

# H USTON LETTER CARRIER

OFFICIAL PUBLICATION OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO - BRANCH 283

VOL. XLV, No. 31  
February 2017

## I RECEIVED DISCIPLINE “WHAT NOW?”

1. Management wakes up on the wrong side of the bed.
2. When you are called in to the office for a PRE-D you should take your own notes. This would be helpful to the Steward just in case he or she missed something. While taking notes make sure you write everything down. Management will try and rush you but remember your notes are crucial for your defense. You have a right to write down what happens and what is said during this time. Don't allow management to intimidate you!
3. Carrier is issued discipline: **Letter of Warning, 7 Day (No Time Off), 14 Day (No Time Off) or Letter of Removal.** If you receive a Letter of Removal you should call the hall ASAP 713-641-2366.
4. When Management ask you to sign the discipline this is NOT admitting guilt! By signing the discipline it confirms the actual day, and time the discipline was issued. Make sure when you sign the discipline you receive a copy of the discipline with your signature on it. Management is notorious for giving the grievant the copy without the grievants signature. Without the actual day and time it could create extra work for the steward. REMEMBER this is your discipline!
5. After receiving your discipline **DO NOT** wait to file your grievance! You should file your grievance **IMMEDIATELY!** When you prolong filing it will only effect **YOUR** grievance and it will shorten the amount of days your Steward will need to investigate, and defend you.
6. Request a PS Form 13 either from your Steward or Management. The PS Form 13 you receive should be 11 inches by 8 ½ inches and not the small PS Form 13 Management uses. You **MUST** make **3 copies** of your PS Form 13!! Keep one for yourself, one to the Steward and the other goes to Management.
7. After filling out the PS Form 13 present it to Management so they can sign and date it. Management will indicate the time and day you will see the Steward of your choice. Remember there is a 24/48 Hour Rule and Management must let you see your steward within this time frame and not days later. Management should return your PS Form 13 within a few minutes. If Management refuses to sign, and give you your PS Form 13 inform you Steward.
8. Be prepared before you meet with your steward. Have witnesses' names, pictures from your phone etc. anything that will be helpful to your defense. The grievant and steward are allowed up to 30 minutes, and 30 minutes goes by fast so make sure you have your facts- what, where, when and how. By being prepared ahead of time will only be beneficial to you. If more time is needed the steward must go to Management and request more time. It is up to Management whether they allow you and the steward to continue or Management can reschedule you for the next day.
9. Once you file your grievance and you have seen your steward it is **YOUR** responsibility to keep up with status of your grievance! **BEFORE YOU LEAVE** the meeting between you, and the steward ask the steward for your grievance number. Write your grievance number down so you won't forget it. If you haven't heard from your Steward don't hesitate to enquire what stage your grievance is in. Give the steward your grievance number so it will allow them to identify what level your grievance is at. Again this is your discipline and it affects **YOU!**

All these steps are important, and by following what has been lined out for you will ensure your grievance is processed correctly! If you fail to file a grievance because Management loves you, and they would never use your discipline against you..... guess what.....YOU are dead WRONG!! If you fail to act on your discipline it will be in your personal file for 2 YEARS. Management will then use this discipline when they issue you the next discipline and it will be progressive because **YOU FAILED to FILE** on the first discipline. Article 16 states: discipline must be progressive. The bottom line FILE, FILE, FILE and don't put off what will only effect YOU!

UNION HALL.....713-641-2366

2414 Broadway, Houston, Texas 77012

Editor .....713-641-2366

Email: editor283@nalc283.org

**NEWSPAPER SCREENING COMMITTEE**

Tina McGee - Editor, Perla Garza,

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**Grievance Line Monday - Thursday**

**(8:00 am to 1:00 pm)..... 713-641-4700**

The Houston Letter Carrier is published monthly by Branch 283, National Association of Letter Carriers, affiliated with AFL-CIO and International Labor Press Association.

Articles must be submitted by the 10th of each month, double spaced typed or printed, 400 words or less. ALL ARTICLES ARE SUBJECT TO EDITING.

