved either one way or the other many other matters will be held in suspension. The public and businesses that rely on our services are also becoming frustrated and confused.

Although the parties at the National level continued talks after November 20 and extended these meetings until January 20, 2012 we now find these talks stymied and at an impasse. Mediation is the next step and that may drag on for another 60 days. After that concludes, it is onto arbitration. If this occurs, this membership will not have a voice or vote to approve or disapprove a "new" agreement.

If arbitration occurs, we will also have no say in our wages, our cost-of-living and our health

*(Continued on Page 7)*

In 1986 a law was passed called the "Electronics Communications Privacy Act". This law was enacted prior to emails, text messaging, cell phones and Facebook. As such, it has created somewhat of an advantage for government agencies investigating crimes and limits the individual's right to defend against excessive intrusion.

Presently when police or other law enforcement agencies (including the postal inspectors at the OIG) want to gain access to your personal information on your Facebook account (for example) they do not need a search warrant signed by a judge showing cause. Instead all they need to do is show it is part of a criminal investigation to gain access. They can also impose a gag order on the provider prohibiting Facebook (in this example) from telling you this information is being sought.

Internet providers are currently fighting to change this, but the government is moving slowly on this matter. (I have some theories as to why, but that's for another time). Information you release publicly such as Facebook photos or unlocked tweets are not restricted by anything.

How does this affect Letter Carriers? Your Facebook info, e-mails, text messages etc. could be accessed by government agencies and/or law enforcement (including the OIG). Investigations into any alleged criminal or illegal activities could provide investigators with access to your "protected sites". The most common area the OIG is using this, is Workers Compensation investigation, but this Union has seen it pop up for other alleged charges. Investigations of Workers Comp claims and violations for code of conduct violations can be under the guise of a criminal investigation. Thus access to your "protected sites". While this Union

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From the First Vice President  
**RICHARD McLEHOSE**  
 Workplace Violence  
 Zero Tolerance Policies

On January 3, 2012, Richard P. Uluski, Vice President, Area Operations Northeast Area, sent a notice to all District and Senior Plant Managers regarding the title of this article. I do not know this person but I would like to believe that Mr. Uluski is a decent person. Contrary to popular belief, not all of management is nasty and vile. Some are hard working and decent individuals doing their jobs to the best of their abilities. Unfortunately, too many are not.

I must vent a little on this issue of Zero Tolerance in the Postal Service. This is the most one sided issue that I can recall in my ca-

reer. Management uses this language as if they are handing out candy on Halloween. It is used as a battering ram against craft employees on a daily basis. A majority of the discipline cases citing Zero Tolerance that I hear about are frivolous at best. The carrier is either put on emergency placement without pay or outright threatened with the loss of his or her employment. How many employees can afford to wait out a decision without pay? Not many! Conversely, how many managers have you heard about that have been brought up on similar charges of being placed on emergency placement with-

out pay for Zero Tolerance related issues? Almost none that I can recall! How many have ever lost their jobs due to Zero Tolerance issues? None that I can recall! When a supervisor or manager is in jeopardy due to their incompetence or improper conduct, upper management just shuffles the accused around like pieces in a bad chess game.

Zero Tolerance is a good policy if all employees are held accountable. Nobody should have to work under the conditions that are currently present in the USPS.

There are too many managers and supervisors working in this district that are the worst of the litter. These despicable people enjoy hurting employees. Not physically, but mentally and physiologically. These bottom feeders make it a sport to threaten, harass and mistreat employees. They put employees out of work on a whim with full knowledge that they will not be held accountable when the employee is brought back with full pay and benefits. I have been told by many over the years that this is done to intimidate the others into complying with improper management directions. With the current condition of the USPS, the lack of good management is worse than ever. Many of the decent managers we have worked with have decided to call it quits over the past few years. They saw the handwriting on the wall and did not want to deal with it. Those decent managers that have stayed are forced to comply with the crap put out by upper management or face the consequences of repeated telecoms and harassment from their superiors.

I know that this Branch has requested outside intervention in a number of offices more than a month ago. This was necessary due to the fact that management in those offices were violating just about every issue discussed in the Zero Tolerance memo. Employees are threatened, harassed, intimidated and forced to work in unsafe conditions. Carriers are being forced to work under unacceptable conditions that were forced upon us by incoherent and incompetent FSS implementation. This Branch sent in the requests for intervention to NALC

Region 15 National Business Agent Larry Cirelli. To date we have not received any reply. Harassment continues unabated. Where is the justice?

