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METRO LETTER CARRIER

OFFICIAL PUBLICATION OF LONE STAR BRANCH #132, NALC

LINDA BOROUGHS, EDITOR

FROM THE PRESIDENT'S DESK

KIMETRA LEWIS



Are We Creating Positive Change or Complete Chaos?

When you think about what is happening at the Beverly Hills Station, that is the question that comes to mind. Who in the world thought of the idea of Consolidated Casing! One carrier, known as a Caser, cases four to six routes in one case configuration. When they are done, they flip the labels over to case another four to six routes; then subsequently deliver

approximately three hours of what is now their route. Carriers, now known as Streeters, coming into the office at various times; some are given instructions to assist the Casers to finish getting the mail prepared while others are being rushed to get their mail and get out of the office in 15 minutes.

Increased work hours, increased overtime hours, increased penalty overtime hours, increased deliveries, increase in the amount of curtailed mail, a constant overseeing of management, intense frustration, fatigue and daily harassment. That is what has resulted from the Consolidated Casing. While the carriers at the Beverly Hills Station are suffering the most, the impact of this so-called test has reached the other offices within the Dallas Installation as well. Delayed receipt of the mail, reduction in personnel due to CCAs being instructed to report to the Beverly Hills Station instead of their home station, forced overtime, the list goes on.

Can this work? I say, NO! This test is being conducted all across the nation. There is no consistency in how the test is being conducted. In Dallas, the Beverly Hills Station started out with seven Casers. When they couldn't get the job done, some of the Streeters were forced to become Casers. What was the purpose of the separate classification if it wasn't going to mean anything? Anyone who has been an employee of the Postal Service knows that the manner in which the Postal Service operates is outlined in its handbooks and manuals. This test defies those things that have defined the Postal Service's once valued reputation with the public. Customer service means nothing! Employee morale - out the window! The safety and welfare of the employee is a thing of the past!

Is this chaos? Chaos is defined as utter confusion or disorder. I say the Consolidated Casing test fits that description. If the Postal Service adopts this test, it will be the beginning of the end of the Postal Service. The future will include more limited duty employees, much more hostile work environments, a greater need for the Employee Assistance Program, low employee morale, and broken families, among other things. Nothing positive!

Our national officers have requested an injunction to stop this chaos. As the president of this branch, I am on board with every steward in the Beverly Hills Station. We are ready and prepared to use our resources to protect the interests of each and every letter carrier in that office. The officers of Branch 132 are here to assist anyone with a need. I can only ask the carriers at the Beverly Hills Station to please do not allow your frustration to overtake your ability to reason. If you have a problem, seek assistance from your stewards or any officer of this branch. If you believe that the pressure is too unbearable do not react. You are not alone in this catastrophe. Branch 132 empathizes with you and we are here for you.

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BRANCH 132 OFFICE

8451 Endicott
Dallas, Texas 75227
214-388-4349
Fax 214-388-4149

HOURS – 7:00 A.M. – 5:30 P.M.
MONDAY – FRIDAY

NALC Branch 132 Longview Office
201 East Methvin Street, Suite 201
Longview, Texas 75601
903-753-1255
Fax 903-757-6490

OFFICERS

President Emeritus – William P. York

Kimetra Lewis, President
214-779-4758

Sid Simmons, Executive Vice President
214-564-7128

Robert Hinson, Vice President
214-906-3201

Danny Hilliard, Recording Secretary
214-697-8704

Steve Ellenberg, Treasurer
Cell: 214-783-6212

Janine Singleton, Financial Secretary
469-438-0101

Earl Hibbs, Health Benefits, OWCP
972-805-6798

HOURS – 7:30 A.M. – 3:30 P.M.
THURSDAYS

Mike Bell, Sergeant-at-Arms
214-695-8157

Bobbie Taylor, Director, Retirees
469-765-5259

Linda Boroughs, Editor
214-929-0421

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Richard Inurrigaro 214-557-8193

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Helen Toliver 214-429-5847

Thomas Vines 214-240-9821

Chris Velasquez 214-274-6984



Stewards meet 7:00 PM the first Thursday of each month in the Branch Office.

Executive Board meets 7:00 PM last Monday of each month.

AFL-CIO Council meets third Thursday of each month.

Branch meeting 7:30 PM first Monday of each month unless deferred by membership vote.

