

BRANCH WINS \$979,000 FOR CARRIERS !

By Robert Rutter, Executive Council Member

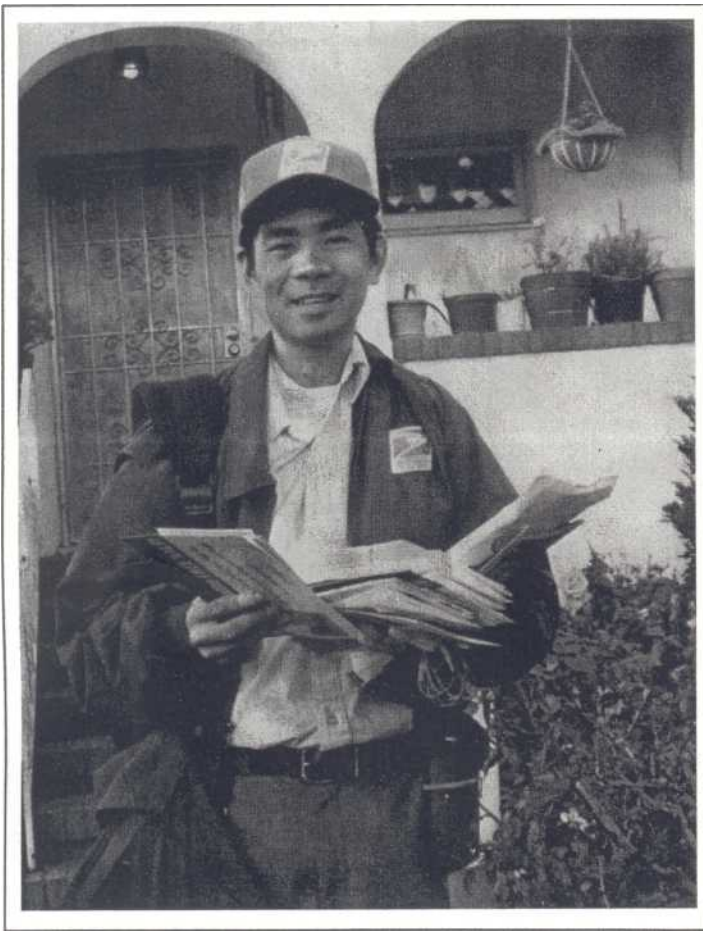


photo by John Jakobson

North Oakland member Stephen Chen is all smiles as he considers the settlement of \$1,265 awarded to all career Oakland letter carriers.

On November 25th of this year, NALC Regional Administrative Assistant Joan Hurst signed off on two settlements with great monetary significance for letter carriers in Fremont and Oakland.

The first settlement amounted to \$246,000 to be divided equally among all career letter carriers on the rolls in Fremont--a total of over \$921.00 each!

This resolved a grievance and arbitration award which was the end result of filings by stewards Warren and Lil Sedgwick concerning the improper hiring and use of casuals in Fremont and the failure to live up to a local agreement. Not only was this the largest arbitration award ever received by Branch 1111 (the previous high was the \$225,000 for Walnut Creek last year), but it is the third such monetary settlement for Fremont on casuals--the other two totaled over \$80,000, and were also filed by Warren Sedgwick.

The second settlement awards each career Oakland letter carrier currently on the rolls a lump sum of \$1,265.00 each--and since this will compensate 570 carriers, the net total will be over \$720,000!

This award came from two grievances also dealing with improper hiring of casuals which were filed by stewards Carolyn Edwards at Piedmont Station and Ed Hoover at West Grand Annex. Similarly, this represents the largest pre-Arbitration settlement ever negotiated for Branch 1111, as well as the largest single such settlement in the Pacific Area!

Since we recently received a pre-Arbitration settlement on casual usage in Walnut Creek for \$13,000, nearly \$1,000,000 (\$979,000 to be exact), will be paid to Branch 1111 members -- all because the

See page 4

Merry Christmas and Happy New Year!



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From page one

Postal Service has treated casual hiring as a means of budget reduction, rather than adhering to Article 7 of the National Agreement.

Special Thanks to Stewards

I want to offer my special thanks to Regional Administrative Assistant Hurst, who has aided this Branch as National Business Agents (NBA) Dale Hart's aide so many times over the years. Special thanks should also go to stewards Warren and Lil Sedgwick in Fremont and Carolyn Edwards and Ed Hoover in Oakland for initiating these actions.

I urge every Fremont and Oakland letter Carrier to take the opportunity to thank them personally -- without the grievances there would be no money!

Lest anyone think that this Branch is out to put the Postal Service in a financial bind (and there are still several significant grievances on casuals in the pipeline), let me inform everyone that I had the opportunity of handling all of the above grievances with representatives of the Oakland District before sending them to our NBA.

Management's \$500,000 Foolishness

Despite having lost three arbitrations to Branch 1111 (two of those ably advocated by Jerry DePoe) and also having lost a major National Level case, District Management turned down offers locally that would have saved the Postal Service and the Oakland District over \$500,000! Their foolishness has been the Letter Carrier's reward. Perhaps we should thank them too (check with me for the names for your Christmas



At last month's general meeting **Robert Rutter** was pleased to give a detailed account of the financial settlement awarded to Branch 1111 carriers.

card list!).

Casuals are only to be used as a short term replacement for a specific, limited need that is not of a recurring nature. They are limited to two 90 day appointments in a calendar year and cannot be used to fill in for a permanent or long term vacancy. Improper casual hiring and use is a very serious issue for all of us.

Hire PTF's, Not Casuals

Casuals get no benefits, cannot be Union members and have no career with the Postal Service. In most cases, a PTF should have been hired instead, which would be an advantage to the craft as well as to management.

The short-sighted policy of using casuals as a means of keeping budgetary casts down at the expense of career Carriers will not be tolerated by the NALC. Remember, it's not the casuals themselves that is the issue - - many of them are hard working and carry a great deal of mail -- but that they should be career Carriers like the rest of us, with benefits and seniority and an opportunity of becoming regular members of the workforce.

That Postal management continues to employ them in error even after the huge pay-outs we have received should concern every carrier thinking about not only our future, put that of the Postal Service itself.

PERSONAL THANKS TO THE UNION

Walnut Creek member *La Tateana Roberson* came to the November Branch meeting to thank the union and individual Branch officers who were responsible for her getting back her job.



photo by John Jekabson