Mr. Uluski, you should practice what you preach. If the concept of zero tolerance is to be fully accepted by the employees of the USPS, then it should apply

equally to every employee. Whether it is a USPS Senior Manager, a District Manager, a POOM, a Postmaster, an Office Manager, a Front Line Supervisor or a craft employee, each should be held accountable for their actions. Until that happens your memo is just bullspit and not worth the paper it is written on!

**RETIRED FEBRUARY 2012**

- Veronica Parthe ..... Bellmore
- Richard Coyne ..... Roslyn
- Raymond Sceveola ..... Smithtown
- Edward Svoboda ..... Franklin Square
- Nancy Hamilton ..... Stony Brook
- Richard Losquadro ..... Commack
- Jeffery Viggiano ..... Massapequa Park

**In Memoriam**

- Carol Novinski** - Active / New Hyde Park
- William Byrne** - Active / Mineola
- William Turner** - Active / Oakdale
- Anthony Gutberlet** - Retired / New Hyde Park

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 FOR 2012**

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The President, as the highest elected Officer of the Branch, is the Chief Editor and the Editor retains the right to edit, delete, or reject an article for the good of the Branch.

In the hope that material contained herein may be of the benefit to the goals of the National Association of Letter Carriers, permission is hereby granted to copy or use material in this publication, verbatim, with our best wishes.

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 PHOTOGRAPHER: James Jongebloed

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From the Recording Secretary  
**TOM SIESTO**  
Cooperation

Recently I was involved in a few meetings in the Triboro District concerning the FSS memo and route evaluations. These meetings were short sighted and one sided only because management made them that way. It seemed every time the union tried to get a point across we were bombarded with rhetoric and nonsense. Management, at least in the Triboro District, has no intention of adjusting the routes properly in an FSS environment.

Management thinks that in an FSS environment it should take you no time at all to case your residual mail, collate/merge your 4th bundle, etc. Management thinks in an FSS environment it should take you no longer in the street whether you have FSS or not!

Even when shown the workhour workload reports to management and all the extra time being taken by the carriers, management's answer was: the carrier is dogging (taken their time) it. I told management if they can do it in the allotted time the carriers were getting according to management I would sign off on the routes in a heart beat - but they never accepted the challenge. So here we are now going forward with route count and inspections. We offered them a minor route adjustment agreement but they declined the offer. Total coop-

eration between union and management.

The figure I am being told, that cost the Postal Service to do a route inspection, is close to 3 grand each. The two offices in the Triboro District that I am involved with have 48 routes not counting the auxiliary routes, and another office that I don't represent has another 32 routes, you do the math. The Postal Service has plenty of cash when it comes to try and give you the letter carrier the screws. You don't hear them crying the blues on how much money they are losing, and can't we work this out, this is going to cost plenty of money.

There will be between 7 to 11 of these route examiners in each one of these offices for approximately 3 to 4 weeks. There is 7 to 11 supervisor salaries being spent daily because management wants to make sure you have 8 hours of work a day! Money is no object when it comes to making sure the carrier has enough work for an 8 hour day.

So with that said, the Branch conducted route inspection classes for these offices. The only thing I can tell you is that I hope you attended. The classes are very informative and they teach you the proper way to be a professional letter carrier. I personally would like to "thank" Bob Graf the Director of City Delivery for teaching these classes. The knowledge and experience he has on this issue is second to none and I believe everyone that went to these classes left with a wealth of knowledge.

The only cooperation that management in the Triboro District was willing to give is route count and inspections. I can only hope that the L.I. District will be a little more cooperative than the Triboro District.

With that said we should be as cooperative with management as we can be, by this I mean we should be professional letter carriers. Read the M-41 and know your rights as a letter carrier. Do the job the way you are suppose to do it! Do the job the way the M-41 tells you to do it! Do the job the right way!



From the Financial Secretary  
**KATHLEEN FRIEDMAN**  
Anticipation:  
Contract or No Contract?

This is taken from a great song that was ruined by being used to sell a commodity: *"We can never know about the days to come. But we think about them anyway, yay ... Anticipation, anticipation. Is makin' me late, Is keepin' me waitin'"*, and is the way I feel about the extensions to this contract.

As I write this article the deadline for the latest extension for the National Agreement is tonight at midnight. And I am anticipating will we have a contract or will we be facing Arbitration. My thoughts are if we get a contract, will we be able to live with it or will we be forced to consider what to do in the ratification process. And if we go to Arbitration what will an Arbitrator decide for us based upon all the misinformation that is out there concerning the Postal Service.