Opinions expressed in this paper are those of the writers, and do not express the opinions of the editor or the Union. All articles for publication must be signed and received by the Editor no later than the 1st of each month. If you wish to run your personal or business ad, rates are available on request and must be received by the 10th of each month to be inserted in the next month's issue. The editor's email address is LABORoughs@gmail.com



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CASINO NIGHT

Brought to You By Management

Branch 132 recently won a very significant grievance. The branch filed this grievance due to bad route inspections done at Caesar Clark Station in Dallas. These inspections eliminated four full routes and one auxiliary route. The grievance was heard by an arbitrator, who ruled that management had violated the contract.

At the arbitration, management argued that the routes were now properly adjusted, that the input from the carriers was just too hard to implement because management had already made up their minds, and that carriers should go to the restroom and drink water on their breaks. The arbitrator disagreed with all of management's arguments, and found that management ignored any input given by the carriers after the route checks, which is a violation of the contract. Time was disallowed for restroom breaks and for drinking water, which the arbitrator found ludicrous. He also ruled that the evidence showed that the routes were not adjusted to eight hours.

His award stated that new route checks would be conducted at Caesar Clark, each carrier at Caesar Clark would get \$500.00, and the branch would receive \$5,000.00 from the USPS for having to process the grievance.

The branch officers decided to have some fun with that \$5,000, so they are throwing a Casino Night on November 30, which will be paid for by management. The branch invites all carriers to come out and enjoy themselves on management's dime. Drinking (water) and restroom breaks will not be limited! There will be food, fun, and fellowship! **YOU MUST RSVP TO ATTEND!** Call the union hall at 214-388-4349 and tell them that you want to come to Casino Night!

It's time once again to say a special thank you to our veterans! Come join Branch 132 on Monday, November 11, as we march in the Dallas Veterans Day Parade to say thank you to all of our veterans! The Dallas Veterans Day Parade is a huge parade, with high school bands, flyovers, and all kinds of local clubs marching in the parade. Branch 132 will be one of those clubs! Come out and march with us as we honor our veterans! The parade will be on Monday, November 11, which is Veterans Day, and is a holiday for all regular carriers. The ceremonies start at 11 am, and the parade will start shortly thereafter. We will meet around 10 am around the intersection of Sports St. and Memorial Dr. There is a huge parking lot there, or you can take the DART train to the Convention Center Station. We will then head down Main Street in the parade and end up at City Hall.

Anyone can walk with us - you don't have to be a veteran to walk in the parade! We are there to honor our veterans, and everyone is eligible for that. Invite your friends, family, children, church members - the more, the merrier! You can make posters thanking the veterans, wear a silly hat, or bring patriotic decorations. Wes Turner from Station A will be bringing his horses to march with us in the parade, and will have a trailer for us to ride on. We will wear our branch vests to show our solidarity. If you don't have a vest, wear a navy blue shirt. But don't wear your carrier uniforms or anything political - the focus will be on thanking our veterans.

If you need more information, you can call me at 214-929-0421, or you can call the union hall. Come out and show your support for our veterans!

EXECUTIVE VICE PRESIDENT'S REPORT

Sid Simmons

Recently, I had an opportunity to observe the "Consolidated Casing" at Beverly Hills Station. Unfortunately, one of our Dallas stations has been selected by USPS Headquarters to participate in the national tests of this system. There are also future plans to include Caesar Clark and Joe Pool. One of the goals of the postal service is to significantly decrease letter carrier work hours by reducing overall office times. The program would also eliminate the need to have a carrier case for every route, which would open up large areas of floor space, in order to consolidate stations throughout the city. Well at least, that's the plan.

On the first day of the tests, seven "caser/carriers" began their day at 5:30 A.M. They went directly to their work area and found a center case and two wings, completely full of one inch separations. Each case with 144 slots represented a full route, with a projected street time of seven hours and forty-five minutes. On each route, they had several one inch separations (Hot Spots) that had up to ten deliveries in one slot. Management also had exact duplicates (Contingency Cases), set up on the opposite side of the carriers work area, just in case something went wrong.

The "caser/carriers" began their duties by casing the route to their left. After putting up all the mail for that route, they started on the second route, which was in the center. After completing the second route, they started on the route to the right. The plan was to have all three routes cased up and pulled down by 8:15 A.M. And that's when things went terribly wrong.

When the second group (Wave One) of approximately twenty carriers began their day at 8:15 A.M., none of their routes had been pulled down. As a result, management had no choice but to instruct them to go on street time, check their vehicles and then load whatever parcels were ready. Their mail would eventually be ready for them to load their vehicles at around 9:15 A.M.