OPINIONS AND VIEWS PUBLISHED IN THIS PUBLICATION ARE NOT NECESSARILY SHARED BY BRANCH 283 or represent the official views of USPS.

Follow Branch 283 on FACEBOOK @ Houston Letter Carrier.

**HEALTH BENEFITS REPORT**



**WELCOME TO YOUR PLAN**

As your Health Benefits Representative, I want to welcome you to the NALC Health Plan. Branch 283 enrolled 200 members into the high option health plan during the 2016 open season for the 2017 benefit year. Since the New Year began I have received calls from new enrollees inquiring the ware about of their NALC insurance card. NALC is making ever effort to get the cards out as quick as possible, and you should be receiving your NALC Health Plan member’s card in the mail soon. If you have moved recently it would be wise to call, and verify if NALC has your new address on file. This may help speed up the processing of receiving your member’s card. If you are in need of more health cards for family members you may also call 1-888-636-6252. There will be an agent on the other line who is willing to help you. If you need to see a doctor, and you have not received your Health Benefit card it is important that you inform your physician or physician’s assistant that NALC uses the Cigna OAP network. You must provide your social security number to the physician assistant so your information can be obtained in order for you to receive care.

It is very important that you read your NALC brochure. It will provide you with vital information, so you can take advantage of all your benefits. If you don’t have a brochure call 1-888-636-6252 or you can ask a steward to pick one up for you when they go to the stewards meeting or the branch meeting.

I have received weekly calls from members inquiring if they could still join the health plan. In most cases if you were unable to enroll during open season you, you will have until the next open season occurs in November of this year. The only way you may in-roll during the close period would be if you had a change of life occurrence. One such change would be example: when a CCA makes regular they can enroll under a change of life status but you have to enroll no later than 60 days from the day they make regular.

Thank you again for enrolling and if you have any questions call me at 713-591-0674

*Hector Salinas  
Branch 283, Health Benefit Rep.*

# RICKY'S CONTRACT TALK



## “OVERTIME”

In Houston Texas we have forty four (44) offices in the city of Houston and forty eight (48) associate Offices represented by Branch 283 all of these offices are covered by the Modified article 8 agreement signed off on by Management and the union which states.

Every effort shall be made to avoid assigning overtime to employees not on the overtime desired list. Such efforts shall include, but is not limited to, the use of penalty time. All parties recognize a window of operations that requires that all mail be delivered no later than 5:00 P.M. However, when the need for overtime is pre-determined, management will bring carriers in before tour in order to avoid working non-volunteers, even if this means the use of penalty. When the use of the overtime desired list provides insufficient volunteers, management will first make a verbal announcement of the need for volunteers. Assignments will then be made on a first come, first served basis. Overtime assignments to non-volunteer regulars will be made by juniority, in rotation. A record of these assignments shall be maintained. The record of non-volunteers shall be kept in a safe place buy shall be made available to a steward or union official upon request.

A strict rotation order, by seniority, shall be followed in administering the list. Overtime excused shall be recorded as ‘E’. Overtime refused shall be recorded as ‘R’. Those unavailable shall be recorded by the letter ‘U’. Those on leave shall be recorded by the letter ‘L’. The list shall be updated daily. The listing of hours worked, excused, refused or unavailable shall be kept in a safe place but will be made available to the steward and/or union officials upon request.

If Management schedules any carrier to work past 5:15 P.M. Then all carriers on the twelve (12) hour list must be worked up to twelve hours and the carriers on the ten (10) hour list must be worked up to eleven and a half hours before management assigns time to carriers not on the overtime list. Management is using the overtime admin program to administer the overtime in most stations. The union did not sign off on this program at a National level or at the local level. If management is not abiding by the Modified Article 8 agreement then the steward in your station needs to be filling a grievance.