To me, it appears that one of two things is happening, always the optimist, the parties are actually working together in good faith to bargain and get a contract we can live with. The second is my suspicious side saying, one side or the other is stalling, dragging their feet for some unknown reason. This could be Congress, this could be MOUs that are being written, and this could be good or bad.

Let me say this, and I have said it many times before, the single worse agreement in the history of the NALC came out of the last contract negotiations. This was the FSS Agreement that gave the Postal Service unilateral right to adjust routes in any way they see fit. I don't believe that anything that we got counter acts the debilitation that this agreement has caused to this Union and to the members who are stuck in this process. It is an absolute disgrace. And we, the local parties, who had no hand in the writing of this MOU are stuck trying to figure out how to help our members. We are basically on our own. The National Union must relook at this agreement and get it rescinded, and get relief to the affected offices. Man, I thought the DPS agree-

ments were a disaster; at least we had Union input for that implementation.

So what can we expect? As always the negotiations are kept sealed. This is done to prevent either side from getting an outside advantage in the process, but as the song goes; "we think about them anyway". It is our future work conditions, it is our future pay and benefits and possibly is the way we will deliver mail in the future. What I can say is this. We are fortunate to have the ability to actually negotiate a contract. Speak to any carrier who was here prior to 1970 and ask them what they had to do to get a raise, change their work conditions, get more benefits. You will be surprised by the answer. I say this because they had to go to Congress to get these items changed that we now negotiate. And the surprise is that some in Congress want us to take a giant step backwards in time and they want us to once again have to go to Congress for approval on our issues.

So where does this leave us all? Anticipating what will come. By the time you read this article that anticipation will be over. We will either be in the time frame of the ratification process or

we will be well on the way to Arbitration.

Which do you anticipate will happen?

It seems like I struck a nerve on my last article, I understand it is hanging up on someone's wall in the Long Island District Offices. You know, your Full Time Officers write these articles for you, the membership. They are written to inform you of what is going on and bring to your attention certain malpractices that you should be aware of. I say this to anyone who was offended; unfortunately sometimes the entire group gets blamed for the few that are not professional. Those of you who were offended should look in the mirror and realize if it was you giving out misinformation and if it was you mistreating another employee. I would say the same thing to anyone of my members who were doing the same to a manager or another Union Member. We are here to work together, professionally and not take advantage of someone else by misinforming them or violating their rights under the contract. Let's all stop the nonsense and understand that each employee has a basic right to come to work, do the best that they can and work in an environment that is free of harassment. Let's not make the actual workers take the blame for the lack of success of some of these new programs. Maybe, the people who actually do the work should have been asked about it before the process began! Now there's an idea!

**COLCPE  
MONTHLY REPORT:  
JANUARY 2012**

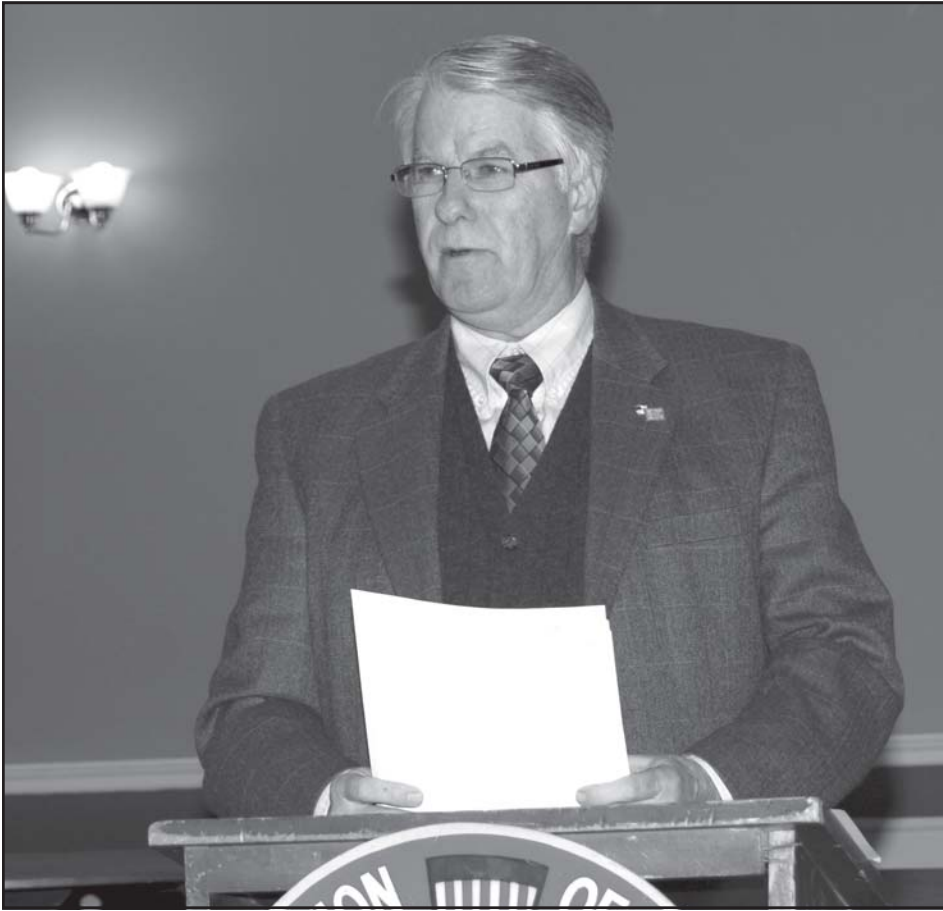
ACTIVE	AMOUNT
Lawrence Pasquale	15.00
Yaphank	
RETIREE	AMOUNT
James Kenney	25.00
Far Rockaway	
William F. Hill	100.00
Southampton	
John L. Fox	25.00
Hicksville	
Renard Coccozza	50.00
Bethpage	
Sal Baccari	10.00
Levittown	
Station	
For this Month:	225.00
Previous Month:	0.00
Total for Year:	225.00

