

25 Feb. 1969

Dr. Hector P. Garcia
1315 Bright St.
Corpus Christi, Tx. 78405

Dear Doctor Garcia:

Enclose you will find a newsletter from the NALC.

Sorry this man attacked you and the Forum in his newsletter. Let me point out that he has never helped me and that he got his information, as he states, from our dear friend Mr. Henry Munoz.

Today, 25 of Feb. 69, I will be working in the front office by Mr. Otis Bowers if you need to reach me for further information. I can be reached on Mr. Bowers phone number.

Please call me if I can be of any help.

Thank You


Cornelio

VOX BRANCA

Padre Island Branch 1259
National Association of
Letter Carriers, AFL-CIO
P. O. Box 6084
Corpus Christi, Texas 78411

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Address Correction Requested

VOLUME X FEBRUARY 1969 W. H. (Bill) Bell, President NUMBER 2

BRANCH MEETING

Our regular Branch Meeting will be held on Tuesday, February 25, 1969, at 7:30 P.M. in the American Legion Home at 1626 South Brownlee. We have a few budget items to dispose of at this meeting as well as other matters of interest. Bring a Brother.

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OPEN LETTER TO ALL MEMBERS

On January 5, on call of Founder Hector P. Garcia, the Post Office Committee of the American GI Forum met to consider which of their members who were applicants for the position of Assistant Postmaster they would support. The Committee consists of those postal employees who are members of the Forum. The following day mimeographed letters were sent out over the signature of the chairman of the committee to various addresses urging support for the endorsee and indicating that the petition that was enclosed expressed the feelings of the postal employees of this office. One such set was sent Brother Henry Munoz, director, Equal Opportunity Department, Texas AFL-CIO. Prompt action was requested as the interviews were due to begin.

Brother Munoz properly forwarded the entire matter to me on January 23 and advised Chairman C. P. Gonzalez that we were in a better position to make such recommendations. We are, after all, the only local postal union that is affiliated with the Texas AFL-CIO. The matter was brought to the attention of the Branch last month and no action was taken.

Then, on January 30, Chairman Gonzalez wrote Brother Munoz and insinuated he, Munoz, had somehow betrayed a cause to which he was presumed dedicated. Henry was advised that if the committee had wanted the support of Branch 1259 they would have, themselves, asked for it. Brother Munoz was asked, "As one Mexicano to another, if you couldn't help, why hinder us?"

Unionist Munoz replied heatedly and told the chairman that he was as garbled as his information and that he wouldn't confuse such a desperate person with reasonable discussion. After citing his history as a unionist representing all members, Brother Munoz advised the chairman of the committee that no one had appointed him, Munoz, guardian angel exclusively of Mexican Americans.

Upon receipt of the two copies mentioned immediately above, I contacted NALC President James Rademacher for advice. He told me, when he found out I, too, was an applicant, to turn the matter over to our vice-president or withdraw my application for we must completely disassociate ourselves from the philosophies expressed by Chairman Gonzalez and that he, Rademacher, was quite concerned that the Post Office Committee of the American GI Forum had de facto recognition with the Department. I have withdrawn my application.

Copies of the letters sent me early this month were sent Doctor Garcia, President H. S. 'Hank' Brown, our district vice president for the Texas AFL-CIO, and the president of the Gulf Coast Labor Council. At the most recent meeting of the council the letters were read and, due to the fact that we had no delegates present that night because of a conflict with our own executive board meeting, drew the scorn of all delegates present for it was erroneously assumed the chairman of the committee was a letter carrier member of this branch.

I have expressed our appreciation to Brother Munoz for his actions and have commended him to President Brown. The District vice president of the Texas AFL-CIO has been advised of the situation and I have contacted the President of the local central labor body as well. I have pointed out that Chairman Gonzalez is a former letter carrier member of this branch who withdrew his membership at a branch meeting after heaping unspecified charges of discrimination against NALC leadership, threatening to withdraw our members of Mexican origin to the NPU with him. Even after that I assisted the man in preventing the postmaster from forcing him into a disability retirement and advised him so that he was able, via the National Agreement negotiated by the NALC and other AFL-CIO unions, to transfer to the clerk craft on light duty. Since then, I understand, the AFL-CIO Federation has assisted him on sick leave matters.

My credentials are good in representing members without regard to their National origin. Without keeping book, I can cite many instances of informal grievance handling, contesting letters of warning, violations of agreements, appeals on adverse action cases, turning away charges against employees for costs of damages on accidents and, indeed, discrimination complaints. A few years ago I represented a brother at Bishop in a discrimination complaint against that postmaster and we gained what the then National Field Director had failed to do for several years prior as the deputy assistant postmaster general and a high ranking regional official flew in and ordered all changes made we sought. More recently, you will recall, I went to then President Keating on behalf of one of our members over a matter relating to the State Association. I have a record that is second to none in such matters.

I ask you to join me in moving the branch through this most difficult situation to a new and higher level of relationship between brothers, without regard for national origin. We must oppose discrimination in any form and we must repudiate the philosophies expressed by the chairman of the Post Office Committee of the American GI Forum, for it is contrary to our best basic beliefs. Further, we must insist that Post Office business on behalf of employees be conducted through the exclusively recognized unions and not permit the de facto recognition inherent in the self styled Post Office Committee of the American GI Forum.