### WHAT WE SAY TO MANAGEMENT...



### WHAT THEY HEAR...



Know your rights, knowledge is power  
**Ricky Dueboay**  
Vice-President, NALC Branch 283

## BRANCH 283 NEW STEWARDS FOR 2017

Branch 283 would like to welcome all new stewards as well as seasoned stewards to another year of policing the contract. We would advise all new stewards' as well as seasoned stewards to attend the steward meeting which are held on the first Tuesday of every month. There is also the general meeting which is held on the second Tuesday of every month. You do not have to be a steward to attend any of these meeting. Branch 283 officers would advise any, and all carriers whether you are a CCA or a regular carrier to attend these meeting. Remember KNOWLEDGE IS POWER!

# LETTER CARRIERS POLITICAL FUND

**Letter Carriers Political Fund;** The New Year is upon us, and there is a new elected sheriff in the white house Donald Trump. This new administration will lead our country for the next four years. We hope that the new elected president along with the 115th congressional congress will keep USPS service intact and not privatize it, and maintain a six day delivery service and door to door service. Although Mr. Trump did not answer the questioner sent to him by the NALC national level leaders before the presidential election concerning the Postal Service, and its employees. Mr. Trump did persuade Ford and GM motor companies to keep their factories here in the US. This is good news for the union auto workers.

But we as NALC union members can-not be satisfied with this early implementation; we have to be mindful that the administration issued an executive order to all federal departments and agencies to freeze all hiring effective Jan. 22, 2017. Based on our initial review and internal legal analysis, and following discussions with senior postal management, it is not

clear whether yesterday's executive order applies, in whole or in part, to the United States Postal Service.

Therefore this is why it is important that more NALC union members who do not give contributions to the (LCPF) need to sign up and give \$ 5.00 a pay period. The resources will help our political action committee to continue to walk the halls on the hill and persuade this newly administration the importance of letter carrier jobs and their stability to a decent lively hood for themselves and their families. Members can give contributions by using their allotment. They need to go to Postal-Ease (Online) <https://liteblue.usps.gov> or use PostalEase by (Phone) 1-877-477-3273. They can also give by Electronic Funds Transfers, or using their Annuity. If a union member needs assistance in contributing please speak with your steward at your station or contact me at 281-468-4599..!

*In Solidarity,  
LCPF Coordinator  
Senovio "Sno" Lopez Jr.*

## SCHOLARSHIP ELIGIBILITY CRITERIA

Applicant must be a son, daughter, step-child, or foster child with legal guardianship, of active, retired or deceased letter carrier.

1. Applicant's parent, if living, must be an eligible voting member of NALC Branch #283 at least one year prior to making application.
2. Applicant must be a high school senior when making application and must submit the form provided to the NALC Branch 283 office no later than April 24, 2017. Said form to be signed by the parent or step-parent and an officer of NALC Branch 283.
3. All applicants must take the Scholastic Aptitude Test (SAT) and/or (ACT) and pay required fees for same. It is recommended that the SAT and/or ACT Test be taken at earliest possible date given.
4. All Biographical Questionnaires, Secondary School Reports, NALC Scholarship Application forms and SAT/ACT scores must be received at the Branch office at 2414 Broadway, Houston, Texas 77012 before mid-night May 26, 2017.
5. All required forms may be obtained from the NALC Branch 283 office, 2414 Broadway, Houston, Texas 77012. ATTN: Ricky Dueboay. Phone # (713) 641-2366

### PARTICULARS

1. Recipient of the (\$2000.00) award must attend an accredited college of his or her own choice. A letter of acceptance or proof of registration must be presented from this institution by August 1, 2017.
2. Winner may accept other college scholarship assistance.
3. If applicant suffers certified serious illness, scholarship will be held in abeyance for not more than one (1) year.
4. Any change of schools must be done only with the permission of the scholarship donor (Branch #283).
5. If any award winner does not attend college, the award will go to the alternate.

### NOTE

Winners are to be judged on the basis of their secondary scholastic records, personal qualifications, and the results of the SAT/ACT Test. Scholarship awards will be for one (1) year. Award money will be deposited with the college or university attended by the student. It will be credited to his/her account to be drawn upon under rules and regulations which the college or university has established for handling Scholarship funds. Award money is to be used for required college fees including room and board and transportation.