**WELCOME  
NEW MEMBERS**

- Lloyd Jackson / Bohemia**
- Bryan William Boily / Huntington Station**
- Alberto Espinar / Glen Cove**
- Howard Knipfing / Southampton**
- Kenneth Lowe / Franklin Square**
- Christopher Slatic / Glen Head**
- Tishesha Gross / Lynbrook**
- Limel Tyshawn Small / Commack**
- Warren Walter Suskevich / New Hyde Park**
- Nickolas Anthonio Azeez / Far Rockaway**
- Shaquana Monique Lue / Far Rockaway**
- Lamar Keith Williams / Far Rockaway**
- Atisha Lorraine Samuel / Far Rockaway**
- Tianna Marton / Far Rockaway**
- Giuseppe Vella / Great Neck**
- Jerald Harris / Great Neck**

# AROUND BRANCH 6000

## JANUARY BRANCH MEETING



President Barton addresses the members on important issues.



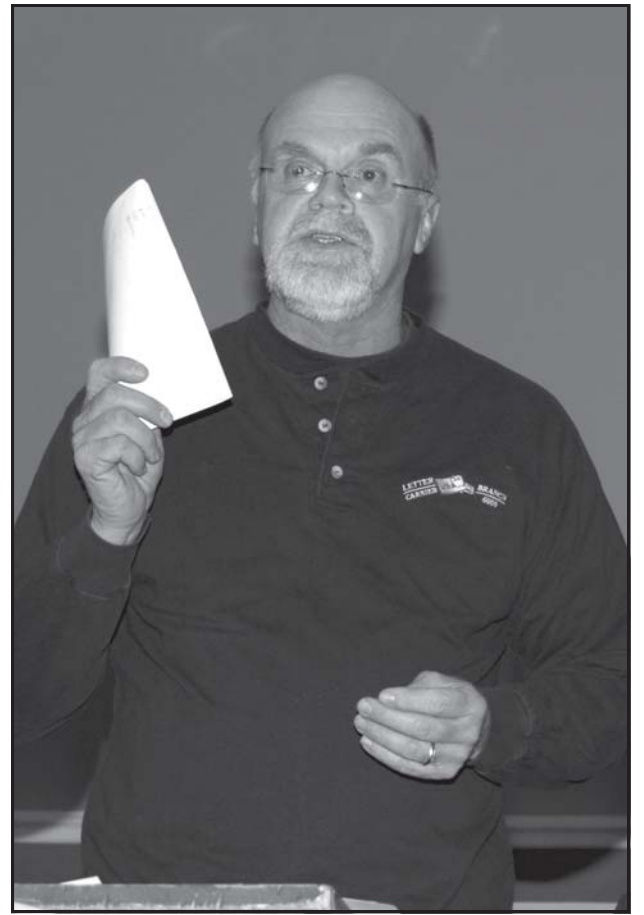
Executive V.P. Nick D'Avanzo speaks to the members.