When the third group of carriers (Wave Two) began their tour at 9:15 A.M., they had the same problem as the Wave One carriers. They eventually left the station with their routes at approximately 11:15 A.M. It was well after dark when that last group of carriers rolled into the station. It was just more of the same for the rest of the week.

Based on my observations, there is no way that management is going to be able to make this thing work, but unfortunately, that may not stop them.



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

To get to Postal Ease through Lite Blue:

- Got to <https://lifeblue.usps.gov/>
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:

_____ 0 0 3 4 9 5 2 5 3 5

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year.

WHY SHOULD YOU GIVE TO THE LETTER CARRIER POLITICAL FUND?

Many carriers don't know this, but the real boss for carriers is Congress. At any time, Congress can eliminate the NALC, eliminate our hard-won wages and benefits, and even eliminate the Postal Service. To keep our jobs, it is necessary that we show Congress how important the Postal Service is, and show them how important it is that the carriers who work for the Postal Service be paid a decent wage and receive decent benefits. To do that, it takes money. The Letter Carrier Political Fund (LCPF) is simply a vehicle to collect that money and then use it to influence Congress on the issues that carriers care about. LCPF is not partisan - it contributes to any Congressperson who supports the causes of letter carriers. LCPF is not supported by your union dues, because Congress has passed laws which forbid that.

Contributing to LCPF is job insurance - it helps insure that Congress does not eliminate the Postal Service or our jobs, and it helps insure that we keep the good benefits which make our job worthwhile. The suggested contribution is \$5 a paycheck, which is about the cost of a lunch at McDonald's. But with that \$5, instead of getting a few french fries, you are letting Congress know that you care about your job, and that you want to keep the Postal Service viable for years to come.

Ron Stover is our LCPF coordinator for Branch 132. He can help you set up your contribution, or you can use the directions on the form that is in this newsletter. Give Ron a call at 469-438-7965 to start your contributions today, and help keep all of our jobs and benefits safe from Congress!

TREASURER REPORT

General Fund	\$246,372.09
Regular Shares	25.00
Money Market	100,039.12
Stewards Fund	125,868.75
Convention Fund	456.00
CPA/Legal Fund	0.00
Building Fund	3,546.01
Education Fund	8,496.43
Money Market	{-38,328.07}
MDA Fund	1,847.30
CD 18 Month	103,490.64
CD 18 Month	100,342.63
CD 12 Month	100,321.46
CD 2.550%*	102,326.30*
CD 2.800%*	100,888.30
Cash	5,888.10
TOTAL \$	\$861,540.94

* Market Value (\$)

ACTIVE MEMBERS REPORT

	Active	Paying	Gross	Net
PP-01	1962	1933	54510	35303
PP-02	1937	1819	54088	35163
PP-03	1939	1838	54741	35789
PP-04	1944	1843	54775	35786
PP-05	1932	1825	54243	35364
PP-06	1922	1808	53939	35144
PP-07	1925	1810	53990	35176
PP-08	1924	1824	54788	35974
PP-09	1930	1810	53892	35023
PP-10	1918	1809	53870	35111
PP-11	1921	1798	53511	34725
PP-12	1941	1803	53737	34758
PP-13	1941	1825	55235	36274
PP-14	1947	1825	54748	35697
PP-15	1954	1822	54288	35199
PP-16	1976	1841	55025	35716
PP-17	1979	1842	55011	35700
PP-18	1985	1848	55016	35633

SICK & WELFARE REPORT

Addison – Kendal Lyons; Billy (Tommy) Byrd.

Caesar Clark – Willie Chandler is a new father; Braylen Jackson is a new father; Shekel Poole had surgery.

The Colony – Gwendolyn McClendon.

Corsicana – Will Watkins' mother passed away.

Downtown – Romell Jones passed away.

Farmers Branch – Richard Inurrigarro retired.

Juanita Craft – Rachael Anderson.

Mesquite – Al Balzer retired.

Seagoville – Brenda Hammond's husband had surgery and her daughter had a baby boy weighing 6 lbs. 9 oz.

Office Staff – President Lewis' daughter had surgery; Vice President Hinson's sister passed away.



JANINE SINGLETON
FINANCIAL SECRETARY

FINANCIAL SECRETARY REPORT

AUGUST 2019

National Dues	\$70,914.40
OWCP Dues	592.75
Misc.	6,200.63
Retiree Dues	12.00
MBA Rebate	0.00
TSALC Rebate	0.00
HB Rebate	0.00
Deposit Dividends	1.84
TOTAL \$	\$77,721.62

CONSOLIDATED CASING COMES TO DALLAS

LINDA BOROUGHS

The carriers at Beverly Hills Station in Dallas have received a dubious honor - they are the first in Dallas to experience consolidated casing. Consolidated casing is the latest brilliant idea by management to save time, but it appears to be doing nothing more than delaying mail and increasing overtime.