**NALC BRANCH 283**  
**2414 Broadway Blvd. • Houston, Texas 77012**  
**SCHOLARSHIP APPLICATION**

DATE: \_\_\_\_\_, 20 \_\_\_\_\_

Applicant's Name \_\_\_\_\_  
Last First M.I.

I am the

- |                     |                                                   |
|---------------------|---------------------------------------------------|
| _____ Son           | _____ An eligible Voting Letter Carrier           |
| _____ Daughter      | _____ A Retired Letter Carrier                    |
| _____ Stepson       | _____ A Deceased Letter Carrier                   |
| _____ Step Daughter | _____ One of the above who has legal Guardianship |

Home Address:

\_\_\_\_\_ Street Name Apt # or P.O. Box number  
\_\_\_\_\_ City State Zip Code Area Code and Phone Number

Name of High School: \_\_\_\_\_

\_\_\_\_\_ Street Name or P.O. Box number  
\_\_\_\_\_ City State Zip Code Area Code and Phone Number

\_\_\_\_\_  
Applicant's Signature and Social Security Number

My Letter Carrier parent is assigned at: \_\_\_\_\_

Name of Station or Post Office

\_\_\_\_\_  
Signature of NALC parent and Social Security Number

\*\*\*\*\*

I certify that the above parent is a member of Branch 283, and, as of this date, is a member of good standing in the Branch.

\_\_\_\_\_  
Signature of Recording Financial Secretary

\_\_\_\_\_  
Date

**NOTE: ALL SUPPORTING MATERIAL RELATIVE TO THIS APPLICATION MUST BE SUBMITTED TIMELY.**

# FIRST BLACK WOMAN TO CARRY MAIL



I happened to fall upon this article, and I was fascinated by this very strong willed woman. Her name is Mary Fields. She was also known as Stagecoach Mary or Black Mary. Even though Mary Fields was not an employee of the United States Post Office, she was the first African American woman star route mail carrier in the United States.

The star route delivery service

originate in 1845. The name star route came about when clerks were weary of repeatedly writing these words in ledgers, so they substituted three asterisks- \*\*\* - and the phrase star route was born!

Prior to 1845 the mail was transported by railroad or steamboat. This was abolished by Congress on March 3, 1845. This allowed the postmaster general to lease out all such contracts to the lowest qualified bidder who would guarantee they would get the mail delivered no matter the conditions, and it was up to them on how it got delivered. The Postal Service would not hire or employ mail carriers for star routes. The star route contractors would deliver the mail to places that were scarcely populated.

Some contractors would sometimes deliver the mail themselves, sublet the route, or hire an experienced driver. The name was changed in 1970 to "Highway Contract Routes" though they are still commonly known by their original name today.

Mary Fields was born a slave around 1832 was freed when American slavery was outlawed in 1865.

She worked in the home of Judge Edmond Dunne. When Dunne's wife died in 1883 Fields took the family of five children to their aunt, Mother Mary Amadeus. Mother Amadeus moved to Montana, and fell ill to pneumonia. A fifty two year old Fields quickly made a sixteen hundred mile journey alone to Montana to nurse her back to health. When she arrived in Cascade in 1885 she was the first black woman to ever step foot in their town. Once Amadeus recovered, Fields stayed a St. Peters hauling freight, doing laundry, growing vegetables, tending chickens, repairing building and eventually the forewoman.

Mary was six foot tall, and weighed 200 pounds. She had a reputation of being the terrior of the country side. She refuse help from men when she single handedly built three stone building, and a church, and would carry lumber, and heavy stones on her back.

As an ex-slave woman who drank whiskey, cursed, had a short-temper, two-fisted, carried a pair six shooters, and an eight or ten-gauge shot gun. The men in town learned to respect her the hard way. Once she threw rocks at a man, and made him cry. Another man she challenged to a duel where she shot so close to his head that he immediately conceded, and never spoke to her again. One day while she was drinking in a bar she noticed a man walk by. She walked outside to get a better look, and noticed it was a man that owed her \$2.00 for laundry. She followed him down the street grabbed him by the collar of the shirt she had cleaned, and punched him in the face. She returned to the bar and said "his laundry bill has been paid". The great examiner said she had broken more noses than any other person in Montana.