Kathy Friedman reads list of new members accepted into our branch.



Tom Kelly informs members about new compensation issues.



Jim Tuthill talks about Customer Connect.



Members at Branch Meeting



Members at Branch Meeting

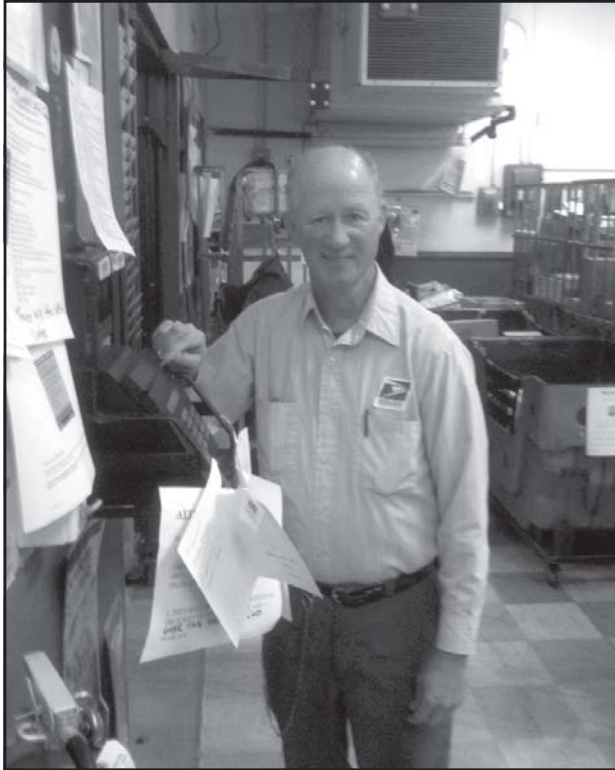


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AMITYVILLE  
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## Know Your Weingarten Rights

If called to a meeting with management, postal inspectors, or an OIG agent, read the following before the meeting starts:

*" If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting. Without my Union representation present, I respectfully choose not to answer any questions or participate in this discussion."*

## John Pedota Memorial Scholarship Award Application

For those members who have children in High School senior class, the time is drawing near to be thinking about the high cost of a college education for them. We are accepting applications for our John Pedota Memorial Scholarship Awards. The rules are simple, just submit the required information with the application form. This simple effort could make your child a winner with not only the financial reward but also the pride that goes with it. Through the years we have had the pleasure of assisting a great many students meeting their college expenses. If you have an upcoming graduate college-bound, you owe it to him or her, as well as yourself, to apply. There is nothing to lose and everything to gain.

### YOU CAN'T WIN IT—UNLESS YOU'RE IN IT!!

Branch 6000 will be offering 3 Scholarships one for \$1,500.00; and two for \$750.00. Applicants must be children of members in good standing of Branch 6000, and must be attending college for the first time in the Fall of 2012. The Credit Union will also be offering our Annual William "Bill" Morris Memorial Scholarship. This scholarship is for \$750.00 and is available to credit union members children who are attending college for the first time in the Fall of 2012.

- Dave Diamond, Scholarship Chairman

We will have the very able instructors of the Suffolk Community College do the judging for us. We urge all who have children in the graduating class, or if you know a member who has to apply as soon as possible. The application will also appear in the February, March, and April editions of the LIMB LEADER. All applications must be in our office no later than May 18, 2012. Applications must also be accompanied by extra-curricular, community and scholastic activities and honors. Students should also submit a high school transcript, S.A.T scores, a recommendation from a guidance counselor or a teacher and an essay of 500 words or less. A possible topic for the essay might be "My High School Experience." The student should write a brief description of the most significant experiences in high school. This might include classes, activities, teachers, classmates, travel, etc. and which were of greatest value to him or her.

Name .....

Street Address ..... City ..... Zip Code .....

Name of Member ..... Telephone # .....

Station Employed ..... Name of High School .....

College Applications are being sent to: .....

Proposed College Major .....