Here's how consolidated casing works: The carriers are divided into two groups - those who case routes, and those who work on the street. Management has sole authority over who falls into which group. The casers come in around 5:30 am and case up 4-6 routes each. The streeters come in at staggered starting times, starting around 8:00 am, and carry the mail cased by the casers.

Like most of management's brilliant ideas, this has been a disaster. The DPS and parcels came to the old scheme on the first day, and management did not deliver the mail that was misrouted. That mail was delayed until the next day. Carriers are working huge amounts of penalty overtime and working very late. The streeters are arriving and finding that their mail is not ready, which causes waiting time. Management has tried to adjust by having some of the streeters help with the casing, but until management admits that consolidated casing isn't working, their efforts to tweak a bad system will be ineffective.

The union has stridently objected to this system. Consolidated casing is not contractual, although this has not stopped management. At the national level, a lawsuit has been filed, which is currently pending. At the local level, the branch has assigned several officers to monitor the situation. President Kim Lewis and Executive Vice President Sid Simmons have both written reports on consolidated casing, which are also in this newsletter. These officers go to the station and watch for violations of the contract, and will then file grievances on those violations.

Unfortunately, because management is in charge, it will take some time before this is fixed. Management is reluctant to admit that any of their own ideas are pathetic, and consolidated casing is no exception. The union will fight this system as hard as it can, and in the meantime, keep the carriers at Beverly Hills in your thoughts, and hope that management comes to their senses before consolidated casing comes to your station.

TOP GOLF SPONSORS MDA PAR-TEE!

Branch 132 participated in the MDA Topgolf Tournament, arranged by the NALC and MDA. Across the country, NALC branches and other groups sent groups of golfers to their local Topgolf establishments to raise money for MDA. Our branch sent Mike Bell, Randy Inge, Danny Hilliard, Eugene Johnson, and Jeff Miller. The event here in Dallas raised \$3,000 for MDA.

At Top Golf, golfers hit balls that have microchips in them into a driving range. In the photo, Danny Hilliard is teeing up before hitting into the driving range. The microchips link the balls to a particular player, and can monitor the distance that a ball is hit, and the accuracy when players are trying to hit a target. In between hitting balls to rack up points, the players can eat and drink from Top Golf's restaurant.

Randy Inge was the star of the Branch 132 team. He was the only one of all the teams to "beat the pro," which is a game where a pro's score is posted and a golfer has to beat it. Randy admits that he had an edge over the other team members - he is retired, so he has more time to practice his golf game.

But Randy had a fine squad with him - Branch 132 won the event! They had the most points of all the teams there. The other teams knew they were in trouble because only the Branch 132 players brought their own golf clubs. But more importantly, the Branch 132 players brought donations for MDA, which means that the fun was for a good cause.



Danny Hilliard



Randy Inge



CARRIER APPRECIATION DAY

CASINO STYLE

FEELING LUCKY?