W. H. 'Bill' Bell, President

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UNLESS YOU ARE FULLY PREPARED FOR ETERNITY, CHECK YOUR VEHICLE DAILY FOR SAFETY FEATURES.

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7 1/2 Hour Assignments

President James H. Rademacher has dramatically called for all carriers assignments to be based on 7 1/2 hours instead of 8 hours. He is carrying out the mandate of the Boston Convention and cites increased efficiency to the Department that would result. Undertime would be spent profitably in updating records and case labels.

Considering the manpower shortage, aggravated as it is by maladjusted routes, there would be an increase in the regular complement in this office that would ease the tensions and permit better working conditions through more humane treatment of employees. A higher regular complement would result in a higher career substitute complement, as well.

Coupled with his proposal is another to staff all first class offices with regulars only. Discussions have been taking place at the regional level to permit an increase in the annual leave replacement regular complement. The talked about ratio is 1 to 14 and that would net around 12 or 13. However, we already have 6 so the increase would do little more than convert the present temporaries (nice for them of course) but it would not increase the total carrier complement to ease the shortage. You understand, we are about 17 short of two years ago, and we have more mail and more patrons.

President Rademacher's proposals make sense and can lead the way back to a more efficiently run Post Office Department with improved employee morale. The present 8 hour adjustments, even when properly accomplished, create more problems than they solve.

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| | <u>Won</u> | <u>Lost</u> | | <u>Won</u> | <u>Lost</u> |
|-----------|------------|-------------|-------------|------------|-------------|
| Hawks | 20 | 8 | Three N One | 17 | 11 |
| Rejects | 14 | 14 | Unknowns | 14 | 14 |
| Misthrows | 10 | 18 | Rockets | 9 | 19 |

THE LONELY NINE

But 10% of the employees taking the most recent supervisor examination passed. The National average was close to 40% and in some offices in Texas 75% passed the test. In others, none passed. There is no consistent pattern.

Information on the scoring that we have indicates rather unscientific testing procedures and scoring systems. They maintain they were graded on a curve, yet the anticipated percentage passing the test was exceeded. When you grade on a curve you predetermine the number passing and set the passing score accordingly.

If the test given was a valid one (and it may not be), it would appear that the largest percentage of those that could have passed the test did not take it. But 25% of the estimated eligibles took the test and, evidently, most of the anticipated passers simply sat the thing out. What does that mean?

Management, when asked, contended that people simply don't want the heavy responsibilities that go with the job. It appears to us, in comparing the results of other cities, that employee morale is the factor that decides how many take the examination and how many of the possible passers submit for the test. Management should reevaluate themselves to see if they can't attract more craft employees to their ranks. Tsk, tsk, tsk.

Speaking of 9, Management complains the list is not large enough for their 204b needs. We might point out that the ratio is better than we have for substitutes and if the supervisory people don't have adequate replacements they should be told exactly what we are told, "Sorry, no replacements; you can't have off".

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AGREEMENTS

We are often asked by members, when there is a problem to be solved, "What is the Union doing about it?" It is a good question and should be asked but it is also a good question to ask yourself, "What am I doing about it and did I contribute to the problem?"

We should all be reminded that it is the responsibility and duty of each member to read and understand the NATIONAL AGREEMENT and the LOCAL AGREEMENT and let those two documents work for us. Remember, agreements are only printed words until and unless we, as members, make them come alive by making them work for us. Learn what rights have been negotiated for us and exercise those rights at the appropriate time.

When a grievance occurs at your station, follow the procedures outlined in Article IX and present your station representative with complete details. When in doubt concerning an alleged grievance, consult with your station representative or Branch officer. Learn the other benefits which have been negotiated concerning assignment to light duty, annual leave, seniority rights and job protection in cases of adverse actions proposed.

The NATIONAL AGREEMENT and the LOCAL AGREEMENT are sources of job security and good working conditions if we acquaint ourselves with them and learn our rights. They were negotiated with our best interests in mind. Make certain that you, the men in your station and your supervisor abide by them!!

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THREE PALMS AUXILIARY

The Three Palms Auxiliary met Tuesday evening. We were all excited over a new project we recently adopted. By saving register tapes, bottle caps and such from certain merchants we will earn money for our organization. We would certainly appreciate any and all help you could give us. Please save the following:

Register tapes or receipts from: Maverick Markets - Biel's - Mary Carter Paints - Lesters Jewelers - Watson Piano Co. - Les Feldsers - A. B. Transmission - Mr. Louie Wig City - La France Beauty Salon - Craines - Certified Cleaners - Sexet Cafeteria - Ask for a certificate of points from - Red Carpet Car Wash - Datsun (new or used) - First State Bank (when you do business there) - Philip Allbright - . Save the ovals from Knolle cartons - wrappers from french fry bags from Burger Chef - Coca Cola bottle caps and Fanta bottle caps or cans.

For further information call Alice Gilly at 991-0278. Please, help us. Better still, join us and help yourself help your organization. To join the Auxiliary call Helen Barber at TE5-0287 or any Auxiliary member.

Ann Miller 991-1152