From the Treasurer  
**ROBERT CUCCIA**

The More Things Change  
The More They Stay The Same

It is usually this time of the year I write about what has happened the year before and what we can expect for the future. Unfortunately, very little has transpired thus far which I think could result in at least a much better perspective on where the Postal Service is going. Congress is back in session but it is my belief that they will not be working on any clear cut legislation which would solidify the Postal Service as a viable and profitable workplace. With the election coming up in November no one is going to risk making any rash decisions one way or the other. They will continue to vote on time extensions to get through this election year and leave it up to the next Congress or President whoever he or they may be. Hoping that the Republicans/ Tea Party or the Democrats will increase the number of seats they now have to enact their will on the unsuspecting American people. The Postal Service will remain as a floundering organization threatening to go to a five day work week, eliminating more jobs, decreasing service standards, closing Post Offices all under the guise of streamlining the Postal Service, without ever considering at what expense. When I first started on this job it was all about service not profits. Does anything the Postal Service has done these last few years sound like they give a hoot about service? If I said it once I've said it millions of times, Postmaster Donohue and his cohorts are only interested in privatizing the Postal Service, and once that is done he will take his pension and run like a jack rabbit to another job in the private sector, and his claim to fame will be I accomplished what I set out to do. He doesn't care that he does it on the backs of every letter carrier, or whether he depletes the

workforce, it is all about the numbers and not the quality of service. Workplace morale has been the lowest I ever experienced in my career and I do not believe that it will improve any time soon. Why should it? Management does not have to abide by the contract because they are not held accountable in any way. Discipline is probably at the highest level it has ever been, and will continue in this direction, because it is not part of anyone's budget. We will continue to pay arbitrators to decide the fate of letter carriers with Letters of Removal because a carrier could be without pay for months and most arbitrators will not give back pay even if the Postal Service failed to prove their case. Whether we have a negotiated contract (at the time of this writing the Jan. 20, 2012 extension will be a thing of the past) or not, our National Leaders must understand that we are in a fight to the finish. We need to start holding managers accountable for their actions and penalize them when they continue to violate the contract. They continue to use DOIS and PS # 3999's as a "tool" against letter carriers. Trying to adjust routes based on numbers that are not verified by anyone but those who enter the numbers. Managers and Supervisors are constantly being pressured to make the numbers by any means even if it means threatening, harassing and bullying carriers to meet their street and office times, whether the numbers are accurate or not. The whole system stinks and it is high time our National Officers realize it is not going to get better unless we find some of these abusive Managers or Supervisors accountable for their actions and I don't mean by promoting them or moving them to another office.

**Executive Vice  
President's Article**  
*(Continued from Page 1)*

certainly does not condone any criminal activity by anyone, I for one, have seen these investigations become misleading and overblown by the USPS. Some law enforcement agencies have gone as far as

creating a false profile and "friending" a suspect or suspect's friend to gather information. As far as cell phones, text messages and e-mails, this information can be obtained from providers or from recipients. Example: you send a text to someone. Investigators obtain consent from that person to obtain access to the text messages you sent. This infor-



From the Area Rep  
**CAROL BROWN**

Let's Do It Again

Lately, the issuance of discipline has been on the rise. Especially, in the offices that are under the FSS environment. Whether it's due to work methods, safety, or failure to be regular in attendance, the filing of grievances has gone through the roof. When you receive a write up for anything, you should get ready to write a statement, and let your voice be heard.

I have heard many of you comment that why should you bother! Either you feel that they got you dead to right, or you just don't want to take the time. Well, you should take the time. It is not the Shop Steward's job, but it is your job to tell your story. Sometimes by just admitting what you did and being honest, whether or not it was due to poor judgment or just a mistake can make a difference. Just tell your story.

When it comes to work methods, tell what happened. Maybe you thought you were doing the right thing. If you screwed up, say it! With safety, have your say by telling it the way it was. You don't have to quote the OSHA manuals, we know what they say. Tell your experience, how you felt, and what you did or did not do.

Often, Brothers and Sisters get angry because of the discipline issued, and it is reflected in the statement. That is not what you need to do. Don't get nasty but just tell your side of the story. Answer every charge in the letter of discipline. If you have witnesses, use them. Get their statements. Don't hesitate. Remember, we all can be in this predicament

can now be used against you.

And so, the message here is be very careful what you send electronically and what you put on sites like Facebook. You might think it's a harmless statement or photo. But some things we say or photograph can be twisted as to what we meant by them. It just might bring you a world of trouble.

ment one time or the other. And, if you're a co-worker and you witness a situation or an injustice being done, offer your statement. If the grievance goes to the Dispute Resolution Team (DRT), all statements can be helpful. You need to tell them your story so that they can understand what happened. Remember, there are two sides to every story, the discipline letter and your side of the story.