NOVEMBER 30, 2019

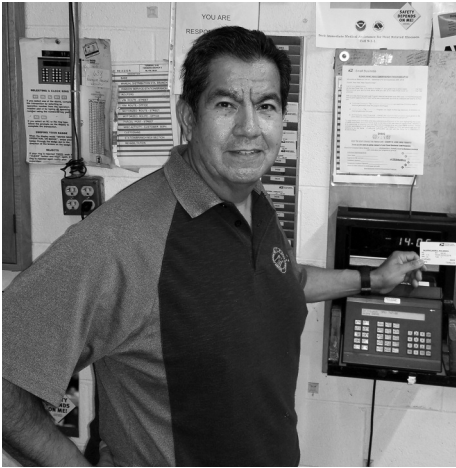
7:00 PM - 10:00 PM

AT THE UNION HALL

**YOU MUST RSVP TO THE UNION HALL BY
NOVEMBER 16 IN ORDER TO ATTEND**

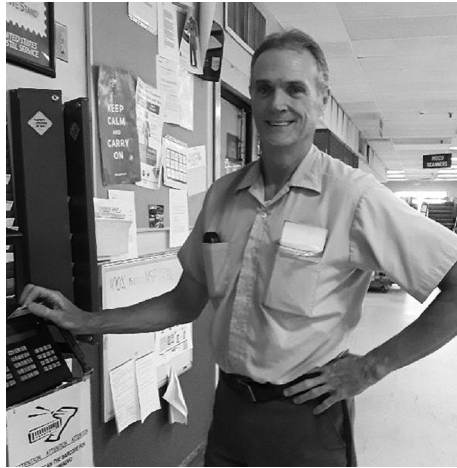


LAST PUNCH BUNCH



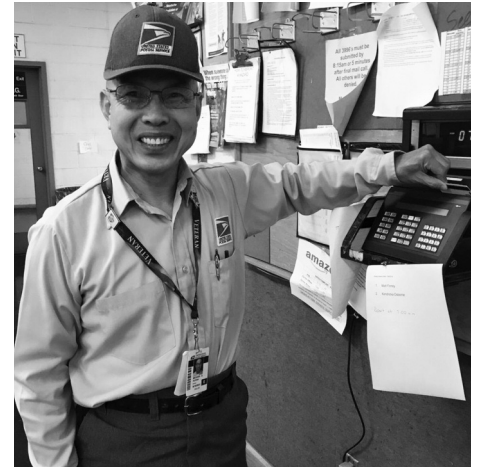
RICHARD INURRIGARRO
30 YEARS
DALLAS - FARMERS BRANCH

Richard knew his retirement was official when he donated all of his uniforms to the union hall for the CCAs. Now that he is retired, he just wants to enjoy his life by riding his motorcycle and doing some traveling. He has survived 6-and-2, DPS, routing flats, Advo cards, Morning News circulars, and Times Herald circulars. He also served the union as a steward and as a trustee. For the new carriers: Listen to the old-timers to learn your rights, and call the union hall if you have questions.



STEPHEN FRAZEE
24 YEARS
DALLAS - RICHLAND STATION

Stephen started as a Christmas casual in 1994, working at the plant at DFW Airport. He transferred to carrying as a casual, then converted to PTF, and then to regular. He advises the new carriers to concentrate on the big picture - how your job is helping you achieve what you want in your life. In his case, his job as a carrier helped him support his family, but now he is starting a new chapter. He has applied to go to school in Japan to learn the language, and then plans to live there. He will miss his co-workers, but he won't miss the overtime!



MICHAEL HUYNH
18 YEARS
CARROLLTON - ROSEMEADE

Michael was able to retire with only 18 years because he also served 16 years with the Army and the VA, for a total of 34 creditable years. He served 18 months with the Army during the Iraqi Freedom Operation. His retirement will be filled with travel, maybe a little gambling, and fishing with a co-worker who has a boat. He plans to try out Nalcrest, and might move there if he likes it. His advice to the new carriers: Work hard, and try to do your best.



Melvin Porter received an award for thirty years of service as a letter carrier. Melvin is also a trainer at the Carrier Academy, so he is pictured here with the carriers at Juanita Craft which he trained at the academy.



Mark Johnson also received a thirty-year award at Lake Highlands Station. He has 34 years with the post office. His advice to the new carriers: Stay humble, and don't burn up all your sick leave.

BRANCH 132 WELCOMES ITS NEWEST MEMBERS

Jerita Aaron
 Kari Curtis-Goff
 Roberto Pineda
 Alfonso Rodriguez
 Logan Stegall
 Joseph Adams

Sam Cooks
 Kimberly Hacker
 Adrian Roberson
 Wilmarys Ramos-Mendez
 Libu Thomas
 Shawn Bicker
 Gwendalyn McHenry

Yateresa Cox
 Michael Harris
 Raynequia Roberts
 Brenique Sheldon
 Keionna Burson
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CALENDAR

- November 4 – 7:30 pm - Branch meeting - Union hall.
- November 7 – 7:00 pm - Steward training - Union hall.
- November 10 – 1:45 pm - MDA Bowl-a-thon - Forum Bowling Lanes, 2001 S. Great Southwest Pkwy., Grand Prairie.
- November 11 – 9:30 am - Veteran's Day Parade - Postal holiday.
- November 25 – 7:00 pm - Executive Board Meeting - Members may address the board by appointment.
- November 28 – Thanksgiving - Postal holiday.
- November 30 – 7:00 pm - Casino Night - Union hall - You must call the union hall and RSVP to attend!
- December 2 – 7:30 pm - Branch meeting - Union hall.
- December 5 – 7:00 pm - Steward training - Union hall.
- December 19 – Retiree luncheon.
- December 23 – 7:00 pm - Executive Board Meeting - Members may address the board by appointment.
- December 25 – Christmas.
- January 1 – New Year's Day - Postal holiday.