The Native Americans called Fields "White Crow" because she acted like a white woman but has black skin. Local whites didn't know what to make of her. One schoolgirl wrote an essay saying: she drinks whiskey, and she swears, and she is a republican, which makes her a low foul creature. Only after several complaints Fields ended up having to leave the convent when she had an incident which involved gunplay.

Mother Amadeus helped Fields open up a restaurant. Fields would serve food to anyone, whether they could pay or not. The restaurant went broke after 10 months!

Mother Amadeus made it possible for Mary to get on with the star route by buying her a wagon and a team of horses. Mary had obtained a star route in 1885 and she drove her route with a wagon, not a stagecoach for two four-year contracts. She would later become a mail carrier, and delivered the mail from 1885 to 1903.

At 60 years of age Mary Fields became a mail carrier because she was the fastest applicant to hitch a team of six horses. She was faster than men half her age. This made her the second woman, and the first African American woman to work for the United States Postal Service. She would drive her route with horses, and a mule named Moses. Fields never missed a day, and her reliability earned her the nickname "Stagecoach". When the snow was too deep for her horses; she wore snowshoes, and carried the mail on her shoulders.

Fields was a respected public figure in Cascade, and on her birthday each year the town would close down its schools to celebrate. When Montana passed a law forbidding women to enter saloons, the mayor of Cascade granted her an exemption!! Even though she drank she never got drunk.

Fields retired at seventy-one from her star route service in 1903. She owned, and operated her own laundry service from her home and babysit the town children. The town people loved her, and made sure she was taken care of.

Mary Fields passed in 1914, and was buried in Cascade. In 1959 actor Gary Cooper wrote an article for Ebony in which he said: "Born a slave somewhere in Tennessee, Mary lived to become one of the freest souls ever to draw a breath, or a .38."

## QUOTE OF THE MONTH

*The person who is waiting for something to turn up might start with their shirt sleeves.* **Garth Henrichs**

## FEBRUARY 2017 - STEWARD MEETING

PERLA GARZA



ALBERT THOMAS - C. Snyder, H. Elmore  
ALMEDA - B. White, C. Boyance, A. Garcia, R. Medlock  
ALVIN - J.P. Massa, J. Haley  
ANSON JONES - T. Sennett, A. Caswell  
ASHFORD WEST - A. Aguirre, M. Spikes, G. Fields, S. Johnson  
ASTRODOME - F. Helaire  
BAYTOWN MAIN - L. Rivera, S. Talley  
BEECHNUT - D. Young, M. Webb, A. Griffin  
BELLAIRE - J. Butler  
CLEVELAND - T. Owen  
CONROE -  
CORNERSTONE - K. Jones, D. Young  
CROCKETT - T. Owen  
COLUMBUS - L. Sandifer  
D.S. SCHATZ - K. Ware  
DAYTON -  
DEMOSS - S. Perry, P. de Vera  
DENVER HARBOR - A. Mitchell, G. Morgart  
DICKINSON - S. Pryor  
EASTWOOD - W. Thomas, A. Villanueva  
EL CAMPO -  
FAIRBANKS - D. Reynolds, J. Bradley, A. Carillo, H. Vega  
FIRST COLONY - J. Solis  
FLEETWOOD -  
FOSTER PLACE - K. Clay  
FRIENDSWOOD - J. Evans  
GALENA PARK - D. Hunt, N. Sutton  
GIDDINGS - L. Sandifer  
GRANVILLE ELDER - O. Herrera, J. Guitierrez, C. Siner, L. Garcia  
GREENBRIAR - K. Phillips  
GREENS NORTH - A. Tea, B. Nwoko, E. Roberts  
HIGHLANDS -  
HEMPSTEAD - L. Sandifer  
HUMBLE - C. Heisner  
HUNTSVILLE - T. Owen  
JAMES GRIFFITH - T. Abbott, L. Mitchell  
JASPER - T. Owen  
JENSEN - G. Morgart, A. Mitchell  
JOHN DUNLOP - M. Barnes, C. Davis  
JULIUS MELCHER - C. Thomas, M. Moore  
KATY (ANNEX) - W. Frazier, L. Sandifer  
KATY PARK ROW - B. Pongrass, I. Salinas, L. Lindsey  
KIRBYVILLE - T. Owen  
KLEIN - R. Bruce  
LAMARQUE - S. Lopez  
LEAGUE CITY - W. Brown  
LIBERTY - T. Owen  
LIVINGSTON - T. Owen  
LONG POINT - S. Zink, C. King