Make sure that whatever you say in your pre-disciplinary interview (PDI), that you follow through with the same thing in your written statement. If you have had an accident, whatever you put down on your statement on the PS Form 1769, you had better follow through when you give a written statement if you are written up. Remember, think before you talk

and think before you write. It is a good idea to start writing your statement as soon as an incident occurs and while it is fresh on your mind. Just take your time and don't rush.

The statement given by your Steward is normally about you as a worker; the type of person you are; as well as usual office or work practices. If they have witnessed the situation for which you are being written up, of course, they will add a statement about that. The rest is up to you. Make sure you have your say and say it well. Don't depend on no one to do it for you.

Say what happened without having an attitude. I say that because many times it can come out in your statement. Yes, you can hear it, and it won't help you. Just talk about the issue at hand. Don't drag other issues or other Carriers into your statement. Stick to the facts, and make sure they are correct. If you have some doubts, give approximate times and places.

Remember, this is the only time to have your say, and don't let anyone decide your fate without it.



## Legal Issues

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From the Area Rep / OWCP Rep  
**THOMAS KELLY**  
 OWCP New  
 Procedures

OWCP has implemented some new procedures adopted under a program entitled "Central Case Create." Because of the new procedures, there may be potential problems arising that will require monitoring and vigilance on the part of injured letter carrier's and the NALC.

The Central Case Create procedure establishes a new central address to which agencies must send certain OWCP forms, irrespective of which of the 12 OWCP district offices will have jurisdiction over the claim. It is different than the London KY central address, which will continue to be used for most other claims documents.

The Forms that employing agencies must send to the new central case create facility are as follows: CA-1 (Notice of Traumatic Injury), CA-2 (Notice of Occupational Disease), CA-2a (Notice of Recurrence), CA-5 (Claim for Compensation by Widow, Widower and/or Children), CA-6 (Official Supervisor's Report of Employee's Death), CA-7 (Claim for Compensation), CA-7a (Time

Analysis Form), CA-7b (Leave Buy Back (LBB) Worksheet/Certification), CA-16 (Authorization for Examination and/or Treatment)

It is anticipated that problems may develop as the new program is implemented. Three of the most significant changes include the following:

1. OWCP will no longer automatically provide the injured worker with the claim number.

An employee seeking benefits under the Federal Employees' Compensation Act (FECA) must now request his/her claim number from postal management. The guidelines state that when a new claim is received, the claimant will receive a postcard notification from OWCP acknowledging the claim, but no claim number will appear on the postcard. Instead, the employee will be directed to contact the employing agency for the case number. A postcard will be sent to the employing agency that does include the claim number.

It is vital that injured workers and their representatives know the claim number as soon as it is

generated by OWCP. No federal employee can claim wage-loss benefits or medical benefits without a claim number. Authorizations for surgery, physical therapy, diagnostic testing, or medical supplies require a claim number. If you have never dealt with OWCP before, you may think that your name, social security number and/or the date of injury should be sufficient to claim such benefits. You would be wrong. Without a claim number, all activity on an OWCP claim grinds to a halt.

There are postal managers who will take necessary action to minimize the adverse impact of this procedural change. Unfortunately, there are also managers who may not. Where such conduct occurs, one should act quickly and efficiently to secure their claim numbers so that they may pursue medical recovery without suffering financial hardship.

It is also possible local postal managers will fail to readily provide injured workers with their claim numbers. This could happen for a number of reasons. If it does happen, injured workers will remain in the dark about their claim number for unnecessary periods of time. It is recommended that any injured letter carrier should request from management their OWCP claim number as soon as it is received. The NALC has provided a request form that you may obtain from the branch, or you may obtain one on the NALC web site.

To obtain a request form go onto [www.nalc.org](http://www.nalc.org) and go to the red box on top of the page entitled Departments. Once on the department box you should click onto the box entitled "Compensation", this will bring you to the NALC's Compensation Department page. Once on the NALC's Compensation Department page you will see a box entitled "Central Case Create": OWCP's New Procedure. From here click onto Recommended Branch Actions and their will be a heading area

under item 1 entitled "Obtaining Claim Numbers". Click onto the highlighted area for a sample form and one may print the request form for their use.

If the Postal Service does not provide the claim number after receiving a written request from you, see your steward and initiate a grievance investigation.

2. CA-7s will be returned to the employing agency if the "from" date for the period claimed is a future date.

The guidelines state that if OWCP receives a CA-7 and the "from" date for the period claimed is a future date, it will be returned to the employing agency. The OWCP guidelines are in conflict with their own regulations which require that agencies (the Postal Service) submit CA-7s to OWCP with a "from" date that is in the future, where future disability is anticipated towards the end of the 45 day COP period. At this point, NALC does not know why OWCP has provided guidance to agencies that directly conflicts with its own implementing regulations of the FECA.

It is not in the interest of injured workers to be required to wait until the end of a two week period for submission of a CA-7 to the Postal Service. Where the period of disability is known, CA-7s should be submitted to the employer well in advance of the end of the period being claimed. Otherwise, unnecessary delays in payment of wage loss compensation will occur.

3. CA-16 is included as one of the forms that agencies must send to the new Central Case Create address.

The guidelines include the CA-16 as one of the forms that agencies must send to the new Central Case Create address. Inclusion of the CA-16 constitutes an anomaly because, unlike all of the other forms on the Central Case Create list, the CA-16 is not submitted to OWCP through the employing agency. Instead, it must be submitted directly to

OWCP by the employee or the physician.

The CA-16 is an extremely important form for injured workers who suffer traumatic injuries. (CA-16 is not used in the case of occupational injury or illness.) It is important for a number of reasons, including the fact that it guarantees the physician will be paid for up to 60 days, even if the claim is later denied by OWCP. The CA-16 is signed by the employing agency authorizing official and issued to the employee upon submission of a CA-1; the employee then provides it to the treating physician. The treating physician then completes it and sends it directly to OWCP.

Item 12 of the CA-16 contains a block that instructs the physician where to send the completed form. It includes the following: U.S. Department of Labor, Employment Standards Administration, Office of Workers' Compensation Programs - The employing agency is instructed to fill in the remainder of the address.

In the past, it made sense that the employing agency was required to fill in the remainder of the appropriate OWCP address, because that address differed depending on the geographical location of the injured employee. This was so because in the past, the completed CA-16 was supposed to be sent to whichever OWCP district office had geographical jurisdiction over the claim.

Now that OWCP has a central location for sending all CA-16s, it is important that Item 12 be properly completed with the Central Case Create address listed below to insure it will be received by the proper personnel at OWCP.

US Department of Labor - OWCP/DFEC, 400 West Bay Street, Room 827, Jacksonville, FL 32202

If any injured NALC Branch 6000 member's have any further questions on these new procedures they should contact the Branch 6000 office.

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**President's  
 Article**

*(Continued from Page 1)*

and other benefits. We will also not have a voice in the conversion of PTFs to regular and the conversion of TEs to career status. We will also not have a voice in work rules. None of us knows currently what the parties were talking about or if they had reached agreement on anything. If any agreements have been reached, however, we should have a voice in those matters.

When the clerks reached agreement on their contract in 2011 they voted to accept or reject the matter. They accepted temporary pay freezes and no COLA for certain parts of their contract. They accepted a 20% non-career work force. The Postmaster

General is on record as saying that he would sign the same type of agreement with the other crafts (letter carriers and mail handlers) if they were willing to accept it. Is that what was on the table?

In my opinion, management believes that they hold the upper hand in these negotiations. They believe that the financial woes of the Postal Service and Congressional malaise reinforce that position. Presently, Congress does not have a voice in our negotiations but they can influence them by threats with new legislation. We have already seen the attacks on workers across this country in both the private and public sectors.

President Obama's recent address to the Nation called for millionaires to "pay their fair share." I agree. President Obama also spoke

about "team work." I agree. I believe that the American public is fed-up with the delays in addressing our national problems and this includes the Postal Service.

The Postmaster General had an opportunity during our negotiations to treat us fairly. He did not. The Postmaster General also had an opportunity to work with us as a team. He did not. Instead, he took this opportunity to do it his way. This is not an unfamiliar approach. It occurs at the National level and the local level.

It is time for our organization to fight back with every tool that we have. The poet John Milton wrote in "**Paradise Lost.**" **"It is better to rule in Hell than serve in Heaven."** I do not know too many letter carriers who would make the claim that they are working in Heaven. Yours for the Union.

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THE ANNUAL MEETING OF THE BRANCH 6000 CREDIT UNION WILL BE HELD ON MONDAY MARCH 12, 2012, AT 6PM AT 630 BROADWAY, AMITYVILLE, NEW YORK. ELECTIONS WILL BE HELD FOR BOARD OF DIRECTORS. CALL THE CREDIT UNION IF YOU PLAN TO ATTEND.

THE CREDIT UNION WILL BE CLOSED ON MONDAY, FEBRUARY 20, 2012, IN OBSERVANCE OF THE PRESIDENTS DAY HOLIDAY.

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