MADISONVILLE - T. Owen  
MARTIN LUTHER KING - L. Jones, Jr., K. Mays  
MEDICAL CENTER - L.C. Johnson  
MEMORIAL PARK - J. Ferguson, A. Kwanbena, L. Park  
NORTH SHEPHERD - K. Black, G. Hall, P. McKelvey  
OAK FOREST - A. Salinas, J. Brown, K. Brady,  
PALACIOS -  
PANTHER CREEK - M. Garcia  
PARK PLACE - A.G. Ramirez, S. Baker, R. Crook, E. Jiles  
RICH HILL - J. Singh, J. Butler, T. Ray, R. Reed  
RICHMOND - J. McCall  
RIVER OAKS - E. Perkins  
ROSENBERG -  
ROY ROYALL - D. Waites, L. Sandoval, A. Slaughter  
SAM HOUSTON - S. Blunt, J. Guerrero  
SAM HOUSTON (PTRS) - T. Fleming, M. Singleton  
SANTA FE - C. Cobbs  
SCHULENBERG/WEIMAR - L. Sandifer  
SEABROOK - A. Datrice  
SEALY - L. Sandifer  
SILSBEE - T. Owen  
SMITHVILLE - L. Sandifer  
SOUTH HOUSTON - S. Lopez  
SOUTHMORE - D. Collins, T. King Jr.  
SPRING - M. Ross, M. Garcia  
STAFFORD - C. Lemons  
SUGARLAND - C. Jackson, G. Mares  
T.W. HOUSE - R. Gilliam, F. Perez, T. Goosby  
TEXAS CITY - C. Siner, A. Datrice  
TOMBALL -  
UNIVERSITY PLACE - K. Phillips  
WEBSTER - L. Matthews  
WESTBRAE - J. Jones  
WESTBURY PLACE - J. Clark, M. Baker, C. White, D. Phillips  
WESTFIELD - E. Ford  
WHARTON -  
WILLIAM RICE - O. Eaglin, T. Sarabia  
WILLOW PLACE - P. Williams, J. Loredó  
WINDMILL - N. Perez, C. Pando  
WOODLANDS - L. Jefferson, D. Dixon  
WOODVILLE - T. Owen  
OFFICERS - P. Garza, W. Ferguson, R. Dueboay, P. Claiborne  
EXECUTIVE BOARD - H. Sanchez, S. Melchor, K. Green,  
H. Salinas, R. Brantley  
GUEST MEMBERS - R. Henderson, M. Nistal, L. Grantham,  
H.G. Flood, A.G. Ramirez, P. Banda, D. Salazar, N. Salazar

# June 2017

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6 STEWARDS MEETING 7:00 pm	7	8 EXECUTIVE BOARD MEETING 4:30 pm REGULAR MEETING 7:00 pm	9	10
11	12	13	14	15	16	17
<b>NALC CONVENTION WEEK</b>						
18	19	20	21	22	23	24
25	26	27	28	29	30	

**DATED MATERIAL**



2414 BROADWAY  
HOUSTON, TEXAS 77012

OFFICIAL PUBLICATION OF THE  
NATIONAL ASSOCIATION OF LETTER CARRIERS  
SPACE CITY U.S.A. BRANCH 283

**HOUSTON LETTER CARRIER**

NON-PROFIT ORGANIZATION  
US POSTAGE  
**PAID**  
PERMIT NO 9228  
HOUSTON TX